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www.sfpoa.org



The Myth of Criminalizing Homelessness



By Tony Montoya
SFPOA President

Homelessness is not a new problem for our Department, and it is certainly not a new problem for the residents of San Francisco. However, the expectations of how police officers conduct ourselves managing our homelessness epidemic has evolved over time. The expectations have gotten much more demanding. And they've become unnecessarily complicated because of the political agenda of a few.

Recently our city, and most major cities in the country, have seen a surge in homelessness. More people are sleeping on the streets, in encampments, and in their cars. It's a crisis that every San Franciscan would like solved.

Hardworking families have been priced out of our city due to the skyrocketing cost of housing. Some are literally a paycheck away from homelessness. Police officers, fire fighters, construction workers and other public servants know this challenge too.

At the same time, the epidemic of substance abuse is exploding in all corners of our city. Opiates, heroin and methamphetamine are taking the lives of addicts and slowly killing the soul of some of

our neighborhoods. Unfortunately, there are those who purposefully choose to conflate homelessness and drug abuse; and its harming our entire city.

We've had the dubious distinction of leading our nation's largest cities in property crimes per capita. And while we saw a small dip in property crimes in 2018 (58,817), that is because we came off of a record high number of property crimes in 2017 (60,993). In fact, over the last five years, 2018 saw more property crime than every other year except for one, 2015 (the year after Prop 47 passed).

Police officers who work the streets can tell you confidently that one of the driving forces behind this crime surge is the drug epidemic. It's simple. Drug abusers are ripping people off to pay for their habits. There's no question about it. Then, we are failing to prosecute and punish those repeat offenders who are committing these crimes. The number of crime victims explodes, while the feeling of security plummets.

Anyone who tells you otherwise is either lying to you or has not spent a day trying to assist a homeless veteran in

need, delivered a dose of Narcan or had to chase down a thief who has just broken into a car to make their next score.

Some in our community use the homeless as political shields to prevent SFPD and the City from addressing this crime epidemic. They're in the way and hurting us all. The moment we talk about cracking down on those who are preying on our neighborhoods, including homeless residents, they shout, "you're criminalizing the homeless!" That's simply not true.

Likewise, some are absolutely opposed to any solution that requires any personal sacrifice on their part. Frankly, that doesn't fly either. We are all in this together.

Here are the facts. San Francisco police officers proactively reach out to homeless individuals every single day. Often times, we are the first face they see that offers them shelter; a counselor; referral to a drug treatment program; mental health services; medical services and/or medical attention. The officers who work our Healthy Streets Operation Center respond to approximately 240

calls a day. That's a call every 6 minutes. These officers volunteer for this assignment and agree to go through extra training, like safely managing mental health crisis situations and administering Narcan, on a continual basis.

San Francisco Police Officers are doing our part to serve with compassion while trying to protect the innocent from criminals. However, we all have a part to play and we are only as good as the resources we can offer.

That means we need funding. We need more clinicians and more outreach workers. We need drug treatment options that work. We need to hold law breakers accountable for their crimes and offer them a chance at redemption. And, yes, we need more shelter beds and housing solutions.

It's a simple numbers game. We cannot put a roof over someone's head if they have no place to go. And if we want them to stay off the street, that roof has to come with services under it. Most workable solutions require all parties to get a little uncomfortable. It's that time for all of us to stretch past our comfort zones.

Opinion

I was shot and my partner died. Here's why I oppose AB 392

By Julie Robertson
Special To The Sacramento Bee
April 17, 2019 12:21 pm
Forwarded by Tony Montoya

Bullets travel 2,500 feet per second. That doesn't leave much time for police to debate various response scenarios and second-guess their decisions when confronted by deadly force.

But that's precisely what Assembly Bill 392 would require. The lawmakers backing this misguided legislation are demanding that we do the impossible — or die trying. If we don't, AB 392 threatens us with prison for making split-second decisions when lives are at risk. This is dangerous and unreasonable. I know from personal experience.

I'm a Sacramento County Sheriff's deputy who survived a "split-second" encounter in which I was shot and my partner was killed. It happened fast, but it's a nightmare that will haunt me for the rest of my life.

My partner and I had responded to a call about a disturbance at a local auto store, in which an unruly customer was causing trouble. When we arrived on scene, we approached the subject inside the store. There was no indication he was armed or had a weapon.

As we approached, he immediately backed up and began moving erratically, as though he were preparing to run. My partner headed toward the front door to block him, while I tried to stop him from the opposite side. Suddenly, there was a

gun, followed almost immediately by a deafening boom as the suspect fired.

What followed was a terrifying and deadly firefight. The subject shot my partner in the head and back, then continued firing. I immediately returned fire and took action to defend my partner, the store's employees and customers, and people in the neighboring stores. I was shot but kept fighting. Like every cop I know, I take my sworn oath to protect and serve seriously.

But under AB 392, my decision to stay and protect customers and other "innocents" could be challenged and second-guessed, with criminal prosecution a very real possibility for me. Why didn't I retreat? That was clearly an option.

Perhaps the shooter would have simply left. Of course he might also have shot every other person in the store, then continued his deadly rampage in neighboring stores. I had seconds to decide without the luxury of hindsight,

under deadly and chaotic circumstances in which people were dying.

AB 392 is Monday-morning-quarterbacking at its worst — legislation that second-guesses public safety decisions based on emotion rather than reality. Rather than helping police make better decisions by improving training and clarifying use-of-force policies, AB 392 takes a punitive approach that turns cops into criminals while eroding our fundamental right to defend ourselves.

By slowing police decision-making in deadly situations when split seconds count, AB 392 endangers the lives of police and the safety of the people and communities we protect. AB 392 pretends to be about reforming the system. Instead, what it really does is ask officers to protect the public with both hands tied behind their backs.

Julie Robertson is a Sacramento County Sheriff's Deputy.

May is Memorial Month

Honor our Country's Fallen Military And Law Enforcement Heroes

May 2: An Evening of Remembrance, SFPD Headquarters

Sacramento Peace Officer Memorial events:

May 5: Candlelight vigil at the State Capitol

May 6: Enrollment ceremony at the State Capitol

May 13-16: National Police Memorial Week, various events, Washington DC

May 26: USS San Francisco Memorial, Lands End

May 27: Presidio Memorial Day Commemoration, SF National Cemetery



The San Francisco Police Officers Association

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The *POA Journal* is the official publication of the San Francisco Police Officers Association. However, opinions expressed in this publication are not necessarily those of the SFPOA or the San Francisco Police Department.

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

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

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Part Four

Epic Change In Providing Benefits For Occupationally Injured San Francisco Public Safety Employees

By Mike Hebel, SFPOA Welfare Officer

On July 1, 2019 San Francisco public safety employees (police officers and fire fighters) will now enjoy the same or similar workers’ compensation “carve outs” that are now in place for Fresno police officers, Richmond police officers and firefighters, and Los Angeles police officers. The SFPOA and SF Firefighters – Local 798, after nearly one year of discussions and negotiations with the City’s Workers Compensation Division, Department of Human Resources, and Employee Relations Division , have

signed historic Workers’ Compensation Alternative Dispute Resolution Labor-Management Agreements (“workers compensation carve outs”) which has been adopted by the City’s Board of Supervisors. A carve-out is an alternative to the dispute resolution procedures in the state workers’ compensation system which is created through a collective bargaining agreement.

The Joint Labor-Management Committee, at its first meeting on January 22, 2019, unanimously approved Judge Steve Siemers as ADR director and

unanimously approved Maria Mariotto as ADR Ombudsperson.

As ADR Program Director, Judge Siemers, will generally oversee claims operations, oversee the work of the ombudsperson and other ADR professionals, issues subpoenas, recommend program improvements, provide training to employee organizations (POA and Local 798) and to the Department of Human Resources; and, when necessary, conduct mediations.

As Ombudsperson (employee advocate) Maria Mariotto will provide aid

and counsel to injured public safety employees, communicate with these employees on a confidential basis, contact these employees immediately after notice of injury is received, help these injured employees to obtain quality medical care and the compensation to which they are entitled, and facilitate the resolutions of disputes.

POA President Tony Montoya invited Steve Siemers and Maria Mariotto to the POA’s Board meeting of April 17th to more fully explain to the directors the ADR program.



POA members of the workers’ compensation alternative dispute resolution program’s (ADR) Labor-Management Committee (Sean Perdomo left; Tony Montoya, center; and Mike Hebel, far right) with the program’s mediator Ronnie Caplane, ombudsperson Maria Mariotto, and program director Steve Siemers

Attention all active and retired members please join us on Thursday, May 2, 2019, as we remember our “Fallen” Heroes for an “Evening of Remembrance” where we will pay tribute to our fellow officers who have made the ultimate sacrifice.

A Memorial Tribute Ceremony will held at the SFPD Police Headquarters Building Lobby 1245 3rd Street at 6 pm with a hosted Reception immediately after

Join us as we honor, remember and show support for the surviving family members of the San Francisco Police Officers who have died in the line of duty honored on the SFPD Memorial Wall.

**“Gone but not forgotten”
“We shall never forget”**



San Francisco Police Officers Association Editorial Policy

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

Member Opinions and Commentary: Unsolicited Written Material

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


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

Other Submitted Material

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

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

Go forth and awe



SF POA BLOOD DRIVE

**WEDNESDAY, MAY 29, 2019
10:30 AM – 2:30 PM
POA 800 BRYANT; ENTRANCE ON 6TH
800 BRYANT ST.
SAN FRANCISCO, CA 94103**


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Chris - Blood Donor



SFPD Chaplains, Local Officers Aid Auditorium Workers After On-Site Death

By Kevin Martin
Assistant Legal Defense Administrator

Tragedy struck the San Francisco entertainment community on Saturday, March 30, 2019 when a young man attending a concert at the Bill Graham Civic Auditorium suffered a medical emergency and passed away (cause to be determined). By all accounts security and medical personnel were immediately on scene and began earnest life-saving efforts. Both on-site medical personnel as well as SFFD and SFPD units responded to the scene to assist with the efforts. This unfortunate incident occurred in the lobby of the auditorium as a couple of thousand patrons were leaving the premises. One could imagine the confusion and chaos as this scene was unfolding. Friends of the young man waiting in horrified anticipation, patrons clamoring around to see what was going on, emergency personnel responding to the scene...most of our readers can empathize with the situation having been there many times themselves...in the thick of madness...and tragedy.

In the aftermath, the POA was contacted by good friend and supporter, Mary Conde, who is the General Manager for the BGCA.

Mary was concerned for the welfare

of her employees and staff who were involved in the Saturday night incident. Many of them had never been through such a traumatic work place incident, either directly or on the periphery. Mary wanted to make sure her employees were cared for and had an avenue or forum to openly discuss the incident and how they were affected by what had occurred. Mary reached out to the POA and the Department for assistance and direction.

In short order, Sgt. Art Howard, one of the true Guardian Angels of our Department contacted two of our finest Chaplains, Father Michael Quinn and Pastor Megan Roher, and advised them of the incident and Mary's desire to hold a "debriefing" for her employees and staff. Without hesitation, both Fr. Quinn and Pastor Megan answered the call. Arrangements were made for the debriefing to take place the following Tuesday.

On that day, Mary, Pastor Megan and Father Quinn met and discussed the incident and a game plan to address the matter. Shortly after noon, a group of approximately fifteen good folks met, many for the first time for a follow up like this. The employees were joined by veteran SFPD outstanding cops Pete Richardson and Brian Schaefer who are longtime friends with Mary and a great



Mary Conde and Pastor Megan Roher

majority of the management and staff of the BGCA. Brian and Pete are detailed quite often to events at the auditorium, and have a very good working knowledge of the auditorium operations. Their presence and words were comforting and reassuring to all.

Father Quinn and Pastor Megan did a fantastic job talking to the group gathered but more importantly, they listened with great care and concern as to what was being said and how. Father and Pastor took their times explaining the different stages or components in dealing with such a tragic experience and the aftermath of such. The event lasted well over an hour with a good participation

from all involved.

To say Mary was pleased with the efforts of Fr. Quinn and Pastor Megan would be an understatement to say the least. Mary and Pastor Megan are familiar with each other through other community events, while Mary had the pleasure of meeting Fr. Quinn for the first time. The two chaplains put together a very respectful, comforting and meaningful debriefing which was welcomed by all.

Mary Conde has been a long time and friend of the San Francisco Police department and the SFPOA. She is known to scores of cops for her tireless involvement in the community. Mary has opened the doors of the Bill Graham Civic Auditorium for benefit events supporting San Francisco Police Officers in need. She has been honored and greatly acknowledged by the POA for her continuing tireless efforts. We thank Mary for her generous and consistent support.

It was through the kindness and efforts of Sgt. Art Howard, Pastor Megan Roher and Father Michael Quinn that we were able to support Mary and her staff in their time of need.

A big thanks to all involved for assisting in putting this event together. Your efforts are greatly appreciated.

Calendar of Events

☛ Specially Scheduled Events

NIGHT OF REMEMBRANCE

Where SFPD Headquarters, 1245 3rd Street, SF
When Thursday, May 2, 2019 at 6:00 pm
Contact bguinan@sfpoa.org

SFPOA BLOOD DRIVE

Where POA Building, 6th at Bryant Streets, 3rd Floor Atrium
When Wednesday, May 29, 10:30 am – 2:30 pm
Contact Drop In

BAY AREA EMERALD SOCIETY SPORTING CLAYS

Where Wing and Barrel Ranch, Sonoma County
When Thursday, May 30, 2019 at 9:00 am
Contact See flyer, back page

SF BAYOU BENEFIT FOR SPECIAL OLYMPICS TORCH RUN

Where Recology 900 7th Street, SF
When Saturday June 1, 2019 5:00 PM
Contact Ray Padmore 415-558-5539

GEORGE BROWN MEMORIAL GOLF TOURNAMENT

Where Lake Merced Golf Club,
2300 Junipero Serra Boulevard in Daly City
When Monday, June 17, 2019 9:00 am
Contact www.GeorgeBrownALSGolfClassic.org

BAY AREA EMERALD SOCIETY GOLF TOURNEY

Where Crystal Springs Golf Course, San Mateo
When Monday, July 8, 2019 11:30 am
Contact See flyer, back page

SF GIANTS LAW ENFORCEMENT APPRECIATION NIGHT

Where Oracle Park, 3rd and King Sts., SF
When Thursday, July 18, 2019
Contact See flyer, back page

☛ Regularly Scheduled Meetings or Events

VETERAN POLICE OFFICERS ASSOCIATION

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

WIDOWS & ORPHANS AID ASSOCIATION

Where Hall of Justice, Room 150, (Traffic Co. Assembly Room)
When Second Tuesday of every month, 12:30 pm
Contact Mark McDonough 415-681-3660, markmac825@comcast.net

AMERICAN LEGION SF POLICE-FIRE POST

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

POA BOARD OF DIRECTORS MEETING

Where POA Building
When Third Wednesday of every month, Noon
Contact POA Office 415-861-5060

RETIRED EMPLOYEES OF CCSF

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

RETIREE RANGE RE-QUALIFICATION

Where SFPD Pistol Range
When Contact Lake Merced Range for Dates
Contact Range Staff 415-587-2274

Behavioral Science Unit (BSU)

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

SERVICES:

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

Work Related Trauma
Stress Unit Alcohol/Substance Abuse Support

Catastrophic Illness Program

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

MEMBERS:

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

SFPOA Current MOU Cheat Sheet

July 1, 2018 to June 30, 2021

Prepared by Matt Lobre,
SFPOA Secretary

Raises

- July 1, 2018: (Year 1 of Contract)
- A) 3% Base Wage Increase
 - B) 1% Increase for Members Who Possess an Intermediate POST Certificate or Advanced POST Certificate.
- July 1, 2019: (Year 2 of Contract)
- A) 3% Base Wage Increase
 - B) 1% Increase for Members Who Possess an Intermediate POST Certificate or Advanced POST Certificate
- July 1, 2020: (Year 3 of Contract)
- A) 2% Base Wage Increase
- January 1, 2021:
- A) 1% Base Wage Increase

Year 3 Caveat

If the March 2020 Joint Report, prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst, projects a budget deficit for fiscal year 2020-2021 that exceeds \$200 million, then the base wage adjustment due on July 1, 2020, will be delayed by six (6) months and be effective close of business of January 1, 2021.

If the March 2020 Joint Report, prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst, projects a budget deficit for fiscal year 2020-2021 that exceeds \$200 million, then the base wage adjustment due on January 1, 2021, will be delayed by six (6) months and be effective close of business of June 30, 2021.

All base wage increases and POST pay increases are pensionable.

Retention Pay

Retention pay for members is scheduled to kick in on July 1, 2020 for those who have completed the following years of service:

- 10 years of service = 1%
- 15 years of service = 2%
- 20 years of service = 2%
- 25 years of service = 2%

- A) Retention pay is based on the number of hours worked in the twelve (12) months prior to July 1, 2020 (Year 3 of contract). There are 2080 hours in a fiscal year. For those members who have already **COMPLETED** 10, 15, 20 or 25 years of service, you need at least 1700 hours during that time period. This means start counting your hours worked effective July 1, 2019 (year 2 of contract). The 1700 hours need to be regular work hours. **10B, EWW (voluntary or mandatory), court overtime DO NOT COUNT. VA, SP, OU, PE, FH, EH, DP, FMLA are not regular hours worked and DO NOT COUNT towards earning retention pay.**
- B) Should you complete one of the above year anniversaries after July 1, 2019, then you would need to start counting your regular hours worked on the anniversary date that you achieved your anniversary. For example, if by August 15, 2020 you complete 10 years of service, and you worked 1700 regular work hours during the previous 12 months, August 15, 2019 to August 14, 2020, you would receive 1% Retention Pay.
- C) Keep in mind, if you have suffered a suspension of 11 days or more during the year prior to receiving retention pay, you **WILL NOT BE** eligible for retention pay, even if you work 1700 regular work hours.
- D) Retention pay requires that the member have their POST Intermediate or Advanced Certificate.

Retention Pay Caveat

A) If the March 2020 Joint Report, prepared by the Controller, Mayor’s Office Budget Director, and the Board of Supervisors Budget Analyst, projects a deficit for fiscal year 2020-2021 that exceeds \$200 Million, then the increase in retention pay due July 1, 2020, will be delayed by six (6) months and become effective the pay period including January 1, 2021. Should that delay occur, members will need to work 1700 regular work hours between January 1,

2020 and December 31, 2020 to receive retention pay effective January 1, 2021. The same point applies to a member who completes an anniversary after January 1, 2021. Another example, if by April 15, 2021 you complete 10 years of service, and you worked 1700 regular work hours in the previous 12 months, April 15, 2020 to April 14, 2021, you would receive 1% Retention Pay.

All retention pay is pensionable.

Service Credits

- A) Hours worked to receive service credits are calculated differently than hours worked to receive retention pay. The SFERS requires that a member work 1740 hours in a fiscal year to receive one-year service credit. This is often confused with the 1700 hours needed to receive and maintain longevity. The 1740 hours are governed by the City Charter and the 1700 hours are a negotiated benefit governed by the MOU. Members are encouraged to contact a SFERS Counselor should they have any retirement related questions.

Other Premiums

Like Work Like Pay

- A) If the senior ranking member on duty, commanding officer, night supervising captain or weekend duty captain determines a position is to be filled temporarily by an employee in the next lower rank, the employee temporarily filling that position shall be compensated at the salary of the rank being filled for the time worked in that temporary position (hour for hour), provided that no member holding the temporarily filled rank is working in the assigned unit on the same watch (ie: double day). The employee beginning the acting assignment cannot be displaced by a more senior employee of the same rank who begins their shift after the acting assignment has begun (no bumping).

- B) SIT assignments are governed by a separate side letter.

LWLP assignments are pensionable when calculating final years compensation.

Bilingual Pay

- A) Effective July 1, 2018, increased from \$35.00 per pay period to \$80.00 per pay period.

Not Pensionable.

Uniform and Clothing Allowance

- A) Effective July 1, 2018, employees shall receive, as part of their regular rate of pay, one thousand one hundred dollars (\$1100.00) per year as annual uniform allowance (increased from \$820.00).

Uniform/Clothing Allowance is pensionable.

Wellness Program

- A) Effective July 1, 2018, employees will be allowed to sell up to fifty (50) hours of accrued sick hours for cash. Employees must maintain a core bank of 300 sick hours during the fiscal year. SP hours donated to the catastrophic illness program or used used for authorized bereavement leave per Civil Service Rules are not counted towards the 30 hours used during the fiscal year. (This benefit was in the prior MOU and has not changed and will remain in effect for the duration of the MOU).

This list was created as the result of the most frequently asked questions by members. Every person who was a POA member on July 1, 2018, should have received a copy of the complete MOU mailed to their address on file at the POA.

The current MOU can also be located on the SFGOV DHR website and the SFPOA website.

Members may also contact their respective station/unit/bureau/detail representative or the POA Executive Board should they have any further questions.



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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.

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April 22, 2019

Hon. Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, CA 94102-4689

Re: Opposition to Resolution supporting California State Assembly Bill No. 392

Dear President Yee and Members of the Board,

On behalf of the 2,192 men and women of the San Francisco Police Officers’ Association, we write to express our strong opposition to the proposed Resolution supporting California State Assembly Bill 392. We share your goal of wanting to reduce the number of uses of force by police officers in California. However, AB 392 is the wrong approach.

Both the proposed resolution and AB 392 are based upon false information, and the bill’s proposed changes will do absolutely nothing to prevent a single officer-involved shooting. This is precisely why every major law enforcement organization in California opposes AB 392 and supports SB 230, a workable alternative that will actually improve police practices and outcomes. If the Board of Supervisors’ desire is to help reduce police use of force incidents, it should abandon this resolution and engage directly with law enforcement professionals on how we can collectively make encounters between law enforcement and the public as safe as possible.

AB 392 & proposed resolution are based on false facts & myths

Unfortunately, the text of the resolution is based on false facts promulgated by the ACLU and lifted directly out of their misleading and factually inaccurate talking points. On page 2 of the proposed resolution, it states that “According to the California Department of Justice, in 2017 California police killed 172 people, half of whom were unarmed.” This is **untrue**. **The California Department of Justice (DOJ) Use of Force Incident Reporting 2017 states that 142 subjects were confirmed armed with a weapon (82.5%) and 155 (90%) were perceived to be armed by the officers at the time force was used.**

Further, what is not stated in the resolution or in the ACLU propaganda, is that the DOJ data does not determine the cause of death. Rather, any subject who died after receiving any type of force, is listed as someone who received force and died. The data does not conclude that the force caused the death. For example, one “unarmed” subject who received force and died, received only “chemical spray” (i.e. OC spray) as the force used. The data also shows this subject had a mental illness and drug impairment, and was assaultive towards officers. He died in transit. He is one of the 172. There are others like this in the database.

Unfortunately, the ACLU has continued to use stale data in its push for AB 392. In 2018, the number of fatal officer-involved shootings was down dramatically to 114. The reality is that California has seen a significant decrease in fatal officer-involved shootings. According to the Washington Posts’ Fatal Force Database, which the ACLU and AB 392 supporters have relied heavily on, **California has seen a 40% decrease in fatal officer-involved shootings since 2015**. Those are facts that have not been disputed by anyone.

The Resolution also incorrectly states that the Washington Post and census data found that California police kill people at a rate of 37% higher than the national per capita average. **This is untrue. In fact, based on the Washington Post’s 2018 data and census statistics, California is 5% below the per capita average for fatal officer involved shootings**

AB 392 Punitive vs. Preventative

One of the worst elements of AB 392 is that is prioritizes the prosecution of law enforcement officers who are forced to make split-second decisions over preventing the use of force to begin with. The ACLU’s bill makes it easier to prosecute police officers by implementing a hindsight lens to judge an officer’s actions. Unfortunately, police officers are not able to hit the pause button when confronted with a dangerous subject. Further, by design, the ACLU crafted AB 392 to increase the civil liability of public agencies when force is used. This fact alone increases the financial exposure of the taxpayers of the City and County of San Francisco, all while not preventing a single use of force.

The ACLU and the Resolution text state that AB 392 updates police use of force standards. It does not. AB 392 only changes the legal definition of when an officer is justified in protecting his or her life or the life of others. It will not change policies for law enforcement agencies. It does not take advantage of modern police best practices on how to de-escalate dangerous scenarios. It does not provide, or mandate, a single hour of new training for our police officers.

The deficiencies in this bill are glaring and not worthy of the City and County of San Francisco’s support.

SB 230

As stated above, the SFPOA is absolutely committed to reducing the number of uses of force by police officers. Based on data and experience, this can be accomplished by strengthening police use of force policies, expanding high-quality training to officers, reducing the number of firearms in the hands of high-risk individuals and reducing violent crime in general. SB 230 addresses the first two categories.

SFPOA supports SB 230, the only bill in the California Legislature that will lead to a reduction in the use of force. SB 230, as amended, *mandates* a comprehensive use of force policy for every law enforcement agency in California. These policies include de-escalation, how to interact with vulnerable populations such as the mentally ill, and a duty to intercede and report if excessive force is witnessed. SB 230 also *mandates* new and expanded training for all law enforcement agencies in areas such as Crisis Intervention Training for mental health calls, implicit biased training, and de-escalation training.

In addition, SB 230 updates California’s law on when the use of deadly force is authorized, bringing it in line with current U.S. Constitutional law. Thus, SB 230 addresses the only issue AB 392 attempts to address, in a dangerous and poor fashion, and goes even further by mandating stronger policies and better training.

The SFPOA appreciates your desire to improve outcomes between law enforcement officers and the community. However, we believe that AB 392 is a severely flawed vehicle to accomplish that task. We urge you to oppose the proposed Resolution. The SFPOA is ready and willing to work with the Board of Supervisors on how we can collaboratively reduce uses of force and make San Francisco safer for everyone.

Sincerely,
Tony Montoya
President

1. California Department of Justice (DOJ) *Use of Force Incident Reporting 2017*, *URSUS_Civilian-Officer_2017 data set*.
2. Incident ID: URSUS-19-0000-2017-c6c, California Department of Justice (DOJ) *Use of Force Incident Reporting 2017*.
3. Washington Post, Fatal Force database, 2015-2018; https://www.washingtonpost.com/graphics/2018/national/police-shootings-2018/?utm_term=.e528a6314cb4.
4. Annual Estimates of the Resident Population for the United States, Regions, States, and Puerto Rico: April 1, 2010 to July 1, 2018; Washington Post, Fatal Force database, 2018; https://www.washingtonpost.com/graphics/2018/national/police-shootings-2018/?utm_term=.e528a6314cb4.



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Cease and Desist Letter Sent to Assistant Chief Hector Sainez

To: All Members
From: President Tony Montoya

Recently the POA learned that the Department has changed or is in the process of changing some of the guidelines surrounding custodies at the hospital. This was news to us and after reviewing some of the proposed language we believe there are meet and confer obligations that the department must adhere to before implementation. It is particularly important that the POA has say in these changes since we believe there are officer safety issues.

This is not the first time that this administration has tried to unilaterally make changes affecting our working conditions without fulfilling their obligation of meet and confer. We continue to be extremely frustrated by this. I have directed our labor attorney Gregg Adam to send a cease and desist letter to Assistant Chief Hector Sainez. We shall await a response from the Department and we look forward to weighing in on this important issue.

Read the letter reprinted on this page.

MESSING
ADAM &
JASMINE

SACRAMENTO
SAN FRANCISCO

Gregg Mclean Adam
gregg@majlabor.com
direct 415.266.1801

April 17, 2019

VIA E-MAIL AND U.S. MAIL

Hector Sainez
Assistant Chief of Police
San Francisco Police Department
1245 3rd Street, 6th Floor
San Francisco, CA 94158
E-Mail: hector.saine@sfgov.org

Re: Draft Department Bulletin Changing Rules for Hospital Visits

Dear Chief Sainez:

The POA was recently advised by members that certain divisions of the Department have implemented a new policy governing visitors for those who are in custody or under officer supervision. The changes are laid out in a draft, and as yet unnumbered, Department Bulletin, a copy of which is attached.

The Department Bulletin allows physicians to determine whether individuals in custody may receive visitors. Safety Issues are not addressed. Nor are Interactions and potential conflicts with Department General Order 2.01, Rule 35.

Even though the Department Bulletin is only in draft form, our officers tell us that its provisions have been implemented at some stations.

The POA has multiple concerns. Our officers are not trained to search non-custodial persons such as hospital visitors. Officers have little control over what visitors bring into hospital rooms. There appear to be no rules governing how many persons can “visit”—one officer was overwhelmed with a room full of individuals visiting someone over whom he had custody. Our members are concerned with the ability of individuals to sneak in contraband, such as weapons, narcotics, handcuff keys, or any other tool that would enable a person in custody or under supervision to escape or injure officers that are charged with the well-being of the person in custody.

There are multiple other issues that warrant serious discussion.

The POA asks that we set a date to discuss this as soon as possible. Until such time as we do complete our discussions, this policy should not be implemented or applied.

Very truly yours,
Gregg Mclean Adam
Messing Adam & Jasmine

cc: Tony Montoya, President, San Francisco POA
Executive Board, San Francisco POA

SFPOA

SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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Vice President
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Secretary
SEAN PERDOMO
Treasurer
TRACY McCRAY
Sergeant At Arms

April 22, 2019

Honorable Anna Caballero
State Capitol, Room 5052
Sacramento, CA 95814

RE: Support – SB 230

Dear Senator Caballero:

The San Francisco Police Officers’ Association is pleased to offer our strong support for Senate Bill 230 and urge your Senate colleagues to establish comprehensive use-of-force standards for every law enforcement agency in California.

Although fatal officer involved shootings in California have declined 40% since 2015, we believe that strengthening standards and policies coupled with robust training on de-escalation tactics and safely managing mental health crisis situations will lead to improved outcomes between law enforcement officers and the public.

Senate Bill 230 will not further criminalize split-second decisions officers must make in dangerous and volatile situations to protect themselves and the public, but instead strive to prevent dangerous encounters from escalating. In San Francisco, we have experienced improved outcomes and a decline in use of force incidents as a result of reasonable, workable policies and training.

We urge the adoption of SB 230 and a renewed focus on eradicating the root causes of crime to prevent volatile and dangerous situations from occurring. Targeting economic and educational investments in communities disproportionately impacted by crime; ensuring those diagnosed with mental illness receive the treatment and services they need, and removing guns from convicted felons and those with mental illness will all lead to fewer uses of force and overall safer communities.

SB 230 is an even-handed and fair approach to establishing policies and officer training that is based upon science and best practices designed to improve officer and community outcomes.

We urge the passage of SB 230.

Sincerely,
Tony Montoya
President

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FR-1483263.1-0416-0518

The Power of Legal Defense



By Paul Chignell,
Former President and
Current Legal Defense Administrator

The San Francisco Police Officers' Association (SFPOA) has compiled a legal defense apparatus that is unique amongst police unions in the State of California.

It has evolved from a one attorney representative in the late 1960s with the immortal Jake Ehrlich, to a comprehensive program that includes a panel of attorneys, general counsel, in house legal defense coordinators, thirty-one (31) members of the Board of Directors, nineteen (19) defense representatives, eleven (11) Legal Defense Trustees and five (5) members of the Executive Board.

All of these individuals participate in legal defense of over two thousand one hundred San Francisco police officers.

Unlike many other police unions in California much of the legal defense of officers accused of misconduct by complainants, or internal investigations are handled by experienced active and retired San Francisco police officers, not attorneys.

Attorneys are available for serious allegations that require their expertise such as officer involved shootings and other matters. But the utilization of officers to handle disciplinary hearings, and matters investigated by the Department of Police Accountability as well as the Internal Affairs Division is invaluable. Institutional knowledge of the San Francisco Police Department and officers totally conversant with department procedures has worked well for decades.

The tenor of the body politic in 2019 in San Francisco is also unique, especially in an era of collusion amongst police reformists and those who are arrayed against traditional law enforcement.

Their allies are aggressive and unabated in condemning police officers for performing their basic duties. In many instances the police officer is portrayed as the obstructionist to criminal justice reform, the police officer is pilloried for doing his or her job, and the police officer is expected to be robotic in adhering to the hundreds of "shalls" in a constant flow of policies and procedures. The expectations of some policy makers on police behavior is one of more than Monday morning quarterbacking--- it is an expectation of super human compliance.

Much of the representation occurs at the Department of Police Accountability (DPA) where the adversarial ones such as deputy public defenders and the National Lawyers Guild use the DPA as a conduit for policy change or an extra judicial arm for what they cannot achieve in a court of law. They file complaints against police officers with the DPA that border on harassment. The SFPOA is up to the challenges of these adversaries time and time again, often dismantling their bogus complaints.

In many internal investigations the SFPOA advocates dismantle cases through meticulous analysis of discovery documents, and defining policies and procedures in stark contrast to administrative opinions.

In addition, time worn and appropriate defense conditions such as progressive discipline, past practice arguments and violations of the Public Safety Officers' Procedural Bill of Rights Act are brought to the foreground in disciplinary hearings. Of course due process for police officers is always the mantra as it should be for any public employee in administrative discipline.

SFPOA lawyers are amongst the best in the business with their wide variety of experience as prosecutors, criminal defense specialists and unique understanding of the culture and policies of the San Francisco Police Department. Many of them teach formally and informally other police union officials in California the vagaries and nuances of representing police officers in a most difficult environment.

There are many reasons why ninety-nine (99) per cent of San Francisco police officers, a very diverse group of law enforcers, belong to the SFPOA.

Two that are foremost are a strong and wage benefit package as well as a rigid employee benefit transfer policy.

The second is a vibrant and renowned legal defense apparatus that is aggressive with our adversaries and that gets results.

Oro En Paz, Fierro En Guerra!

Police-Fire Post 456 News

By Greg Corrales

The period of Lent is a holy time on the Christian calendar, marked by self-reflection and the examination of one's life, choices and habits. Today, many observe this period by voluntarily foregoing certain earthly luxuries or vices in an effort to emerge on the other end an improved person. For Del Hall of Cincinnati, Ohio, that luxury is solid food. When Lent began March 6, Hall initiated a fully liquid diet in order to become less dependent on fatty foods and sugar.

Only, the fluid he settled on consuming to provide his greatest sustenance is beer. As of day 18 of Hall's beer-only fast, the radical diet is working — at least in terms of weight management.

The Army vet is down over 25 pounds. Hall's fasting inspiration comes from 17th century Bavarian monks, he said, who would observe the holy time of Lent through fasting on a "Bock Beer Diet." "Fasting is a big part of being human and we don't really do that anymore," he said in a YouTube video documenting his progress. "It's not necessarily about the weight loss as it is the challenge of replicating what the monks did" over a 46-day fast. "It's about the journey and learning about yourself."

Shedding pounds and the dependency on bad foods, however, will certainly be a positive outcome of completing the endeavor, he told *the Enquirer*.

U.S. officials have honored a British man who has for decades tended a memorial for 10 U.S. World War II airmen who sacrificed their lives to save children in Sheffield, England. Secretary of the Air Force Heather Wilson sent a tweet Saturday thanking Tony Foulds for "remembering and honoring our Airmen." Missouri Gov. Michael Parson has issued a proclamation honoring Foulds for his "profound devotion" to commemorating the crew of the B-17 Flying Fortress nicknamed "Mi Amigo." Lt. John G. Kriegshauser, a 23-year-old pilot from St. Louis, Missouri, was on his 15th mission on Feb. 22, 1944, when Mi Amigo was hit by enemy fire during a daylight raid on the Aalborg airfield in occupied Denmark, a key fighter base that protected Germany from Allied bombers. The crew nursed the damaged plane back across the North Sea, trying to reach their base in Chelveston, England. The weather was poor, and when the plane broke through the clouds it was over Sheffield, 80 miles northwest. Foulds was just a kid running around in the park, when the U.S. Army Air Forces crew trying to land their heavily damaged B-17 in Sheffield's Endcliffe Park, pulled up to avoid a group of children and crashed into the woods, sacrificing their lives, rather than take the chance of hitting them.

"Tony has pretty much single-handedly spent the best part of seven decades ensuring the memorial in the park is kept up to standard, and ensured that the memory of the Mi Amigo and those brave crewmen is kept alive," said Lee Peace, a reporter at *The Star* newspaper



in Sheffield. " Foulds tends the memorial some 260 days a year.

Megan Leo, a relative of 2nd Lt. Melchor Hernandez, the crew's bombardier, said he was the eldest of six children, a first-generation American whose parents came from Mexico. She said the story of his sacrifice had always been told in her family. "I think for this story to now be capturing so many hearts, it just reminds me of how many other stories we don't know, of all the men who died back then and in the years after fighting for our countries and for peace," she told the BBC, as she thanked Foulds. "We've always remembered them, but to know that 6,000 miles away from my home there's a man who's dedicated his life to remembering them means so much. It's the most amazing thing."

Atlanta Falcons guard Ben Garland, an Air Force Academy graduate and a captain in the Colorado Air National Guard, has won the NFL's Salute to Service Award. Garland was selected by the league for his exceptional efforts to honor and support members of the military community. In 2018, Garland traveled to two USO tours, the first to Italy and Germany and the second to Iraq and Kuwait. He is involved with helping veterans make the adjustment after their service and in helping raise awareness of PTSD. Last year, he participated in the Armed Forces Mission's Georgia LOSS Walk. He walked alongside veterans, service members and their families in honor of "Turning the Tide on Veteran Suicide."

As a current member of the Colorado Air National Guard, he supports his fellow active duty service members. He donates game tickets each week to them; visits the Air Force Academy at least once a year to speak to the current students; works with the Georgia Tech ROTC to inspire young officers; and meets with local young officers to mentor them.

Garland was chosen for the award by a panel that included the 2017 recipient, Andre Roberts of the New York Jets; retired Vice Admiral John Bird; Chad Jennings, an Air Force Academy graduate and three-time Super Bowl champion; former wide receiver Vincent Jackson, the 2015 award recipient and former NFL coach and Marine Corps veteran Jim Mora.

It is my sad duty to report that Post 456 member Tim Simmons has transferred to Post Everlasting. The April 9 meeting of Police-Fire Post 456 was closed in memory of Tim Simmons.

The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be on Tuesday, May 14, 2019. We meet at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at gc1207@comcast.net.

Seal Discipline Records

By Paul Chignell,
Legal Defense Administrator

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

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

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

Email me any time at paul@sfpoa.org.

Close Encounters

A brutal stabbing occurred in Golden Gate Park during which the victim had been attacked so severely that he was barely clinging to life when he was found. Members of the Night Investigation team learned that the suspect was another transient who had also been making the Park and the surrounding Haight neighborhood his new home. It took some time but the suspect was eventually identified. Now the hard part — finding him. **Captain Michelle Jean** knew just who to put on the case — **Officer Michael Gordo** and **Officer Brett Montague** later stating she had selected them to follow up on the investigation because of their “hard work and diligence”. Sure enough, a few days later the officers spotted the suspect on Haight Street but he had quickly ducked under the cover of heavy foliage and was making his way through hidden paths only those who have illegally set up camp in the park know about. But the officers were several steps ahead of him and soon had him in custody, still in possession of items that should help convict.

Officer Sterling Hayes responded to an assault with a deadly weapon that was actively taking place right outside San Francisco General Hospital. It turned out that an employee of the hospital had just finished his shift and was walking out to his car when he saw someone inside it ransacking his way through the glove compartment. The owner of the vehicle yelled at the suspect at which time the suspect came after him with a metal baseball bat and started beating him. When Officer Hayes arrived he observed how badly beaten the victim was and immediately ordered the suspect to drop his weapon and get on the ground. The subject complied at first and then abruptly jumped up and came after Officer Sterling. Meanwhile, **Officer Robert Wheeler** and **Officer Mu’Ammar Ali** were just pulling up to assist. The suspect started to run from the damage he just inflicted but he was soon taken into custody and charged with numerous felonies. The victim sustained major injuries from the unprovoked assault.

The subject of interest to **Officer**

Bryan Zahn was wanted out of Pennsylvania for narcotics trafficking, parole violations, and had also established himself as a dangerous member of the “Oakdale Mob” gang in The City. Officer Zahn had followed this individual to a location in the Marina District but knew he would need help taking him into custody since he was always known to be carrying a firearm. Officer Zahn enlisted the assistance of **Officer Eduard Ochoa**, **Officer Blake Cunningham**, and **Officer Denis O’Connor**. Sure enough, as the subject of interest was walking to his car the officers had the opportunity to take him into custody without incident. **And it’s lucky they did grab him before he got to his vehicle because they subsequently discovered a fully-loaded, 9MM semi-automatic weapon under the driver’s seat.**

Officer Justin Leach and **Officer Anthony Srinivas** paid close attention to the crime bulletins issued by Gang Task Force on wanted subjects. And, sure enough, they located one of them just standing around at Broadway and Romolo Place. This individual was wanted for a pistol-whipping incident and had also been identified as a Northern Structure gang associate. Another violent felon off the streets.

The suspect had thrown a steaming hot liquid in the face of another co-worker over a dispute severely burning the victim. There was clear video available to identify the suspect responsible but he couldn’t be located locally. The case was turned over to S.I.T. investigators and **Sergeant Matthew Mason**, **Sergeant Thomas Maguire**, **Officer Brian Gulney**, **Officer Gary Moriyama**, and **Officer Eric Perez** managed to track the suspect down in Newark Ca., and the rest was just a matter of time. S.I.T. personnel soon had him in custody with the assistance of the Newark Police Department.

The 2 individuals who broke into the house in the Park District just took their time ransacking the residence and, unbeknownst to them, were caught on video doing so. They thought they had plenty of time but one thing they didn’t

count on was the fact that **Officer William Kraus**, **Officer Aaron Bjorkquist**, and **Officer Francisco Chicas** were responding to the call that Dispatch sent out. Sure enough, the officers bagged the 2 felons as they were trying to make their escape. Upon further review of the full video back at the station the officers realized that the 2 in custody matched the description of the individuals wanted on an additional burglary in the neighborhood earlier the same day.

The crazed woman was wielding 2 broken bottles with dangerously sharp edges threatening to attack the SF Firefighters who had been called to the 4700 block of Mission Street to deal with an unknown chemical odor emanating from a nearby store. The suspect had been seen in the store earlier and had fired several rounds from her pepper spray gun which caused the contents to disperse at a high velocity. Fortunately, **Officer Albert Johnson** and **Officer Jason Dungca** were able to disarm her of both weapons and placed her into custody.

It’s early evening and **Officer Alvin Chan**’s attention was drawn to the black Mercedes that just passed him on San Jose Avenue in the Ingleside District. The vehicle had paper plates and dark tinted windows and, when Officer Chan first approached the driver, he noted the strong odor of marijuana emanating from the inside compartment. **Officer Chan had the driver step out of the car at which point the driver stated that he had a gun in his waistband.** It was just about this time that **Officer Christopher Hardy** pulled up as a back-up and good thing he did. **Not only was the driver carrying a loaded, 9mm semi-automatic but he also had another fully-loaded, .45 semi-automatic weapon under the front seat of his car – the one that he didn’t tell the officers about...**

It’s very early morning when **Officer Robert Glenn** and **Officer Kevin Stucki** observe a Range Rover being driven in an extremely erratic manner speeding through stop signs. The officers managed to conduct a traffic stop on the vehicle and, as they approached the driver they recognized him as a frequently armed and mentally unstable resident of the Mission District. He was still, by court order, prohibited from possessing firearms or ammunition and he also managed to fail the sobriety test the officers administered. The officers felt they had sufficient reason to obtain a search warrant, especially after finding a live rifle cartridge in the glove box. **And it’s a good thing they did. When they searched his residence the officers found a shotgun, a rifle, 3 assault**

weapons, along with numerous high capacity magazines and a substantial amount of ammunition.

And yes, “Frequently armed and mentally unstable” is not a good mix...

Officer Robert Wheeler thought he was off-duty after just having finished a very busy shift at Mission Station. But while he was driving home along Valencia Street **he saw a man armed with a knife attacking another person who was defenseless.** Officer Wheeler jumped from his car and immediately confronted the armed subject. He soon had him in custody and called for medical assistance for the victim.

Lieutenant Scott Heidohm put it all in perspective with the Commendation he filed stating, “Although Officer Wheeler was looking forward to getting home, he put one of our City’s vulnerable citizens’ needs above his own. The citizens of San Francisco are lucky to have Officer Wheeler on the force, serving and protecting 24/7!”

And, as if that wasn’t enough proof how members of the SFPD accept the responsibility to serve the community they represent, we have this incident related to us from Bayview Station:

Police Service Aide Kate Parun took a report of a missing 89-year old man who was suffering from dementia and Alzheimer’s disease. PSA Parun recognized that this person was at grave risk of harm and needed to be found as soon as possible in order to ensure his safety. She immediately notified **Bayview Platoon Commander Scott Biggs** who not only made sure that the entire day watch personnel were aware of this incident as it unfolded and he also dedicated **Officer Jeff Rosenberg** to find this individual as soon as possible. And their efforts paid off. **Officer Rosenberg located the subject within hours of his search and returned him safely to his home.**

These are the stories the general public are not going to read about every day in the local news. And, even if they did they’re probably never going to meet the officers who were involved to thank them for their devotion to duty.

But that’s not the reason that you do what you do.

This job is more than that. This job is defined by the concern expressed by PSA Kate Parun and Officer Jeff Rosenberg caring for someone who could not protect himself. And this job is also about the bravery shown by Officer Robert Wheeler saving the life of a defenseless victim.

That’s what this job is all about and, just always remember, nobody does it better than the SFPD!

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Send us your stuff; unit news or events, good deeds, fundraisers, sports highlights, kudos, comments or invites.
The deadline for the June issue is Monday, May 27, 2019.
Contact journal@sfpoa.org or phone 415-861-5060 for more info.

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

POA Mail

Dear SFPOA —

Thank you so much for your generous gift during my 3-month old daughter’s heart surgery. A special thanks to Rep. Louis Wong for his coordination and personal delivery. My family and I were greatly encouraged and strengthened by the POA’s kind gesture.

With much gratitude,
Aaron & the Yoo family

SFPOA —

The flower arrangement you sent in memory of my husband/our father, Patrick Enda Daly, was beautiful. It meant the world to us to have your support.

Sincerely,
Cathie, Cody & Casey Daly and family

Dear Editor —

I was very pleased to see the article by Brandon Newman on the front page of the *Journal* that came in the mail today.

With such exposure, perhaps now there will be more such stories to show the human side of police work and the personal rewards officers get from simply doing their jobs, day after day, in their service to the public.

Tom Feledy

Dear POA—

Thank you for your generous donation [that] will be used for sponsorship of the upcoming Bayview Station Gun Buyback event on Saturday, April 27, 2019, from 9am-noon, near Mendell Plaza.

Thanks to you, and our other partners, we are expecting a huge success! I will be sure to forward photos to you following the event.

I truly appreciate your continued support of the Bayview Station, and I look forward to sharing more events with you to benefit our community.

Thanks again.

Sincerely,
Captain Valerie Matthews
Bayview Station

Dear POA —

Thank you for your donation towards sponsorship at Alive & Free’s Last Mile Foundation Golf Classic. Our young people not only learn the prescription to end violence and change lives, but they also learn how to believe in themselves and their futures, succeed in their education and career and lead others to do the same. So far, our Leadership Academy has produced 230 college graduates, and we have 35 more on the way!

Warm wishes,
Dr. Joseph E. Marshall
Executive Director

POA Journal —

I am a mere observer. Yet, it appears to me that while *public officials* are conducting their reproaches beyond the law, the law of a *public servant* (the force) remains conduct beyond reproach.

I salute the officers of the San Francisco police department, dedicated public servants, one and all. I pray you have the fortitude and perseverance to continue *serving* the citizens of your great city in the face of adversity and hypocrisy.

Rick Foltz
Seattle, WA

A Big Thank You to My Family in Blue

By, Rich Cibotti
Tenderloin Station

If you have read the past few articles I have written, you may notice a theme. Usually it is that we have some issues affecting the rank and file officers and occasionally how to fix them. It’s sad that we are continually asked to do more and more while being given less and less support. I am sure this trend will continue, and I’ll be there to spotlight the issues for our members again next month.

However, this month, I would like to highlight the greatest benefit we have with this job, **EACH OTHER**. I’ve never been more grateful work with supportive, loyal and compassionate people.

Some of you may have noticed, I took last month off from submitting an article. Well it is not for lack of trying. I’ve drafted two or three pieces that need some tweaking to be ready for print. But as last month’s submission deadline approached, life happened. And when life happens, make sure you get the help you need.

Life Happens

For those who do not know, my wife was pregnant with our third child. The baby was due May 13th, but as the pregnancy progressed, an early arrival became more and more likely. This pregnancy was different than our other two, both delivering at term, so we knew there could be some issues. May 13th then became a medically necessary scheduled Cesarean section April 22nd, which was then moved up to April 15th.

What I Thought Was The Scary Part

Leading up to the little one’s early arrival, my wife developed a series of complications. Also leading to her being hospitalized multiple times. At one point, she called me and said she was bleeding and needed to immediately call an ambulance. Since it was four in the morning, I was at work. I briefly considered driving home in my personal car. But, **Officer Nick Donati** helped out by driving me home code 3, so I could meet her and the ambulance. Officer Donati was also almost called into action as a babysitter until my dad could arrive to watch my kids.

A code 3 ambulance ride with the wife to Kaiser. Then a team of doctors handing me scrubs and saying we’re going to the OR was a surreal experience. The baby was only 33 weeks at that point. All ended up ok, and the baby stayed in mommy for one more week. A couple more late-night phone calls to dad to watch my kids, and two mini hospital stays, later, the real scare happened.

The Actual Scary Part

On Opening Day, April 5, I was supposed to teach the academy at 1300 hours. My wife had been discharged from the hospital 24 hours before, so we were back home. I had already asked

Captain Jack Hart if he could do the class, but since everything was stable at home, I thought just maybe I would sneak up there and teach the class. Or at least drop a bottle of Voss Water off to the good Captain.

Well as fate would have it, right before the festivities and first pitch, a big bleed happened. I was grateful my wife and I talked, and I stayed home. I was grateful to have friends that stepped up and took my place at work. But I was most grateful that all of that happened and I was at home with my wife when she needed me most.

We woke up the two-year-old, she got to see daddy “drive fast” and get to the hospital. Dad was able to leave work, again, and take the soon to be “big sister” so I could be with her mommy. Back into scrubs and this time to the OR for real.

Elizabeth Marie Cibotti was born on April 5, 2019, via an emergency C-Section, about an hour after first pitch. All started off well, but then the pediatrician decided they needed to check on her lungs, she was 6 weeks early so it wasn’t a surprise. The check devolved into giving her oxygen, then a CPAP machine, and then intubating her.

It’s a very desperate and helpless feeling watching your child struggle. That feeling of helplessness is not something that as a parent, or a police officer, I am used to dealing with. Usually we help fix situations. Sitting back and being a passenger while a team of doctors and nurses figure out the solution to your kid’s issues is bizarre and almost dreamlike.

But after what felt like an eternity, it was actually just a few days, the doctors discovered an air pocket in her chest cavity that was collapsing her lung. Doctors installed a chest tube for a couple days, the lung healed itself, and then she was able to breathe all on her own again.

I still cannot put into words the feelings of those couple days and never want to revisit them. I know we were lucky and her issue had a relatively easy fix, which did not require major surgery. I also know there are plenty of other kids in the NICU that were or are not so lucky and I continue to pray for their recovery or easing of pain. Our Elizabeth is home now and doing well, thanks to so many gifted and helpful people.

Asking For Help

My wife and I are pretty independent people. She is a teacher and I’m a police officer, we like to help others. We do not like to ask for help. But sometimes, you need help. I think I cashed in all my chips getting help from family and my brothers and sisters in blue. From **Officer Nick Donati** driving me home, to the rest of the **TTF Midnight Rats** filling in while I had to immediately leave work and go home. **Captain Jack Hart** going back to the classroom and taking my classes. **Sergeants Meaghan McMilton**

and **Joe Siragusa** giving me a ride from the hospital back to TTF. **Officers Rob Royer** and **Dominic Busalacchi** for taking my 10B shifts that I would not be able to do anymore. My cousin **Sergeant Paul Doherty**, **Officers Kevin Lyons**, and **Nick Ferrando** for good talks and a laugh. **Sergeant Jen Orantes** for visiting my wife in the NICU when she needed some company. **Officer Jen O’Keeffe** for changing the class times multiple times, in our futile attempt to make it work for me. **Sergeants Tony Pedroza** and **Kevin Horan** for letting me off the hook for the April 6th Giants game. I know I am missing so many more, but all the texts and calls offering help or just talking, to get my mind off of what was happening, they were all a big help.

Growing up, my grandmother, Rose Hanifin, always kept a statue of St. Jude by her bed. In the Catholic faith St. Jude is the patron saint of desperate causes. I remember Grandma praying to St. Jude a lot. Well through all of this St. Jude and I became reacquainted and very close friends.

We all need help sometimes. I am grateful to have both my family and my blue family help us during that trying time. Together we can do some great things. I am beyond thankful to those who helped us or even just said a few nice words. Thank you so much.

I will leave you with the poem/prayer on the back of my St. Jude prayer card. I must have recited it a couple 100 times over the past few weeks. Please take care of each other and remember, when things do not go as planned or fall apart, Don’t Quit.

Don’t Quit

When things go wrong as they sometimes will,
When the road you’re trudging seems all up hill,
When the funds are low and the debts are high,
And you want to smile, but you have to sigh,
When care is pressing you down a bit,
Rest, if you must, but don’t you quit.
Life is queer, with its twists and turns,
As everyone of us sometimes learns,
And many a failure turns about
When he might have won had he stuck it out;
Don’t give up though the pace seems slow-
You may succeed with another blow.
Success is failure turned inside out-
The silver tint of the clouds of doubt,
And you never can tell how close you are,
It may be near when it seems so far;
So stick to the fight when you’re hardest hit-
It’s when things seem worst that you must not quit.

P.S. — I’ve got three girls now...pray for me ;-)

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Retirements

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

- **Officer Edward Browne #1864** from Airport Field Operations
- **Sergeant Daniel Cunningham #650** from Homicide
- **Officer Moses Gala #899** from Medical Liaison
- **Officer Theodore Lattig #1846** from Medical Liaison
- **Inspector Lawrence Mack #1789** from Special Investigations
- **Inspector Dean Marcic #1085** from Medical Liaison
- **Inspector Patricia Overstreet #526** from Medical Liaison

All of the above listed on SFPD Personnel Order #7 (April 3, 2019) and #8 (April 17, 2019)

Retiring Soon? Read this information first

Retirement Check List

By Captain Al Casciato, Retired
Elected Retirement Board Commissioner

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

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

back to the Bay Area.

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

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

News from the Credit Union

By Al Casciato
SFPD Retired

Q: With mortgages rates decreasing again, I am interested in buying my first home. Does SFPCU offer any mortgage options for first-time home-buyers that offer lower down-payment requirements?

(The following response is provided by the SFPCU Marketing Department)

A: Currently, we offer fixed and variable rates that require a 20% down-payment. However, we have partnered with a secondary market agency that provides mortgage programs with lower down-payments. We anticipate to launch these new products within the next 4-6 months, so stay tuned for more information.

Upcoming Events

Postponement of Spring Shred Day

Due to the recent move to our new San Bruno Administrative building as well as the San Mateo branch relocating soon, we will not be having our Spring Shred Days. We are considering potential dates for one later this summer, and will have our regular one scheduled in the fall. Stay tuned for more details on dates. We regret any inconvenience.

Update on San Bruno and San Mateo Branch Openings

San Mateo: We have experienced additional delays with the opening of our San Mateo branch; currently, it is scheduled to open around mid-May. We will be holding a Grand Opening for this location, but we will finalize the date once the branch opening date

is confirmed.

San Bruno: This branch is on track to open in mid-June, and our Grand Opening Celebration of the branch and our new Administrative Building is scheduled for **June 22nd**, so save the date and watch for your email invitation with more details.

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 AIC@sfpcu.org.

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

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

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

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The True Pride of Policing

By Michael Petuya
Forwarded to the Journal
by Candy Hilder

This year, through the gracious help of the POA and the tireless efforts of the Pride Alliance, the San Francisco Police Department will be the first department in the Nation to wear pride patches on our uniforms for the entire month of June. This amazing show of inclusivity of support of the LG-BTQ community is already having immensely positive effects within the community.

Chief Scott approved the patches almost immediately, and is encouraging officers to wear them on their uniforms for the whole month of June. Not only does it show how inclusive the SFPD is, but every penny raised from patch sales is going directly towards the Larkin Street Youth Services to support their mission of ending youth homelessness within the City of San Francisco.

It is true that many youths in the City do not trust law enforcement, but we are making efforts to change this dynamic. We have the power to really make a difference with this community, where 50% identify as LGBTQ and 70% are people of color. These patches represent the positive impact and changes the Department is adopting, and shows how our officers can make a positive impact on the lives of everyone we come in contact with on a day to day basis.

If anyone has questions about this new Pride Patch project or wish to participate or obtain patches, please do not hesitate to contact me at 415-629-8563 or Officer Candy Hilder at 510-604-6094.



How Will IPOs Affect the Bay Area Real Estate Market?

By Keith Rockmael

Now that Lyft, the first of the bally-hooed Bay Area IPOs, has gone public the Bay Area is well on its way to creating a new slew of millionaires. Later this year when the likes of Uber, Pinterest, Slack and other make their way to the IPO stage, San Francisco and the Bay Area will see even more millionaires in the making.

Once the employees have access to their funds they will definitely impact the San Francisco real estate market. The impact will not be immediate as lockup periods for selling the stock vary from company to company, but most don't last for more than one year.

Of course the newly minted millionaires will affect the local real estate market. Over the past eight months home sales saw a sizable drop in homes sales. Specifically, sales volume in the nine-county Bay Area totaled 3,857 units, according to CoreLogic. This number represented the lowest number of sales

that the region has seen in 11 years and nearly 28% below December 2018 levels.

The California Association of Realtors reported that the Bay Area median price rose 4.5% in January 2019 compared to January 2018. Median home prices in Marin, San Francisco, San Mateo and Santa Clara counties continued to remain above \$1 million, while Marin County recorded a 12.8% annual price drop.

How will local San Francisco real estate sellers and buyers react? It certainly won't be a welcome sight to buyers who were just recently starting to gain back some leverage. Sellers may already be licking their chops, envisioning buyers overpaying for their dream house. Expect in the next six months for home sellers to solidly regain the upper hand.

Editor's Note: Keith Rockmael is a POA and real estate advocate and agent. He can be reached by email at Keith@ResourceRock.com

BALEAF'S 20th Anniversary Sponsor Highlight: The San Francisco Tennis Club (Now known as Bay Club SF Tennis)

By Robin Matthews
BALEAF Vice President

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

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

As part of our 20th anniversary year, I want to take the time to publicly acknowledge some of our sponsors that we have had, and continue to have, over

the years. It takes a village to do what BALEAF has been able to do, and we want to make sure that our sponsors know how much we appreciate them, and that you know who they are, as well!

For the next few months, I plan on doing an article in the Journal highlighting some of these amazing organizations that have supported BALEAF. This third article in my series is to recognize the San Francisco Tennis Club (now known as Bay Club SF Tennis)!

The San Francisco Tennis Club was founded in 1974, and at the time, was San Francisco's only indoor tennis club. Located at 645-5th Street at Brannan, it changed its name to Bay Club SF Tennis in 2016, and is the city's leading tennis facility with 12 indoor, climate-controlled courts, 12 rooftop, outdoor courts, and provides tennis programs for all ages and abilities, as well as provides other fitness opportunities and equipment for its members and guests.

The Club is used by high schools and

colleges, as well as by non-profit organizations. Youth Tennis Advantage, for example, provides tennis instruction and after-school programs to 300 low-income youth in San Francisco, and the Club is a key part of the program. Participants not only attend free Saturday clinics there, they also provide ball boy services for the semi professional tournaments that are held there.

It is no surprise, then, that when discussions began a number of years ago about having members from the San Francisco Police Department have a tennis match against members from the San Francisco Fire Department to raise funds to be split between two non-profit organizations chosen by each agency, that the San Francisco Tennis Club immediately agreed to host the event!

This friendly competition became known as the Guns and Hoses Tennis Challenge. BALEAF (the Bay Area Law Enforcement Assistance Fund) was the organization chosen as the beneficiary for this benefit for the Police Department, and the San Francisco Fire Fighters Toy Program was the recipient chosen as

the beneficiary for the Fire Department.

Besides there having been some incredible tennis matches, participants also received a t-shirt commemorating the event, as well as enjoyed a phenomenal dinner, and had loads of fun bidding at a silent auction for some wonderful prizes. The Guns and Hoses events lasted for ten years, and each year, the San Francisco Tennis Club was "all in", wanting to be the host, and wanting to make sure that these events were a success for both of these deserving, non-profit organizations, and to be there to support our first responders! BALEAF and the San Francisco Fire Fighters Toy Program continued to be the recipients of this benefit for the ten years the matches were held.

It's been an honor to have had the San Francisco Tennis Club as one of BALEAF's past sponsors and supporters!

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

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Patriotic Patrol-Car Lettering Sparks Backlash in California City



By Brie Stimson | Fox News

A Southern California police department is drawing both praise and ire for the new star-spangled logo on the sides of its patrol vehicles, according to reports.

The Laguna Beach Police Department in Orange County recently added American-flag-style lettering for the word “police” on the sides of the vehicles, the Los Angeles Times reported Saturday.

But local artist Carrie Woodburn told the Times the design was too “aggressive,” saying she felt it didn’t represent the community. Laguna Beach is a city of about 23,000 residents, about 50 miles southeast of Los Angeles.

“Folks thought it was a SWAT team, federal agents,” designer Chris Prelitz observed. “So it had a very striking, strong impact, so much so that I think there might be some unintended consequences.”

Councilman Peter Blake was sur-


prised by the backlash. He told the newspaper some people were concerned the design might worry the area’s immigrants.

“People are actually ridiculous enough to bring up comments about our cop cars having American flags on them,” he said.

Attorney Jennifer Welsh Zeiter said she thought the police cars were “exceptional” and suggested that the opposition might have a political motive. She said some people are so filled with hate toward President Trump “that they cannot see through their current biases to realize that a police vehicle with the American flag is the ultimate American expression.”


Laguna Beach Police Cpl. Ryan Hotchkiss said he’s heard nothing but positive comments about the new design. The department’s vehicles were previously all white but are now primarily black, with the patriotic lettering on white doors.

SF Dispatcher of the Month



London Breed
Mayor

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



Mary Ellen Carroll
Executive Director

Date: April 1, 2019

To: **Patrick McDonagh, Public Safety Dispatcher**

From: Lisa Marie Gerard, Employee Recognition Coordinator


Re: **Communications Dispatcher of the Month — April 2019**

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

In January 2019 while working on channel PDA2, you received radio traffic from 3J41C advising they had a Code 33 calling a foot pursuit. The unit had just advised they were on the 100 Block of Eddy Street. You quickly confirmed that they were at Hallidie Plaza. You immediately punched up your partner repeated the Code 33 and relayed the location the officer had provided. The unit advised further, that this was a 221 suspect which was heading down into the BART Station. Patrick, without hesitation you began to parrot the suspect description to advise all units enroute along with those that were monitoring the channel.

Throughout this event, you worked tirelessly with your partner covering all the tasks as they unfolded as the event progressed. Patrick, you managed busy radio traffic from an increasing number of units who were responding and made sure no piece of information was missed.

Your colleagues commend you for your outstanding demonstration of professionalism. Throughout the incident your voice was strong and confident and your abilities did not waver. Your quick response and attention to detail assured our officers that you were holding their safety and public safety in the highest regard. Thank you and **Congratulations, Patrick!!**







Benefiting Special Olympics Northern California Torch Run

DATE: Saturday, June 1, 2019

TIME: 5:00 P.M.—9:00 P.M.


Cost: \$55 Per Person or \$550 a Table

LOCATION: Recology
900—7th Street
San Francisco, CA 94107


Join our Masquerade Banquet!! Enjoy a fabulous evening with Cajun food, live music and a silent auction. All proceeds benefit Special Olympics. To register for the event please visit www.sfpdforsonc.com or contact Sergeant Ray Padmore 415-558-5539 or Ms. Katie Ostrom 925-212-3852 or katieo@sonc.org for additional information.







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Retirement Planning Seminar – Class # 74

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 12, 13, & 14, 2019) – class #74. 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 Biggley 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 35th Year

This seminar, titled "The Gino Mari-onetti 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 3,040 participants have completed this seminar.

Special thanks to **Captain Denise Flaherty**, 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.

48 Participants

Forty-eight participants attended this lively and informative seminar which is 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 **William Murray** – a member of the 165th class entering the SFPD in September 1989.

Class attendees were from the 165th (September 1989) to the 214th recruit class (January 2007). The 263rd 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.

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

Instructor Comments

Veronica Rodriguez and **Felix Chen** 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 both noted that the date of retirement chosen will effect cost of living adjustments as well as the SP/OU/VA payout. Basic COLAs are effective on July 1 of each year; to get the COLA for any given year you must retire on or before July 1 of that year; but remember that payouts (SP/OU/VA) are based on your rate of compensation for the month in which you retire (higher payout if you retire after July 1). There

were options for retiring members to reduce their monthly pension so that a spouse/partner/beneficiary could get a larger monthly pension as a survivor. Veronica explained that the pension benefit calculation. 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 SFDCA 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 (2020 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.

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

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 and annual physical check-up, weight management, and life-time physical fitness. 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 **Glenn Sylvester** 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 – established in 1939 (with 880 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.

Leroy Lindo explained that the **Widows and Orphans Aid Association of the SFPD** was founded on January 13, 1878 for the express purpose of providing financial assistance to police officers' families at the time of a member's death. Retirement/Death benefits were first provided by the City and County of San Francisco in 1889 through the Retirement System. The Aid Association's original benefit was \$100 for a modest funeral and \$1,000 to help maintain the financial stability of the surviving family. The current annual dues are \$72; the current death benefit is \$17,500. 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: woaasfpolice@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. **Susann 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 2019, 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/pharma-

cy 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 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 meeting all of its pension obligations. The class thanked **Jim Standfield of Toast Catering** for the excellent lunches provided.

Next Seminar

The two remaining 2019 retirement planning seminars are scheduled for May 7 – 9, and September 10 - 12. For 2020, there will be two seminars – Spring and Fall – dates to be determined. 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.

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The Next Chapter of Your Life: Planning for Retirement

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

You have a unique vision for your retirement. Whatever that vision is, proactive planning is the first step toward bringing it to life.

Envisioning Your Retirement Lifestyle

Rather than planning your life around your money, plan your money around your life. The first step in planning for retirement is defining what retirement means to you and answering some important questions. When do you plan to retire? How will you spend your time in retirement? Can you afford long-term care if you need it? Will you need to care for your parents or other loved ones? Are there charities you want to support?

Articulating the retirement you envision helps you set concrete goals and determine how much income you will need in retirement to achieve those goals.

Understanding the Risks to Your Retirement

As you map out your road to retirement, it is important to consider the following factors which could impact your ability to afford your retirement.

Longevity. With advances in medicine and increased emphasis on wellness, people are living longer, healthier lives. As a result, many people underestimate their lifespan and risk outliving their assets. When building your retirement income, allow for the possibility of living longer than you expect.

Market Risk. This involves not just the possibility that the market will move against you, but that it will move against

you immediately before or after you retire and begin withdrawing assets to meet expenses. However, keep in mind that, over the long-term, stocks have outperformed other asset classes and should likely still have a place in your investment strategy.

Inflation. If your assets do not grow as fast as the inflation rate, you could lose your purchasing power. Consider allocating a portion of your retirement portfolio to investments with the potential to outpace inflation.

Asset Allocation. This strategy is the process of combining various asset classes—such as stocks, bonds and cash equivalents—into your portfolio to meet your unique risk preferences and return objectives. As you move towards retirement, the focus of your asset allocation strategy will generally become more conservative, shifting from equities and growth to fixed income and cash equivalents that provide income and capital preservation.

Rate of Withdrawal. Withdrawing too much from your retirement nest egg early on can increase your chances of outliving your assets. Generally, your withdrawal rate should be based on your asset allocation, life expectancy, time of retirement and portfolio value.

Health Care Costs. For many people approaching retirement, potential future health care costs are a source of anxiety, especially as medical costs outpace inflation. According to the Centers for Medicare and Medicaid Services, price increases for personal health expenditures are projected to rise 2.2 percent, compared with 1.9 percent for overall inflation. In addition, fewer individu-

als are covered by employer-sponsored health care plans.

An experienced Financial Advisor can help you define your goals and prepare for your vision of retirement. Look for one who is willing to support you every step of the way, from determining your income needs and allocating your investment portfolio to monitoring your plan and adjusting your strategy as your life evolves or priorities change. It's your retirement — don't settle for anything less.

Footnotes

1. Investopedia. Stocks Remain the Best Long-Term Bet. Available at <https://www.investopedia.com/articles/investing/103013/stocks-remain-best-longterm-bet.asp>. Accessed July 23, 2018.

Past performance is no guarantee of future results. Estimates of future performance are based on assumptions that may not be realized. This material is not a solicitation of any offer to buy or sell any security or other financial instrument or to participate in any trading strategy.

2. Fortune. Healthcare Prices to Outpace Inflation for the First Time Since 2010. Available at <http://fortune.com/2018/02/15/healthcare-prices/>. Accessed July 23, 2018

Disclosures

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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, 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 2019 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 2019.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2019 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 10, 2019.

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 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 2019 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 2019.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2019 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 10, 2019.

Request For Jordan Scholarship Application

Scholarship applications must be returned to the SFPOA no later than May 10, 2019. 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 10, 2019. 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, 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 2019 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 2019.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2019 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 10, 2019.

Request For Hartmann Scholarship Application

Scholarship applications must be returned to the SFPOA no later than May 10, 2019. 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

AAU/POA Scholarship Winners Graduate with Honors

By Kevin Martin
Assistant Legal Defense Administrator

The POA is proud to announce the graduations this May of two Academy of Art University of San Francisco/San Francisco Police Officer Association Scholarship winners, Sgt. Rose Smith of Central Police Station, and Ms. Briana Van Koll, daughter of veteran SFPD and SFPOA member John Van Koll, also of Central Station.

This is a wonderful story of two outstanding students who took decidedly different paths in a journey to their goals, and with a surprising twist at the end of it all.

Sgt. Rose Smith has been with the SFPD and a member in good standing with the POA since 1995 and has had a very interesting career. She has served her department and city exceedingly well in the number of assignments. Rose applied for and received the coveted AAU/POA Scholarship in 2009 with the goal of attaining a Bachelor's of Art Degree from this world class university. To say that it has been a long, arduous road would be an understatement!

Shortly after receiving her scholarship, Rose received another great milestone, her promotion to Sergeant. So, along with raising a family with her wonderful husband Dave (Retired SFPD Lieutenant), and taking on the challenge of a becoming a new supervisor, Rose decided that just wasn't enough and began her journey towards her degree.

Rose acknowledges that the road to her goal was sometimes difficult and overwhelming, but added that meeting these challenges strengthened her belief in herself. Rose stated, "the most satisfying part of the experience was proving to myself as well as others that I was up to the level of expectations. I had fabulous teachers...hard graders but I knew my skills would improve and flourish under their instruction."

Rose's passion for art was very evident throughout her university experience, academically and through practical application of her studies. Rose accomplished the high honor of "showing" her efforts in the highly acclaimed and competitive AAU Spring Shows, exposing her talents and receiving high praise for her art. Additionally, Rose maintained a Grade Point Average of 3.74 over the period of instruction, no easy task by any stretch of the imagination. All of Rose's hard work and dedication has paid off quite handsomely. In addition to receiving her Bachelor of Fine Art Degree specializing in Portrait Work, Rose has been selected to the high honor of being chosen Class Valedictorian for her graduating class. Her address will be based on her "Artistic Journey", with the caveat of the thought, "Always the Student, never the Master."

Briana Van Koll took a slightly different path than did her fellow student, Rose. Briana graciously received her AAU/SFPOA Scholarship in 2015 based on her essay explaining why she wanted



Briana Van Koll, Tony Montoya, and Rose Smith.

to attend the AAU of SF. The competition for the scholarship was very strong but Briana prevailed over all others. Briana will be graduating this May with a Bachelor of Fine Arts Degree in Graphic Design.

Briana thoroughly enjoyed and immersed herself into the university experience. Along with carrying a full load of academic responsibilities, Briana served the university and her fellow students as a Residential Assistant for one year. Briana cited her work as a "great experience! I was able to connect with the community and build lasting friendships with fellow students. I learned a lot about myself and my desire to be a leader and connect with a variety of people from diverse backgrounds."

While attending school, Briana did freelance work and also spent time working at "Air BnB" headquarters designing computer software. Through all this, Briana maintained a 3.84 Grade Point Average over her four years of instruction. As a result of her academic excellence, Briana was nominated by her School of Instruction Department Head to be her graduating class Valedictorian.

Briana endured an arduous process involving a number of interviews. The competition was great as Briana

was competing with over eighty other nominated candidates for the honor. Briana made it through the first round of interviews but sadly did not prevail. Briana took it all in good stride realizing what an honor it was to have made it that far amongst so much other qualified competition.

Briana is looking forward to a very bright future and has applied for job opportunities and is going through the hiring process with companies both in the US and overseas in London, Tokyo, and Berlin. Briana credits both the POA and the AAU of SF as significant factors in building a strong foundation of who I am today and the person I can become. Both organizations have been inspiring."

Both Rose and Briana thanked the POA and the AAU of SF for this wonderful opportunity and life fulfilling experience. In turn, the POA congratulates both outstanding women on their wonderful accomplishments and wish you all the very best in your future endeavors.

Additionally, the POA wishes to thank Dr. Elisa Stephens, President of the Academy of Art University for her great generosity and continuing wonderful support of the San Francisco Police Department and the SFPOA.



A sample of Rose Smith's artwork.

Redondo Beach Police Picket State of the City to Demand Cost-of-Living Raises

April 18, 2019

REDONDO BEACH, CA — As guests arrived at a Redondo Beach hotel Tuesday morning, April 16, for the annual State of the City breakfast, they caught a sight of something that rarely happens in this city: A group of police officers were picketing.

The department's 95 officers, operating without a contract for the past 10 months, have asked for a 3% cost-of-living raise and a bump in the employer contribution to their health insurance, said Officer Robert Carlborg, president of the Redondo Beach Police Officers Association. But city officials have not yielded in closed-session negotiations, Carlborg added, offering up an additional permanent holiday and three

temporary holidays each year.

So on Tuesday, about 30 officers stood outside the Crowne Plaza Hotel, where the Chamber of Commerce hosted the breakfast, holding signs that read, "State of the city is unfair!"

Carlborg said the reaction from people going inside was supportive.

"They understand," he said, "that part of having a successful business in Redondo Beach involves public safety."

The City Council was expected to meet in closed session later Tuesday evening to discuss the matter.

But if the labor negotiations don't progress soon, the union may have no choice but to pursue arbitration, Carlborg said.

Mayor Bill Brand, in his speech to members of the city's business community, addressed the scene outside.

"Police are out there picketing," Brand told the crowd toward the beginning of his presentation, as he began to talk about the city's budget. "We were unable to give them a raise this year. I don't really blame them. If we had the money we would be giving it to them — no doubt about it."

Brand said the city had a "structural budget deficit" this year and was able to balance the budget by dipping into its CalPERS reserves, meant to pay retirement benefits. The city maintained its cash reserves at 8.33%, Brand said, or about \$7.6 million of a \$91.3 million general fund budget.

In February, the City Council adjusted its mid-year budget to account for \$1.13 million in new revenue, money Carlborg pointed out could be spent on police officers.

If the city does not increase officer's wages in Redondo Beach, which Carlborg and the union say are among the lowest in the South Bay, the department could lose officers — and likely in a hurry

"Here's a guy with a lot of work experience and you're going to replace him with someone who has none?" Carlborg asked rhetorically. "We don't really have the lawsuits here in Redondo because we have an experienced, tenured PD. And we don't want that to change."

From *The Daily Breeze*

‘We’re On a Sinking Ship’: Salt Lake Police Officers Plead City for Better Pay

April 5, 2019

SALT LAKE CITY — Salt Lake City police officer Alen Gibic said ever since he was a child, he knew he wanted to be a police officer. When he turned 21, that dream came true.

Gibic has since spent 13 years serving the Salt Lake City Police Department — an agency he holds very close to his heart.

“It’s where I made my dumbest mistakes and earned my greatest achievements,” he said. “I am a Salt Lake City police officer. It’s who I am.”

And yet Gibic told the Salt Lake City Council on Tuesday night that he’s applied to another Wasatch Front police agency in search of a salary that will keep up with cost of living.

“Every year I stay here, my paychecks are worth less money,” he said, noting every year he’s had to increase his family’s grocery budget.

“I believe Salt Lake City officers are the best of the best,” Gibic said. “Yet a lot of us feel like we’re on a sinking ship. Please save us.”

Gibic and other Salt Lake police of-

ficers came before the City Council to urge city leaders to increase officers’ pay to a more competitive wage. For too long, salaries for officers in Utah’s capital have been neglected, they said.

“For years and years now, we continue to struggle with pay inequity here in Salt Lake City,” said detective Steven Winters, the president of the Salt Lake Police Association.

Winters, who sent a letter to the City Council last week amid wage negotiations with city leaders, urging the council to prioritize police wage increases as the city prepares for budget season.

Winters said the Salt Lake Police Department ranks ninth along the Wasatch Front in police wages, and yet the department’s calls for services are higher than any other agency in the state.

“This pay inequity simply cannot continue,” he said. “The pressures on police have never been more difficult than they are today.”

Winters urged council members to remember “we’re human” as well, with families to support. And as the city prepares to host the 2019 United Nations conference and possibly another Olym-

pics, “How do we continue to ignore the growing problem of pay inequity?” he asked.

Officer John Fitisemanu, who has served Salt Lake City for more than five years, pointed out the Salt Lake City Council voted to increase their own paychecks just last year.

“While you’re able to vote your own raises, we at the police department are unable to do so, or else we would have by now,” He said. “Police officers in this department are frustrated, angry, confused at the lack of cooperation and concern from Salt Lake City.”

Fitisemanu said Salt Lake police officers are “underpaid, understaffed and overworked on a consistent basis.” He pointed out that even though Salt Lake City recently offered 23 experienced officers positions, only five accepted.

“We’re the capital of the state of Utah, we should be the pinnacle that other agencies emulate,” he said. “Instead, our wage and our benefits package looks like a 2-year-old wrote it with crayon. That needs to be fixed.”

Salt Lake City Mayor Jackie Biskupski is slated to present her proposed budget in early May. After her proposal, the City Council will weigh in on the budget.

Last year, as part of a sales tax hike to pay for streets, transit, affordable housing and public safety, Biskupski proposed spending nearly \$2.6 million

for an overall police salary and benefit increase. The adopted budget included pay raises for city employees, including police officers, but that wasn’t enough, according to the Salt Lake Police Association.

Council members did not weigh in on the issue Tuesday night after the public comment portion of the meeting. But council Chairman Charlie Luke told the Deseret News on Wednesday the council “supports” all public safety personnel but can’t meet with union representatives outside of the annual budget process.

Luke said the council has a long-standing agreement with the mayor’s office not to be involved in negotiations or separate conversations with union representatives during the budget process, and so the council “doesn’t want to take any action that could undermine a fair negotiating process.”

“Once negotiations are complete, once the mayor submits her budget, then we can jump right back into having some of those discussions,” he said.

Biskupski’s spokesman, Matthew Rojas, said Wednesday negotiations are ongoing.

“We will have a better sense once the budget is announced in early May,” he said.

From KSL.com

Minneapolis Police Officers Now Banned from Survival Training

April 22, 2019

MINNEAPOLIS — Minneapolis police officers are now banned from participating in “fear-based, warrior-style” training while off duty, Mayor Jacob Frey announced Thursday, a policy the police union plans to fight and argues may not be legal.

During his State of the City address, Frey told the crowd that this type of training runs in “direct conflict with everything that our chief and I stand for.” Just last year, Minneapolis Police pulled staff from the training at Mall of America, where activists protested the event.

To the mayor’s knowledge, Minneapolis has become the first major police department in the U.S to prohibit the training, which is not offered through any official channel by Minneapolis Police but had been available to officers during their non-working hours.

Any outside use-of-force training must now be approved by Chief Medaria Arradondo.

“Fear-based trainings,” Frey said, “violate the values at the very heart of community policing.”

Frey specifically mentioned “Killology,” led by Lt. Col. Dave Grossman and often used in tandem with another well-known trainer named Lt. Jim Glennon of Calibre Press. They have trained thousands of law enforcement officers and military members, providing courses they claim help officers identify threats and balance their use of force.

The training has come under scrutiny, however, for teaching tactics some deem as overly-aggressive. In Minnesota, the training became intertwined with a particularly high-profile case: The shooting death of Philando Castile during a traffic stop three years ago. St. Anthony police officer Jeronimo Yanez, who killed Castile, had participated in “The Bulletproof Warrior” course in 2014.

Lt. Bob Kroll, the president of the Police Officers Federation of Minneapolis,

said Mayor Frey misrepresented the training when he announced the ban on Thursday.

“I think the mayor needs to take a more in-depth look at what this training is. It’s not truly ‘fear-based’ training,” Kroll said in an interview with KARE 11. “I think it would be beneficial for him to sit in on one of these trainings. It’s survival training.”

Kroll commended Lt. Col. Grossman’s training and called it “excellent,” disputing the outside descriptions such as “warrior-style” and “fear-based.” He said the training has been around for a long time and he knows MPD officers who’ve attended, although he did not know exactly how many (KARE 11 asked an MPD spokesperson how many officers have taken the training and whether the department has paid them to go in the past, but he did not have that data).

Specifics aside, Kroll said he does not believe the city has the right to ban officers from any training during their off-duty hours.

And Kroll vowed to discuss the new policy during this year’s contract negotiations.

“For them to blanket limit it, I think it’s illegal,” Kroll said. “If not, it’s a labor issue.”

Retired Minneapolis Police Sgt. Michael Quinn, who has taught law enforcement for four decades and once led the Minneapolis Police Academy, also questioned whether the mayor and police administration could ban accredited off-duty training.

However, Quinn said he is no fan of the “Killology”-type training, which he said sends the wrong message to law enforcement officers by enhancing their perceptions of fear.

“You end up in this hyper-vigilant mode all the time, Quinn said. “If you fear for your life on every little startling moment in this job, you’re in the wrong job.”

From kare11.com

Injured BRPD Officer Can Sue Black Lives Matter Activist Deray McKesson, Court Says

By Joe Gyan Jr., jgyan@theadvocate.com
Apr 24, 2019

A federal appeals court says a Baton Rouge police officer injured while attempting to arrest protesters after the 2016 killing of Alton Sterling can sue one of the protest’s organizers on the grounds he acted negligently by leading people to block a highway outside police headquarters.

The officer, identified in court records only as John Doe, had sued DeRay McKesson, of Baltimore, and other protesters who gathered as members of the Black Lives Matter movement. A federal judge had thrown out Doe’s lawsuit, citing First Amendment rights and noting Black Lives Matter was too loosely organized to sue.

In a ruling Wednesday evening, the 5th U.S. Circuit Court of Appeals said Doe should be able to argue that McKesson didn’t exercise reasonable care in leading protesters onto Airline Highway, setting up a confrontation with police in which Doe was injured by a thrown concrete block.

McKesson, reached Thursday for comment, said “I’m disappointed and troubled by the 5th Circuit’s reversal of the district court decision. I am currently exploring my legal options and will respond formally soon.” Doe’s lawyer Donna Grodner called the ruling “a stand-up victory for the Baton Rouge PD.”

Circuit Judge E. Grady Jolly, writing for a unanimous three-judge panel, said, “McKesson should have known that leading the demonstrators onto a busy highway was most nearly certain

to provoke a confrontation between police and the mass of demonstrators, yet he ignored the foreseeable danger to officers, bystanders, and demonstrators, and notwithstanding, did so anyway.”

The court said it wasn’t addressing whether Doe’s arguments were valid.

“Our ruling at this point is not to say that a finding of liability will ultimately be appropriate,” Jolly wrote. “We are simply required to decide whether Officer Doe’s claim for relief is sufficiently plausible.”

U.S. District Judge Brian Jackson had ruled that Black Lives Matter was a social movement and that Doe’s lawsuit had no suitable target in that regard. The 5th Circuit agreed.

“The district court took judicial notice that (Black Lives Matter) is a ‘hashtag’ and therefore an ‘expression’ that lacks the capacity to be sued,” the judges said.

A Baton Rouge police officer shot Sterling, who was armed, outside a Baton Rouge convenience store in 2016 after being summoned to the store. Sterling’s death set off days of protests, including the July 9, 2016, protest on Airline Highway outside the Baton Rouge Police Department headquarters. Doe was among the officers at the scene to arrest protesters after they failed to clear the roadway.

According to the 5th Circuit, Doe was struck in the head and suffered the loss of teeth, a jaw injury, a brain injury, a head injury, lost wages, “and other compensable losses.”

Follow Joe Gyan Jr. on Twitter,
[@JoeGyanJr](https://twitter.com/JoeGyanJr).

Employers Exposed When Women’s Safety Equipment Doesn’t Fit

April 4, 2019

The military has been asking for equipment sized to the female body since 1978. Last month, an advisory panel on women in the Armed Forces made that request again.

“Poorly fitting equipment is a leading cause of injury in servicemembers,” a March Defense Advisory Committee on Women in the Services annual report reads. Given that most traditional equipment was designed to fit men, “women are the most likely to suffer from injuries as a result of incorrectly fitting gear,” the report says.

And recently, the National Aeronautics and Space Administration was forced to reassign one female astronaut on the International Space Station, thereby canceling the first all-female space walk, due to the lack of spacesuits sized to females on board.

The most recent data from the Bureau of Labor Statistics show that women make up more than 47 percent of the U.S. workforce. Even though they’re still more likely to work in education, health care, and the service industry, a growing number are in construction and manufacturing, unions representing these workers report.

As more women enter male-dominated fields, the supply of appropriate, and necessary, safety gear—or personal protective equipment—in women’s sizes hasn’t always caught up with the changing workplace.

Not providing adequate protection to workers exposes employers to retention issues as well as sex discrimination claims, safety professionals tell Bloomberg Law.

One Step Toward Equality

Female workers in industries like oil and gas, construction, and machining

have complained about a lack of access to safety items. Many are forced to wear ill-fitting harnesses, hard hats, fall protection, and gloves, said Abby Ferri, a workplace safety professional who heads the Women In Safety Excellence common interest group at the American Society of Safety Professionals.

Ill-fitting gear can pose a range of safety risks by snagging on ladders and exposing the body to hazards. Companies that don’t address the issue also risk losing workers they try hard to attract and retain.

“One thing we have seen is that if an employer didn’t respond to the requests” for properly fitting equipment, the worker would exit that workplace, Ferri said in a phone interview.

Providing protective gear that fits female bodies is just one part of achieving equality for women at work, said Emily Martin with the National Women’s Law Center.

“Making sure women can do the job safely is an important part of making sure women feel they are welcome on the job,” she said. Fixing this problem is “a symbol of normalizing women in this work.”

Are Unions Behind?

Bloomberg Law data show that more than 330 union contracts in the last five years included provisions on personal protective equipment, but of those contracts, none included language covering gender-specific gear.

Rhonda Rogers, director of the women’s and human rights wing of the International Association of Machinists, said management often is willing to provide the right-sized protective gear for their workers. The union never had to negotiate for that to be included in a contract, which is likely why it wouldn’t appear in collective bargaining agree-

ments, she said.

However, United Steelworkers member Katrina Fitzgerald said she asked her union to bargain with their employer for the required, properly fitting uniforms for the women at the Ohio steel plant where they worked.

Finding such gear for women in the steel industry is an “absolute problem,” she said.

Fitzgerald’s employer required all workers uniforms resistant to electrical discharges. The cut of the uniform was one-size-fits-all and became a safety hazard for anyone with thighs and hips, she said.

“The uniforms were high-rise pants, so it was like a second bra for me. The waist of the pants reached to my chest,” and the crotch of the uniform hit the knees, she said.

In the end, after bargaining with the union, the company decided it was too costly to get gender-specific uniforms and scrapped the plan.

“In all fairness, employers that need these uniforms are lacking even in the options” for different sizes, Fitzgerald said. “This begs the question of why aren’t these manufacturing companies supplying these sizes.”

A representative from the International Brotherhood of the Teamsters said “this issue hasn’t been a concern to us.”

“That’s not to say that there have not been times when equipment or uniforms have been large for women,” said spokeswoman Kara Deniz. “It’s a matter of making sure that the sizing is available from manufacturers, but it hasn’t been a problem to obtain it.”

Risk for Employers

Getting properly fitting uniforms for female police officers was more of a problem in the 1990s than it is today, said Chuck Canterbury, national president

of the Fraternal Order of Police, which represents more than 300,000 U.S. law enforcement officers.

But the National Women’s Law Center said most lawsuits have involved female police officers claiming they weren’t provided with appropriately fitting bulletproof vests to wear during their pregnancy, said Martin, the general counsel and vice president for education and workplace justice at NWLC.

This is where employers could face liability for not providing proper safety gear to workers.

The American Civil Liberties Union filed a lawsuit in September 2017 against the Frankfort Police Department in Frankfort, Ill., after the department refused to provide a pregnant worker with protective gear that would fit her changing body, including a properly sized bulletproof vest. The department denied her requests to carry some of her equipment in her pockets and vest to lessen the strain on her abdomen caused by her 25-pound duty belt. The case is ongoing.

In another case out of the Eastern District of Louisiana in 2015, a black female worker claimed that her employer, Bollinger Shipyards Inc., failed to to provide her adequately sized personal protective equipment, constituting gender discrimination in violation of Title VII and Section 1981. She lost her gender discrimination claim.

There’s even more exposure if, as a result of ill-fitting gear, women can’t do their jobs, Martin said.

“That should motivate employers to find a solution, whether that means an alternative supplier or saying to the supplier you have a problem and you’re creating a problem for me,” she said.

From *The Daily Labor Report*

Shortage of Fairbanks Police Department Officers is Growing

April 17, 2019

A growing shortage of officers at the Fairbanks Police Department is expected to have imminent but unknown repercussions on patrols and operations.

That’s according to Fairbanks Communications Director Teal Soden, who detailed the effect of unfilled openings in conjunction with anticipated retirements.

The department has 46 authorized and commissioned officers, including the chief, all supervisors and detectives.

Seven positions are unfilled, but that number will grow this spring and summer as four officers, including chief Eric Jewkes, are expected to retire.

“Eleven positions out of 46 is very significant, and the situation is definitely one that the community should be paying attention to,” Soden stated via text message Thursday.

Additionally, the officers expected to leave hold supervisory roles with ranks of sergeant or above.

“We’re losing some very highly experienced guys and we don’t expect to fill all the positions,” Soden said via telephone.

Four of the expected 11 vacancies will remain unfunded through at least 2019 under terms of a new three-year contract approved in March.

Soden said seven of the vacancies can be filled.

Police spokeswoman Yumi McCulloch noted that officer shortages are not exclusive to FPD.

“It’s a nationwide problem, and we just are trying to do the best we can with recruitment,” McCulloch said.

“There’s going to need to be some creative ideas in order to get folks here.”

Retiring officers are expected to have a large impact on patrols and operations because patrol officers will need to be promoted to fill those supervisory positions.

Soden stated it’s difficult to immediately understand the impact of retiring officers because it will depend on how and when promotions are given.

A dedicated downtown patrol is not currently in the plans for this summer, but Deputy Chief Dan Welborn is “working on a plan to try and have a guy go down there a lot,” Soden said.

Staff shortages at FPD are not a new problem. In 2016, then-police chief Randall Aragon said the department was “in crisis mode” because of an officer shortage.

Chief Jewkes in 2017 speculated that the force wouldn’t be fully staffed until 2020. At the time the department was also down 11 officers.

FPD may have one less recruit impediment moving forward. After years of court battles, the Fairbanks City Council in March approved a contract with the union representing police and dispatch for the first time since 2013.

The contract increased the city’s contribution to monthly health care premiums and created pay raises for officers between years eight and 20 at the department. Previously, pay raises

after year seven were only given as part of contract updates.

Shortages at Fairbanks Police Department have also prompted the city to offer bonuses for lateral-hire recruits, meaning they have credentials recognized by the Alaska Police Standard Council.

FPD offers a one-time bonus to officers that join the force if they meet the APSC standards. Four officers have been given a \$20,000 bonus, and one received a \$5,000 bonus in the earlier stages of the program, said Human Resources Director Angela Foster-Snow.

Of the five officers who have received lateral hire bonuses, two had previously worked at FPD, but Foster-Snow said they had been off the force for some time.

“It wasn’t like they left and just came back,” she said.

FPD officers who recruit a lateral hire are also eligible for \$5,000 bonuses.

Because of dispatch shortages at the Emergency Communications Center, the council is considering an ordinance that would offer a \$15,000 bonus for lateral hires that meet Dispatch Academy qualifications.

The ordinance, which is up for second reading at the council’s April 22 meeting, states that three vacancies are in dispatch and that it costs a minimum of \$18,562 to send an employee through the academy.

From *The Fairbanks Daily News-Miner*

In Memoriam...

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

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

1969: Officer Joseph Brodnik, killed by a gang of burglary suspects.

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

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

1916: Officer Peter Hammond, shot by homicide suspect.

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

Learn more about San Francisco’s Finest who died in the line of duty:

Visit the *Officer Down Memorial Page* at www.odmp.org/agency/3445-san-francisco-police-department-california

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

Widows’ and Orphans’ Aid Association

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

Tuesday April 9, 2019

The Widows’ and Orphans’ Aid Association of the San Francisco Police Department held their monthly meeting on Tuesday April 9, 2019. The meeting was held at 850 Bryant Street, room #150 in San Francisco, California, at 1230 hours.

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

Approval of the Minutes: Trustee Al Luenow made a motion to approve the minutes from our March 2019 meeting. Trustee Leroy Lindo seconded the motion. The motion passed without objection.

Receiving Applications; Suspensions and Reinstatements: President Ray Kane will respond to the San Francisco Regional Police Academy to present our membership to the 263rd Recruit Class. The following dropped members have paid their dues and fines, and submitted a Doctor’s note of good health: **Ray Carlson, Alexis Goldner, Mark Lundin, and Darryl Rodgers.** All four dropped members were **reinstated** and are in good standing. The following members failed to pay their 2019 dues by the required date of March 31, 2019: **Eric Altorfer, Michael Androvich, Marsha Ashe, Raymond Austin, Jill Brophy, Reese Burrows, Derek Byrne, Robert Cebalo, Michael Celis, Clodagh Coles, Arthur Conger, Timothy Connell, Walter Cuddy, Rain Daugherty, James DeMartini, Sean Doherty, Christopher Downing, Duncan Duffin, Scott Edwards, Albert Fernandez, Emily Fields, Malcolm Fong, Fabian Fowler, Jason Fox, Joshua Fry, William Garcia, David Gin, Ian D. Goold, Russell Gordon, James Gratz, John Greenwood, William Griffin, James Jones, Jody Kato, Harry Keenan Jr., Belinda Kerr, Mary Kilgariff-Weese, Sidney Laws, Dean Lee, Michael S. Lee, Bryan Lujan, Edouard Marchand, Graham Matthews, Justin McCall, Richard Miller, Theodore Mullin, Kevin Needham, Jordan Oryall, Michael Palada, Brian Peagler, Morgan Petiti, Barbara Pinelli, Kevin Rector, Darby Reid, Richard**

Reyes, James Riordan, Angela Rouede, Gregory Salcedo, Benjamin Santana, Mark Stull, Jennifer Thompson, Timothy Whatley, Mark Williams, Michael Wolf. The listed names were provided by Treasurer Taylor to President Ray Kane who, per WOOA Constitution Article III, Section 3, declared the 2019 unpaid members as suspended from the **benefits and privileges of the Association.** Secretary McDonough shall notify the suspended member(s) in writing.

The WOOA, primarily Bookkeeper Sally Foster, Secretary McDonough, and Treasurer Taylor have gone to great lengths to contact our membership regarding accurate mailing addresses. We have received a great majority of assistance from retired Captain and now the POA Defense Administrator Paul Chignell. We have made great strides in updating the addresses of our membership. The effort was not 100% successful. Our letters of Suspension and Separation are often returned unsigned in the mail. This percentage of returned mail is due to incorrect addresses, and a member or members refusing to sign for certified mail. The following names are from returned letters of our yearly billing. The names are listed above in the suspension content. Due to no 2019 dues payment, the members are now suspended. If any member has a correct address or contact number, please contact the member and advise them to contact us regarding their dues and status. The members with returned billing are **Arthur Conger, Fabian Fowler, Ian D. Goold, Theodore Mullin, Mark Stull, and Timothy Whatley.**

The following **Separated Members** certified mail was returned without signature. If any member has a contact number or address for the following dropped member(s), please contact them, or us regarding their dropped status. The separated members are the following: **Joseph Filamor, Robert Glenn, Gregory Hicks, Roger Peters, Michael Phillips, and Justin Webster.** **Communications and Bills:** Treasurer Dean Taylor read aloud the bills, and the payouts to the beneficiaries of passed members Rich Arambula, Mike Byrne, Ed Packard, Peter Williams, and Don Wilson. Trustee Ryan Walsh made a motion to pay all bills and beneficiary payouts. Trustee Lou Barberini seconded

the motion. The motion passed without objection.

Report of Visiting Committee: No report this month.

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

Thomas Easton, age 89: Thomas James Easton was born in New York, New York. Tom was listed as a Shipping Supervisor prior to entering the San Francisco Police Department on April 16, 1952. Tom graduated from the Police Academy and was transferred to Taraval Police Station on May 26, 1952. Tom transferred to Northern Police Station on August 31, 1953. Tom was promoted to the rank of Sergeant on February 11, 1970. There is no record of Tom leaving Northern Station after his promotion. Tom retired after 27 years with a service pension on September 17, 1979. Tom wore Star #1582. On February 16, 1961 Tom arrested suspects for Robbery with a Knife at a Motel, and was subsequently awarded a 2nd grade Medal of Valor. Tom also received Commendations for his part in the arrests of Auto Theft suspects (1960), and Burglary suspects (1965).

Timothy Simmons, age unknown: Timothy Louis Simmons was born in Marrero, Louisiana. Tim was a parking control employee prior to entering Law Enforcement. Tim joined the San Francisco Police Department on October 16, 1966 and was assigned to Star #1411. Tim worked the following assignments during his 25 year career: Richmond Police Station (January 30, 1967), Southern Police Station (November 13, 1967), City Prison (January 2, 1970), Intelligence (March 7, 1977), Gang Task Force (September 13, 1977), Intelligence (August 9, 1978). Tim was appointed to Assistant Inspector on November 19, 1982. Tim retired with a service pension on August 16, 1991. Tim received a Department Commendation for assisting in the rescue of a drowning man on February 17, 1970.

Report of Special Committee: Bookkeeper Sally Foster reported that voting packets will be mailed out containing proposed changes of the Constitution and By-Laws along with a ballot. Please read the instructions carefully so that

your vote will count. Each member will receive a letter containing our proposed changes, a ballot, and the return envelope. The WOOA Constitution and By-Laws re-write has been in progress for five years. We believe the changes are necessary to stay current with today’s demands and political climate. Please review the content and return your ballot vote in the self-addressed/metered envelope. Sally Foster has endured five years of challenges to complete this very demanding assignment.

Old Business: See Report of Special Committee.

New Business: No report this month.

Good of the Order: No report this month.

Adjournment: President Kane led our Board in a moment of silence for all our members who have passed away. President Kane scheduled our next meeting for Tuesday May 14, 2019 at 1230 hours. The meeting will be held at the Hall of Justice 850 Bryant Street, room #150 in San Francisco, California. President Kane adjourned the meeting.

To All Members: Any WOOA member can access a new beneficiary form from our website at sfwidowsonandorphans.org. Click on RESOURCES and the access the form through the link.

Please complete the form with all your contact information and your designated beneficiary. Please sign and date the form and send it to our address at **P.O. Box 4247, San Rafael, California, 94913-4247.** We express our thanks and gratitude each month to the following people: retired San Francisco Police Department Captain and current POA Defense Administrator Paul Chignell, Retired San Francisco Police Lieutenant and the host of the Gold Country Reaper Website, Retired San Francisco Police Sergeant and the current and long standing editor of the *POA Journal* Ray Shine, retired San Francisco Police Sergeant Rachael Kilshaw and Risa Tom of the Police Commission Office, David Ng of Personnel, and the men and women of Traffic Command who graciously afford us a location for our meetings and files.

Mark J. McDonough,
WOOA Secretary



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Deaths

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

DOREEN CARROLL
Age 56, Retired SFPD
Died April 13, 2019
Notified by C. Bates

WILLIAM “Bill” MOTT
Age 86, Retired SFPD
Died April 3, 2019
Notified by E. Pryal

KIPPIE LOCATI
Age Unknown, Retired SFPD
Died April 2019
Notified by R. LaPrevotte

TIMOTHY L. SIMMONS
Age 83, Retired SFPD
Died March 10, 2019
Notified by C. Bates

*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.

Book Review

K: A History of Baseball in Ten Pitches

By Tyler Kepner
Reviewed by Dennis Bianchi

Tyler Kepner is a sports reporter for *The New York Times*. He was born in Philadelphia, Pennsylvania. He began covering baseball as a teenager, interviewing players for a homemade magazine that was featured in *The New York Times*. He attended Vanderbilt University on a Grantland Rice-Fred Russell Sports Writing Scholarship. He held internship positions at the *Washington Post* and the *Boston Globe*. He covered the California Angels and the Seattle Mariners prior to joining *The Times*. From 2000 to 2002 he covered the New York Mets and in 2002 was assigned the New York Yankees. Since 2010 he has been the national baseball writer for *The Times*. Mr. Kepner published, *The Phillies Experience: A Year by Year Chronicle of the Philadelphia Phillies* in 2013. He clearly knows a lot about baseball.

I recently attended a San Francisco Giants game at the newly named Oracle Park. It is still a wonderful place to spend an afternoon and not too much has changed, with the exception of an extremely large scoreboard behind the centerfield wall. It is immense. I wondered if it was a distraction to a batter in the box. It is full of information, some of which was new. For the first time that I can remember the scoreboard prints out what type of pitch was thrown after every pitch. The names of such pitches are familiar to baseball fans, such as “slider,” “curve,” “cutter,” etc. The problem for many, however, is what exactly is the definition of each of those names? The author does a splendid job trying to describe each of those pitches and gives the reader a history of origin and a recap of pitchers who were well-known for their mastery of one or the other of those pitches. In doing so, he brings to life the long history of baseball and entertains the reader with some great stories about some colorful and highly successful players. In fact, Mr. Kepner includes comments and insights from twenty-two members of the Baseball Hall of Fame.

Each chapter is dedicated to one pitch.

I found it interesting that the title of Chapter Two is *The Fastball: Velo Is King*. Being King did not make it Chapter One. Instead, *The Slider: A Little Bitty Dot* received the honor of leading off. Perhaps because Ted Williams, one of the greatest hitters of all time, called the slider, “the greatest pitch in baseball. Easy for a pitcher to learn and control.” Williams believed the popularity of the slider helped drive averages down.

Mr. Kepner spent quite a bit of time here in San Francisco. He features quotes from current Giants’ pitchers, such as Madison Bumgarner and, retired pitcher, turned announcer, Mike Krukow. But, he also has quotes from numerous great pitchers who are no longer in the game or with us.

Every chapter has its value and high points, but I would like to address a couple for this review. The chapter about *The Screwball* is subtitled *The Sasquatch of Baseball*. It was of great interest to me for a personal reason. My father-in-law, “Snooks” Carroll, played for the Mission Reds in 1929. My wife Laura and I have a framed photograph of that team on our wall. Standing in the back row is a broad-shouldered pitcher who is now in the Hall of Fame, Carl Hubbell. Hubbell is a large part of the chapter on the screwball because he is still identified as the pitcher who threw it with the most success. There are photos available of Hubbell finishing the pitch where you can see how far over-pronated his hand is, and in the opposite direction. The lore continues about how Hubbell’s arm was permanently turned in the opposite direction for the rest of his life. When asked about it later, Hubbell pointed out that this was during the Great Depression and people were happy to do what was required to eat.

The chapter on *The Spitball* reveals how baseball in the early years was very much different than the game we watch today. Home runs were rare, gambling was prevalent, and the spitball was legal. As described by players from that era, the ball was covered with tobacco juice, licorice, scuffs, stains of all types.

When Babe Ruth started hitting home runs at a pace not seen before, the fans responded by attending more games, the governing body of the game was trying to eliminate the rampant gambling, but pitchers felt the need to find new weapons. This chapter discusses not only how effective the pitch was, and how it came to be outlawed, but also how players and managers viewed, and continue to view, cheating versus finding an edge to help win games. It is a fascinating look at human nature.

The last chapter deals with *The Cutter: At the End, It Will Move*. According to the author, over the years one pitch or another becomes the predominant pitch in the Major Leagues, due to great success by one or more pitchers using it effectively. There are two facets discussed about that phenomenon. The first is, that sometimes the popular pitch of the time seems to cause more injuries to pitchers’ arms. The split-finger fastball, the curve, even the sinker (also referred to as a two-seam fastball) all have accumulated critics who claim they cause injuries. The author points out, however, that there is a difference of opinions about the rate of injuries and the causes of them. As a result of the great success that the recently retired relief pitcher, Mariano Rivera, had with a cut fastball, this pitch has become the pitch that many pitchers want to learn and have in their arsenal. The second salient point, which is brought up throughout the book, is that not everyone defines a pitch in the same way. Many pitchers acknowledge that



what they throw is self-defined as one type of pitch, but other pitchers would call it something else. Sometimes it’s just physiology. Having larger hands make some pitches easier to throw. A farm injury to Mordecai “Three Finger” Brown, left him with only three fingers on what would become his pitching hand. The hand more closely resembled a claw than a human hand, but it also gave him a naturally unusual spin and movement that other pitchers lacked.

Therein lies a bigger point. Pitches have not always had names. Many pitchers just discovered ways to make the ball move in unexpected directions and at different speeds, all in an effort to keep hitters off-balance and unsuccessful in getting on base. A retired pitcher, who was recently selected to be in the Hall of Fame, Mike Mussina, is quoted as saying, “I was out there making stuff up as I went, just trying to get guys out.” Serious baseball fans will likely enjoy this book, but Kepner provides a nice history of the game and touches on some big changes in American history that will interest even the most casual of fans. Occasionally sports books will do that and this is one of those publications.

Police Overtime Plummet Under New Scheduling System

April 17, 2019

The Verona Police Department switched from eight-hour shifts to 12-hour shifts at the start of the year, and the change has sharply cut police overtime. At the Town Council meeting on Monday night, Township Manager Matt Cavallo said that officer overtime has fallen by 81% in 2019, compared to the same period last year. Dispatcher overtime has been similarly reduced.

In its new contract, the VPD agreed to switch to a so-called Pitman schedule. It splits a workforce into four crews, which work either a day-time or night-time 12-hour shift in a rotation of two shifts on/two off, followed by three on/two off, and then two on three off. Each crew now includes a lieutenant, a sergeant, four officers and a dispatcher. The officers work more hours over the two-week Pitman cycle, which reduces their overtime, but they have every other weekend off. In the previous system, the officers were split between three shifts that covered 7 a.m. to 3 p.m., 3 p.m. to 11 p.m. and 11 p.m. to 7 a.m., and they got a weekend off only every six weeks.

“In a department as small as Verona’s, we did not have the manpower to support the schedule we were working,” says Cavallo, who along with Township Attorney Brian Aloia negotiated the new contract with the police union. Verona was one of the last towns in Essex County to not be on a Pitman schedule. Under the police contract, Verona can revert to

the previous three-shift schedule in 2021 if town officials determine that the new schedule is not beneficial.

“It’s the most efficient way of manpower allotment,” says VPD Chief Christopher Kiernan. “Full squads will provide better coverage for proactive patrol and more opportunities for details,” which are assignments such as traffic posts and community policing.

“My officers are a dedicated group who are committed to Verona and the residents they serve,” adds Kiernan. “I think their willingness to enter into this new schedule agreement is another testament to that commitment.”

While the Pitman schedule is reducing what had been one of the main pressure points on Verona’s municipal budget, not all the savings will fall to the bottom line. That’s because two officers did so well on the recent police exam that they are being promoted to lieutenant, and one made a substantial jump in pay grade.

The town manager and the Town Council have been working to cut overtime in all areas of municipal government. A government reorganization measure approved in February 2018 redefined the structure and duties of employees from the township administration to the municipal court. Verona spent \$558,000 for overtime in 2018, down from \$795,000 for 2015.

From myveronanj.com

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School Shootings Draw Attention to Officers’ Mental Health

April 18, 2019

LITTLETON, CO — The first SWAT team members to see the horror in the Columbine High School library had to step around bodies and ignore a wounded student’s plea for help as they searched for shooters they didn’t know had already died by their own hands.

As member Grant Whitus put it, officers carried something home with them that day, a level of trauma and a sense of futility that stayed with them for years and may have contributed to the team’s demise.

“It was just beyond anything I’d ever thought I’d see in my career,” he said of the 1999 shooting that left 12 students and a teacher dead and remains locked in the nation’s memory. “So many children were dead.”

Amid the emotional toll of what it experienced, the Jefferson County Regional SWAT team began to fall apart. By 2002, only three of its 10 members remained. The others were reassigned or left the department.

On the 20th anniversary of Columbine, the effects of trauma and turmoil experienced by law enforcement authorities who respond to school shootings are still largely unknown. Experts say agencies are reluctant to let researchers interview officers and dredge up potentially painful memories.

Many officers also view seeking psychiatric help as a sign of weakness — particularly in elite units like SWAT — and see their own mental health as secondary when civilians suffer grave loss.

“That’s what they signed up for, right? To deal with this violence and see these violent outcomes,” said labor attorney Eric Brown, who handles cases for Newtown, Connecticut, police officers. “So there’s not a lot of empathy for them when they show the signs of PTSD or other mentally disabling side effects.”

But attitudes are starting to change. A group of global law enforcement administrators recently began work on a set of uniform guidelines for psychological care for SWAT teams and other officers who respond to the worst of the worst carnage.

State legislatures also are taking note, with four states, including Colorado, recently passing laws to extend workers’ compensation for mental health to police and other first responders. Colorado officers were on heightened alert just this week after a Florida teenager who authorities say was obsessed with the Columbine shooting made threats against the Denver area then died in an apparent suicide after a manhunt.

After the 1999 attack in Littleton, Jefferson County Regional SWAT team members went through a group debriefing and were offered department-paid therapy. But due to the stigma attached, therapy wasn’t an accepted option, said

Whitus, who added some officers would ask him, “What’s it going to take before you crack?”

“My response is, ‘I will never crack. No matter what happens, no matter what I see, no matter what I do, I will never crack,’” Whitus said of his attitude at the time. He thought seeing a therapist “would have been my own weakness.”

Whitus stayed on the team but didn’t escape unscathed — he was divorced within a year as he dove into rebuilding the team and changing how the department responds to active shooter situations.

He rose to become head of the team, but then tragedy struck again in 2006 when members responded to a shooting at Platte Canyon High School in the town of Bailey, southwest of Denver. A man entered the school, took several female students hostage and sexually assaulted them, then fatally shot one student and himself as SWAT officers moved in.

After that, there was another exodus from the SWAT team, with eight of the 12 sheriff’s department members leaving — including Whitus — over the next three years.

Also with the team that day was Al Joyce, a post-Columbine recruit who volunteered 500 hours in a year as a reserve officer to get hired with the Golden Police Department west of Denver.

Joyce was among the members who stormed the classroom and saw the aftermath. It wasn’t long before the nightmares began and he started drinking heavily to avoid them. He ended up leaving the SWAT team, divorcing his wife and withdrawing from the world.

“I wanted to just shut down, turn off,” he said. “It didn’t work out so well.”

By 2013, he was out of law enforcement and homeless. He moved back to his parents’ home in Maine. He’s now in therapy and works a low-stress job as a cashier.

Current Jefferson County Regional SWAT leadership declined to comment for this article. But Sgt. Sean Joselyn, who was recruited by Whitus and was a member of the team at Platte Canyon, said attitudes had been changing because of Columbine. The team had “check-in” meetings in the months after, but he doesn’t recall members talking about how they felt and doesn’t know why so many left.

Joselyn later held the post of team leader until being reassigned in 2017. He said he encourages openness and trains officers to consider post-traumatic stress an injury that needs to be treated.

“I think it’s bigger than what we realize,” Joselyn said.

Part of the issue, experts say, is that mental health services and resources available to officers after traumatic events like school shootings vary widely from police agency to police agency across the U.S.

Most provide stress debriefings im-

mediately after mass shootings. But researcher Michele Galietta, an associate psychology professor at John Jay College of Criminal Justice, said those meetings should instead take place months later to see how an officer is doing after returning to a normal routine. Studies show getting back to a normal routine after a traumatic event helps with overcoming the potential for lasting effects, she said.

Meanwhile, the International Association of Chiefs of Police said in March it is in the early stages of developing policies for police departments for providing psychological care following “critical incidents.” A voluntary accreditation organization, the Commission on Accreditation for Law Enforcement Agencies, offers a standard for employee assistance programs that include peer-to-peer counseling and confidential therapy.

School shootings can be particularly hard to cope with.

“The more severe the violence, the more innocent the victim and the more the officers feel that they were helpless to respond — and maybe just sheer body count as a fourth ingredient — that’s going to produce a perfect storm of demoralization, anger and despair,” said Laurence Miller, a clinical forensic and police psychologist in Boca Raton, Florida.

Beyond post-traumatic stress, second-guessing about a department’s response and other factors can cause turmoil within law enforcement agencies.

After the Marjory Stoneman Douglas High School shooting that left 17 dead in February 2018, Florida’s governor removed Broward County Sheriff Scott Israel for his alleged failure to properly train his deputies on how to respond to active shooters, tactics changed because of Columbine. Five of the department’s top command staff resigned, some citing Israel’s removal. Israel is appealing his removal to the Florida Supreme Court.

Six members of the Broward County SWAT team also left within a year, including its two top commanders, and many were reassigned within the team, according to documents released under an Associated Press public records request.

After the 2012 Sandy Hook Elementary School shooting where 20 children and six adults died, more than a dozen police officers took time off, and one was too traumatized to return to work.

That Newtown, Connecticut, officer, Tom Bean, was diagnosed with post-traumatic stress disorder, and the department agreed to pay him \$380,000 after the police union and Brown, the labor attorney, took the case to arbitration.

Brown said all the officers experienced post-traumatic stress, but the department lacked proper procedures for dealing with it, especially with providing paid time off.

“There was no process in place from

a legal point of view or even from sort of a system’s point of view within the department of dealing with it,” Brown said. “Those officers who responded to that call should have immediately been put out on leave to get immediate aid to deal with the aftereffects of what they saw.”

Newtown Police Department Lt. Aaron Bahamonde said mental health care policies and practices were in place at the time of the shooting, and they were boosted afterward. They include making counselors available for officers and for “group sit-downs” after traumatic events, along with working with mental health providers to identify officers at risk.

Bahamonde said there’s a “blank check” for officers to get the services they need. “We’re not going to sweep it under the rug,” he said.

Whitus now lives in Lake Havasu City, Arizona, but still works to prevent school shootings through a business that places armed security guards in private schools. He also operates a security company for marijuana businesses.

He said he’d like to see all officers exposed to traumatic situations undergo mandatory counseling, which would give those who need it a chance to get therapy without stigma, since everybody would be required to participate.

That might help prevent future SWAT teams from falling apart like his did — twice.

Meanwhile, researchers say a new generation of police officers is rising to leadership positions, which is starting to change attitudes toward mental health.

Organizations such as Blue H.E.L.P., which tracks police officer suicide, have started to advocate for better mental health care for officers. One of the group’s board members is a high-ranking member of the International Association of Chiefs of Police.

Since 2017, four states — Colorado, Texas, Vermont, South Carolina — have passed laws to extend workers’ compensation to first responders for mental health issues such as PTSD, according to the National Council of State Legislatures. Another five states — Alabama, New Hampshire, Minnesota, Connecticut and Florida — have legislation pending this year. About a dozen more considered and rejected similar measures.

But barriers remain, including a culture within some SWAT teams that makes it taboo for members to talk to outsiders or even each other when they’re struggling. It’s a culture that Whitus admits he once contributed to.

“If they told me, I’d be like, ‘What’s wrong with you? You’re a SWAT guy,’” he said. “So I’m part of the problem.”

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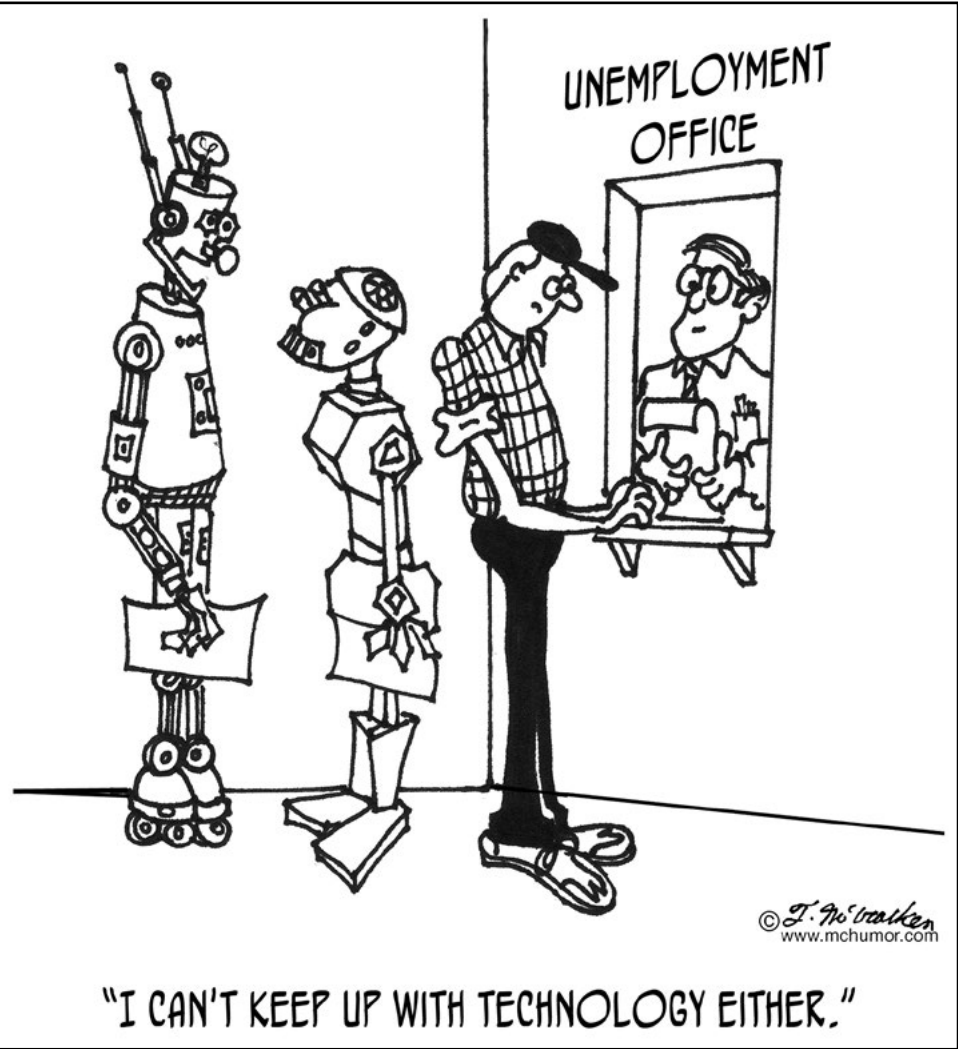
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May Word Find

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 words associated with pizza for the month of May. Visit a local pizza place if pizza is your passion and enjoy solving this puzzle!

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BAKE	MUSHROOMS	SLICE
BASIL	OLIVES	SPICES
CHEESE	ONIONS	SPINACH
CRUST	OVEN	TAKEOUT
EGGPLANT	PARMESAN	TASTE
GARLIC	PEPPERONI	TOMATOES
HAM	PEPPERS	TOPPINGS
HOT	PIZZERIA	VEGETABLES

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

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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

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Sgt. Art Howard

Officer Dennis Rodelas

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PAL Corner

Staff Report

Greetings from the SFPAL team. Our 60th Anniversary Hall of Fame Gala celebrated last month was a huge success. The event was sold out and a great time was had by all — and we have all of you to thank for that. Please visit our website for more event pictures. Mayor London Breed, SFPD Chief William Scott, Tara Moriarty, our emcee, and all of our honorees, who have been instrumental to the prosperity of our organization, made the event a great success and helped inspire all of us for the years to come.

On April 22nd, the SFPAL Jiu-jitsu program celebrated its 2nd Anniversary. The program has been a success from the start. The instructors are sworn police



officers and members of the community who volunteer their time to support our youth. SFPAL catered dinner, and Chief Scott was on hand to present awards to the following instructors: Gabriel Artiga, Mike Trostel, Aaron Kornblith, Jason Hannon, Jared Berk, Dante Giovannelli, and Stephen Kelly. This talented group has built an environment that has allowed kids to reach their goals and potentials. We can't keep track of all the wonderful comments parents of the students make about this group of instructors and about SFPAL. It's the hottest ticket in town and we still have



a very long waiting list. All this is due to the hard work of these instructors. Super job and A BIG SFPAL THANK YOU to everyone who helps make this program a great success.

Prior to these events, our Cadet program held a wonderful night of training where we learned about Homicide and said goodbye to Cadet Lt. Dexter Cato. Retired Sgt. Gianrico Pierucci (now an instructor at City College) was gracious enough to teach our future crime fighters all about Homicide. He went over everything from the initial crime scene to the hours of follow-up investigation that goes on. The Cadets asked many questions and Sgt. Pierucci's many stories kept the night fun. Sgt. Pierucci also brought out some photos he had from his days of being a Cadet coordinator. The Cadets enjoyed this special treat and also enjoyed seeing some familiar faces, in cadet uniforms, who made it up to the SFPD chain of command.

That night, we also took the time to say goodbye and thank you to Cadet Lt. Dexter Cato. We had a pot luck dinner and Commander Lazar presented Dexter with an award. Dexter was a member of the 6th SFPAL Cadet class, who has risen to the rank of Lieutenant and is now aging out of the program. He has volunteered at many events and had a good training attendance record. Dexter is a student at U.C. Berkeley and will be spending the next few months studying in Europe. We will miss you, Dexter, best of luck. Go discover the world and make us proud!

In the Spotlight:

We would like to recognize one of our Cadets this month, Naim Nash. Naim was a member of the 9th SFPAL Summer Cadet class and is a student at George



Washington High School. He has hopes of becoming a police officer one day. Naim worked hard last summer and lost a lot of weight. He has also been doing well in our Sims training and recently scored 100% on his radio code test. All this has made Naim our PAL Shining Star of the month. Way to go, Naim, keep up the great work!

Upcoming Events:

Our Summer Cadet program registration is now open, please visit our [website](#) for more information and to [register](#). Applications are due May 6th so don't delay and register today.

Our 49ers Football and Cheer program is preparing for another successful season. Registration for our free program to come soon. Our Annual Golf Tournament at Crystal Springs Golf Course will take place on September 19th, 2019. Registration coming soon.

Please contact our office for sponsorship information.



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Nick’s Notes

By Nick Shihadeh,
Journal Sports Editor

Bocce Ball In North Beach

CHECK IT OUT: The Fourth Annual Bocce Ball Classic fundraising tournament to help raise money for The Seals traveling softball team took place on Sunday, March 31st 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 team titled Go Balls Deep that won the whole thing. This team consisted of Dave “Claw” Coulclough, Andrew “Drew” Lucas, Phil “Pip” Schmelzer(Claw’s brother-in-law), and Craig Haberlein(Claw’s buddy). To become the champs, they beat a very stingy team called The Wolf Pack which had the likes of: Eric “Snatch” Barreneche, Kevin Daniele, Brendin Williams and Jimmy Pucinelli on the squad.

Thanks go to sponsors for the tournament that included: Gino and Carlo (Marco Rossi, Frank Rossi Jr, and Ron Minolli), LaRocca’s Corner (Marty Coyne and Mike Roddy) on Columbus St. for also contributing to the cause, Piccolo Forno Restaurant also on Columbus St. (Guiseppe provided a wonderful porchetta for lunch), and of course Caffè Triese (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 who 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 as a great time was had by all.

Department Softball

Softball Commish Kevin Worrell contacted me the other day to give me

some updates on the SF Police Softball League that has finally been able to proceed after heavy rains recently. He said that so far Southern A (with standouts Dave O’Keefe and Anthony Scafani) and Park/Taraval (with standouts Dustin “Moose” Coulclough and Chris Damicas) are undefeated so far at 3-0 a piece at the writing of this column. Worrell also said not to count out the Mission Diablos who feature Pat “How Do You Like My Shirt” Cummins, Paul “The Franchise” McIntosh, and Glen “GW” Wilson. He also said not to ignore the Bayview Pitbulls who feature Ray “Clemente” Biagini, Denis “Doc” O’Connor, Steve Filippi and Erick Solares. He said those two teams should be in it up until the end and to not even discount his own team: the Central Diners who feature Nick “NB Jr” Stewart, Mitch “Mitchelob” Rowen, Eric “Snatch” Barreneche, and Brett Montague.

I was told that Adam Choy has made a return to softball after a long respite from the league. He has been seen do-

ing a good job manning the infield for Southern B run by Colin Patino. Commish Worrell wants to thank all the team managers for paying their league fees in a timely manner which hasn’t been the case over the years. It’s one less thing for him to worry about while running the league.

This and That

Check out the flyers in this same sports section about sporting events coming up: there is the George Brown Memorial ALS Classic taking place on Monday, June 17th at the Lake Merced Golf Club; there is the Emerald Society Golf Tourney taking place on Monday, July 8th at the Crystal Springs Golf Course; and, there is the Emerald Society Sporting Clays event taking place on Thursday, May 30th at the Wing and Barrel Ranch in Sonoma. Get all the details of these key events and we’ll hopefully see you there.

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



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

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

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




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


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

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

www.GeorgeBrownALSGolfClassic.org



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The deadline for the June issue is Monday, May 27, 2019.
Contact journal@sfpoa.org or phone 415-861-5060 for more info.

Fourth Annual Bocce Ball Classic

March 31, 2019 • North Beach



The Bocce Group at Gino & Carlo.



Tournament Coordinator Kevin Worrell prepares the porchetta for lunch.



Tournament Champions "Go Balls Deep"(Claw and Drew and Friends).



It was a beautiful day in North Beach for the 4th Annual Bocce Classic at Joe DiMaggio Playground.






Lynch's Wankers:(L to R) Frank Olcomendy, Matt Nazar, Gaetano Acerra, and Kevin Lynch.




Ray "Clemente" Biagini (left) and Eric "Snatch" Barreneche pose with their favorite North Beach recycler: Soon Li.



The Bocce Group at Larocca's Corner.



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.

Thursday, May 30, 2019

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

\$125.00 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 \$125.00 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 President Brian Burke
(president.sfbalees@email.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



2019 San Francisco Bay Area Law Enforcement Emerald Society Golf Tournament

Monday, July 8th, 2019

Crystal Springs Golf Course
6650 Golf Course Drive, Burlingame

11:30 Check in (Driving range open and balls provided)
13:00 SHOTGUN start

Lunch Refreshments and BBQ Banquet Provided

\$200.00 Per Player or \$700/Team of Four (\$100 Discount)
Format: Four Ball Scramble

Golfer Name	Phone #	Shirt Size

All payments must be received by June 24th, 2019

Questions contact Kevin Lynch (415) 609-9366 or KevinL2009@Live.com

Return completed forms to:
Kevin Lynch - SFPD Northern Station
or Mail form to:
SFBALEES, 236 West Portal Ave. PO Box 355,
San Francisco, CA 94122



Join us and the World Champion San Francisco Giants on Thursday, July 18, 2019, for our Annual **LAW ENFORCEMENT APPRECIATION NIGHT** AT ORACLE PARK

San Francisco Giants vs. the New York Mets



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.



Seating is located throughout the Ball Park and can be purchased directly from the San Francisco Police Officers Association Office located at 800 Bryant St. SF tel. #415.861.5060

Tickets start at \$25.00 and include a Giants Law Enforcement Duffel Bag giveaway and a hosted Tailgate Party at the Mariposa Yacht Club starting @ 3 pm

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 !