

Election Day is June 5, 2018
See back page for
POA Recommendations

JOURNAL

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Tortured Negotiation/Arbitration Process Shows True Colors of City Leaders

By Martin Halloran
SFPOA President

As of this writing, the arbitrator has yet to rule on the MOU between the CCSF and the SFPOA that will take effect July 1, 2018. Although raises are forthcoming, all indications at this time reveal that Mayor Mark Farrell, DHR Director Micki Callahan, and some members of the Board of Supervisors believe that either our cops do not deserve or are entitled to comparable raises of our counterparts in Bay Area law enforcement agencies.

Or, they just don't care.

The POA has been negotiating in good faith with DHR and SFPD management for over 6 months. Although we have offered movement, we have been stalled and obstructed by the City decision makers (DHR Micki Callahan, Mayor Mark Farrell, etc.) who were either non-engaged or absent from the entire process.

The POA brought forth nationally recognized subject matter experts to testify. They, along with compelling testimony from some of our own members, testified on comparable agencies, CPI, wages, and working conditions. All made an overwhelming case for proper in-line raises. Part of this testimony revealed that our rank and file officers and sergeants have fallen below or will soon be below the market comparables, but the SFPD command staff is 25% to 30% above the market comparable in Northern California. That's a lot of money for an all-time high of 16 command staff members. The POA clearly and soundly made our case through testimony in arbitration. But unfortunately, and not surprising, politics has crept into the process.

It was once again confirmed through testimony by Chief Bill Scott, contrary to statements made by some members of the Police Commission and the Board of Supervisors, that the POA has *not* delayed or obstructed any DOJ recommendations. Yet, the anti-law enforcement zealots cling to this false notion.

Question to Chief Scott: *Has there been any meet and confer at which you believe the POA was using labor law to block the department from moving forward?*

Answer: *No. I didn't - I can't say that. No.*

Sadly, the anti-law enforcement attitude of some elected officials, including members of the Board of Supervisors, has trickled down to DHR and their bad faith bargaining has led them to proposing minimal wage increases. Even more insulting is their proposal that the POA surrender or forfeit our bargaining and appeal rights as part of an overall agreement. We cannot and will not stand for that. We will die on the hill for that. San Francisco has been and still is a strong labor city. None of us surrendered our labor rights when we swore to serve and protect.

City Hall appears to be listening to the unsubstantiated and baseless nonsense from the #NoJusticeNoRaise group led by the ACLU. We were hoping that the arbitrator was not. The neutral apolitical arbitrator is responsible and is obligated to make a ruling based on facts and figures presented to him. We were surprised when recommendations came forward from the arbitrator that fell outside of that realm. We believed that a professional experienced arbitrator was a neutral, independent third party, and was not to be influenced by politics. I hope this proves to be true.

The POA Negotiation Committee that Vice President Tony Montoya put together has been absolutely phenomenal. Rick Andreotti, Greg Stechshulte, Matt Lobre, Dan McLaughlin, Past President Gary Delagnes, Gregg Adam, and their support team have put in countless hours. Their commitment and dedication to those who put their lives on the line every day in this city, to ensure that you receive your due compensation, has inspired me. It has been my pleasure and honor to be part of this team.

The City has made it clear that they never came to the table seeking a deal. Based on their insulting proposals of take-a-ways, they care little about our members and the extremely difficult and hard work that we do.

Here are a couple of non-economic examples of their ridiculous proposals that were brought forward by Chief Scott and members of the Board of Supervisors.

- The Chief shall be able to transfer 50% of any personnel at each district sta-



The POA Team consists of L to R Matt Lobre (hidden by Rick Andreotti), Rick Andreotti, Martin Halloran, Greg Stechshulte (back to camera), Dan McLaughlin, Gregg Adam, Tony Montoya.

tion, at any time, based on the needs of the department; A direct conflict with P-1 and seniority?

- The DOJ Recommendations shall be incorporated into the MOU and the POA shall not have any appeal rights or meet and confer rights related to the implementation of these recommendations; A direct conflict with the Peace Officers Bill of Rights and the Myers Milias Brown Act.

We have seen DHR Director Micki Callahan twice through this process and have not yet had a one-on-one conversation with her about 2200 city employees who apparently she looks after. The last time I saw or heard from Mayor Farrell was about 10 days after he was sworn in as Mayor. He wanted to meet to discuss the needs of the department and my members, but it is clear now that he wanted to lay the foundation for his run for Mayor in 2019.

Farrell and Callahan could have cut to the chase and closed a deal long before arbitration. They have the authority to do so. This is how it has been done for decades. Neither the POA or Firefighters 798 have ever needed to resort to arbitration. In the past, the mayor's office has always worked things out. That didn't happen this time. Farrell was advised by consultants and fellow politicians to stay away from the POA. Sadly, in this city the cops and the POA are considered toxic to political survival.

What has the Mayor been doing in his last month as Mayor before he leaves office and launches a campaign to actually run for Mayor in 2019? Farrell spent the last week of April appropriating \$45,000,000 of city money to new programs to pick up discarded syringes on the streets, move the homeless in tents to a new location in the city out of view of a news crew filming, and installing cameras and fences in city owned parking garages. All needed in this filthy, drug infested city, yet a mere fraction of

that money could keep our cops on the streets rather than retiring early, and it could recruit the best and the brightest to fill their spots.

During this long and arduous process, the POA has made movement towards all recommendations brought forward by the arbitrator. Yet the city continued to stall and be the obstructionist. We have lost confidence in the arbitrator so Tony Montoya rallied the POA team to propose another package that will benefit the members rather than having a minimal unfair economic package rammed down our throats. I believe this will serve our members better. By the time this edition goes to print, I am confident that I will be proven right.

The likes of Tony as a passionate, honest, credible, lead negotiator further demonstrates what past leaders of the POA have done for the membership. My first pay check after I joined the San Francisco Police Department was \$16.97 an hour. I was happy to get it, even though it was a pay cut from my previous job. Why? Because I just wanted to be a cop in the City. Tony is following in the footsteps of past Presidents and negotiators such as Gary Delagnes, Chris Cunnie, and Al Trigueiro to ensure that our members are protected, respected, and properly compensated.

The fine and dedicated men and women of this department are entitled to and deserve fair wage increase. Sadly, the decriminalization of felons and the de-policing of the police has led us to where we are today. The spineless statements and actions from those in SFPD management and city government, along with their silence on their so called "controversial" issues, only further demonstrate that they just don't care about you.

Regardless, we know what is right, we will remain strong, we will do what we have sworn to do, and we shall prevail as long as we stick together.

Slainte!

Minutes of the April 11, 2018, Board of Directors Meeting

Call To Order

Sergeant at Arms Val Kirwan called the meeting to order at 1203 hours.

Sergeant at Arms Val Kirwan led the board in the Pledge of Allegiance. Following the pledge, he asked for a moment of silence in honor of police officers and military personnel killed in the line of duty.

Roll Call

Secretary Andreotti conducted roll call. Thirty (30) board of director members were present while six (6) were excused.

Approval Of March 2018 Board Minutes

A motion to approve the March 2018 meeting minutes was made by Board of Director member Matt Lobre and seconded by Board of Director member Sean Imhoff. The minutes were approved with a unanimous vote.

Presentation

Commander Dave Lazar made a presentation on behalf of the SFPD Police Athletic League program. Commander Lazar informed the board of directors that the PAL program has been in effect since 1959. The fundamental purpose of PAL is to connect cops with kids. Commander Lazar stated the PAL program has expanded and improved over the last few years with the addition of more officers to the unit. The Seahawks PAL youth football team added SFPD sworn members as coaches last season. Other programs include the fishing program, flag football, Ju Jitsu and the summer academy. There are currently 45 cadets in the cadet program. Commander Lazar requested a financial donation in the sum of \$20,000 from the SFPOA as all the aforementioned programs are free to the participants. The SFPOA made a \$20,000 contribution to PAL in 2017.

Retired Sergeant Guinan made two presentations to the board of directors.



PHOTO BY VAL KIRWAN

The first was the Fallen Heroes Memorial which will be held on Thursday, May 3rd, 2018, at the SFPD Police Headquarters lobby, 1245 3rd Street at 1800 hours. This memorial will honor, remember, and show support for the surviving family members of the 99 San Francisco Police Officers who have died in the line of duty. Special limited edition challenge coins have been designed and minted in honor of our fallen heroes. The proceeds from these challenge coins will support an ongoing Memorial Remembrance Ceremony to be held every three years. The limited edition challenge coins will go on sale at the SFPOA and can be purchased for \$20.00.

Sergeant Guinan's second presentation was the upcoming Law Enforcement Appreciation Night at AT&T Park on Thursday, July 26th. The Giants will be playing the Milwaukee Brewers. Tickets start at \$25.00 and are available throughout the ball park. They can be purchased directly from the SFPOA located at 800 Bryant St. Proceeds from the ticket sales benefit the California Peace Officers Memorial and the Bay Area Law Enforcement Assistance Fund.

President's Message

President Halloran advised the board of directors that the SFPOA is going forward with the Taser initiative; Proposition H. Board of Director member Tracy McCray taped this month's KCBS message supporting Proposition H. Board

of Director Lobre and Lt. Chris Canning will be organizing a precinct walk soon. The SFPOA will pay members' kids between the ages of 12-17 \$10.00 an hour to help pass out informational pamphlets. The kids have to be accompanied by a parent or guardian. President Halloran stated the main problem with the Police Commission's Taser policy is the language "violently resisting / assaultive behavior" versus the industry standard "actively resisting". Proposition H language is consistent with the language in the San Francisco Sheriff's Department Taser policy, Oakland Police Department policy and San Jose Police Department's policy.

President Halloran advised that the 55th Annual Police, Firefighters and Sheriffs' Award Night hosted by the San Francisco Coordinating Council of Lions Clubs will be on 04/14/2018 at 1830 hours at the Patio Espanol Restaurant, 2850 Alemany Blvd, SF. Members of the SFPD who will be honored are Co. A Sgt. Brent Bradford, Co. B Sgt. Dion McDonnell, Co. C Sgt. Sean Griffin, Co. D Officer John Cathey, Co. E Officer Kimberly La Salle, Co. F Officer Jennifer Granucci, Co. G Officer Anna Cuthbertson, Co. H Officer Tracy Demkowski, Co. H Officer James George, Co. I Officer Sean Imhoff and Co. J Officer Murray Daggs. Congratulations to all the honorees!

SFPOA Treasurer Sean Perdomo injured his wrist off duty and will be

off work mending. President Halloran encouraged members to contact Treasurer Perdomo and wish him a speedy recovery.

President Halloran will be meeting with Chief Scott this Friday. Board members requested President Halloran ask the chief the following questions:

- Why has the chief not contacted and checked on the well-being on the officers who were involved in the officer involved shooting at Capp Street, De Haro or the incident in the Northern when an officer was run over by a vehicle?
- Provide an update on the status of the fleet.
- Will Bayview Station return to being a training station for new recruits?
- Update on the status of the officers involved in the Mario Woods officer involved shooting.

Vice President's Message

Vice President Montoya provided the board with contract negotiations update. The City receded on the last two days of mediation. The City has all or nothing packages. The SFPOA is set to start arbitration with Mr. David Wineberg on Monday 4/16/2018. Arbitration dates are set for 4/16, 4/17, 4/23, 4/24, 4/25, 5/3 and 5/4. #nojusticenoideal requested to sit in on the arbitration hearings claiming the Charter states arbitration hearings are open to the public. The City Attorney agreed with the Charter interpretation that the hearings are open to the public. SFPOA members are encouraged to attend in civilian attire only. The first day of arbitration will be held at Department of Human Resources which is located at #1 South Van Ness, 4th floor. The hearing starts at 0930 hours. The hearing on 04/17 will be held at the Public Safety Building, room 1025 on the first floor.

The SFPOA commercial real estate property on 2nd Street has two businesses interested in renting the property. There is still no interest in the commer-

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

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- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced, or submitted via e-mail or on disk in Microsoft Word.

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

Member Opinions and Commentary: Unsolicited Written Material

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

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

Other Submitted Material

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

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

cial real estate space at 800 Bryant Street.

Treasurer's Report

Treasurer Perdomo was excused. President Halloran advised the board of directors that the SFPOA is slightly over budget through March 2018. The cost of arbitration is expected to add to budget expenses for April 2018.

New Business

A board of director member raised three issues. The first issue involved a member returning from maternity leave to a negotiated part time 60 hours per pay period schedule. The second issue involved body worn cameras having wrong information logged on the video such as GPS coordinates, date and time. The third issue was Department of Police Accountability emailing complaints. President Halloran asked if the negotiated part time schedule was in writing or HRMS. President Halloran advised the board of directors that the GPS feature on the body worn cameras has a GPS deactivation feature. Board of Director member Kevin Lyons suggested that officers write their responses to DPA written responses on a Word document first then transfer the document to the DPA form.

Board of Director member Scott Edwards has learned that SFFD paramedics are raising concerns regarding the new ambulances purchased by the fire department. The concern is that the ambulances are more narrow than the old ambulances. The decreased space makes it difficult for officers to safely stand in the ambulance rig which could be an officer safety issue. The paramedics are asking for some feedback with this officer safety issue from members of the SFPD.

Board of Director member Stephen Jonas raised concern with the recent officer involved shooting in Sacramento and the recent move to change the use of force standard from reasonable force to necessary force. President Halloran stated he spoke with the president of the Sacramento POA who said he was confident the Sacramento County District Attorney will make the right decision on criminal charges. President Hal-

loran also stated the United Coalition of Police (UCOPS) which the SFPOA is a member, is planning to address this necessary force movement. Board of Director member Jonas finally asked for an update on the FSLA comp time buy back violation by the City. SFPOA attorney Gregg Adam said this issue has been temporarily put on the back burner while we negotiate a contract. The City agreed to rectify the error for up to two year's worth of buy-back. Gregg Adam stated the law allows for a three to six-year retroactive correction.

Old Business

A board of director member asked for an update on the civil service complaint for the recent rounds of promotions. Gregg Adam reminded the board of directors that the Civil Service Commission needed a complainant to conduct an investigation. So far, one member who was passed up for promotion filed a complaint with the Civil Service Commission.

Financial Requests

With regards to Commander Lazar's financial request for the PAL program. Sergeant at Arms Val Kirwan made a motion to donate \$20,000 to the PAL program. Board of Director Lobre seconded the motion. The motion passed unanimously. President Halloran reminded the board of directors that the PAL golf tournament is scheduled for September 20th, 2018 at Crystal Springs Golf Club.

Adjournment

Board of Director member Kevin Lyons made a motion to adjourn the meeting. seconded the motion. The motion passed unanimously. The meeting was adjourned at 1323 hours.

Submitted by
Rick Andreotti, Secretary

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

*Attention all active and retired members.
Please join us on Thursday, May 3, 2018
as we remember our "Fallen" Heroes.*

**A Memorial Tribute Ceremony will be held at the
SFPD Police Headquarters Building,
1245 3rd Street at 6 pm
in the Lobby adjacent to the Memorial Wall.**

**Join us as we honor, remember, and show
support for the surviving family members
of the 99 San Francisco Police Officers
who have died in the line of duty.**

Gone but not forgotten



We shall never forget

**We have designed and minted a limited number
of Memorial Tribute Challenge Coins in honor
of these 99 San Francisco Police officers.**

**The proceeds from these Challenge Coins will support
an ongoing Memorial Remembrance Ceremony to
be held every 3 years. These Challenge Coins will
go sale April 2 and can be purchased for \$20 at
the POA Office during business hours 9-4 pm.**

Hosted by



Board of Directors Meeting Roll Call Wednesday, April 11, 2018

| | | | | | |
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| Co. F | Jeremy Cummings | E | Airport | Angelique Marin | P |
| | Greg Stechschulte | P | Retired | Reynaldo Serrano | P |
| | | | | Ray Allen | P |

Please vote YES ON PROPOSITION H

To: All Members
From: Martin Halloran

The POA continues to address important issues that are crucial to the safety of our community and our members. At times this message must come from those who are working the streets of our city in some of the most difficult situations. Our message this month comes from POA Board member Sergeant Tracy McCray (see link below). She is a veteran of the SFPD and a Sergeant assigned to the Bayview District. Tracy has walked the walk so she has earned the right to talk the talk.

Less lethal use of force options, commonly known as Tasers, are at the forefront of what is desperately needed within the SFPD. This tool has proven to reduce injuries to the public and officers. Our neighboring agencies and our own Sheriff's Department have successfully used them for years but yet the SFPD still goes without them.

San Francisco voters will have an opportunity to vote on this important issue in June. A yes vote on Proposition H will ensure that SFPD officers have the necessary tools to reduce injuries and save lives.

<https://sfpoa.org/radio/Yes%20on%20Proposition%20H.mp3>



Our Members Save Lives Everyday

To: Active Members
From: Martin Halloran

This is incredible video. Our members are saving lives everyday but it is often not captured on video. This happened right across the street from City Hall in full view our elected officials. I hope they take note of this. Officer Jordan King is a hero and a life saver. OUTSTANDING JOB!

VIDEO BY RONNIE RODRIGUEZ, SAN FRANCISCO



<https://www.instagram.com/p/Bh69CNTIBcP/>



Please vote YES ON PROPOSITION H



Vote June 5, 2018

A Sampling of Facebook Comments:

Jean Elle: "What a sad image on so many levels. Thank you for your service."

David Archibeque: "Great job officer King! Support our Officers! Blue Lives Matter!"

Duende Macário: "Very sad, but the fabric of our reality. EXCELLENT WORK, Officer King!"

Marisol Martinez: "Great job, thank you for your service."

EB Twang: "It's worth noting that the unfortunate soul had apparently suffered a drug overdose. Just a junkie...a bum...one of society's throwaways... but Officer King did not hesitate to start lifesaving measures and was suc-

cessful in reviving the man so that he could be transported to a hospital. Meanwhile, the stuffed shirts inside City Hall were busy lunching...preening...posturing...as a resident of The City was in distress outside their front door. The irony is too obvious."

Mary Dunnigan: "Great job Officer King!"

Evelyne Barreneche: "Thank you for your service and bravery."

Seán O'd: "How many board of supervisors rushed to help out?"

Mac Luch: "Not his first 'save' either! I've seen him do this countless times! Great job King!"

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Does Personal Agenda Drive a Senior DPA Investigator?

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



Kevin Martin

When the members of this Association are being investigated for a case of alleged misconduct by the Department of Police Accountability, they have a very reasonable expectation that the case investigator will be fair and impartial. In fact, the DPA Mission Statement states, in part, that "The mission of the Department of Police Accountability is to promptly, fairly and impartially investigate complaints against San Francisco police officers..."

I have represented members of the SFPOA from 1998 to the present. My experience is that most of the current DPA investigators (as well as those of the formerly known Office of Citizen Complaints) are friendly, professional, and forthright. Although sitting on the opposite side of the table in this adversarial setting, the majority of POA Defense Representatives and I have been able to develop good working relationships over the past several years.

However, imagine walking into a DPA interview room where the case investigator is a former Executive Director of the National Lawyers Guild, San Francisco Bay Area Chapter, and who has been quoted in a local publication saying, "From blacks being over-represented in our criminal justice system, to the texting scandal from last year, and now new revelations of racism and sexual harassment by officers working on Operation Safe Schools, it is clear that racism is a big problem in the SFPD." That can happen now that we know the very same outspoken and biased attorney is a real DPA investigator, and that his name is Senior Investigator Carlos Villarreal.

Please take a moment to seriously consider the above statement made by the individual whose fate your hands are now in. After doing so, would you believe that you will receive a fair and unbiased investigation?

I'm just curious...just how many San Francisco Police Officers does Investigator Villarreal know outside of the DPA interview room. What steps has he taken

to attempt to understand the role of a San Francisco cop? How many ride-a-longs has he been on?

Unfortunately, recent case findings in two particular cases have left three of our officers feeling the effects of his apparent bias.

In the first case, an officer on patrol cited an individual for obstructing a fire hydrant at 6th and Market streets in violation of section 74 of the Municipal Police Code which states, "It shall be unlawful for any person to obstruct any hydrant on any public street, or to place or deposit any lumber, rock, sand, or other substance within 15 feet of any hydrant on the roadway of any street. (Added by Ord. 1.075, App. 10/11/38." The section is very clear and without ambiguity. Apparently this is not an uncommon section enforced by officers working in the downtown area of San Francisco as the officer was able to provide documentation that several other officers have also enforced this section. A complaint was made to the DPA by the cited individual and investigation was conducted. The allegations against this pro-active officer were 1) Unwarranted Action for issuing a citation without cause and 2) Conduct Reflecting Discredit on the Department for harassing the complainant. (According to Villarreal, that harassment occurred "One of the officers stared and stood in a manner that made the complainant feel uncomfortable while he was signing the citation.")

The findings were confusing to the

officer. The DPA in which Carlos Villarreal was the lead investigator sustained the allegation of Unwarranted Action for issuing a citation without cause. How was this at all possible? How was Sr. Investigator Carlos Villarreal able to determine that there was no just cause for the citation to be issued? The officer did not in any way shape or form violate any Department Policy, Procedure or Guideline to warrant such a ludicrous preliminary finding. The second allegation of Conduct Reflecting Discredit was determined to be "Unfounded."

The officer brought his case and findings to the POA where Paul Chignell and I are pursuing this matter. In mid-March, the officer requested an Investigative Hearing into this matter to try and find the reason behind the "sustained" finding. Due to a turnover in attorneys at the DPA, (our very good friend Manuel Fortes is no longer with us, he will be sorely missed), there has been a delay in either granting or denying the Investigative Hearing. We wait with a cautious confidence that our request will be met.

In the second case, two officers, one recruit and his Field Training Officer received complaints involving an incident of a stolen/recovered vehicle. The recruit received an allegation of misconduct for Neglect of Duty for writing an inaccurate report, and his FTO received an allegation of Neglect of Duty for failing to properly supervise. The case investigator was Sr. investigator Carlos Villarreal. The interviews were conducted. I represented the recruit officer and showed documentation in which the report written by the recruit was approved and signed off by the FTO, a supervising Sgt. and the Acting Lt. for the Watch. There were no discernible inaccuracies found in the recruit's report by three layers of supervision but somehow, the DPA determined the allegations to be preliminarily sustained.

Again, an Investigative Hearing was requested by these two officers quite some time ago without a response.

There have been other cases investigated by Sr. Investigator Villarreal that have left the named members as well as the POA dazed and confused.

I don't know and cannot prove if Investigator Villarreal's preconceived notions about the Police Department or its members have affected his views in his current position, or his findings while investigating our members facing allegations of misconduct. But I sure as hell will feel like I am behind the proverbial "eight ball" any time I walk into an interview room with him as the investigator. I will absolutely feel that I will not be receiving a fair, unbiased or impartial hearing from this guy.

I strongly encourage our members to do the following every time they are commanded to appear at the DPA for in interview conducted by Carlos Villarreal:

During the preliminary stages of the interview when documents are presented and instructions set, before the first question is asked, issue the following statement:

"With all due respect, I feel compelled to state that based on Investigator Villarreal's published statement that, "From blacks being over-represented in our criminal justice system, to the texting scandal from last year, and now new revelations of racism and sexual harassment by officers working on Operation safe schools, it is clear that racism is a big problem in the SFPD." I do not believe I will be receiving a fair and impartial hearing."

This does not mean in any way that you are not prepared to move forward with the interview or that you will not cooperate with the investigator or the investigation. You are merely stating for the record you do not feel you will be receiving a fair hearing.

And to be sure, the POA and its Panel Attorneys will be keeping a very close eye on cases investigated by Mr. Villarreal to insure his preconceived notions do not victimize our members.

Please note that as part of my preparation for this article and just out of curiosity, I asked several of our panel attorneys if any of them were members of the National Lawyers Guild. Though the answers varied in content, not one of our attorneys are affiliated with that organization...hmmmm.

Calendar of Events

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

Specially Scheduled Events

EVENING OF REMEMBRANCE, HONORING SFPD FALLEN HEROES

Where Police Headquarters Public Lobby, 1245 3rd Street, SF
Date/Time Thursday, May 3, 2018, 6:00 pm
Contact See Flyer, Page 3

SFBALEES WING AND BARREL SHOOTING MATCH (TARGET/CLAY)

Where Wing and Barrel Ranch, Sonoma
Date/Time Wednesday, May 30, 2018, 9:00 am
Contact See Flyer, Page 27

98TH ANNUAL STATUTO RACE (BENEFITING MAKE A WISH)

Where SF Italian-American Athletic Club, Union at Filbert, SF
Date/Time Sunday, June 3, 2018
Contact See Flyer, Page 14

TORCH RUN BENEFITING SPECIAL OLYMPICS

Where San Francisco Union Square
When Monday, June 18 8:00 am
Contact Raymond.Padmore@sfgov.org

SF GIANTS LAW ENFORCEMENT NIGHT

Where AT&T Park, San Francisco
Date/Time Tuesday, July 26, 2018, 7:00 pm
Contact See Flyer, Page 27

Regularly Scheduled Meetings or Events

VETERAN POLICE OFFICERS ASSOCIATION

Where Scottish Rite Masonic Center, 2850 19th Ave, SF
Date/Time Second Tues. of every month, 11:00 am
Contact Larry Barsetti 415-566-5985 larry175@ix.netcom.com

WIDOWS & ORPHANS AID ASSOCIATION

Where Hall of Justice, Room 150, (Traffic Co. Assembly Room)
Date/Time Second Tues. of every month, 1:45 pm
Contact Mark McDonough 415-681-3660, markmac825@comcast.net

AMERICAN LEGION SF POLICE-FIRE POST

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

POA BOARD OF DIRECTORS MEETING

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

RETIRED EMPLOYEES OF CCSF

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

RETIREE RANGE RE-QUALIFICATION

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

Family Friendly Workplace Ordinance

By Matt Lobre

The Family Friendly Workplace Ordinance (FFWO) is a local City and County of San Francisco (City) ordinance that allows employees to request flexible or predictable working arrangements in order to assist with caregiving responsibilities for:

- A child or children for whom the employee has assumed parental responsibility
- A person or persons with a serious health condition in a family relationship with the employee
- A parent aged 65 or older.

Employees can request changes in the terms and conditions of their employment that would provide flexibility or scheduling predictability to assist with caregiving responsibilities. Requests may include, but are not limited to, changes in:

- The number of hours the employee is required to work
- The times the employee is required to work
- Where the employee is required to work
- Work assignments or other factors
- Predictability of the work schedule

An employee may make up to two requests in a 12-month period, unless the employee experiences a major life event, in which case the employee may make an additional request during that timeframe.

An employee's request for a flexible or predictable schedule may be denied:

- If the employee hasn't worked for the City for at least six months
- If the employee doesn't regularly work for at least eight hours per week
- If the employee works in a job classification that has been exempted from the FFWO

For a bona fide business reason, including, but not limited to:

- The identifiable cost of the change in a term or condition of employment requested in the application, including, but not limited to, the cost of productivity loss, retraining or hiring employees, or transferring employees from one facility to another
- Detrimental effects on the ability to meet customer or client demands
- The inability to organize work among other employees
- The insufficiency of work to be performed during the time the employee proposes to work

Employees requesting flexible or predictable work schedules must do so in writing on the form provided. Forms and answers to frequently asked questions are posted below.

Forms

- FFWO Request (PDF)
- FFWO Verification of Caregiving Responsibilities (PDF)
- FFWO Approval of Request (PDF)
- FFWO Denial of Request (PDF)
- FFWO Revocation of Request (PDF)
- Frequently Asked Questions about the FFWO (PD)

Common Typo Explains Controversial Delivery to SFPD Homeland Security Detail



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Close Encounters

Nationwide, there were 129 law enforcement officers killed in the line of duty in 2017.

The California Peace Officers' Memorial Ceremony, which took place in Sacramento on May 3, 2018, honored the families of those officers from California who made the ultimate sacrifice.

There were 6 of them:

**Officer Keith Boyer
Whittier Police Department
End of watch: February 20, 2017**

Police Officer Keith Boyer was shot and killed as he and another officer investigated an accident near the intersection of Colima Road and Mar Vista Street.

The vehicle that caused the crash was stolen and being driven by a gang member who had just been paroled. Unbeknownst to the officers, the parolee had just committed a murder hours earlier. As Officer Boyer attempted to conduct a pat down on the subject, the man suddenly pulled a handgun from his waistband and opened fire. Officer Boyer was killed and a second officer was wounded. Despite their injuries, the officers returned fire and wounded the subject.

Officer Boyer was transported to a local hospital where he succumbed to his injuries.

Officer Boyer had served with the Whittier Police Department for 27 years and was preparing to retire. He is survived by three adult children, mother, and stepfather

**Officer Lucas F. Chellew
California Highway Patrol
End of watch: February 22, 2017**

Officer Lucas Chellew was killed in a motorcycle accident near the intersection of Stockton Boulevard and Fruitridge Road in Sacramento while pursuing another motorcycle.

The motorcyclist Officer Chellew was pursuing fled the scene but was subsequently arrested the following week. He was charged with evading an officer leading to his death and grand larceny for stealing the motorcycle he was driving.

Officer Chellew was a U.S. Army veteran. He had served with the California Highway Patrol for eight years and was assigned to the South Sacramento Area Office. He is survived by his wife, daughter, son, parents and sister. His father was a retired CHP officer and his sister also serves with the agency.

**Officer Jason Garner
Stanislaus County Sheriff's
Department**

End of watch: May 13, 2017

Deputy Sheriff Jason Garner and civilian Community Service Officer Raschel Johnson were killed in a vehicle crash while en route to a previous burglary call at approximately 8:20 am.

The patrol SUV left the roadway near the intersection of Crows Landing Road and Seventh Street. The collision caused the vehicle to become engulfed in flames.

Community Service Officer Johnson was riding along with Deputy Garner at the time of the crash.

**Deputy Sheriff Robert Rumfelt
Lake County Sheriff's Department
End of watch: August 22, 2017**

Deputy Sheriff Rob Rumfelt suffered a fatal heart attack after responding to a fight call involving approximately five people in the 900 block of Boggs Lane, in Lakeport, at approximately 8:00 pm.

One of the subjects violently resisted arrest before being taken into custody and Deputy Rumfelt was instrumental in helping to subdue this individual.

As Deputy Rumfelt drove away from the scene after the arrest he suffered a medical emergency, causing his patrol car to leave the roadway and strike a tree approximately a half-mile away. He was transported to Sutter Lakeside Hospital where he passed away.

Deputy Rumfelt had served with the Lake County Sheriff's Office for three years and had previously served with the Lakeport Police Department for nine years. He is survived by his wife, two daughters, sister, mother, and father.

**Deputy Robert "Bob" French
Sacramento County Sheriff's Department
End of watch: August 30, 2017**

Deputy Sheriff Bob French was shot and killed outside of the Ramada Inn in the 2600 block of Auburn Boulevard while conducting an auto theft investigation at approximately 10:30 am.

Members of the Sacramento County Sheriff's Auto Theft Task Force had just taken two women into custody following a pursuit of a stolen vehicle they had observed leaving the hotel. Task force investigators returned to the hotel room to search it based on the offender's searchable probation status. As two members of the task force knocked on the room's door and announced themselves a male subject inside opened fire with a rifle, wounding two California Highway Patrol investigators.

The man continued to exchange shots with members of the task force before jumping from the balcony. As he moved from the back to the front of the hotel he continued shooting at the officers. Deputy French had responded to the scene and engaged the subject with gunfire as the man attempted to enter another stolen car. One of the suspect's rounds went through Deputy French's patrol car and a fragment struck him in an area not protected by his vest.

Despite being mortally wounded, Deputy French continued to engage the subject to allow other officers to seek cover. The man was able to escape in the stolen car, leading officers on a pursuit before crashing. He then exchanged shots with officers again before being taken into custody. The suspect later died from the wounds he sustained.

Deputy French had served with the Sacramento County Sheriff's Department for 21 years and was assigned to the Sacramento County Sheriff's Auto Theft Task Force. He is survived by his children, grandchildren, and sister.

**Officer Andrew Camilleri Sr.
California Highway Patrol
End of Watch: December 24, 2017**

Officer Andrew Camilleri was killed when his patrol car was struck by a drunk driver on I-880, near Route 92, in Hayward.

He and his partner were parked on the shoulder the freeway when the vehicle struck the rear of their patrol car at a high rate of speed shortly before midnight. Officer Camilleri, who was in the passenger seat, suffered fatal injuries in the collision. His partner was treated

and released from a local hospital.

The driver who struck them was also injured and faces numerous charges pending his release from the hospital.

Officer Camilleri had served with the California Highway Patrol for 16 months. He is survived by his wife, daughter, two sons, parents, brother, and sister.

It's a matter of professional honor to have the privilege of placing the names of these brave officers in a section of our *Journal* normally reserved for pronouncing the accolades of the men and women officers who serve San Francisco.

It's the least we could do.

Close Encounters:

It's a very early morning hour on the midnight watch when **Officer Kevin Daniele** notices a car parked at a gas station on Divisadero and Lombard Streets with the engine still running and 2 on board. A quick check revealed the car was reported stolen the day before. Officer Daniele requested a back-up and then detained both subjects for further investigation. Turns out one of those detained had a modified replica of a semi-automatic gun concealed on his person along with other stolen property. Both subjects were taken into custody and an extremely grateful victim was reunited with her property.

It's 1030 in the morning and an individual walks directly towards another subject waiting for the bus at Silver and San Bruno Streets and opens fire with a semi-automatic weapon. The shooter continues firing as pedestrians dive for cover. The entire event is documented on a muni bus video camera. The bus driver calls 9-1-1 and numerous officers flood the area looking for the shooter. **Officer Vincent Fontela** and **Officer Edric Talusan** review the video taken and broadcast the description of the suspect. **Officer Percy Hernandez** locates the armed suspect and prones him out until back-up arrives. The video will later show the suspect firing point-blank at his intended target with numerous innocent bystanders nearby. The victim later showed up at General Hospital with minor wounds, lucky to be alive.

The following officers should also be credited for dropping a net over the entire neighborhood ensuring the suspect was trapped and captured:

Officer Nelson Reyes, Officer David Rodriquez, Officer Patrick McNichol, Officer Nicholas Hooley, Officer Yarostav Shablinsky, Officer Tommie Bartley, Officer Robert Byrne, Officer Andrew Kofman, Officer Gaetano Acerra, Officer Matthew Cloud, Officer Jesus Ortiz, Officer Mark Margreiter, Officer Chase McKay and Officer Tracy Green.

And, while it was a matter of district pride to capture this felon, we believe it would be more appropriate to define what the officers did as being **extremely courageous.**

You're welcome, San Francisco.

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Officer Elia Lewin-Tankel's Baby

To: Active & Retired Members
From: Martin Halloran

April 19, 2018

If there is one thing about POA active and retired members; it is that they come together and they come through for one of their own who is hurting or who is in need. You have all done it again and I cannot thank you enough for your kindness and generosity.

When POA member Danny Casey put out the call for help for Elia & Shideh Lewin Tankle, the response was immediate and overwhelming. Danny has asked the POA to send out the below letter to our SFPD family.

Our brother Elia continues to make progress and it is just another example that miracles do happen. Shideh Lewin Tankle has forwarded a letter that she wants all of you to read. Continued prayers for Elia and again, many thanks.

SFPD Family,

Thank you very much for your generous contributions to Elia & Shideh's baby shower gift. We were able to raise more than \$8,000. This will greatly assist the new addition to their family who at this point whose name is a secret. The baby boy is projected to be 10-8 some time in early May.

I would like to extend special thanks to the POA for distributing the information and contribution, each district station, recruit class 260, and anyone else I'm missing for your generous contributions.

I saw Elia yesterday and he was talking and engaging. He will be moved to Bakersfield sometime in May to continue his rehabilitation. Please keep him and his family in your thoughts and prayers. #4343 and family will be resilient.

Good luck, God Speed, & S.F.

D. Casey

TTF



Dear Friends and Family,

Tomorrow is six months exactly since Elia's accident. I wanted to write to you all to acknowledge the journey we've been on so far. During the time Elia was in the ICU we desperately hunted down a different neurosurgeon to speak to us, someone to give us better news, higher numbers, hope.

The conversation we had with this doctor is an emotional blur for me, but I do remember him mentioning that six months down the line we would need to ask ourselves if this is the life Elia wants, it would be easy, he said, or something to that effect, we'd just disconnect his feeding tube. It would be simple. Just like that.

Why am I telling you this? Because soon after this conversation I decided to stop listening to the doctors. The brain is a mystery to them, and I'd rather live in that mystery than hold onto any number or percentage a doctor gives me just so he can sound like he knows what he's talking about.

Why else am I telling you this? Because even though sometimes I get stuck in comparing Elia today to who he was before his accident, and some days are draining beyond words, I think it's important to pause and reflect on just how far we've come & just how wrong those doctors were.

Elia is restarting, rebooting, rewiring, and this takes time and a ridiculous amount of patience, but it's happening. Because of him. And because of me. And because of our parents. And because of you. Because we never stopped believing. And because Elia is a force to be reckoned with, a strong body with an even stronger heart.

So six months later I choose to be grateful, for his life and this second chance, for his smile and silliness that's resurfacing, for him standing with help and throwing a ball, for his emotional serenades and all the lyrics he knows by heart, for the moment his eyebrows lift in surprise and pleasure when he bites into a blackberry, for the fact that he can touch my belly and kiss it and tell our baby he's the voice of the future.

There's still work to be done. The road is long and windy and sometimes feels like more than I can handle, but most days I'm refueled by love, his and yours, and this baby (still) growing inside of me. So thank you. Really, truly, thank you.

If I've learned anything through this process it's that life is a privilege, not a given, so please take a moment today to be grateful for your health & wholeness & to imagine Elia six months down the line. How else has he healed? What amazing things is he doing? How else has he proven the doctors wrong? I think he's deserving of this collective vision.

Love Always,
Shideh

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A FAMILY BUSINESS

Police-Fire Post 456 News

By Greg Corrales, Retired

"Dustoff." In 1963 that was the call sign for helicopter pilots who pioneered emergency medical evacuations during the Vietnam War. About 3,000 pilots and crewmen flew air ambulances, often into heavy fire, to medevac more than 100,000 severely wounded men, and 33 percent became casualties themselves.

Michael "Mike" J. Novosel, a native of Etna, Pennsylvania, earned his wings in December 1942, and became a B-24 pilot training aerial gunners in World War II. He later flew B-29s on four combat missions in the Pacific. Novosel stayed on active duty when the U.S. Air Force was established in 1947 but switched to the Air Force Reserve in 1949. When the Vietnam War began, Novosel wanted a combat assignment, but the Air Force deemed the 41-year-old lieutenant colonel too old. However, he found an opportunity with an Army program that trained experienced pilots from the other services. By 1964 he was flying helicopters as an Army warrant officer and in January 1966 was sent to Vietnam for the first of two tours as a dustoff pilot. His second tour began in March 1969. He flew a total of 2,543 missions transporting more than 5,500 medical evacuees.

On Oct. 2, 1969, a large enemy force pinned down South Vietnamese soldiers in Kien Tuong province in the Mekong Delta. The South Vietnamese suffered heavy casualties, and medevacs were called in. Novosel, in the 82nd Medical Detachment, flew his Huey in low-level circuits over the battlefield to locate casualties. Six times intense enemy fire forced him out of the area, but not for long. He performed 15 extractions, saving 29 soldiers. On one flight, Novosel hovered his helicopter backward into enemy fire to reach a wounded fighter and held his position while the man was pulled aboard. Novosel was wounded during the rescue. On June 15, 1971, President Richard Nixon presented the Medal of Honor to Novosel for his actions on Oct. 2, 1969. Novosel also received three Distinguished Flying Crosses, three Bronze Stars and 60 Air Medals. When he retired in 1985, Novosel was the last World War II pilot still on active duty. He died April 2, 2006, and is buried at Arlington National Cemetery.

On April 18, the helicopter pilots and crew members killed in Vietnam were honored at Arlington National Cemetery with the unveiling of their own monument at the Virginia cemetery. The Vietnam Helicopter Pilots Association spearheaded the effort, working with Arlington National Cemetery and Congress to get the monument approved. At first, the cemetery was hesitant because of the ever-shrinking space for grave sites, but supporters of the monument wrote to Congress and gained attention. Eventually, a compromise was made, and the cemetery approved the monument. The Vietnam Helicopter Pilot and Crewmember Monument was placed in Section 35 along Memorial Drive, not far from the Tomb of the Unknowns. It honors the nearly 5,000 helicopter pilots and crew members who were killed during the Vietnam War.

When I went to my first district station as a young officer, most of the Day Watch officers were World War II veterans. I



was in awe that these men were actually WWII Vets! The war had been over for 24 years at that time. I am now incredulous that it has been fifty years since I left Vietnam. I am here, fifty years later, entirely due to the courage and devotion to duty of Marine Corps helicopter pilots. God Bless them.

Speaking of World War II, the remains of a gunner whose plane crashed in the Pacific Ocean during World War II have been identified and returned to his sister in Ohio after more than 70 years. A funeral for Ora Sharninghouse Jr. was scheduled Saturday in Findlay, where his 84-year-old sister, Joan Stough, lives. She was 11 when he went missing in action in 1944. She told The Blade newspaper their family never had a funeral for Sharninghouse because their mother held out hope he might return. The remains of Sharninghouse and a radio-man were recovered from their torpedo bomber in 2014 near the Republic of Palau. DNA testing helped identify them. Stough says she was stunned when the U.S. Navy told her last August that her brother's remains were identified and would be returned to her.

Colorado Air National Guard Capt. Ben Garland, an offensive lineman with the Atlanta Falcons, will join four fellow NFL players and a former head coach on a weeklong NFL-USO tour of military bases in Italy and Germany, the league announced. Defensive ends Mario Addison (Carolina Panthers) and Carlos Dunlap (Cincinnati Bengals) and running backs Mark Ingram (New Orleans Saints) and Latavius Murray (Minnesota Vikings) round out the tour's active roster. Former New York Jets and Buffalo Bills head coach Rex Ryan, now an ESPN analyst; also will make the trip, per the NFL news release. Garland, a 2010 Air Force Academy graduate, will make the trip after his second full season with the Falcons. He also played in eight games with the Denver Broncos in 2014. He was Atlanta's nominee for the Walter Payton NFL Man of the Year award last season and has worked with multiple charities, including some attached to military causes. Last month, Garland had his head shaved by a teammate as part of a fundraiser to fight childhood cancer. The league made a three-year, \$5 million commitment to the USO in 2016 "to support the expansion and refurbishment of USO centers and programming," per the release. The tour is part of the NFL's Salute to Service program.

Last month was a very difficult month. I was informed that 66-year Post 456 member John Fay had transferred to Post Everlasting last year. Also transferring to Post Everlasting were Joseph Ward, Renota "Chris" Martinez, Donald J. Sloan, Jim Hennessy and Marvin Dean. Rest in Peace comrades!

The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be on Tuesday, May 8, 2018. We meet at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at gc1207@comcast.net.

News from the Credit Union

By Al Casciato
SFPD Retired

Remembering Long-Time SFPCU Board Member, Jim Hennessy

All of us at SF Police Credit Union are deeply saddened by the recent passing of Jim Hennessy, a longtime member of SFPCU's Board of Directors.

A San Francisco native, Jim joined the SFPD as a returning Vietnam veteran. He served the city as an officer for over 30 years as a Tactical Unit mounted officer and part of the Captain's Staff. Upon entering the Department, Jim became a member of the Credit Union and in the 1990s began his lengthy career as a volunteer, serving on the Loan, Political Action, Supervisory, Education, Strategic Planning and Budget Committees—including 2 terms as Board Chair. Jim was also employed for two years as a security officer at our San Mateo Branch.

In his free time, Jim was well known as a knowledgeable and highly experienced travel agent who organized many amazing travel opportunities for the law enforcement community to Alaska, Europe, the Mediterranean, China, South-east Asia, and Malaysia. Jim himself travelled to China more than 15 times.

We thank and honor Jim for his fierce dedication to our community and credit union. Our thoughts and prayers are with his family during this time.

Q: I've seen my credit score appearing in online banking at other institutions I bank with. Will SFPCU be offering this in the future?

A: Yes, we are excited to announce that starting May 1st, 2018, any member who is enrolled in SFPCU's online banking can opt-in and view their FICO score within online banking for free. Opting in to view your FICO score does not impact your score in any way, and you can opt-out at any time. In addition, we provide educational information regarding what factors can cause your score to go up or down. Through our partnership with FICO, we provide this information to our members at no cost because your FICO® Scores can help you learn how lenders view your credit risk and can help you to better understand your financial health. For more information on how to opt-in and learn about your FICO score, visit our website at www.sfpcu.org.

Upcoming Events:

- You're invited to a **First-Time Home-buyer** seminar to be held at our Irving Street branch located at **2550 Irving**

Street, San Francisco, 94122, on May 23, 2018 at 6:30 pm. You'll learn about the many home loan financing options available and get valuable information about what to expect as a result of the recent tax reform legislation. Go to our website at www.sfpcu.org to RSVP for this informative event.

- Mark your calendars for our summer pre-owned car sale the weekend of July 28-29!

Saturday: 9 am--5 pm

Sunday: 10 am--5 pm

Location: Cow Palace, 2600 Geneva Ave., Daly City, SF, 94014

Get pre-approved before the sale by calling 800.222.1391 or apply online at www.sfpcu.org.

Current Promotions:

Receive \$25 When You Refer a New Member! Now through July 31st, refer a family member or eligible colleague to SFPCU, and if they join, you'll receive \$25 — and your referral could receive up to \$100. Restrictions apply, for details, visit our website at www.sfpcu.org.

Give Us Your Feedback:

If you have feedback about any matter at the Credit Union, please send a note by going to www.sfpcu.org/contact-form. If you have a specific concern, the credit union encourages you to work with branch or Contact Center staff who can answer questions and either promptly resolve issues or escalate an issue to the appropriate department or individual for assistance. You can also post a message on SFPCU's Facebook page at <https://www.facebook.com/SFPoliceCreditUnion/>.

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

You can contact me at alcasciato@stisia.com.

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

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

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-San Francisco Police Officer

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

Widows' and Orphans' Aid Association

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

Tuesday April 10, 2018

The Widows' and Orphans' Aid Association of the San Francisco Police Department held their monthly meeting at 850 Bryant Street room 125 on Tuesday April 10, 2018.

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

Approval of the Minutes: Vice President Ray Kane made a motion to accept the minutes from last month's meeting. Trustee Al Luenow seconded the motion. The motion passed without objection.

Receiving Applications, Suspensions, and Reinstatements: Vice President Ray Kane and Trustee Jim O'Meara will respond to the Police Academy on May 2, 2018 and present the WOOA for membership. There were no suspensions or reinstatements. Any "unpaid member" for 2018 will be identified and suspended by order of President Lindo at our May 2018 meeting.

Communications and Bills: Treasurer Dean Taylor addressed the death benefits for payment to the beneficiaries of Doug Mitchell, Frank Kerlin, and Gary Frederick. Treasurer Taylor also presented the regular monthly bills to be paid. Trustee Rob Forneris made a motion to pay the death benefits and the regular monthly bills. Trustee Jim O'Meara seconded the motion. The motion passed without objection.

Report of Visiting Committee: No report this month.

Report of Trustees: We were informed of the sad news, of two of our member's passing:

Lester E. Hance, age 90: Lester Eugene Hance was born in Scobey, Montana on July 10, 1927. Lester's family moved throughout the western states during the great depression and eventually settled in San Francisco, California in the year 1942. Lester, known as Gene, graduated from Sacred Heart High School. He graduated early to enlist in the United States Navy in early 1945. After his discharge from the Navy, Gene attended U.S.F. and met his future wife Nancy at a St. Phillip's dance on January 24, 1947. They were married on August 11, 1951. Prior to marriage, Gene joined the San Francisco Police Department on July 1, 1949. Gene wore star #1408. Gene worked the following assignments during his nearly 29 year career: Potrero Police Station (July 18, 1949), City Prison (March 29, 1951), Northern Police Station (August 11, 1952), HDQ BSS (February 16, 1956), and his last assignment was at the Bureau of Inspectors (April 11, 1960). Gene was promoted to Asst. Inspector on February 20, 1963, and to full Inspector on November 1, 1965. Lester Eugene Hance retired with a Disability Pension on February 13, 1978. Gene had been very active at the St. Phillip the Apostle Parish, most memorably as a lector. Lester was preceded in death by his wife Nancy, his siblings Josephine, Myrtle, Wilbur, Wilmar, Phyllis, and Warren. Lester is survived by his beloved sons, James Phillip, and Paul Eugene (Lisa), and his grandchildren, nieces, and nephews.

Renota Chris Martinez, age 54: Renota Chris Martinez entered the San Francisco Police Department on December 2, 1991. Renota wore star #1425, and worked the following assignments during her twenty-six plus year career: Potrero Police Station (May 13, 1992), Central Police Station (August 8, 1992),

Richmond Police Station (July 31, 1993), Taraval Police Station (August 26, 1995), Park Police Station (February 21, 1998), Taraval Police Station (April 3, 1999), Renota was promoted to the rank of Q-50 Police Sergeant on December 21, 2000, Bayview Police Station (September 13, 2003), Richmond Police Station (November 5, 2004), Bayview Police Station (December 6, 2004), Field Training Office and promoted to the rank of Q-60 Lieutenant (November 6, 2010), Taraval Police Station (January 14, 2012), Airport Bureau (October 1, 2013), Airport Bureau FOB (January 2, 2014). Renota retired on March 16, 2018 and succumbed to a fatal illness in April of 2018.

Report of Special Committee: Bookkeeper Sally Foster reported on the Constitution and By-Laws rewrite. Sally is hopeful that all the members' correct addresses will be gathered and verified prior to June. A ballot will be mailed to the membership to cast a vote, for or against, the new proposed changes. We will continue to print updates up to the mailing date. Many of our members have changed address locations and did not inform us. The success of mailing the ballots, and mailing bills or information is incumbent on current membership address and contact numbers.

Unfinished Business: See Report of Special Committee above.

New Business: No report this month.

Good of the Order: No report this month.

Adjournment: President Lindo led the WOOA Board in a moment of silence for all of our fallen members. Lindo then scheduled our next meeting for Tuesday May 8, 2018. The meeting will be held at room 125 at 850 Bryant Street in San Francisco at 1230 pm.

To All Members: To all members who send us their dues payments, or any communication through the U.S. mail, please take note that our mailing address is: **WOOA, P.O. BOX 4247, San Rafael, CA 94913-4247.** Please note that our former P.O. Box 880034 in San Francisco has been closed out for over a year. Visit our website at sfwidowsandorphans.org where you can access beneficiary forms. For beneficiary changes click on the Resources box on our face page. New beneficiary changes require a signature of a Notary, or a signature by one of our Board Members. The SFPOA has a free Notary service for active and retired S.F.P.D. Officers. Please use this form for any contact number or address changes. A Notary or Board Member signature is not required for address or contact number changes. Failure to update the WOOA regarding address changes has resulted in suspensions for many of our members, and in some cases the members were dropped from our organization. The yearly bills do not reach the new location of some members and they ultimately are suspended and dropped for failure to pay their dues. Each month we give our thanks to several people who assist our organization: Retired S.F.P.D. Captain Paul Chignell who is currently the SFPOA Defense Administrator, David Ng of Personnel, Sgt. Rachael Kilshaw and Risa Tom of the Office of the Police Commissioner, Retired S.F.P.D. Sergeant and long tenured SFPOA *Journal* editor Ray Shine, Retired S.F.P.D. Lieutenant and host of the Gold Country Reaper Website, Rene LaPrevotte, and finally to the S.F.P.D. Traffic Command and their Officers who graciously afford us space for our files and our monthly meetings.

Mark J. McDonough,
WOOA Secretary

**Yes On
Proposition H
Vote June 5, 2018**



Photo courtesy of Insp. Matt Perez (ret.)

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

By Martin Halloran, President

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

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

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



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Sergeant Louis Sylvestri — First SFPD Air Unit

By Carol Kunkle

My dear cousin, Retired Sergeant Louis Sylvestri (87) passed on April 16, 2018 at home in Sonoma, California peacefully in his sleep.

He was honorably discharged flying in the United States Air Force, Louis entered the San Francisco Police Department where he pioneered the first "Aero Division" he called it the "Whirly Birds." The SFPD "Aero" Squadron was at its peak in the mid-1970s, with the number of helicopter and small plane flights rivaling the frequency of the Los Angeles Police Department.

After several accidents, and some complaints, the unit was disbanded.

The helicopter unit was featured prominently in the first Dirty Harry film (1971), identifying a sniper on a roof top before a murder was committed.

The unit was reactivated in the late 1990's, and then the Aero unit was put into an "inactive" status indefinitely.

Today, in times where it needs air support, the SFPD contacts the California



Louis Sylvestri

Highway Patrol who has a Napa air base.

Louis remained a member of the San Francisco Police Association. He read his POA *Journal* faithfully, taking interest in SFPD ALERT.

Jim Hennessy — Police Officer, Family Man Extraordinaire, Volunteer and Gentleman

By Paul Chignell,
Former President and
Current Legal Defense Administrator

To say we lost one of our own on April 15, 2018 is an understatement. We lost one of our best.

Jim Hennessy was born on February 11, 1943 and passed away after battling a long illness with great courage on April 15, 2018.

San Francisco Police Department

During part of those seventy-five (75) years he entered the San Francisco Police Department on June 16, 1966 and retired on January 5, 2001. In those thirty-four (34) and a half years he served the citizens of San Francisco with fervor and distinction. Of particular note were his twenty-one (21) years as a proud mounted unit member.

Jim was well respected throughout the SFPD and his friendship to many of his colleagues was legendary. His advice and counsel to supervisors and high ranking police officers was always a given.

Jim Hennessy, like all good cops, could make outstanding arrests. One of my favorites was related by one of Jim's good friends, retired Deputy Sheriff and District Attorney Investigator Mike Koppel.

Jim was riding his horse in the tenderloin district some years ago. As many officers know, people love the police horses and are intrigued by them. Jim was astride his horse when a fellow came up and asked if he could pet the nice police horse. Jim, of course, agreed and the fellow was stroking the mane of the horse and cooing about how beautiful the horse was. But Jim saw a distinctive discolored gold tooth on one side of the fellow's mouth. He recalled that a suspect wanted for a sexual assault the previous day had exactly the same discolored gold tooth and also fit the description of the miscreant. Suffice to say that Jim made the arrest of the equestrian lover and secured a conviction in court.

Career and Community Involvement

Jim Hennessy was the personification of a volunteer. He was not a flash in the pan or johnnie come lately.

His sense of community and service was ongoing.

Prior to his entry into the San Francisco Police Department he served in the United States Navy during the Vietnam war with excellence and seamlessly began his lengthy service with our Department. After the September 11, 2001 terrorist attack he became an active reservist with the United States Coast Guard in the newly formed Sea Marshal's program.

Jim was a mainstay on the Board of Directors of the San Francisco Police



Jim Hennessy

Credit Union and continued his tenure on that Board for many years all the way to the end of his life. His service to the members was paramount. Retired Captain Mike Hebel commented the other day "There was no person who loved the credit union and worked tirelessly to improve that organization more than Jim Hennessy."

Al Casciato, another colleague of Jim Hennessy's on the Credit Union Board of Directors said "Jim really cared about the credit union and wanted to thank everyone who helped him during his last days".

Jim continued his support for the military and military families by his involvement with the Marines Memorial Association Gold Star Parent Event, an organization that Jim's family suggests those who wish to donate to do so in Jim's honor.

Family and Friends

Jim Hennessey is survived by his wife and best friend of forty-one (41) years, Sheriff Vicki Hennessy, as well as his children Erin and Patrick, and his grandchild Esme. He is also survived by his sisters, Sister Rose Marie Hennessy and Margaret.

The Jim Hennessy legacy remains with his zeal for world travel as he organized many trips to Asia and Europe attended by scores of families through the years.

A renaissance man he was — with his story telling, his stature, abilities as a gourmet cook and amazing sense of humor.

Jim was a familiar presence on the west side of San Francisco in restaurants, on the street, always gregarious, always gracious. In the recent year I would encounter Jim at one of his favorite haunts, the Gold Mirror restaurant on Taraval Street where he would greet friends with a smile and engage in a story or a conversation.

You would never feel uncomfortable around Jim Hennessey.

He left us too early.
God Bless Jim and his family.

Deaths

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

JAMES DENNIS COLE
Age 84, Retired SFPD
Died April 11, 2018
Notified by C. Bates

JAMES F. HENNESSY
Age 75, Retired SFPD
Died April 15, 2018
L. Barsetti

PETER DACRE
Age 64, Retired SFPD
Died April 25, 2018
Notified by R. Shine

RENOTA CHRIS MARTINEZ
Age 54, Retired SFPD
Died April 15, 2018
Notified by R. LaPrevotte

MARVIN DEAN
Age Unknown, Retired SFPD
Died April 2018
Notified by R. LaPrevotte

LOUIS SYLVESTRI
Age 87, Retired SFPD
Died April 17, 2018
Notified by C. Kunkle

LESTER "GENE" HANCE
Age 90, Retired SFPD
Died April 11, 2018
Notified by R. LaPrevotte

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

Submitting Obituaries and Memorial Tributes

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

In Memoriam...

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

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

1969: **Officer Joseph Brodnik**, shot and killed while detaining several burglars.

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)



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The POA is proud of the strong work ethics, tolerance, and diversity of our department.

To: All Members
From: Martin Halloran

The San Francisco Police Department is perhaps the most diverse law enforcement agency in the entire country. Half of our ranks are made up of officers of color, female officers, or LBGT officers (watch the video).



<https://sfpoa.org/>



Members within the SFPD receive extensive diversity and cultural training which includes implicit bias training. All SFPD officers have also taken the "Not On My Watch" pledge. If allegations arise of misconduct there are procedures in place to immediately address those complaints and determine if such conduct actually occurred.

The POA is proud of the strong work ethics, tolerance, and diversity of our department and we stand by our members as they serve and protect our community.

SAN FRANCISCO PUBLIC DEFENDER
JEFF ADACHI – PUBLIC DEFENDER
MATT GONZALEZ – CHIEF ATTORNEY

FOR IMMEDIATE RELEASE: April 10, 2018

CONTACT:

Tamara Barak Aparton
Communications and Policy Assistant
San Francisco Public Defender's Office
415-575-4390 (office)

*** PRESS RELEASE ***

SFPD WHISTLE BLOWER CLAIMS RETALIATION AFTER REPORTING RACIAL, RELIGIOUS HARASSMENT

San Francisco—A police officer of Afghan descent alleges he is the target of retaliation after reporting racial and religious discrimination at the hands of his San Francisco Police Department colleagues, San Francisco Public Defender Jeff Adachi announced today.

On Nov. 9, 2017, a San Francisco police officer made a harassment complaint to the SFPD's equal employment opportunity department, alleging he was not only harassed for being Middle Eastern and Muslim, but witnessed racism and homophobia by officers at Central Station. The San Francisco public defender is withholding his name for safety reasons. Among his allegations:

The officer claims he was repeatedly accused by colleagues of being a terrorist. This harassment included being told he could leave his RPGs and grenades at home, and being asked to inform an officer if his family members were planning an attack so the officer could "put them down gently." He also reported being asked if his police radio earpiece was connected to a bomb. In one instance, an officer claimed to see wires coming out of the officer's duty bag and said "tick tick, that's what I hear."

Twice finding hateful graffiti on his locker. In an August, 2017 incident, someone scrawled "tick-tick." On Nov. 6, 2017, the officer found and photographed graffiti on his locker that included an ISIS flag and the words "go back."

The officer reported that a fellow officer referred to him as a "sand n-----" and his sergeant asked him if he knew any "towelheads."

The officer reported several instances of anti-Muslim harassment by fellow officers, such as a colleague applauding the Trump Administration's Muslim ban, warning against Muslims infiltrating law enforcement, telling the officer he can't detonate himself in exchange for 72 virgins since he is a police officer, and taking him to a strip club in a deliberate attempt to embarrass him.

While on patrol with a colleague in November, 2017, the colleague allegedly told the officer, "I want to get guns, and the only people who have guns are blacks and Hispanics. The department doesn't like us to make judgments like that, but if I see a black person behind the wheel of a vehicle, I'll pull the car over and figure out probable cause later." The same colleague later referred to an African American motorist as a monkey, the officer said.

The officer claims he witnessed an officer repeatedly call his colleagues "fag-got" and yell the slur at a rideshare driver.

The officer stated he witnessed colleagues routinely mute their body worn cameras to make inappropriate comments at crime scenes, including dismissing a rape victim because she was a sex worker and threatening to call immigration on a Latino motorist.

The officer says he heard several officers expressing support for the white nationalist movement, complaining the group had been maligned by the media.

The officer, who joined the SFPD in June 2016, describes a shocking pattern of retaliation after reporting the harassment. Colleagues suddenly found problems with his performance, complained he was making them deal with internal investigations, and accused him of not being able to take a joke, he said. He received calls from members of the Police Officers Association who asked probing questions about the nature of his complaints. His alleged mistakes on the job were broadcast on police radio and meetings he and his family scheduled with top brass to discuss the issue were cancelled without his knowledge.

The officer isn't the first SFPD whistleblower to claim retaliation. Joel Babbs, an African American officer, claimed in November, 2017 to have faced months of departmental retaliation for alleging racism in the ranks, culminating in Babbs being charged with vehicle registration fraud and making a false police report.

In January, San Francisco settled a lawsuit with retired police officer Patricia Burley for \$100,000. Burley claimed she was forced to retire after she blew the whistle on a colleague's criminal conduct.

In 2015, the city paid former internal affairs attorney Kelly O'Haire \$725,000 after she filed a whistleblower retaliation lawsuit, claiming she faced threats after handling a discipline case against then-Deputy Chief Greg Suhr.

When Lt. Yulanda Williams, head of the Black Officers Association, spoke out in 2015 against bigotry in the department after being the target of racist texts sent by SFPD officers, she was denounced by the San Francisco Police Officers Association. The POA president sent a letter to the union's 2,000 members, saying he was "disturbed" by Williams' accusations and denying any racism in the ranks or police practices.

Adachi said the case demonstrates that the department is still beset by deeply ingrained bias.

"In order to eliminate racism in the ranks, police culture must rid itself of its 'no snitching' ethos. Fear of speaking out due to retaliation has been an enormous barrier to real reform in San Francisco," Adachi said.

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Scholarship Announcements

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 2018 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 2018.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2018 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 adjacent request for an application to the SFPOA.

Completed applications must be returned to the SFPOA no later than May 11, 2018.

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

The SFPOA is about to embark on its annual 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 2018 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 2018.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2018 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 11, 2018.

Request For Jordan Scholarship Application

Scholarship applications must be returned to the SFPOA no later than May 11, 2018. Applications received after that date will be returned.

Applicant's Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Telephone: _____ Cell No. _____

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 Fl, San Francisco, CA 94103

Request For Barker Scholarship Application

Scholarship applications must be returned to the SFPOA no later than May 11, 2018. Applications received after that date will be returned.

Applicant's Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Telephone: _____ Cell No. _____

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 Fl, San Francisco, CA 94103

San Francisco Police Officers' Association Announces The Margaret Hartmann Scholarship Awards Program

The SFPOA is about to embark on its annual Margaret Hartmann scholarship award 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 2018 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 2018.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2018 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 11, 2018.

Request For Hartmann Scholarship Application

Scholarship applications must be returned to the SFPOA no later than May 11, 2018. Applications received after that date will be returned.

Applicant's Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Telephone: _____ Cell No. _____

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 Fl, San Francisco, CA 94103

Signs of Our Times

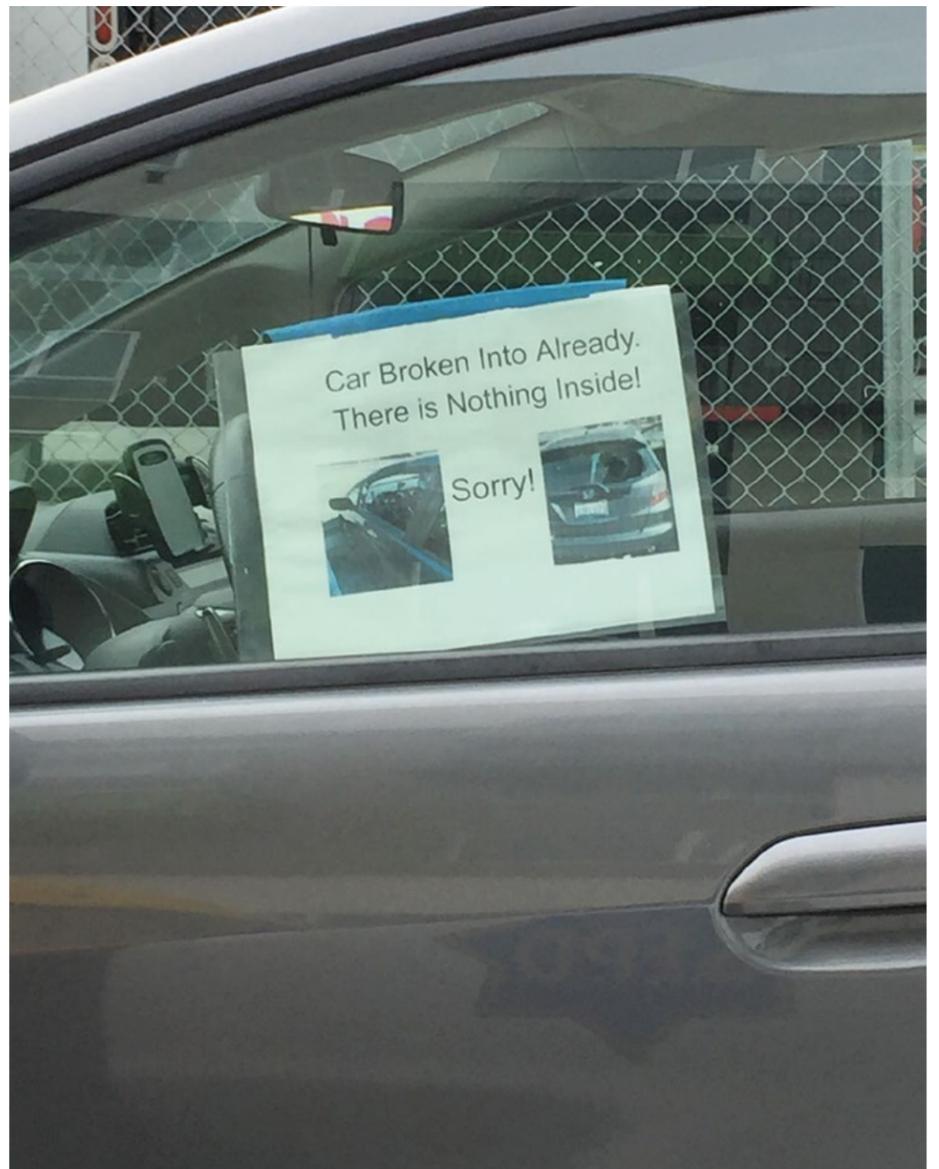


PHOTO BY RICK ANDREOTTI



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SF POA

BLOOD DRIVE

Wednesday, May 9, 2018

10:15 AM - 3:00 PM

Location: POA 800 Bryant; Entrance on 6th
800 Bryant St., San Francisco, CA 94103

Questions?

Cheryl Trott 415-470-1808

Sean Frost 650-868-1550

Deborah Braden 415-609-8974

Lunch and refreshments will be provided for all participants!

The California Columbia Association



**Invites All First Responders to Participate in
The San Francisco Italian Athletic Club's
98th Annual Statuto Race
Sunday, June 3, 2018**

**Commemorating the Statuto Albertino
(Italian Constitution)**

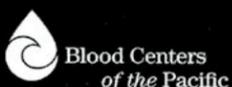
*It's Fun, It's Good For
You and It Benefits*



Start and Finish: San Francisco Italian Athletic Club at 1630 Stockton Street, San Francisco (Alongside Washington Square Park between Union and Filbert streets in historic North Beach)

Course: 8K Run/2 Mile Walk. North from the SFIAC Club at 1630 Stockton Street to North Point to Herb Caen Way to Bryant Street and back. Mostly flat, beginning and finishing on a slight hill. All runners and walkers will receive a commemorative event t-shirt and post race raffle.

Registration: 8K Run — \$45 postmarked until June 1 and \$60 until race day; 2 Mile Walk - \$40 up to race day. Schedule: 7:30 a.m.: Race Day Registration, 9:00 a.m.: Race Start. Forms can be obtained at www.statutorace.com or www.sfiac.org or by calling (415) 781-0166. Complete and sign the entry form and enclose check for the appropriate amount pursuant to above fee schedule. Make check payable to SFIAC Statuto and mail to SFIAC Statuto Race, P. O. Box 330154, San Francisco, CA, 94133. Race/Walk bibs will be distributed the morning of the event. Bottomless Mimosa Brunch: Following the race, join us for Bottomless Brunch. Racers and guests welcome. \$30 per person. For more information, visit www.statutorace.com or www.sfiac.org or call (415) 781-0166.



888-393-4483
bloodcenters.org



SFPOA/CCSF Interest Arbitration in Process

On Monday, April 16, 2018, the SFPOA/CCSF Interest Arbitration began at the HOJ 5th floor Police Commission Hearing Room. The POA sought interest arbitration in an effort to secure an equitable MOU with the city after weeks of negotiation came to impasse.

Vice President Tony Montoya and his team have done a fantastic job in their preparation for arbitration. We believe that our experts and our members, that are scheduled to testify, will clearly demonstrate our positions surrounding economics, wages, and members' rights.

Here is a photo timeline of the process up through April 23, 2018.

— Marty Halloran

Monday April 23, 2018

Monday, April 16, 2018



Representing the CCSF are L to R Trevor Koski (Deputy City Attorney), LaWanna Preston (DHR), AC Hector Sainez, DC Robert Moser, Micki Callahan (DHR), Chief Bill Scott



Mr. Will Aitchison testifying on behalf of the POA. He is considered one of the most nationally respected experts on public safety wages and interest arbitration.



Steve Ponder, who is the "numbers guy" from DHR, has been called by the City and is giving direct testimony. He will later be crossed by the POA attorney.



DHR Executive Director Micki Callahan testifying on behalf of the City. She will be cross examined by the POA attorney once direct examination has concluded.



Sgt. Walt Ware testifying for the POA regarding the hiring process for the department, background investigations, and qualified vs non-qualified candidates.



Capt. Nick Rainsford from Staff Services testifying for the POA about qualified candidates, hiring rates, and failure rates.

Tuesday April 17, 2018



Professor Robert Farley testifying for the POA on the economic health of San Francisco, the Bay Area, and the State of California.



Michelle Allersma from the Controller's Office, for the CCSF, testifying at arbitration for the City.



Capt. Denise Flarherty from the Academy testifying for the POA regarding eligibility lists for the department, number of recruits entering the Academy and recruits washing out of the Academy and the FTO program.



AC Hector Sainez testifying for the City about FOB operations, staffing, and the movement of staff.

SFPD Chief Bill Scott testified for the City at arbitration about the DOJ recommendations and how many have been implemented.



Retired Captain and POA Legal Defense Administrator Paul Chignell testifying for the POA regarding responsibilities and requirements of SFPD officers today compared to duties and responsibilities of past years.

| CITY AND COUNTY OF SAN FRANCISCO | | PP BEGIN | CHECK DT. | SERIAL NO. | | | | | |
|--------------------------------------|-----------------|---------------|--------------------|--------------|-------------|-------------|---------|---------|--|
| | | 09/02/89 | 09/26/89 | 4575977 | | | | | |
| STATEMENT OF EARNINGS AND DEDUCTIONS | | | | | | | | | |
| DEPT. | EMPLOYEE NUMBER | SOC. SEC. NO. | EMPLOYEE NAME | YTD GROSS | CURRENT GR. | NET PAY | | | |
| 38 | 720016975 | | HALLORAN, MARTIN D | 122220 | 122220 | 73694 | | | |
| REGULAR | RATE | DESCRIPTION | CURRENT | YEAR-TO-DATE | TO DATE | DESCRIPTION | CURRENT | TO DATE | |
| | | | | | | FED TAX | 23522 | 23522 | |
| | | | | | | FICA TAX | 9114 | 9114 | |
| | | | | | | ST TAX | 5865 | 5865 | |
| | | | | | | RETIRENT | 9167 | 9167 | |
| | | | | | | CAF DENT | 858 | 858 | |
| EARNINGS | | DEDUCTIONS | | | | | | | |
| VACATION | 2.77 | SICK | 3.60 | | | | | | |

Martin Halloran's first CCSF paycheck. At just \$16.97 per hour, he withstood a significant pay cut from his previous employer in order to serve and protect the people of San Francisco — a life-long dream. Now, many years later and in the twilight of his service, he hopes that the current MOU arbitration results in a wage and benefit package that will perpetuate his pride of being a member of the SFPD.



Retirement Planning Seminar Class # 72

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 6, 7 & 8, 2018) — class #72. 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 and Gretel architecture, and delicate ornamentation. Shortly after the 1906 earthquake and fire, Police Chief William Biggey arrested Mayor Eugene Schmidt's bag man — the notorious Abe Ruef — on corruption charges at this very site. Just after this infamous arrest, the Chief disappeared while on a 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 34th 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 34th year having started in March 1985. Since its inception, more than 2,945 participants have completed this seminar.

Special thanks to **Captain Michelle Jean**, Police Academy, for providing the necessary funding to expand the seminar subjects. A very big thank you to **Chief William Scott** for continuing 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 Scott** 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.

45 Participants

Forty-five participants attended this lively and informative seminar which was coordinated by **Cyndee Bates**, POA staff administrator. Some members attended with their spouses/partners

(which is much encouraged).

The seat of honor, which is reserved for the most senior member in attendance, was given to **Roger Lu** — a member of the 167th class entering the SFPD on November 26, 1989.

All of the attendees were in the Tier II (hired on or after November 2, 1976) retirement plan. *Tier I members are an extinct species amongst active members.* Class attendees were from the 167th (November 1989) to the 223rd recruit class (May 2007). The 258th recruit class is about to complete their basic POST academy training program; the Academy now has concurrent classes and this will continue for the next 60 months.

Hot Topics

POA president **Marty Halloran** stated that Sunnyvale, Santa Clara and Redwood City are now ahead of the SFPD in wages. Both the Oakland and San Jose POA's have recently negotiated contracts providing for pay increases of 22% (Oakland) over 5 years and 20% (San Jose) over 2 years. In January 2017 the City offer the POA a 3 year contract with 3% pay increases each year; the POA declined since current salary data shows a larger yearly wage increase is warranted. On July 1, 2018 a Q 4, step 5 police officer will receive \$133,000 in pensionable compensation and be entitled to an earned annual pension benefit of \$120,000. Marty noted that the full sick pay buy-out will remain until June 30, 2018 — the date upon which the current MOU will end — everything will be on the table with the MOU fully re-opened. The SP buyout, extended in 2013, will be particularly difficult to retain in its current since the only CCSF employees that enjoy this benefit are police and fire. There are now 203 police officers with 25 or more years' service & age 50 or above; most will leave if the SP buyout is not extended/phased out (over 3 years) for they would stand a potential loss of \$50,000 to \$75,000 if they remained after June 30, 2018. The POA will urge that a pensionable, longevity pay of 2% be earned after 15 years' service with an additional 4% after 25 years' instead of the current 31 years. The class gave Marty a standing ovation for his decision to again serve as POA president.

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, Felix Chan, and Brian DeNave 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. To increase your pension: work longer, get older, and hope for many more pay raises. Also, buy-back miscellaneous time (accrued during police academy) to obtain a separate monthly pension check, albeit small; such buy-back must be completed before retirement. 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. She urged members to bring their spouse/domestic partner to this interview. Also, said Veronica, keep your beneficiary designation current. They all 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. Veronica 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. She 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, was increased from 0.5% to up to 1.5%. In the best of years' the compound COLA is 3.5%.

Jasper Smith, Prudential Retirement Services, along with his team leader **Lenora Jenkins** urged participants to select an appropriate asset allocation plan for themselves identifying their risk tolerance, time horizon, and retirement savings target. The SFDCP has multiple options and, if desired, a self-directed brokerage account. Jasper said that the police department's average deferred compensation balances are the highest amongst all city departments. Both said that the target date portfolios (2015 to 2055), with their automatic rebalancing, were particularly attractive offerings for broad diversification. Each strategy suits a specific investor profile — based on the number of years you have until your planned start of distribution. Jasper 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), 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. The maximum social security monthly payment, at age 66, is now \$2,788 — with the average monthly check now at \$1,404. **Rob Pepper**, SF social security office, explained the benefits offered by the social security administration. Mr. Pepper stated that 165 million Americans currently pay into the System with 61 million receiving benefits. He said that less than 10% of recipients begin their benefits at age 70.

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)

CONTINUED ON NEXT PAGE

Three Days at Sigmund Stern Grove CONTINUED FROM PREVIOUS PAGE

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).

Dominic Gamboa presented an interactive, informative and entertaining class on *Fitness For Life*. He urged the class to adopt life-styles that would ensure a longer, healthier life — including annual physical check-up, weight management, and life-time physical fitness. **Dominic Tringale** assisted. We are pleased to again 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). Mr. Woods has his law office in SF's West Portal area.

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 **Larry Barsetti** and **Maureen D'Amico** for discussing the **Veteran POA** and the **Retired City Employees organizations**. They said that the most valuable assets a police retiree has are his/her CCSF health plan and retirement plan. The mission of the VPOA (with 987 members) is to protect retirees' wealth and health. Both 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. **Wendy Shipley** 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 SF Police CU for the morning beverages and treats. Wendy introduced **Chris Breault** who provides financial planning services for credit union members.

Mark McDonough said 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 \$17,500. 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: woasfpolice@gmail.com or 415-681-3660.

Health Care Issues

Thanks also to **Art Howard** for candidly discussing emotional problems that can arise in retirement and how to avoid destructive responses. He explained the resources that are available through the **Department's Behavioral Science Unit**. He gave the very sad statistics of 8 SFPD retirees who drank themselves to death in the last 5 years and 6 committed suicide in this same 5

year period. Art explained how chronic exposure to occupational stressors over a typical police career of 25/30 years will definitely change your body and mind — for the worse.

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**, senior 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 4:45pm; phone calls are taken for four hours every day. The plans available, as of January 2018, are: City Plan, Kaiser, and Blue Shield. 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 & long 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

Retirements

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

- **Officer Kevin Abbey #953** from Honda Unit
- **Officer Robert Biernat #2051** from Medical Liaison
- **Officer Carl Bryant #353** from Muni Response Team
- **Lieutenant Michael Deely #2114** from Special Operations Bureau
- **Lieutenant John Newman #6** from Traffic Enforcement
- **Officer Kevin Rector #756** from Medical Liaison
- **Officer Ray Salvador #1300** from Property Section
- **Officer Nicholas G. Shihadeh #1612** from Mounted Unit

All of the above listed on SFPD Personnel Order #07 (April 4, 2018) and #08 (April 18, 2018)

excellent long term plans were available from Genworth (GE), Trans-America, Mutual of Omaha & 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."

Program Conclusion

Retirement Board commissioners **Brian Stansbury** and **Al Casciato** talked about venture capital, private equity and the use of hedge funds in the System's trust fund. All three help reduce risk while delivering market rates of return. They said the trust fund is well capitalized and remains fully capable of meet-

ing all of its pension obligations.

The class thanked **Jim Standfield of Toast Catering** for the excellent lunches provided.

Next Seminar

The next retirement planning seminar is scheduled for **September 25, 26 & 27, 2018**. 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 (415-861-5060) if you desire advance notification for these seminars or wish to sign up.

SF Dispatcher of the Month



Mark Farrell
Mayor

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



Anne Kronenberg
Executive Director

Date: April 1, 2018
To: **Staycee Gordon, Public Safety Dispatcher**
From: Lisa Marie Gerard, Employee Recognition Coordinator
Re: **Communications Dispatcher of the Month — April 2018**

The Department of Emergency Management has selected you as **Communications Dispatcher of the Month for April 2018**.

You are being recognized for your outstanding performance and professional handling of two emergency situations on PD A5 and A6 which occurred on Thursday, February 1, 2018.

Initial reports received were of a man with a gun and another citizen called to additionally advise that there was a person just struck by a vehicle. You immediately broadcast the run, assigning units to respond along with obtaining other units as backup on the response. You made sure that all information was broadcast, officers were kept apprised of all events and changes assisting in maintaining public safety.

The situation escalated as officers advised there was a suspect vehicle involved which had fled the scene. You immediately obtained a suspect description from the officers and broadcast that information for all units. Multiple units were advising on locations in search for the suspect and vehicle and you never wavered keeping with every specified location in addition to handling requests from the units in the field for resources and notifications. During the progression of this situation you were notified that an officer was injured and you immediately requested an ambulance to respond to assist the officer in need.

Staycee, your handling of this intense and ever-changing situation demonstrated your ability to remain calm and proficient in any emergency. You showed precision in your role, demonstrating your first-rate skills as an emergency dispatcher. **Congratulations** on an exceptional job well done!!



PAL Corner



Greetings from the team here at SF-PAL. April was an exciting month for PAL!

On April 12th, our PAL Cadets got an exciting night of instruction on Arson, from Inspector Julie Lazar. With all the wildfires that have affected the Bay Area in the past, our Cadets had many questions for Inspector Lazar. Inspector Lazar also gave a hands-on portion of the training. Our Cadets got to see firsthand just how dangerous fires are, and what goes into an Arson investigation. A big SFPAL Thank You to Inspector Lazar.

Later that evening Chief Scott was kind enough to take time from his busy schedule to speak to our Cadets. His message to the Cadets: "Do not be afraid

of failure." Chief Scott also told the Cadets to make sure and "fall forward" if they happened to fall while trying to achieve their dreams and goals. It was a treat for our Cadets to hear such inspiring words, and we are hopeful our Cadets put those words to good use. Thank You, Chief Scott!

The Cadets will end the month with a night of Robbery Sims. They will be tasked with completing a robbery investigation. There will be a few twists and turns for the Cadets, but nothing our future crime fighters can't handle! We'll have a recap of the training in next month's column.



SFPAL, in partnership with the San Francisco 49ers and San Francisco Park and Rec, kicked off our first Flag Football league on April 15th, at Potrero Hill Rec Center. Retired Captain Rick Bruce, along with Officers Leonard Morrow, Warren Farinas, and Jabari Jackson spent the day mentoring and coaching 22 kids from San Francisco. Officers Morrow, Farinas, and Jackson are coming off a successful season of coaching the Pop Warner SFPAL 49ers and are excited to be back coach-



ing our youth. The kids were split into 4 teams, each team playing one game. The day was spent with instruction, and learning the fundamentals of flag football. The day was a huge success and marks the beginning of a 6 week season. We are grateful for the 49ers for supporting yet another one of our many programs.

On April 16th, the SFPAL Jiu Jitsu program celebrated their one year anniversary by hosting a promotional night at the Academy. The students and their parents were treated to a night of smiles and fun. The looks on the student's faces as they received their promotion was priceless. Chief Scott and Commander Lazar were on hand and presented Officer Dante Giovanelli and his staff with awards of appreciation. SFPAL is very grateful for their dedication and hard work to keep this program so successful. A big SFPAL Thank You to Ralph Gracie who was kind enough to sign the students' belts. Great Job to All!

Preparations for our 3rd Annual Kids' Games event at Kezar Stadium are in full effect. The event is held in partnership with San Francisco Rec and Park and would not be possible without the support of our wonderful sponsors: *Boston Properties, Costco, San Francisco Police Officer Credit Union, Plant Construction, Spectrum, San Francisco Police Officer Association, Bruce Construction, Bay Area Molds and Kaiser Permanente*, and many more. We are so grateful for all of the support to help us make this another successful event for our San Francisco youth.

The event is a great chance for kids from all over San Francisco to not only compete with each other but to also learn about healthy lifestyles and to have lots of positive interactions with police offi-

cers. It's going to be another great day for the youth of San Francisco. Even though registration is now closed, we will accept walk-up registrations. The event is FREE to all participants and a healthy lunch will be provided to all participating kids. If you are interested in partnering with us for the event, please reach out to our office as we have different sponsorship levels available.

Upcoming Events:

Registration for our annual *Golf Tournament* at Crystal Springs Golf Course is open! Join us for a fun-filled day of scenic views and friendly competition. All event proceeds will go directly back into our many programs so that we can serve more San Francisco youth. If you are interested in an event sponsorship, please contact our office.

We are proud to announce that we recently partnered with *Sports Basement*. Now, you receive 10% off every time you shop while supporting SFPAL.

That's all, for now, folks, take care. Your SFPAL Team.



SFPAL AND SAN FRANCISCO RECREATION & PARKS PRESENT

THE KIDS' GAMES AT KEZAR

FREE!!

TRACK & FIELD EVENTS FOR GIRLS AND BOYS 5-14

SUNDAY, MAY 6

EVENTS:

- 50 METERS
- 100 METERS
- LONG JUMP

SCHEDULE

- 8AM: ARRIVAL & SIGN IN
- 9AM—11AM: MORNING HEATS
- 12PM—2PM: FINALS
- 2PM: AWARD PRESENTATIONS

REGISTER ONLINE AT SFRECPARK.ORG/REGISTER

For sponsorship information please contact Sabine Medrano at admin@sfpal.org



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Book Reviews

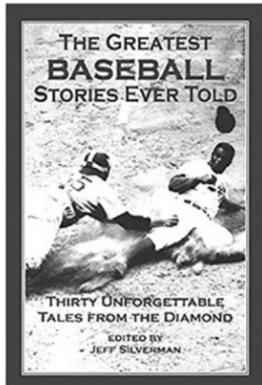
The Greatest Baseball Stories Ever Told — Thirty Unforgettable Tales from The Diamond

Edited by Jeff Silverman
Reviewed by Dennis Bianchi

Jeff Silverman, the editor of this collection of stories about baseball, is a former columnist for the *Los Angeles Herald Examiner*, and has written for *The New York Times*, the *Los Angeles Times*, and several national magazines. In addition to many books about baseball, he has also edited books containing stories about golf and boxing.

I have never believed in the title “The Greatest” to describe anything. With little effort someone can be found to dispute that title, whether it’s music, painting or athletic prowess. Therefore, if I could, I would remove the title of this book and go with the sub-title because these thirty stories are truly unforgettable.

The time span is long enough, but not too long. The writing covers players like Ty Cobb up to Ken Griffey. The writing is mostly non-fiction but there are a few fiction pieces as well. And some of the better non-fiction pieces are written by authors known for their fiction, such as John Updike. Mr. Updike is famous for his novels about the angst found in suburbia, but here he reports on Ted Williams’ last game and last at bat at Fenway Park: *Hub Fans bid Kid Adieu*. The editor



added some spice to this piece in his preface by mentioning that Mr. Updike was in the midst of an extra-marital affair at the time of this writing and had stopped off at his paramour’s flat before heading to Fenway Park, only to discover she was not at home. The question is clear: would that wonderful piece of sports writing have been written had she stayed home that day? It seems unlikely to me.

In the early 20th Century Ring Lardner was working as a reporter and writing short stories that gained the admiration of his contemporaries, Ernest Hemingway, Virginia Woolf and F. Scott Fitzgerald. Lardner’s sense of satire is still accurate and hilarious as he writes about *Alibi Ike*.

Gay Talese, famed author of *Honor Thy Father*, writes about Joe DiMaggio memorably, including enough personal information that greatly irritated DiMaggio, particularly the moments that Mr. Talese focused upon DiMaggio’s marriage to Marilyn Monroe. Mr. Talese describes San Francisco, at least in or near Fisherman’s Wharf in approximately 1965-66, and I found myself feeling nostalgic for that place and time. As the essay goes back and forth in time, covering DiMaggio’s magnificent career and his retirement and status as an American icon, the reader feels that he knows Joe DiMaggio

in spite of DiMaggio’s vigilance to keep his life private. This essay was originally published in *Esquire* magazine and has been frequently reproduced in other anthologies, for good reason.

There are some unusual scenes depicted: a young woman pitching for a Chattanooga, Tennessee team strikes out both Babe Ruth and Lou Gehrig when the Yankees play an exhibition game in Chattanooga. The entire Bud Abbot and Lou Costello *Who’s On First* comic skit is included. There is a warm remembrance written by well-respected historian Doris Kearns Goodwin of her father and how he fostered her love of baseball. She also provided a serendipitous discovery when she writes that Casey Stengel, known mostly as the manager of the New York Yankees and some confounding statements while serving in that capacity, was also a Brooklyn Dodger who hit an inside-the-park home run at the first game ever played in Ebbets Field. Arnold Hano has written three-plus pages about Willie Mays’ famous over-the-shoulder catch in the old Polo Grounds Stadium. Though I have never been a Dodger fan, I have always respected their Hall of Fame announcer Vin Scully. Mr. Scully provides a description of the final three outs of Sandy Koufax’s fourth no-hitter in four years (this one was a perfect game — 27 batters up, 27 down). As was common with both Koufax and Scully, it leaves the viewer or reader in awe.



There is Pete Hamill writing about Keith Hernandez, the son of a San Francisco firefighter who became a very successful first-baseman with a sweet swing for the New York Mets. He also damaged his reputation with the discovery of his use of cocaine. Roger Angel writes about tracking down the legendary “Smokey Joe” Wood at a college baseball game, Jimmy Cannon writes about Roger Maris and Richard Ben Cramer writes about Cal Ripken’s march to his record-breaking mark of 2,130 games played consecutively.

This book is unusually rich in talent. The athletes involved, at least the non-fiction athletes, were outstanding players, and their accomplishments are memorable. The writers describing these incidents possess just as lofty level of talent, though of a different nature. The chapters are not arranged in any special format, which means the reader can pick and choose to begin and end where ever the reader wishes. There will be, of course, a few readers out there who will start from page one and not be able to put it down.

King Zeno

By Nathaniel Rich
Reviewed by Dennis Bianchi

Nathaniel Rich is a writer-at-large for the *New York Times Magazine*; his essays on literature appear regularly in the *Atlantic* and the *New York Review of Books*. He formerly served as Fiction Editor of the *Paris Review*. In 2005 he published a work of film criticism, *San Francisco Noir: The City in Film-Noir From 1940 to the Present*, which Martin Scorsese called “a fascinating work of criticism disguised as a guided tour around a great city.” *King Zeno* is Mr. Rich’s third novel. Mr. Rich lives in New Orleans.



The setting for this crime novel is New Orleans, 1918. There is an ax murderer terrorizing the city, the Spanish flu has been brought upon the population at large by visiting sailors, and an American invention, Jazz, is being formed in dance halls and bordellos in a section of New Orleans called Storyville.

There is a fascinating collection of characters, beginning with the man who is given the title King Zeno. Isadore Zeno is a remarkable cornet player. He is also, unfortunately, a struggling musician who needs to work at other jobs to support himself and his wife, jobs like armed robbery. Izzy, or *King Zeno*, “understood music as a conversation with

the Dark Unknown — the dimension of the world that was hidden to the world.” A second character, a detective, William Bastrop, returned home to New Orleans a hero from WWI, “The War to End All Wars.” Bastrop’s wife learns that his exploits were not as advertised, and Detective Bastrop is driven to redeem himself. A third leading character, Beatrice Vizzini is the Sicilian widow of a New Orleans crime boss. She wants to find a way to take her family out of the “shadow business” but is confounded by her adult son whose activities

alarm her to the point that she begins manipulating and spying on him. It doesn’t help matters that he has an imposing physique which he employs in bullying those around him. All three protagonists are in search of enriching their lives with glory, with a better place in the here and now as well as the future.

Post WWI New Orleans certainly provided a great scene for action, for entertainment and opportunity, but as the author states, not only are opportunities not all equal, they are often not recognized when they appear.

The story contains historically correct occasions and people, which the author weaves into his fictional account. For instance, there was an ax murderer wandering the streets of New Orleans at the same time the city was beset by

the Spanish Flu epidemic. Izzy, aka King Zeno, and several of his associates found work digging a canal that would connect The Mississippi River to Lake Pontchartrain, which was also a factual engineering undertaking at this time, one which is ominously referred to by a professor from nearby Tulane University as “inviting flooding and ruin.” The professor mysteriously disappears soon after making this statement. The contract to dig the canal was given to the widow Vizzini’s construction firm. Mrs. Vizzini hopes the firm will provide her family with entry into the legitimate business arena and the attendant social respectability.

The Crescent City, New Orleans herself, plays a big role in the novel. It is clear the author has lived there for some time and feels its rhythms and knows its history. There is an interesting mix, perhaps gumbo, of vulgarity, civility, ambition, soul-stirring music and a desire to live one’s life differently than the

life that one has found themselves living.

If I found a fault it might be that occasionally a previously well-defined character will engage in dialogue that is oddly incongruous to that character’s social status. This is made all the more odd as the author has the widow Vizzini complaining about the American accent that has been developed by another Sicilian woman she has known for several years. She yearns to hear that sound from their homeland and finds it wrong that a fellow immigrant should so quickly give up the language of Sicily. What I did notice was the author made no attempt at re-creating a New Orleans accent for the characters, which often fails as the city is so filled with different accents, but sometimes had characters speaking with profundity beyond their previous used language.

If you like historical crime novels, such as *The Devil in The White City*, or *Ragtime*, I believe you will find this a fine read. I certainly did.

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The Objectively Reasonable Officer

3 Myths About Officer-Involved Shootings

It is Imperative Police Leaders Use Research and Scientific Evidence to Correct Erroneous Media and Public Perceptions About Officer-Involved Shootings

Mar 30, 2018

From PoliceOne.com
By Mike Callahan

Forwarded to the *Journal*
by Martin Halloran

This article is reprinted from the National Narcotics Officers Association Coalition.

I have been honored to serve in law enforcement for 44 years, as an NCIS Special Agent, an FBI Supervisory Special Agent/Chief Division Counsel and a Massachusetts Deputy Inspector General. I trained thousands of law enforcement officers on the critically important topic of use of lethal force for 36 years, including several years as an Instructor of Law at the FBI Academy in Quantico, Virginia. I have also published two books on this subject.

I have learned many things regarding the reality of use of deadly force that deal directly with the intricate dynamics of officer-involved shootings. These things include such critically important subjects as the legal requirements for a lawful shooting and the scientific foundation pertaining to officer reaction time, wound ballistics and human physiology.

I have likewise observed the many myths created by the entertainment industry that have erroneously shaped media and public knowledge, opinion and reasoning on this vital subject. My goal is to dispel some of these myths and provide information police leaders can use to correct erroneous media and public perceptions about officer-involved shootings.

Myth 1: An officer must be absolutely certain he/she is facing a deadly threat before using lethal force.

The United States Supreme Court has made it clear that absolute certainty is not the standard that officers will be judged by when using deadly force. The Court ruled in *Tennessee v. Garner* [1] that before an officer can use deadly force, he/she must have probable cause to believe that the suspect poses a threat of serious harm to the officer or other people. The probable cause standard is far removed from absolute certainty. It means, more likely than not, e.g., a 51% belief. Absolute certainty would require a 100% belief.

The Court has demonstrated it understands the extreme danger officers face in potentially deadly street confrontations and consequently adopted the probable cause standard to judge police shootings. For example, the Court further clarified the probable cause standard in the seminal case of *Graham v. Connor*. [2] In *Graham*, the Court ruled that it is the “objectively reasonable” police officer that must possess probable cause that the suspect is a deadly threat. The question in every case is: Would an objectively reasonable police officer have reason to believe, i.e., probable cause, that a deadly threat was present?

The Court explained that the “reasonableness of a particular use of force must be judged from the perspective of a reasonable officer on the scene, rather than with the 20/20 vision of hindsight.” [3] Here the Court made clear that future judges, juries and police administrators must place themselves in the shoes of a

reasonable officer on the scene of a deadly incident in deciding what was right or wrong. They are not to engage in the very human concept of “Monday morning quarterbacking.” Remember 20/20 vision is always perfect, but when you’re confronted by a person with a gun, knife, hatchet or hammer, the officer does not have to be perfect. Acting with “objective reasonableness” is sufficient.

The Court concluded by stating, “The calculus of reasonableness must embody allowance for the fact that police officers are often forced to make split second judgments – in circumstances that are tense, uncertain and rapidly evolving – about the amount of force that is necessary in a particular situation.” [4] Here the Court is once again signaling caution to future authorities that they must be careful to take into account the rapidly accelerating dynamics of a deadly force confrontation. The Court is reminding them that perfection/absolute certainty is not the proper standard to apply in these situations.

Myth 2: Officers have sufficient time to react to a deadly threat posed by a suspect confronting them.

Deadly force incidents often transpire instantly without warning. This is particularly true with respect to so-called “routine” traffic stops. Officers on patrol witness a traffic infraction involving a moving violation and stop the offender to issue a traffic citation. Officers have no knowledge of the past criminal history of the driver or any passengers and no reason to suspect that anyone in the car may possess a firearm. An officer will approach the vehicle without knowing that someone inside is or has been previously involved in violent criminal behavior. The officer asks the driver to produce his driver’s license and instead he points a handgun at the officer’s face.

Reaction time for the officer to counter the deadly threat is virtually nonexistent. Time and motion studies have scientifically established the average time that an officer has to react to a deadly handgun threat. I call the time gap between the emergence of a life-threatening action directed against an officer and his/her ability to react and make a counter move, the “Deadly Reactionary Gap.”

One scientific study conducted in 2003 involving over 100 officers demonstrated that the average time for officers to fire one shot when a light turned green in front of them was 31/100ths of a second. [5] A later study revealed that after the initial shot, subsequent shots could be fired in an average time of .25 second intervals. [6] The bottom line here, simply stated, is a suspect who points a handgun at an officer with intent to shoot can fire four shots at the officer in 1.06 seconds.

Another scientific study reveals that an officer with a handgun holstered in a level two holster, – that is a holster that requires the officer to disengage two levels of anti-draw protections before drawing – will take approximately 1.92 seconds to draw and fire his/her firearm. [7] This officer’s reaction time must be considered in addition to the approximately one second it will take for the officer to initially recognize the nature of the deadly threat. [8] All told, the average officer reaction time to recognize a deadly threat and draw and fire

a handgun will be approximately 2.92 seconds. This very short amount of time – 2.92 seconds (the Deadly Reactionary Gap) – would allow a deadly adversary to fire 11 rounds at the officer in 2.81 seconds before the officer can fire one shot. Science reveals the horrific disadvantage faced by our brave police officers in their daily service to our communities.

Myth 3: An officer will be able to eliminate a deadly threat by shooting a suspect one or two times in the arm or leg.

Hollywood movies and TV shows created the myth that a deadly adversary can be neutralized by firing one or two shots into an arm or leg. Fortunately, medical science and common logic have come together to trash this fantasy.

During a gun battle between police officers and violent offenders, the goal of the officer is to bring the encounter to a stop as quickly as possible. The goal is not to kill the offender (although this may happen), but rather to stop him from causing serious harm to the officer, other officers, or the public. Ideally, the closer the officer gets to immediate incapacitation, the more likely the officer will survive. Conversely, the longer the deadly encounter goes on, the more likely the officer will be killed or seriously wounded. [9]

The only way to bring a gun battle to an immediate end is to shoot your adversary in the brain or upper spinal cord. Direct hits to the brain or upper spinal cord are rare and the result of extraordinary marksmanship or more likely, pure luck. [10] The only other way to bring an expeditious end to a violent encounter is through bullet placement that causes massive bleeding. This is most likely accomplished by bullet penetration of the heart, or other major organs and blood vessels located in the torso of the adversary. Massive bleeding will result in blood pressure drop, deprivation of oxygen to the brain and circulatory collapse. [11]

Unfortunately for the officer, circulatory collapse takes time and immediate incapacitation will not occur. Even a direct bullet wound to the suspect’s heart will permit voluntary and continued action by a violent offender for 10 to 15 seconds. [12] Consider how many bullets a determined adversary can fire in 10 seconds (4 rounds in 1.06 seconds).

In the infamous FBI shootout in Miami, Florida, on April 11, 1986, which resulted in two FBI agents being killed and five more wounded, one of the two killer suspects received a non-survivable bullet wound early into the gun battle. [13] A nine millimeter round penetrated the suspect’s upper right arm, severed his brachial artery, entered his right chest, passed almost entirely through his right lung and stopped just before exiting the lung into the heart. [14]

After receiving this non-survivable wound, the suspect, armed with a mini-14 Ruger semi-auto rifle, continued his deadly assault upon the surrounding FBI agents. He immediately shot and seriously wounded two FBI agents. [15] He was then able to move quickly, flank the agents and move into their space undetected. He subsequently executed two agents at close range and severely wounded a third. [16] He was still alive and trying to drive away in an FBI vehicle when he was shot and killed by a

wounded FBI agent who shot him in the chest and through to the spinal column. [17] This suspect was shot a total of 12 times before finally dying at the end of the firefight.

The Miami shooting is just one of numerous examples known to the author wherein a wounded suspect continued to deal deadly mayhem after receiving non-survivable wounds. Suffice it to say that the idea that a deadly confrontation can be immediately terminated by shooting an adversary once or twice in the arm or leg is a Hollywood created myth. First, shooting a person deliberately in the arm or leg during a dynamic gun battle involving erratic suspect movement would be very difficult indeed. The size of the target alone makes a successful hit highly unlikely. Second, even if such a hit occurred, it is highly unlikely to bring about the massive bleeding necessary to cause circulatory collapse. This is why officers are taught to fire at center mass located in the torso of the adversary and to fire as many rounds as necessary to cause circulatory collapse.

Conclusion

These are just some of the myths that exist about officer-involved shootings.

It is imperative police leadership convey this information and educate both the media and the general public to the grave dangers officers face on a daily basis.

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About the author

John M. “Mike” Callahan Jr. served in the field of law enforcement for 44 years. He was appointed as a Special Agent with the United States Naval Criminal Investigative Service, appointed as a Special Agent with the FBI and advanced to the position of Chief Division Counsel and handled all legal matters for those FBI Divisions. After his FBI career, Mr. Callahan was hired by the Massachusetts Office of the Inspector General and served for several years as a Deputy Inspector General in charge of the Investigations Division before retiring in July 2012.



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April 2, 2018

Parole Board
 NYS Board of Parole 97 Central Avenue
 Albany, NY 12206

Re: No Parole for Herman Bell (inmate #DIN 79C0262)

Dear Parole Board Members:

It has once again come to the attention of the San Francisco Police Officers' Association that the State of New York is considering parole for confessed and convicted killer Herman Bell. It should be noted that while Bell is serving life in prison for the brutal murders of NYPD Officers Joseph Piagentini and Waverly Jones, he has pleaded guilty to the additional murder of San Francisco Police Sergeant Sgt. John V. Young and the attempted murder of civilian employee Ellen Lipney, who was seriously injured in an unprovoked assassination at Ingleside police station in 1971.

After the May 21, 1971, murders of NYPD Officers Joseph Piagentini and Waverly Jones, Black Liberation Army (BLA) members Herman Bell, Anthony Bottom and Albert Washington returned to the San Francisco Bay Area.

During the summer of 1971, the BLA continued to plan attacks on police officers in San Francisco and decided to undertake a series of "military actions" in retaliation for the death of Black Panther George Jackson who was killed in an attempt to escape San Quentin Prison. The SFPD Ingleside Police Station was selected as a target, and both Bell and Bottom took part in planning the attack and both performed separate scouting missions to determine the level of security at the station.

The BLA attack on the Ingleside Police Station was scheduled to take place on Sunday, August 29, 1971, and both Bell and Bottom were to take part. However, on August 28, 1971, Bottom and Albert Washington came upon SFPD Sergeant Kowalski while he was parked at a curb in a marked SFPD patrol vehicle and decided to kill him as a target of opportunity. They were driving in an automobile purchased by Bell using a false driver's license in the name "Samuel Pennegar." Bottom and Washington attempted to kill Kowalski using a .45 caliber submachine gun which jammed. Bottom and Washington were apprehended after a shootout with Kowalski and other officers, and a search of their vehicle produced the Colt .45 caliber government model pistol used to shoot NYPD Officers Piagentini and Jones, and Officer Jones'.38 caliber Smith & Wesson revolver which was taken from his body and used on Officer Piagentini. Because Bottom was in custody for the attempt to kill Sergeant Kowalski, he was unavailable to carry out his assigned role in the attack on the Ingleside Police Station.

As the result of an investigation by a state/federal task force formed in late 2002, Herman Bell, Anthony Bottom, and five other BLA members were charged with the 1971 murder of Sergeant Young and conspiracy to murder police officers in January 2007.

The prosecution was premised on the existing 1971 and newly developed physical evidence and detailed factual and corroborated statements an immunized BLA member who took part in the murder of Sergeant Young.

Based on what were described as serious evidentiary issues, the California Attorney General's Office allowed Herman Bell to plead guilty to voluntary manslaughter in connection with the shooting death of Sergeant John Young. Bell plead guilty on June 29, 2009, and on the same day, imposition of sentence was suspended and Bell was placed on probation for a period of five years to be followed by one year in the county jail if there were a violation of his probation. The California Attorney General's Office entered into a similar plea agreement with Bottom, and the case against the other four defendants was dismissed based on an "insufficiency of evidence" to proceed against them.

While Herman Bell and Anthony Bottom have been the only members of the BLA to be held accountable for the murders of NYPD Officers Piagentini and Jones and SFPD Sergeant Young, the parole of Herman Bell would constitute not only an injustice but and an insult to the memories of the three murdered officers.

As elected representatives for the membership of the San Francisco Police Department and in the interest of public safety, we respectfully ask that you DENY PAROLE for inmate #79C0262. Justice demands that he be made to spend every remaining day of his life in prison.

Respectfully,
 Martin Halloran
 President

Judge Orders Convicted Cop Killer Herman Bell to be Set Free

By Thomas Tracy
 New York Daily News
 Friday, April 20, 2018, 4:08 PM

Convicted cop killer Herman Bell will be set free from prison next week, now that an Albany judge has thrown out a lawsuit filed by the widow of one of his victims.

Judge Richard Koweek on Friday ruled that the state parole board was following the proper protocols when they ordered Bell released from his 44-year incarceration in March.

Bell's release was scheduled for April 17, but was held back a week so Koweek could rule on the suit filed by Diane Piagentini, the widow of Police Officer Joseph Piagentini.

He and two other members of the Black Liberation Army were convicted of executing Officers Piagentini and Waverly Jones in Harlem in 1971 after luring them there with a bogus 911 call.

The lawsuit claimed that the parole board did not review the sentencing

minutes of the 1979 conviction and demanded a new parole hearing.

State officials admitted the parole board reviewed the minutes after making its decision, but filed an amended decision, claiming that the minutes didn't change their finding.

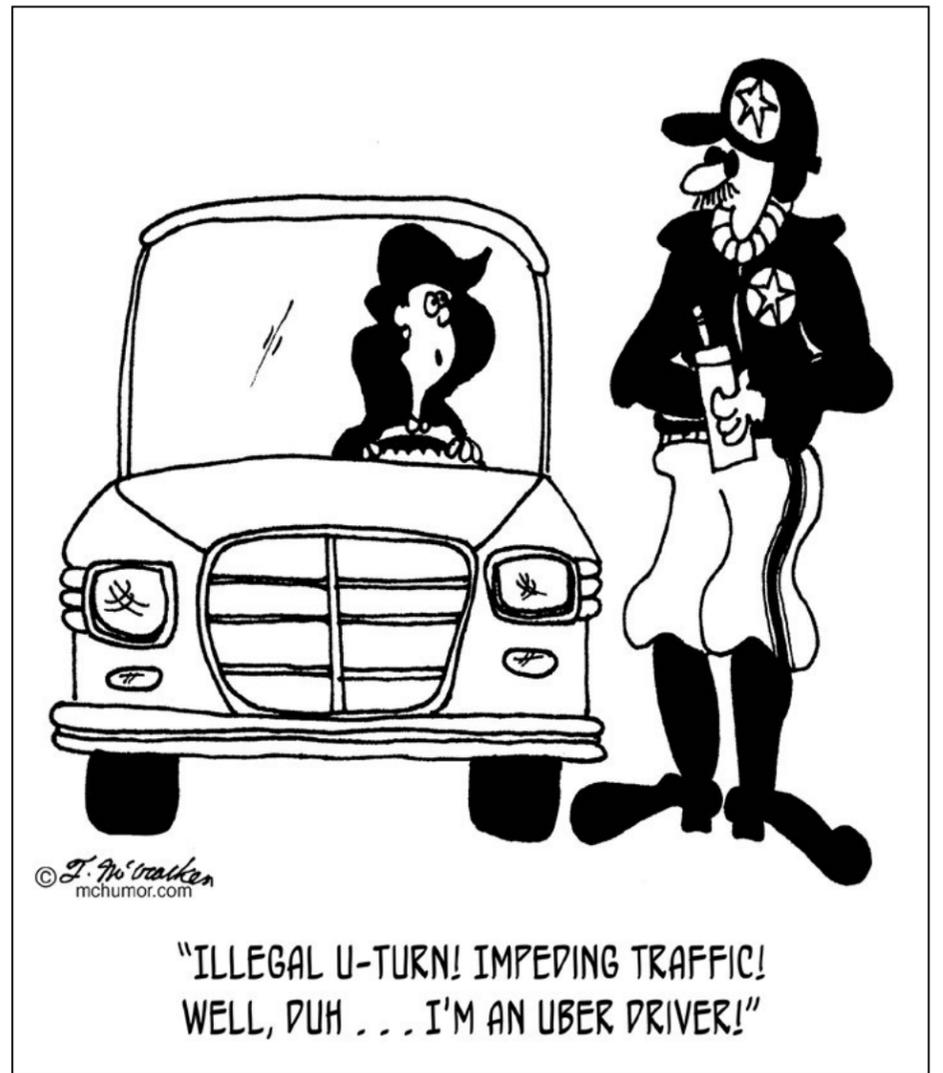
The lawsuit was filed with the help of the Patrolmen's Benevolent Association, the city's largest police union.

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The PBA also sent more than 367,000 online letters to the state Board of Parole opposing Bell's release, which is now scheduled for April 27.



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Chief's Corner

It's hard to believe that the month of May has arrived and with it comes better weather and as always, an increase in the number of folks coming to our city. Being the 10th most visited city in the United States with an annual visitation numbering over twenty five million visitors. This number, as intimidating as it may seem, can never deter our very capable men and women of the San Francisco Police Department from keeping our city safe.

Over the past month, I have participated in numerous events, which have recognized San Francisco's Finest for making a difference in the lives of many of our community members by doing outstanding work. A few weeks ago, I had the opportunity to attend and present some pretty awesome awards at the SF Lions Clubs' 55th Annual Awards Banquet honoring Peace Officers, Firefighters and Sheriff's Deputies. I have to say, it was definitely another one of my proudest moments since becoming your Chief, to assist in presenting these awards to eleven outstanding officers from the SFPD. I thank the award recipients as well as every member of the department for everything you do to keep our city safe and being the best in serving one of the greatest cities in the country.

Along with our men and women who keep our city safe every day, I would like to say a special note of praise to our civil-



ian team members who work tirelessly as well to insure we have the resources needed to get the job done. I had the honor recently, to address some of our civilian team members at the Administrative Professional Day. It was really a pleasure to talk to so many of you about the positive impact you bring to the department every single day. Although I do not see you every day, the manifestation of your great work is evident by the positive feedback and praise I receive often from those you connect with daily. Just know, our department would not operate as smoothly as it does, without your great work. Thanks for a job well done!

Kudos to the 260th Recruit class and members of the department who participated in the annual MS Walk at the Embarcadero Plaza and the Cherry Blossom Parade. Both of these events

and many others, are representative of our commitment to partner with our community members in raising cultural awareness and finding a cure for the very debilitating neurological condition known as Multiple Sclerosis.

Quite frankly, there is no way that any of these significant accomplishments could have been made, without the cooperation and selflessness of all of you, officers and civilians alike. Moving forward, let's continue to partner with the community we serve and be a large presence in all aspects of our great city.

In closing, I want to thank everyone for all you do and the positive impact you create on the people you come in contact with every day. I know it has not been easy, as so much has been asked of you in moving through our reforms

and implementation of new procedures and practices. Clearly, there has not been one instance where I have not been extremely proud of how you have handled yourselves. Your willingness to be part of something greater than ourselves will transform our department to the level and expectation desired by our community. It gives me great pleasure every day, when I meet with members of our community and city officials, to tell them about the fine work that you are doing to maintain the safety of our residents and visitors.

Be safe always, and please take care of each other!

Oro en Paz, Fierro en Guerra!

William Scott

Chief Of Police

San Francisco Police Department

Surviving Active Shooter Events: Don't Hold the Gun

By Tom Feledy
Retired SFPD

At an active shooter incident, anyone not in uniform and holding a gun is likely to get shot by arriving law enforcement officers or other well-meaning armed citizens.

What can off-duty, plainclothes, and retired officers learn from the 2011 mass-shooting in Tucson, Arizona that left 6 dead and 13 wounded?

holding it in the air.

At this point, a CCW holder in a nearby store ran over to assist. He kept his handgun concealed as he approached. He had his finger on the trigger when he saw someone waving a gun around. He was about to shoot but something wasn't right. So instead of shooting, he decided to grab the gun away from the old guy holding it. As he did so, the crowd shouted that the colonel was not the shooter. Later, the CCW holder

London Murder Rate Overtakes New York as Knife Crime Rises

By Alistair Smout, Reuters

LONDON (Reuters)—London police investigated more murders than their New York counterparts did over the last two months, statistics show, as the British capital's mayor vowed to fight a "violent scourge" on the streets.

There were 15 murders in London in February against 14 in New York, according to London's Metropolitan Police Service and the New York Police Department. For March, 22 murders were investigated in London, with 21 reports in New York.

In the latest bloodshed, a 17-year-old girl died on Monday after she was found with gunshot wounds in Tottenham, north London, a day after a man was fatally stabbed in south London.

"The Mayor is deeply concerned by violent crime in the capital - every life lost to violent crime is a tragedy," a spokeswoman for Mayor Sadiq Khan said in a statement on Tuesday.

"Our city remains one of the safest in the world... but Sadiq wants it to be even safer and is working hard to bring an end to this violent scourge."

Including January's figures, New York had still experienced more murders so far this year than London. The cities have a similar-sized population.

Gun violence is much less of a problem in Britain, which has strict gun control laws, than in the United States, and most British police are not equipped with firearms.

But British politicians and police are increasingly expressing concern about London's rising murder rate, which is driven by a surge in knife crime. Of the 47 murders in London so far this year, 31 have been committed with knives.

Britain's interior ministry said it was consulting on new laws to further

restrict dangerous weapons, including banning online stores from delivering knives to residential addresses and making it an offence to possess certain weapons in public.

"This government is taking action to restrict access to offensive weapons as well as working to break the deadly cycle of violence and protect our children, families and communities," a Home Office spokesman said.

Khan, who has been in office since May 2016, is from the opposition Labour Party. Before him, Conservative Boris Johnson was mayor for eight years. The national government has been run by the Conservatives since 2010, with Prime Minister Theresa May previously serving as interior minister from 2010 to 2016.

Britain's most senior officer, London police chief Cressida Dick, said gangs were using online platforms to glamorize violence, adding that disputes between young people could escalate within minutes on social media.

The Ben Kinsella Trust, an anti-knife crime charity named after a young victim, said social media amplified a range of other factors that have contributed to the crisis.

The charity's CEO Patrick Green said there had been extra funding to tackle knife crime, which he welcomed, but added that the government needed to act with more urgency and that budget cuts affecting youth services had played a part.

"This has been a horrendous year. It's looking like it'll be worse than last year, which was worse than the year before," he told Reuters.

"The response so far has been too slow... It feels like we're in a crisis and we need to respond in that way."



On a pleasant Saturday morning, Jared Loughner arrived at the Casas Adobes Safeway parking lot in Tucson dressed in casual clothing. He did not have a sign around his neck saying "Mass Shooter" and no one in the crowd attending the "Congress on your Corner" talk by Congresswoman Gabriel Gifford expected Loughner to pull out a pistol and shoot Ms. Gifford in the head. Thus, people were shocked when at 10:10 AM he did so, and kept shooting. In the next 60 seconds, he managed to kill 6 people, including a 6-year old girl, and wound 12 others.

Fortunately, the crowd contained a few persons who were able to overcome their shock and "swarm" the shooter, as John Geddes describes in his book, "Be A Hero."

Someone picked up a folding chair and hit Loughner in the back. Then a 74-year old retired Army colonel rushed Loughner. Though he got shot in the back of the head, he forced Loughner to the ground as he was trying to change magazines. Next, a 61-year old woman grabbed the magazine Loughner dropped and someone else took the pistol out of Loughner's hand. The colonel, another man, and the woman held Loughner down. The colonel now had Loughner's gun in his hand and was

reflected how close he came to shooting and possibly killing the wrong guy.

That's what happened in 2011. Now add to this the fact that active shooter drills include the possibility of back-up shooters. Back-up shooters are terrorists trained to remain concealed in the crowd and shoot only at those who arrive to intervene. Had the timing in Arizona been a little different, and had our CCW holder approached with gun drawn at the same time as police, both he and the good colonel might have been shot. The colonel, in the middle of the fray with a gun in his hand, would fit officers' expectations of the "primary" shooter. And Mr. CCW, approaching from the outside with his gun drawn, could easily be mistaken as a possible "backup" shooter.

So what does Tucson teach us? In an active-shooter situation, if it's your gun and you're not shooting it, keep it concealed. If it's not your gun, don't handle it. Keep it on the ground, perhaps under your foot or put it in a bag. Keep it out of sight so no one arriving to help confuses you with the real shooter and kills you by mistake.

(For further reading, I highly recommend John Geddes' book for valuable lessons taken from actual incidents, plus discussions of related topics to help you survive an active-shooter event.)

POA Mail

Dear SFPOA —

Hello, I am a motor officer in Daly City. Thanks to my nephew I am able to read your monthly newsletter. I just got my hands on the last few months' worth, and enjoyed reading the article "Enough is Enough" by Rick Andreotti. He started out by outlining the pursuit /crash that led to my visit to SFGH. I simply wanted to say thank you. Thank you, to Rick and the two uniformed officers (who stayed with us at the hospital until I was discharged), for your kind words and offers of assistance. My family and I were very touched.

Sincerely,
Rich Woodworth

Dear SFPOA —

On behalf of our family, thank you for the beautiful flowers and for arranging for the awesome honor guard for my daughter Elliana's memorial service.

Elli always had a special place in her heart for her Cop Uncles (and Aunts), none more than "Uncle" Marty. At one point in her life she even wanted to be the first SFPD officer with Down Syndrome. The love and acceptance she got from all the officers she knew, and there were many, helped her to be the strong, confident young woman she became.

Losing Elli has left a big void in our lives. Your support means a lot to me and Elli's entire family.

Thank you from the bottom of my heart.

Ethel Newlin and Family

Dear POA —

Many thanks to the SFPOA for their generous support of the inaugural San Francisco Tough Cookie 5K/1K Run, benefiting the enrichment programs at Holy Name School. More than four hundred runners participated in the 5K and 1K, including San Francisco City Supervisor Katy Tang, families from the school and runners from around the Bay Area. Your sponsorship was essential in making this run a success and in raising funds to support the school's students.

We plan on building on the momentum from this year's race and having an even larger race next year. We hope we can count on your continued support. Thanks again.

Blessings,
Monica Syler
San Francisco Tough Cookie Run

Martin Halloran
San Francisco Police Officers Assoc.

Bill Scott
SF Police Chief

Dear City Representatives —

I am concerned and even shocked that our city places more weight on politics than on the safety of its citizens. To hear that the SFPD does not cooperate with our national joint terrorism task force and the FBI on matters, makes me scared and angry. There are people out there who want to hurt our country and it helps them when they divide us.

I hope our city, police force and the individuals who serve to protect us can all work together to keep us safe and preserve our principles.

Very truly yours,
Debra Nicholson

Hi Paul [Chignell] —

Just a thought about informing retiring members about applying for their retired ID card. Retiring members must apply for their Retired ID Card, this is done by filling out the SFPD form 505(c) at ID Bureau and taking a photo. All retiring members are vetted through IAD to receive a CCW endorsement on their ID Card. Retiring members must submit their SFPD form 549, equipment turn-in. This form has 3 sections which are Property Control, Range and Technology. The completed form should be sent to Staff Services and Payroll. Once we receive the form 549, the retired ID Card can be issued, and Payroll can send out pay out checks for time balances.

Anyway, I wanted to provide this information because I expect a large volume of retiring members this year due to the sick time payout change. Could this information be printed in the *Journal*?

Dave Gin

Dear Chief Schmitt—

I cannot express enough appreciation for the support that you and the San Francisco Police Airport Bureau command team have provided to the dedicated team of San Francisco Police officers who have gone above and beyond in actively training and preparing officers for an active shooter ("active attack") at San Fran-

cisco International Airport. I would especially like to highlight the work of Sergeant Bobby Cheung, Sergeant Rowena Hara and Officer Nate Chan for their unrelenting dedication to ensure that our officers are prepared. This program would not be possible without their commitment. Additionally, I would like to thank the team of Tactical Company officers including Captain Tim Falvey, Sergeant Andy Meehan, Sergeant Mike Hara, Officer Nick Suslow, Officer Gerry Arquero, as well as the remainder of the team of Tactical Company officers for their continued presence at the airport drills and on-going commitment to deliver a high-quality training environment to the airport officers.

In June of 2016, while assisting the San Francisco Fire Department with the development of our active shooter training for the City, I reached out to Airport Fire Chief Rudy Castellanos, and Sergeants Bobby Cheung and Rowena Hara. It was my upmost concern that our airport fire and police team members be included in any active attack policy development and subsequent training program. It was during this meeting that Sergeant Cheung and Sergeant Hara introduced me to their current training program. I was thoroughly impressed with the well-developed and multi-phased plan for active shooter training at San Francisco International Airport.

Since this meeting, the San Francisco Fire Department EMS Division has supported the airport police team during active shooter training by providing specialty trained EMTs and paramedics from our Tactical Ambulance program to work together with the officers during Rescue Task Force operations during active shooter drills. This has greatly benefited both agencies. During these training sessions the police officers learn life-saving skills, such as Tactical Emergency Casualty Care and how to quickly move a casualty in a tactical environment to safety. These are invaluable skills that every officer can use during their daily patrol activities.

Once again, I emphasize that the success of this integrated team work between fire, EMS and law enforcement would not have been possible without your support. Since the tragic active shooter incident on November 1, 2013 at Los Angeles International Airport and the subsequent passage

of California Assembly Bill AB1598 by Governor Brown, this required integrated training between fire, EMS, and law enforcement agencies, without a doubt, plays a vital role in saving lives when seconds count.

It is truly tragic that in today's society active attack events seem to have become the "new normal". Most certainly, because of this program your officers have the skills and training in order to intercede and make a difference which is truly a blessing for any family member, or loved one, or visiting citizen to San Francisco.

Sincerely,
Jared F. Cooper
Acting EMS Lieutenant EMS
Division
San Francisco Fire Department

Dear SFPOA —

Thank you for your gift supporting the efforts of Simon Silverman for AIDS/LifeCycle, benefitting San Francisco AIDS Foundation. Your support is helping us provide a safety net of essential programs and services for people living with or at risk for HIV/AIDS.

With gratitude,
Joe Hollendonner, MSW
CEO, San Francisco
AIDS Foundation

Dear SFPOA —

Thank you so much for the beautiful, beautiful flowers for my dad. We appreciate your kindness on such a sad day.

Sincerely,
The Carrozzi Family

Dear SFPOA —

On behalf of the San Francisco Police Activities League, I would like to thank you for your contribution in support of our Kids Games event.

Your financial support helps us continue in our mission and to assist youth in our communities.

The generous support from individuals like you makes it possible for our organization to exist and to make the City a better place to live.

Thank you again for your support!
Sincerely,
Sgt. Laxman Dharmani- O.I.C.
San Francisco
Police Activities League



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A New Newhall? Why Police Policy Changes May Have Deadly Consequences

Today's law enforcement and civic leaders would be wise to heed the lesson of the Newhall massacre

By Mike Wood
Tactical Analysis
PoliceOne.com

Mar 4, 2016

Forwarded to the *Journal* by Al Casciato

Editor's Note: Mike Wood is the author of "Newhall Shooting: A Tactical Analysis," available in paperback and electronic formats through Amazon, Barnes & Noble, iTunes, GunDigest.Com and other popular retailers. Check out the official website at www.newhallshooting.com for more details and click [here](#) to access a series of installments from the book.

In the opening minutes of April 6, 1970, a thick cloud of gunsmoke hung in the air above the parking lot of a Standard gas station in Newhall, California. As the echo of screeching tires and a final volley of gunshots faded away, the fluorescent lighting of the service station shone down upon the bodies of three slain highway patrolmen and a fourth who would be dead within a half hour.

The "Newhall Incident" was the worst murder of law enforcement officers of that era. In the years that immediately followed, tactics, training and equipment would be scrutinized to see how they contributed to the loss and critical changes would be implemented.

The four officers slain at Newhall were youngsters. The most senior officer present had but 20 months on the job – the most junior, only 12. All of them had been raised in an agency culture that placed a premium on public relations at the sake of officer safety.

Putting Officers in Danger

In the California Highway Patrol of 1970, officers were routinely punished by their chain of command for "sins" that might harm the public's favorable view of the agency. When the indignant recipient of a ticket lied about an officer's "unprofessional" behavior, overzealous superiors sometimes punished the officer without verifying the claims.

When a patrolman made a solo approach to a carload of suspiciously-acting people with his hand near his holstered weapon, he ran the risk of getting days off without pay for his "aggressiveness."

It took the patrol almost 40 years to issue shotguns, because the agency believed officers with long guns appeared "too martial" and might scare the public. When they were finally authorized, they were "sealed" with an empty chamber by placing a paper seal around the barrel and forend which would break if the action was racked.

An officer who found it necessary to load his gun and break the seal was required by policy to justify it to a sergeant and document his reasons in a written report as the sergeant unloaded the gun and applied a new seal. Inevitably, the policy (and irritated sergeants) discouraged officers from accessing this vital piece of safety equipment, even when the tactical circumstances demanded it.

It's impossible to measure the influence of this culture on the actions of

the Newhall officers, but it's undeniable that they served in an agency that conditioned officers to avoid offending the public and second guess their every action, lest they be accused of unwarranted aggression. Could this have affected the Newhall officers' mindset, tactics, or "officer presence?" Were the hardened predators they stopped that night emboldened to resist when they detected this vulnerability in their armor?

To its great credit, the California Highway Patrol made giant strides to improve their officer safety culture in the days which followed Newhall. Many other agencies throughout the nation followed suit, because Newhall was a wakeup call for more than just the CHP – it was the birth of the profession's "officer survival" movement, which influenced every agency in America.

The Ghosts of Newhall

Fast forward four-plus decades and the ghosts of Newhall are rising to haunt us again.

As the widespread negativity directed towards LE drives a wedge between the public and the police who serve them, a legion of intimidated police chiefs, sheriffs and civic leaders are getting pressured to make changes in department policies, tactics, training, equipment and culture.

In doing so, police departments risk a return to the culture that may have contributed to the deaths of the Newhall officers. In 2015, LAPD decided to celebrate and award officers who potentially place themselves, their fellow officers, and the public at risk by refraining from using force when it was otherwise justified.

The "Preservation of Life" award will occupy a space previously reserved only for the Medal of Valor, the department's top honor. Such an action seemingly indicates a tacit acceptance of the fiction that officers use unnecessary force too frequently, and need a "carrot" to encourage better behavior. It's also likely a signal of coming policy changes, because an award for "good behavior" today can easily morph into penalties for officers who act otherwise in the future.

In San Francisco in 2016, the chief dictated a shift in tactics and policies intended to reduce officer-involved shootings by a stunning 80 percent, as if he somehow believes that four out of every five are unwarranted and avoidable. Under the revisions, officers are prohibited from shooting at moving vehicles, even though officers are regularly killed and injured in vehicular assaults each year.

Tactics for dealing with suspects armed with edged weapons have been radically revised by people who apparently don't understand the dynamics and realities of these situations, as officers are now expected to engage these suspects with soon-to-be-issued gloves and long batons – countering deadly force with less-lethal tools.

In a page straight out of the Newhall playbook, pointing a gun at a suspect will now be considered a "use of force" that requires a written report by the officer and mandatory supervisor in-

tervention. Welcome to the modern day "shotgun seal," San Francisco.

Conclusion

Officers George Alleyn, Walt Frago, Roger Gore and James Pence gave their lives in a Newhall parking lot in 1970

to teach us – among other things – that we cannot allow politics to take priority over officer and public safety. Today's law enforcement and civic leaders would be wise to heed that lesson, before ill-conceived changes lead to more police funerals.

Classified Ads

Boat for Sale

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

For Sale By Owner

BEAUTIFUL CUSTOM-BUILT 2,220+/- Sq. Ft. 3 bedroom, 2 bath, single-level home, w/ large home office (4th bed room?) on manicured 1+ acre lot in the exclusive Sayoma Estates area, 4 miles West of Placerville. Fully fenced backyard with native Oaks, gardens, waterfall, dipping pool, "Party Pad" w/ fire pit, deck with fan & misters. 2 storage buildings and a covered (detached) car port. 720 Sq. Ft. three-car garage with attached 200+ sq. ft. work shop (air conditioned) & wired for 220v. Spacious kitchen and breakfast nook with hardwood floors, black granite food-prep island and counter tops and Electrolux double-ovens and gas range. MUCH, MUCH more! Must see! Asking \$675,000. Call or e-mail Rene for more details or appointment. (530) 295-0946 (landline) (530) 391-2994 (Mobile), goldcountryreaper@comcast.net

Vacation Rental

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

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

Vacation Rental

SOUTH LAKE TAHOE CABIN - CUSTOM BUILT. 3 Bedrooms + Convertible Beds, 2 Baths, Sleeps 10 Adults + 3 Children. Bonus room that can be used as a bedroom plus game room with mini fridge and beautiful pool table. more info www.vrbo.com/106314?unitId=106314

SAN FELIPE-EL DORADO RANCH, BAJA, MEXICO. Beach golf course villa. Pool, hot tub, great fishing. Exclusive resort community. Go to www.eldoradoranch.com for more details or call Jim at 650-520-3868 and tell him Mike told ya about a discount for cops!

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

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

MAUI CONDO RENTAL-Tennis and pools! Spacious 2 bedroom, 2 bath fully equipped (sleeps 6) in Kihei, Maui, across from beaches (lifeguard on duty). Swim, snorkel, surf. Enjoy sunsets. Walk to shops, restaurants, grocery. Public transit. Nearby golf. Photos/nfo at www.flipkey.com/kihei-condo-rentals/p317667 or www.VRBO.com/221566. SFPD/SFFD discount. Contact Alan or Laurie McCann 925-260-2904

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

Free Classified Advertising Available for POA Members

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

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

Sports



Jimmy Puccineli. As far as fourth place, no one really cared.

It should be noted that last year's champs, Murray's Marauders (featuring Kevin Murray, Joe Fischer, Mark Obrochta and Mike Browne), were nowhere to be found at the tournament on the 22nd. I remember the pic they took after winning the final match looking as "proud as peacocks;" but, to not show up and defend their title this year was a "bush league" move if I ever saw one.

Sponsors for the tournament were Gino and Carlo's (providing a wonderful dinner of chicken, pasta, salad, and garlic bread), LaRocca's (Mike Roddy and Marty Coyne) on Columbus St. for donating to the cause, Piccolo Forno Restaurant also on Columbus (providing a wonderful Porchetta boneless pork roast for lunch), and of course Caffe Trieste (Faddy and Ida Zoubi) who come through every year as usual with lots of coffee and a donation to the cause.

I do have to say that an organization that did not contribute to anything was the San Francisco Rec and Park Department. That is no surprise that there was no love from them. When I ran the SF Police Softball League some years ago, Daly City's Rec and Park Department treated our league better than our own SF Rec and Park. They gouged us whenever they could. This is most certainly not The City that I grew up in. Otherwise, kudos to Kevin Worrell for doing a great job on this Bocce Ball event.

Department Softball

The Police Softball League is in full swing, but I don't have the standings on display this month. The Commish Kevin "Social Director" Worrell should have more time to put together the standings for next issue of *The Journal*. According to Worrell though: the Mission Diablos and the Bayview Pit Bulls are both front runners to win it all as both of those teams are stacked when everyone shows up. Mission has the likes of Glenn Ortega, Glen Wilson, Eric Barreneche, Paul McIntosh, and of course the "common denominator" Pat Cummins to keep them strong; while standouts for the Pit Bulls feature DENIS "Doc" O'Connor, Ray Biagini, Brett Sullivan, and Mike Alexander just to name a few.

Also according to Worrell, the North-



Bocce Ball crew outside of Gino and Carlo's.

Nick's Notes

By Nick Shihadeh,
Journal Sports Editor

Bocce Classic

CHECK IT OUT: The third annual Bocce Ball Classic fundraising tournament to help raise money for The Seals traveling softball team took place on Sunday, April 22nd, at Joe Dimaggio Playground in North Beach. It was a beautiful day for bocce ball matches, and twelve teams came out to compete in what has turned out to be a popular tourney set up by Kevin Worrell of Central Station.

Each team was guaranteed two games and there was a lot of fierce competition over a long day of "fun in the sun." After it was all said and done, it was the Gino and Carlo's Bar sponsored team that won the whole thing. This team featured: Gerry Calgaro, Michelle Worrell, Jeff from Original Joe's, and a wonderful lady named Diane. There to help early was Gino's ever popular bartender Marco Rossi. They beat the team called Doc's Degenerates which had the likes of DENIS "Doc" O'Connor, Blake Cunningham, Steve Fillipe, and Devon Biagini (Ray's brother) on the squad (Frank Olcomendy and Matty "Ice" Ryan filled in for O'Connor and Cunningham when they had to leave for another engagement). William's Wankers took 3rd place. That team consisted of: Brendan Williams, Ray Biagini, Eric "Snatch" Barreneche, Kevin Daniele, and



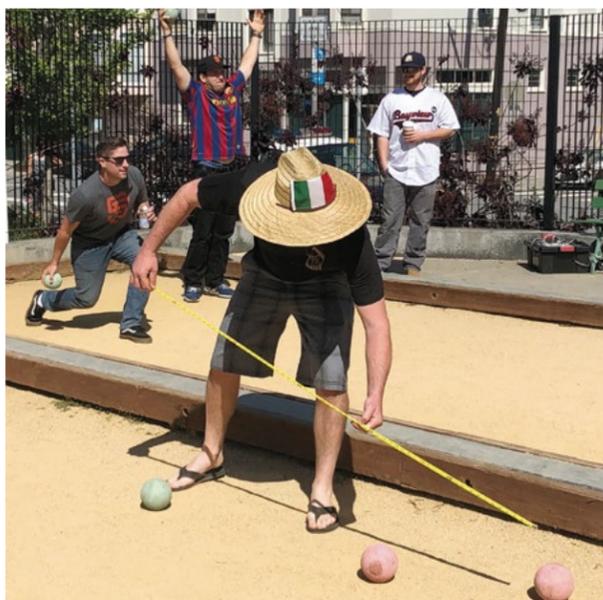
All in the Family: (L to R) Marina Roche (Aislin's mom), Marta Diaz (family friend), Will "Backpack" Palladino, Aislin Roche, Kevin Roche (Aislin's dad), and Lisa (Aka: Billy Backpack's mom).

ern Bulldogs, Central Diners and Southern B teams are having trouble getting players to show up regularly with the Marin/Sonoma County personnel having a hard time with the morning commute. The Southern A team is in the mix though with standouts Dan Rosaia, Anthony Scafani, and Will "Backpack" Palladino keeping things strong. The SF Sheriffs are back again for another season as they have been year in and year out, but they now have their old manager Bill "Tui" Tuiasosopo running things again. It's great to see him out there again since his retirement a few years back.

As far as some controversy in the league, there is a little involving Bayview's club and it centers around their

player/manager Erick Solares. Solares became a member of the Hondas last year and was slated to play for the Honda/TAC team like he's supposed to. He would've been a nice addition to that team, but he plead a case to Worrell to stay managing the Pit Bulls as he has all the years since the previous manager Isaac Espinoza died on the job. Solares wanted to carry the torch for his good friend. It's understandable, but some of the guys on the Honda/TAC team see it different. One player was even quoted as saying, "I guess the rules of the league just don't apply to everyone." The saga continues...

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



Will "Backpack" Palladino measuring on one court while Eric "Snatch" Barreneche, Kevin Daniele, and Denis "Doc" O'Connor compete behind him on the other court.



Gina Cox about to toss (Backpack Palladino and Dan Kelly look on).



Eric "Snatch" Barreneche (left) and Ray "Clemente" Biagini pose with Soon Li, who is the best recycler in North Beach.

SF Police Soccer Update

By Kerry Mullins
Tenderloin Station

The soccer season has finally started and the SFPD soccer Club is looking to build off a great 2017. After finishing with a record of 20-9-2 in 2017, picking up a silver medal in the Nevada Olympics, and winning a night league in San Francisco, The Club is committed to bringing home a gold medal in the Police/Fire Games this year. The Club has added some some fresh young talent to the roster including Paul Chavarin and Brett Bruneman. The SFPD Soccer Club has a lot of familiar faces returning this year including the likes of a cleanly shaven Franco Ragusa.

To start off the season, the Club faced the SF Fire Department in March in a scrimmage and won 2-0. The scoring started when Dan Dudley volleyed a pass to midfielder and motivational speaker Chris Vehwig. Vehwig directed the ball into the net to give the Club the 1-0 lead. Best friends David Raney and Danny Solorzano not only link up off the field, but they also connected for a goal to give SFPD the 2-0 advantage. Keeper Cedric "The Cat" Hood posted his first clean sheet and saved several shots in the game.

In April the Club lined up with the SFFD for another scrimmage. In the opening minutes, the Club had a bad sequence of passes and turned over the ball. Firefighter Colin Walker gathered possession of the ball, weaseled past SFPD's defense, and snuck one just past Cedric Hood. Ten minutes later, rookie Brett Bruneman crossed a perfect pass to Martin "Glass" Fabela's head. Fabela finished the crossed into the net to even the score at 1-1. Soon after, another rookie helped SFPD grab the Lead. Rookie Paul Chavarin fed Joey "Scrum Half" Reavey a brilliant pass, and Reavey maneuvered around the fire department's keeper and scored.

Early in the Second half Reavey sped past the SFFD defense and laid the ball off to a wide open Sean "Machine Gun Cooz" Cody. Cody tapped in the goal to give SFPD the 3-1 lead. Eight minutes later Dan Dudley cleared the ball out of SFPD's defensive half of the field. In a foot race with four firefighter defenders, Sean Cody scampered past them all and tracked the free ball down. Cody raced toward the goal and the keeper rushed out toward Cody. Cody chipped the ball over the keeper into the net. The Club won 4-1 which put their record at 2-0 so far this season.

Upcoming Event:

Police and Fire Soccer Game on 05/25/18 at Kezar field.
Game will be played after the Police and Fire charity football game.

Upcoming tournaments:

Western Police and Fire Championships
San Diego, CA (June 2nd through June 6th)

Nevada Police Olympics
August 1-4th in Las Vegas Nevada

North American Police Soccer Tournament
September 18-22 in Nashville Tennessee



The Club talking tactics.



David Raney and Cullen Roche in March.

May Word Find

Created by Officer Michelangelo Apodaca,
Airport Bureau

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

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

Find the listed flowers for the month of May. If you there are any flowers listed here you've never seen or heard of before, take an adventure to a nearby Flower Market and see them in person!

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| BEGONIA | HIBISCUS | RHODODEN- |
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| CAMELLIAS | IRIS | ROSES |
| CROCUS | JASMINE | SAGE |
| DAISY | LILAC | SUNFLOWER |
| DAHLIA | LILY | THISTLE |
| EDELWEISS | MARIGOLD | VIOLETS |
| PRIMROSE | MIMOSA | WATER LILY |
| FORGET ME NOT | NARCISSUS | ZINNIA |

1ST ANNUAL CHARITY FLAG FOOTBALL GAME

SFPD ALL-REDS vs **SFPD Seals**

CHARITY BOWL

KEZAR STADIUM
Friday, May 25, 2018
Gates open 5:00 PM
Kick-off 6:00 PM
Accepting Donations At The Door
All Proceeds Given To:
SAN FRANCISCO FIREFIGHTERS CANCER PREVENTION FOUNDATION

SPONSORED BY: GINO & CARLO, I 788 F, SFPOA, CHIEF SULLIVAN'S



SFBALEES Sporting Clays Gathering at Wing and Barrel Ranch!



Join the SFBALEES at this world class, premier shooting facility in the heart of Napa Valley.

May 30, 2018

Shooters will need to arrive no later than 9:00 AM for safety brief.

\$100.00 PER SHOOTER includes (75 clays, range fees, eye and ear protection, and a gourmet catered lunch by Ramekins Catering) Shooters will be required to bring their **own shotgun and ammunition**. (Target /Clay ammunition only) Rental Shotguns are available at an additional cost to the renter. Ammunition will also be available for purchase at the pro-shop at an additional cost. (Rentals and Ammunition will be at the shooters expense, NOT INCLUDED in \$100.00 fee.)

First come first served! Limited to the first 40 Shooters and is expected to sell out quickly. Do not hesitate! Sign up today!

Contact SFBALEES President Brian Burke (brian_p_burke@msn.com) to reserve your spot.
Payment accepted via PayPal (president@sfbalees.org)
Or Cash/Check to Brian Burke at Northern Station
1125 Fillmore St, San Francisco, CA 94115

Wing and Barrel Ranch is located at 6600 Noble Rd, Sonoma, CA 95476
HWY 37 East Bound just past Sears Point Raceway. Turn Left into driveway on Noble Road.
www.wingandbarrelranch.com

On sale at the SFPOA

Mark Your Calendars!

Join us and the World Champion San Francisco Giants on Thursday, July 26, 2018, for our Annual LAW ENFORCEMENT APPRECIATION NIGHT

San Francisco Giants

TICKETS start at \$25 and are available throughout the Ball Park. They can be purchased directly from the San Francisco Police Officers Association Office located at 800 Bryant St. SF tel. # 415.861.5060.

Seat availability has been expanded and includes a Giants Law Enforcement T-shirt giveaway and a hosted Tailgate Party with an improved condiments bar at the Mariposa Yacht Club @ 3 pm.

vs.

Milwaukee Brewers

There will be a Pre-game Home Plate Memorial Tribute to Northern California Police Officers who have died in the line of duty with an On-Field Police Motor Escort and a flyover by Law Enforcement Air Units.

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

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

Purchase tickets early for the best seat location !

America's Solemn Month of Remembrance

May ceremonies will honor nation's fallen military and public safety officers

By President Martin Halloran

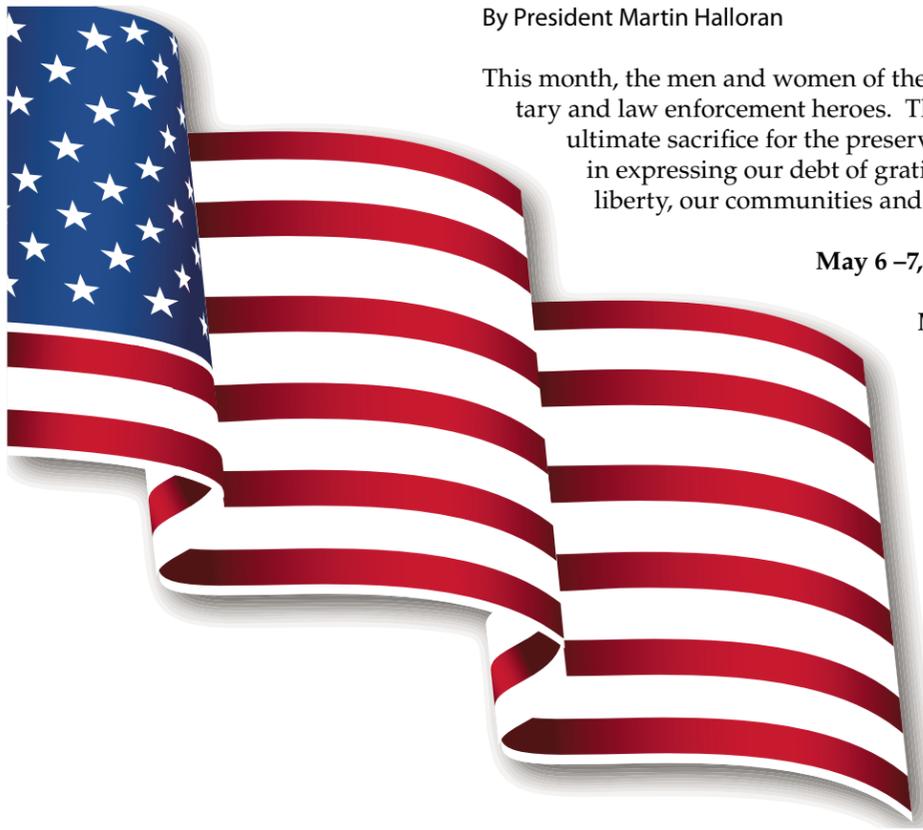
This month, the men and women of the San Francisco Police Officers Association pay tribute to all of America's fallen military and law enforcement heroes. Throughout the nation, ceremonies will be held to honor those who have made the ultimate sacrifice for the preservation, safety, and security of our cities, states, and country. We join all Americans in expressing our debt of gratitude and honor for the soldiers and officers who have died defending our lives and liberty, our communities and country.

May 6 -7, 2018 is the California Police Officers Memorial in Sacramento.

May 13, 14, & 15, 2018, National Peace Officers' Memorial in Washington, D.C.

Several days of ceremonies will pay tribute to all of the nation's peace officers who have been killed in the line of duty. Just as in Sacramento, included among the names of those officers who were killed in 2004 will be that of Officer Isaac Espinoza. Several dozen members of the SFPD are expected to attend one or more of the events scheduled over this law enforcement memorial weekend.

May 28, 2018 is Memorial Day, a national holiday that honors all those who died in combat while in defense of this nation.



June 5, 2018 is Election Day. The SFPOA Recommends the following:

Angela Alioto for Mayor of San Francisco

She is the right candidate at the right time.

The Mayor of San Francisco must have passion and commitment. She must understand this great City, its incredible legacy of diversity, and have a strong commitment to San Francisco values. She must understand that compassion must be balanced with common sense when tackling public safety issues, and keeping San Franciscans

safe and free of crime. Most importantly, she must understand our police department and its members and care about public safety.

The only candidate who meets this criteria and has the passion, historical perspective, common sense, and unquestioned love for our City is Angela Alioto.

The San Francisco Police Officers' Association is proud to announce our endorsement for Angela Alioto as the next Mayor of San Francisco. She is the right candidate at the right time.

— Martin Halloran
SFPOA President



SF Supervisor,
District 8
Jeff Sheehy



SF Superior Court Judge

- Seat 4 Andrew Cheng
- Seat 7 Curtis Karnow
- Seat 9 Cynthia Ming-Mei Lee
- Seat 11 Jeffrey Ross

State Board of
Equalization,
District 2
Cathleen Galgiani



Yes On Proposition H

