

President's Message

Kevin Martin is Moving On? Say it Ain't So...

By Gary Delagnes,
SFPOA President

It is rare when words escape me, when everything you want to say seems inadequate and falls short of the mark. But, that is the very predicament in which I find myself now as I attempt to bid farewell to POA vice president Kevin Martin.

As most of you know by now, Kevin will be retiring effective November 1st.

As I think about what he has meant to me personally, and more importantly to the membership as a whole, it is impossible to express the respect, admiration, and love I feel for this man who I will always consider my brother.

When I took over as POA president, I needed to bring a couple of people onto the Executive Board and Kevin was my first pick. While I knew his reputation as a great cop and unwavering supporter of his fellow officers, there is nothing that could have prepared me for the complete and total commitment that one person could

make to his fellow man. I purposely used that phrase because Kevin's heart went out to far more than just police officers.

Kevin has never said no to anyone that needed him. He just does not know how. If you need him, he is there, and he will help you as much as he can and do so with a sense of grace and loyalty that will always make you feel special.

Calling him my "go to" guy would be understating his role here at 800 Bryant Street. Not only is he a resourceful guy with a network of folks in and out of the department who he can tap to solve your problems or get advice, he is also my friend, my confidante, and my ally. His loyalty is beyond mere friendship; it is steadfast and a bulwark against the constant aggravation inherent in this job.

No San Francisco police officer has ever had a better friendship with a fellow cop than I have had with Kevin Martin. The tears we shed, the laughs we shared, and the triumphs

we enjoyed will never be forgotten. He is the guy you want beside you in battle; the person in whom you confide when times are tough; the friend that will never let you down. He is a moral compass, as locked into the *right way* as any man I have ever known. When a tough issue would devolve into a crisis, Kevin would come into my office and ask, "Well, what's the right thing to do here?" That is what we always tried to do; *the right thing*.

We shared our grief and cried together following the murders of Isaac, Nick, and Brian. We spent too many days and nights at MEH together, consoling family and friends of injured officers. Many others have died away from the job and we have grieved as well at their passing. Whether it was setting up hospital visits at the Children's Hospital at UCSF, or cooking Thanksgiving dinner for the parents of those ailing children, Kevin was always there. His commitment to the CIRT team, BALEAF, and the Behavioral Science unit was unconditional



and unending. Everyday total commitment to the cause and to his fellow officer and his fellow man, weekends, middle of the night, it did not matter... Kevin was there and he had your back.

The gratitude this Department owes Kevin Martin can never be repaid. It is now time for him to go home to Ellen Marie and be a full time husband and father to his young daughter Gracie. His son, Patrick, obviously inherited Kevin's commitment to service as he soon starts his second tour in Afghanistan as a member of the United States Marine Corps. In another time and another place Kevin could have been a Catholic priest (His younger brother, Tom Martin, has taken that path and is a respected member of the SFPD Chaplain Corps.) Thank God he chose our profession instead.

I'll survive; we'll survive. All leadership eventually passes on to the next bunch of folks, be they experienced or not. I suppose that anyone can be replaced, but few can ever be replicated, and fewer still are those men or women who move up in this organization who will match the compassion, empathy and dedication exemplified by Kevin Martin, although all should aspire to such heights of character and distinction.

Live a long life my brother, and be well. The SFPD will never be the same.

Dozens Gather for POA David Lee Rally



PHOTO COURTESY OF HENRY HA

On Saturday, October 20, 2012, several dozen POA supporters gathered at the Lands End Overlook before scattering throughout the Richmond District to get out the vote for David Lee. SFPD retirees, actives, their families, dogs, and local community supporters all walked precincts in District 1 in an effort to get Lee elected to the supervisor seat currently held by Eric Mar. The large turnout was, in part, driven by Mr. Mar's support for the

release of the accused killers of Sergeant John V. Young, the Ingleside District Station Keeper who was slaughtered by a militant gang in the early 1970s. POA president Gary Delagnes, Center front, has vowed to do everything in his power to avenge the unconscionable move by Mar to support the urban terrorists of that era and thus diminish the valor and sacrifice of Sergeant Young and all San Francisco police officers.

Honor America's Veterans

November 11th is Veterans Day. On this important national holiday, please take the time to thank a military veteran for his or her service to our country. Join with us, the men and women of the San Francisco Police Officers

Association, in honoring all of America's military veterans, and those brave and dedicated men and women currently serving at home and abroad.



Minutes of the October 17, 2012 SFPOA Board Meeting*

- Sergeant-At-Arms Valdez called the meeting to order at 1205 hours and led Pledge of Allegiance.
- Secretary Montoya conducted the roll call of the Board of Directors and Executive Board.
- Mike Gannon of the SFPD Fishing Program gave a presentation to the Board of Directors followed by a financial request.
- Rep. Browne (Co A) made a motion to accept the minutes from the September 2012 POA Board Meeting. Motion was seconded by Rep. Sorgie (Co G) and passed by voice vote without opposition.
- Maura Duffy and Jeff Woo from the DA's Office gave a presentation with regards to DAI's joining the SFPOA. Presentation was followed by Q&A from the Board of Directors.
- President Delagnes started a discussion on a realignment of the Board of Directors. The discussion included eliminating the representatives from Narcotics/Vice and reducing the amount of representatives from 2 to 1 at Traffic, Headquarters/Administration, Tactical and Investigations. Representatives Evans (HQ), Schlegle (Tac), Gardner and Landi (Traffic), Martinez (Inv) and Healy (Co D) all gave feedback with needs for keeping the current amount of representatives for their respective units and the need to add a representative to cover GTF, CIU and VRT. President Delagnes said that he will make a formal proposal to the Board of Directors at the November 2012 meeting regarding this issue.
- Treasurer Halloran provided Board Members with tickets to the upcoming Parade of Stars and Grand National Rodeo events. Members interested in attending should contact their representative for tickets.
- President Delagnes gave a brief recap on the recent pension seminar that was hosted by the POA this past month. Rep. Evans (HQ) and Rep. Schlegle (Tac) attended the seminar and talked about their personal experience and what information they gained by attending.
- President Delagnes announced the Sports Hall of Fame dinner will be held at the Paragon Restaurant on 11-15-12.
- President Delagnes spoke to the issue of three members who took the recent Q-50 test after the initial testing date. Two members took the test the following day and the third took the test the following week. All three members petitioned DHR requesting a test make up day and after being assessed by DHR, the requests were granted. Two involved non-refundable travel arrangements and the third involved a court issued subpoena.
- President Delagnes reminded Board Members of the press conference that will be held at the Lands End (Near the Cliff House) this Saturday 10-20-12 at 1000 hours. Following the press conference members will be asked to walk precincts and distribute election material for Candidate David Lee who is running in District 1.
- Rep. Landi (Traffic) talked about the current electronic voting procedures. Rep. Landi specifically talked about the issue of members not being able to vote during a recent runoff election. Rep. Landi asked each Board Member to poll their members with regards to electronic voting. Election Committee Chair Joe McFadden will be asked to attend the November Board Meeting and address any questions or concerns with regards to online voting.
- Rep. Flaherty (Co E) made a motion to donate \$7500.00 to the SFPD Fishing Program. Motion was seconded by Rep. Dacre (Co F) and passed by voice vote without opposition.



Gary Delagnes presented to Kevin Martin a plaque of appreciation for all his years of service and dedication.

Board of Directors Meeting Roll Call October 17, 2012

President	Gary Delagnes	P	Co. H	Maris Goldsborough	E
Vice President	Kevin Martin	P		James Trail	P
Secretary	Tony Montoya	P	Co. I	Russ Gordon	E
Treasurer	Marty Halloran	P		Jody Kato	P
Sergeant-At-Arms			Co. J	Kevin Lyons	P
	Joseph Valdez	P		Brian Philpott	P
Editor	Ray Shine	P	Co. K	Matt Gardner	P
Co. A	Ed Browne	P		Steve Landi	P
	John Van Koll	P	Hdqtr.	Kim D'Arcy	P
Co. B	Larry Bertrand	P		John Evans	P
	Danny Miller	P	Narcotics		
Co. C	Duncan Gilles	E	Tactical	Mark Madsen	E
	Chris Schaffer	E		Pete Schlegle	P
Co. D	Kevin Healy	P	Invest.	Pierre Martinez	P
	Matt Rodgers	P		Dean Taylor	P
Co. E	Tim Flaherty	P	Airport	Joe Finigan	P
	Jesus Peña	P		Reynaldo Serrano	E
Co. F	Peter Dacre	P	Retired	Ray Allen	P
	Rob Imbellino	P			
Co. G	Chris Breen	P			
	Dean Sorgie	P			

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.

The San Francisco Police Officers Association

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SPORTS EDITOR
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WEBMASTER
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www.sfpoa.org

SFPOA BOARD OF DIRECTORS

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VICE PRESIDENT	Kevin Martin	Co. H	Maris Goldsborough, James Trail
SECRETARY	Tony Montoya	Co. I	Russ Gordon, Jody Kato
TREASURER	Martin Halloran	Co. J	Kevin Lyons, Brian Philpott
SERGEANT-AT-ARMS	Joseph Valdez	Co. K	Matt Gardner, Steve Landi
Co. A	Ed Browne, John Van Koll	TAC	Mark Madsen, Pete Schlegle
Co. B	Larry Bertrand, Danny Miller	INVESTIGATIONS	Pierre Martinez, Dean Taylor
Co. C	Duncan Gilles, Chris Schaffer	HEADQUARTERS	Kim D'Arcy, John Evans
Co. D	Kevin Healy, Matt Rodgers	NARCOTICS	
Co. E	Tim Flaherty, Jesus Peña	AIRPORT BUREAU	Joe Finigan, Reynaldo Serrano
Co. F	Peter Dacre, Rob Imbellino	RETIRED	Ray Allen

ASSOCIATION OFFICE: (415) 861-5060

ADDRESS ALL CORRESPONDENCE TO: Editor, *POA Journal*, 800 Bryant St., 2nd Floor, San Francisco, CA 94103. No responsibility whatever is assumed by the *POA Journal* and/or the San Francisco Police Officers Association for unsolicited material.

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.

ADVERTISING: Contact Michael Popoff, Advertising Coordinator
(415) 515-1862 • sfpoa_ads@sbcglobal.net

POSTMASTER: Send address changes to *POA Journal*, 800 Bryant St., 2nd Fl., San Francisco 94103. Periodicals Postage Paid at San Francisco, CA.

14. President Delagnes then spoke to the fact that Vice President Martin is retiring at the end of the month. On behalf of the members, President Delagnes thanked Vice President Martin for all his hard work and tireless dedication Vice President Martin has provided the POA and its members over the years while serving as the Chair of numerous POA Committees, Southern Station Representative, POA Secretary and POA Vice President. Vice President Martin's absence will be immeasurable and we all wish him a long and prosperous retirement.

15. Vice President Martin addressed the Board of Directors and thanked each and everyone for their service to the POA and its members. Vice President also announced that Rep. Lyons (TTF) and Rep. Van Koll will Chair and Co-Chair the OCC Defense Committee.

16. President Delagnes provided Vice President Martin with a plaque of appreciation for all his years of service and dedication.

17. President Delagnes will be appointing Treasurer Halloran to the position of Vice President and Brian Stansbury (Co G) to the position of Treasurer.

18. Meeting adjourned at 1406 hours.
Respectfully Submitted,
Tony Montoya
Secretary

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



Deacon Tom Martin with his brother Kevin.

First Annual SFPOA Poker Night Raises \$14K

On September 6, 2012, several dozen poker payers gathered in the Atrium of the POA building to participate in the first SFPOA Texas Hold 'Em Poker Night.

The event, which replaced the annual POA Golf Tournament, was a fundraiser for the POA Scholarship Fund. More than \$14K was raised in the event.



Above: Sue Delagnes (center) was one of several women players who enjoyed the evening.



Gary Delagnes presents checks to two tournament winners; Patrick "Gene" Gabriel in photo on the left and Brendan Burke, photo on the right.



PHOTOS COURTESY OF P. BURKE

Calendar of Events

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

Regularly Scheduled Meetings or Events

Event	Location	Date & Time	Coordinator
Meeting, Veteran Police Officers Association	Pacific Rod & Gun Club 520 John Muir Drive, SF	Second Tues. of Every Month, 11:00 am	Larry Barsetti (415) 566-5985 larry175@ix.netcom.com
Meeting, Widows & Orphans Aid Association	Hall of Justice, Room 150, (Traffic Co. Assembly Room)	Second Tues. of Every Month, 2:00 pm	Joe Reilly (415) 681-3660 woasfpolice@gmail.com
Meeting, American Legion SF Police-Fire Post	War Memorial Building 410 Van Ness Ave., SF	Second Tues. of Every Month, 6:00 pm	Greg Corrales (415) 759-1076
POA Board of Directors Meeting	POA Building	Third Wed. of Every Month, Noon	POA Office (415) 861-5060
Meeting, Retired Employees of CCSF	Irish Cultural Center	Second Wed. of Every Month, 11:00 am	Reyna Kuk (415) 681-5949
Retiree Range Re-qualification	SFPD Pistol Range	First Fri. of each Month, 0730 – 1130	Range Staff (415) 587-2274

Specially Scheduled Events

Memorial for Deceased Probation Officers	St. Michael's Ukranian Church 345 7th Street, SF	Friday, November 9, 2012 Noon	Kerry (415) 553-1496
Fundraiser for family of Fallen CHP Officer Youngstrom	Wedgewood Banquet Center 9430 Fircrest, San Ramon	Friday, November 9, 2012 6:30 pm	fallenhero@cccpoa.org
POA Sports Hall of Fame Inductee Dinner	Paragon Restaurant 2nd at Townsend, SF	Thursday, November 15, 2012 TBA	
Retirement Dinner Honoring Kevin Martin	United Irish Cultural Center 2700-45th Ave., SF	Friday, November 16, 2012, 6:00 pm	Nelson Ramos (415) 553-9724
Retirement Dinner Honoring Jennifer Forrester	Hard Rock Cafe Pier 39, SF	Thursday, November 29, 6:00 pm	Julia Ford (510) 207-8713
Make-a-Wish/SFPD Challenge	Aquatic Park Beach at Hyde Streets, SF	Saturday, December 1, 2012 8:00 am	www.sfpdchallenge.org
Operation Dream Toy Drive	49er v. Miami Dolphin Football Candlestick Park, SF	Sunday, December 9, 2012	
Airport Bureau Holiday Dinner Party	Hana Zen Restaurant, Pier 39 SF Pier 39	Saturday, December 15, 2012 6:00 pm.	Alvin Louie (415) 971-4578
Co. C Holiday Dinner Party	Dominic's at Oyster Point 360 Oyster Point Blvd., So. SF	Friday, December 21, 2012 6 PM	Shante Williams (408) 705-6090 Tracy Gasanyan (650) 302-5657

WIDOWS' AND ORPHANS' AID ASSOCIATION

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

October 9, 2012

The monthly meeting of the Widows and Orphans Aid Association for October was called to order by past President John Centurioni on Tuesday, October 9, 2012 at 1:51 p.m. in Room 150 at the Hall of Justice.

Roll Call of Officers:

Past President and current Trustee John Centurioni, Secretary Joe Reilly, Trustees Sally Foster Al Luenow and Harold Vance were present. Also present was WOOA member Charles Simpson. President Mark McDonough, Vice-President Robert Mattox, Treasurer Dean Taylor and Trustee John Keane were excused. Past President Centurioni opened the meeting with the Pledge of Allegiance.

Report of the Trustees: (taken out of order)

Mr. Ashley Dags and Mr. Jerome Paolini (by conference call) from our portfolio management firm Abbott Downing (Wells Fargo) gave their quarterly report. European markets enjoyed a more favorable outlook as the debt crisis eased somewhat. The US market experienced a third quarter rally which saw our assets yield a 3.78% increase for the quarter. REITS returned strong performance. The recent rally presents an opportunity to rebalance and hedge the portfolio, which Abbott Downing will be further analyzing, to protect against future market downturns.

Approval of the minutes of the September meeting:

A motion made by Foster, seconded by Luenow, to approve the September minutes passed without objection.

Receiving applications for new members, suspensions and reinstatements:

Secretary Reilly reported that he had addressed members of the 234th Academy Class on October 3rd, 2012 class and received applications from 35 prospective members.

Communications and Bills:

The Treasurer's Report was not available. Routine correspondence was received in September. Secretary Reilly requested approval to pay benefits for the one member reported deceased this month. A motion by Centurioni, seconded by Vance to approve payment passed without objection.

Report of the Trustees: (continued)

The Association received one notice

of a member death this past month:

Stephen C. Erickson, 73 years, San Francisco native, graduate of Washington High School, 90th Academy Class, Star #823. Stephen grew up in the Sunset District and was appointed to the Department in 1961 after attending Junior College. He was first assigned to Southern Station, however later that same year he was granted military leave and remained on active duty with the U.S. Air Force until his return to the Department in 1988. He was promoted to both Sergeant and Inspector that same year and was assigned to the Fencing Detail. Stephen retired the following year in 1989. Although his active service with the Department totaled only a few years, Stephen kept up his WOOA membership throughout his military service.

Report of Special Committees:

(Mark McDonough, Harold Vance and Joe Reilly) This report was deferred until next month.

Unfinished Business:

Secretary Reilly reported that the annual audit was still underway and that he was working closely with the auditors.

New Business:

None

Good of the Association:

If you are a Widows and Orphans member whose dues are deducted from your paycheck and are retiring soon, or if you have retired in the last year, please remember that **payroll deductions for dues stop once you are retired**. Dues payments are not deducted from retirement checks. (**Automatic payment through the credit union is not affected**) Please contact the Association for instructions on maintaining your membership. Members can contact the Association at woasfpolice@gmail.com in addition to the Association's voice mail phone number

(415) 681-3660, or speak to any one of the Association officers.

Adjournment:

Trustee John Centurioni set the next meeting for Tuesday, November 13, 2012 at 1:45 p.m. in Room 150 at the Hall of Justice. A moment of silence was observed for all our deceased members. The meeting was adjourned at 2:38 p.m.

Fraternally,
Joe Reilly,
Secretary

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 SFPD members are:

- **Inspector Daniel Everson #1001** from Special Victims Unit
- **Officer Mark Laherty #1644** from Homeland Security Marine Unit



Helping Our Own

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

Sergeant Josh Phillips

Josh has been accepted into the Catastrophic Illness Program. He is out of time and in immediate need of hours. He can accept them in 8-hour increments of SP or VA. Donation forms are available at the POA or the Behavioral Science Unit. He is CIP #001773. – Kevin Martin

Children of CHP Officer Ken Youngstrom

Slain in the line of duty in September 2012, Officer Youngstrom was a married father of four. Two Bay Area banks have set up accounts to benefit his family:

- At any Wells Fargo Bank branch, tellers will accept donations for the Kenyon Marc Youngstrom Children's Benefit Memorial fund.
- At any Mechanics Bank branch, mention the officer's name to the teller and direct that funds be contributed to the trust account in his name. Checks payable to "For Benefit of Officer Kenyon Youngstrom" can also be mailed to Mechanics Bank, 1350 N. Main St., Walnut Creek, Calif., 94596.

Officer Mike Androvich – CIP Recipient

Mike Androvich, Ingleside Station, has been accepted into the Catastrophic Illness Program (Recipient #001765) and is in immediate need of time. He can accept donated SP or VA in 8-hour increments. Please contact BSU for donation information at (415) 837-0875. – Kevin Martin

Frankie Shouldice

Frankie is the 12-year old son of Inspector Ronan Shouldice of CSI. Frankie is battling leukemia. A "Friends of Frankie Shouldice" account has been established at the SFPCU #1373520 – Marty Halloran

UPDATE: Ronan Shouldice is in need of donated vacation time to help him attend to Frankie. Contact the Catastrophic Illness Program 415-837-0875.

Daughter of Dispatcher Corie Portlock

Corie has been a dispatcher for over 18 years. Now, her 17 year old daughter, Kamani, is being treated for cancer. Corie has been in the CIP program. She is now out of time and is going without a paycheck and has asked for the Police Department's help. Her recipient number is #001711 and can accept donations of vacation time in 8-hour increments. – Kevin Martin

Officer Michelle Alvis

Officer Alvis was accepted into the Catastrophic Illness Program-Family Member to care for her 7-year old son, Matthew, who was diagnosed with eye cancer. He must have radiation and chemotherapy for a year. She is out of time and can only accept vacation hours in 8-hour increments. Her Recipient number is 001740. You can access a donation form on our website (CIP FM Donor form) or pick up a form at the POA.

Malcolm A. Norris Trust Fund

Officer Micah Norris (Bayview Station) and his fiancée Cindy Cardoza tragically lost their two-year old son Malcolm in a terrible accident. A relief fund has been established at the SF Police Credit Union, by the POA, to assist the family with their financial needs. That fund is SF POA Community Service-Malcolm A. Norris Trust Fund with the account #1352553.

Family of Vallejo Officer James Capoot

Officer Capoot was slain in the line of duty and leaves his wife and three daughters. A trust has been established. Donations can be made to:

Officer James Capoot Family Trust
c/o Sgt. Mark Nicol of the Vallejo POA
P.O. Box 4218, Vallejo, Ca 94590

Officer Todd Kettwig, CHP

Some have expressed the desire for a contact for the fundraiser for CHP Officer Todd Kettwig who has incurable cancer and a young family in need. Support can be sent to the following person/address. – Rene LaPrevotte
Lt. John Arrabit, Gold Run CHP Office
50 Canyon Creek Road, Gold Run 95717-0008

Amanda Amoroso

Amanda Amoroso, daughter of Officer Mike Amoroso of Co. E, Northern Station, is battling cancer. Officer Mike Amoroso has been accepted into the Catastrophic Illness Program FM. He is in need of hours. Only vacation hours can be donated in 8-hour increments on CIP-FM donation form, his number is 001705. Please contact the Behavioral Science Unit at (415) 837-0875 or the POA at (415) 861-5060 for donation forms.

Financial donations can be made directly to The Amanda Amoroso Relief Fund at the SF Police Credit Union, Acct #1378496– Kevin Martin

www.policepay.net

SFPOA Sponsors Nationwide Police Union Seminar

President Delagnes sits on key discussion panel



Three POA Presidents, L to R: Brian Marvel, San Diego, Gary Delagnes, Jackie Parks, Fresno.

Staff Report

For two days in late September, The SFPOA sponsored a conference that was focused on developing strategies that law enforcement employee organizations could use to effectively negotiate contracts in this treacherous fiscal climate. The seminar was organized by Ron York of PolicePay.net, and by nationally recognized police union consultants Ron DeLord and J. Ted Hunt. Panelists included union leaders from major POA in California. Representatives from police unions across the state attended, and PolicePay.net streamed many of the discussions live over the Internet.

The conference speakers addressed topics that are hot-button issues commonly affecting law enforcement negotiators throughout the country. Many had intriguing titles, such as:

- "Navigating The Political Rapids When The Economy Stumbles" by Gary Delagnes – San Francisco Police Officers Association
- "Politicking To Avoid A Financial Train Wreck" by Steve James – Long Beach Police Officers Association
- "Helpless To Stop The Tsunami – The Truth Does Not Matter" by Brian Marvel – San Diego Police Officers Association

- "Report From The Epicenter – When It Hits The Fan In Your City!" by Jim Unland – San Jose Police Officers Association.
- "The New Reality" by Ron DeLord
- "The Emerging New Police Model" by Ted Hunt
- "How to Deal with the Big Financial Lie – We're Broke!" by Ron York

President Delagnes discussed the local strategy of aligning with other city labor unions and key political leaders to develop a joint fiscal plan to assist the city with its fiscal restraints, a plan that proved successful politically, and PR-wise, and which essentially protected union members from major detrimental economic and working condition hits.

San Jose POA President Jim Unland discussed the exasperating difficulties his team has encountered while trying to negotiate contracts with the City of San Jose and its union-crushing mayor Chuck Reed.

San Diego POA President Brian Marvel related his union's difficult struggle against a staunch conservative block of anti-union politicians that have essentially targeted public safety for Draconian cuts.

Many of these and other pertinent police labor topics can be read about or listened to on the blog at PolicePay.net.



Chief's Corner

The Headline of the September 26 Examiner read:

"DESTINATION: SF"

Unprecedented series of events big and small to bring 1 million people to The City next week

And 1 million+ showed up to enjoy Oracle World, Fleet Week, The Blue Angels, America's Cup Racing, Hardly Strictly Blue Grass, Castro Street Fair, Niners Football, Giant's Playoff Baseball, Italian Heritage Parade in North Beach, an ANSWER Anti-War Rally and March, and more. To top it off President Obama rolled into town on the 8th for an event at Bill Graham Civic Auditorium...all in a matter of less than 10 days in October.

In any other City with any other Police Department there might have been cause for concern that this was just too much all at once. Such was (is) not the case in San Francisco. The week or so went off without a hitch – even with an anarchist march/mini-riot thrown (only "mini" because of the quick decisive action of those that worked the unpermitted march) for good measure. The class and professionalism of the men and women was also on full display during this time. SFPD showed once again to be simply "the best".

On behalf of a very grateful Mayor and City, I want to say "thank you." I know many of you would have loved to have been out and about in our great City enjoying one or more of these events; or just would have enjoyed some time off to do anything at all with your families and friends but you couldn't because the entire Department was called to duty. Called and, "man oh man", did you show up! Each and every officer came to work without complaint and kept every event safe and enjoyable for those that came to see San Francisco – however they chose to enjoy it. You were cheerful, accommodating, and professional just as our patrons have come to know us. I wish I had a nickel for every person that came up to me and said, "You (as Chief) have got to be so proud to have such 'cool' cops". Proud would be the understatement of all time. I believe that the "coolest" cops on the planet make up the San Fran-



cisco Police Department and it is really nice to hear when other folks take notice and say so.

With the above in mind, thank you again for the sacrifices you make, especially in these times of such short staffing, in coming to work and doing what you're asked to do better than any other cops anywhere.

On another note and in closing, as we head into the Holiday Season (that's right it's November already), in addition to contributing what you can to the Combined Charities Campaign (thank you to Captain John Sanford for Chairing this year's drive) think about personally doing something special this year for someone less fortunate than you. Something no one else might ever know about...but you'll know. There is a child, or family, on your beat or in your sector that you have come across or will come across that doesn't have much of a Holiday Season to look forward to. If each of us would personally commit to changing that for just one child, or family, we could change the holidays for 2000+ people in this City. How cool would that be! A Thanksgiving Dinner for a family would be a big, but a small gift for a child that might not otherwise get it. It wouldn't be much to do but would be HUGE for that child. Think about it. No one is keeping track; but I know some, if not all of you, will choose to do something. How do I know this? Because it's who we are at the SFPD – men and women for others...doesn't get any better than that.

*Take Care and Be safe out there,
Oro en Paz Fierro en Guerra*

Greg Suhr
Chief of Police,
San Francisco Police Department

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Judge Must Reconsider Harsh Sentence

Bob Egelko
Forwarded to the Journal
by Steve Johnson

Citing a recent U.S. Supreme Court ruling, a state appeals court ordered a Contra Costa County judge on Friday to reconsider the life-without-parole sentence of a man who was 17 when he committed a robbery that ended in the fatal shooting of a Pittsburg police officer.

Andrew Moffett of Antioch did not fire the shot that killed Officer Larry Lasater, but he was convicted of murder for an armed supermarket robbery in April 2005 that led to the police pursuit. As officers followed

the robbers along the Delta de Anza Regional Trail, Moffett's accomplice, Alexander Hamilton, who was lying hidden in the brush, shot Lasater, 35, in the neck.

Hamilton was sentenced to death. Judge Laurel Brady sentenced Moffett to life without the possibility of parole, the maximum term for a murderer aged 16 or 17. She could have sentenced him to 25 years to life, but said his record of four past convictions, including an assault, his violent acts that day and the trauma they caused the victims justified the more severe sentence.

In Friday's 3-0 ruling, the First District Court of Appeal said the

POLICE-FIRE Post 456 NEWS

By Greg Corrales

"The American Legion is impressed with Congress today. Those who deliberately lie about military service, wear medals they did not earn or make claims of combat heroism they did not achieve are more than just liars. They are perpetrators of the worst kind of fraud. Their lies are an insult to all who truly stood in harm's way and earned decorations. We raised this issue at our national convention, and the House acted."

American Legion National Commander James E. Koutz, on a new Stolen Valor Act approved by the House of Representatives 410-3.

Every year we receive those American Legion raffle tickets and every year we buy them with no expectation of winning any prizes. We buy the tickets to support the American Legion and their outstanding programs. Have you ever wondered who wins these raffles? Well I have great news. Two members of San Francisco Police-Fire Post 456 were winners in this year's raffle! Steve Bosshard was one of twenty-four \$500 winners. Frank Kovach, who was working at the Range when I went through the Academy, was the second place winner, winning \$2,000.00! Congratulations comrades!

Last week my wife Liane brought to my attention a letter to the editor which had appeared in the *San Francisco Chronicle*. It was written by David Saville of Sparks, Nevada, and I would like to share what he wrote with you. He and his family were visiting San Francisco and decided to stop for lunch at a restaurant called **Capurro's**. While they were sitting, they heard a man, who turned out to be the owner, Paul Capurro, hollering to four Marines who were walking by. He told them to come in, shook their hands and told them that they could have whatever they wanted to eat and drink on him.

It turned out that he was a Vietnam, Marine Corps vet, and remembers how we were treated when we came home. He told the four Marines and everyone who was around that those men are our future and are protecting us each and every day. I don't know about you, but Liane and I are going to make it our business to have dinner at Capurro's, located at 498 Jefferson Street. I want to shake Paul Capurro's hand. I urge each of you to visit Capurro's and tell Paul Capurro, "Well done!"

Speaking of "well done," I would like to tell you about 5-year-old Bailey Anne Parker, who has been diagnosed with a form of kidney cancer called Wilms tumor. She has spent countless hours in and out of the hospital for treatment and appointments. She is currently undergoing chemotherapy, and her parents say she is responding to treatment.

In an effort to help other children at area children's hospitals, Bailey has launched a project called "Bailey's Jammie Jubilee." Her goal is to collect



1,000 pairs of new pajamas in 100 days.

"Bailey wanted to do something for other kids because so many people had been doing so much for her," said her father, Staff Sergeant Will Parker, who is stationed at Naval Air Station Pensacola, Fla. "She said the most comfortable thing to wear around the hospital is pajamas when you're there all day, every day. She sees a lot of kids that aren't in pajamas. If you are interested in donating to the project you should send new, unopened pajamas of all sizes to: Bailey Anne Parker, Jammie Jubilee, 350 N. 3rd Street, Memphis, TN 38105. Liane and I couldn't help ourselves & bought six pair of pajamas on the internet and had them mailed directly to Bailey.

On a sad note, the *Philadelphia Inquirer* reported that a former Marine and seven-year veteran of the Plymouth Township Police Department was shot and killed September 13 after responding to a report of a hit-and-run accident in New Hanover, Pa.

Bradley Fox, 34, was a decorated staff sergeant who served two tours in Iraq, providing convoy security for technicians defusing roadside bombs. Fox died from a gunshot wound to the head. He is survived by his pregnant wife, Lynsay, and young daughter. The suspect shot and killed himself, the newspaper reported.

When former Army medic Augie Angerame started paying regular visits to fellow resident Frank Dibella in their nursing home in Northpoint, N.Y., his son John was mystified. Angerame and Dibella both suffer from advanced dementia and can't communicate, but their silent connection encouraged the staff to move them into the same room. Only then did John piece together the mystery. Looking through his father's old papers, he discovered that the men had served together in the same unit in the Korean War, and that his father had cared for the wounded Dibella. "Sixty years later," said John, his dad is "still checking on his guys."

Most of you will remember the publicity-happy actress known as "the Kissing Bandit," who was arrested at no less than nineteen stadiums for rushing onto the field and attempting to kiss various athletes. On one occasion, her attorney presented an innovative "gravity defense"; the contention that when she leaned over the rail at a stadium, her 60-inch breasts naturally propelled her over the barrier and onto the field. Sounds reasonable to me!

San Francisco Police-Fire Post 456 meets on the second Wednesday of every month at 1800 hours. Meetings are held at the Veteran's War Memorial Building, 401 Van Ness Avenue, Room 212.

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This & That...The Final Bell

By Kevin Martin,
SFPOA Vice President

The Great American President and patriot Theodore Roosevelt, in an address in Sorbonne, France in 1910, delivered the following passage that resonates so strongly the feelings I have toward my brothers and sisters of the San Francisco Police Department, of which I have an unparalleled love and affection for...

"The Man in the Arena"

It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man (and woman) who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes up short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself (or herself) in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he (or she) fails while daring greatly, so that his (or her) place shall never be with those cold and timid souls who neither know victory or defeat.

I have had the great honor, blessing and privilege to spend the past twenty-seven and a half years with the above proverbial "Man in the Arena" as a member of the San Francisco Police Department. I can think of no greater tribute to the members of the San Francisco Police Department with whom I have worked than to apply the above noted words to all of them.

The members of this department have had a wonderfully profound effect on me, and I will carry those relationships and experiences with me for the rest of my life. In honor of those members who have given their lives in the Line of Duty, and whose names are memorialized in our hearts and minds forever, some of whom I have had the great honor to have known, I offer the treasured words and sentiments of Tacitus who proclaimed, "In valor there is hope." These same words are etched in stone and marble at the Police Officer's Memorial in Washington, DC. You and your families made the "supreme sacrifice" the day you were taken all too soon from us only to gently rest in hallowed in God's love, eternal rest and peace.

My life and career with the San Francisco Police Department has been a dream fulfilled beyond any imaginable expectations. The incredible and outstanding people I have met and worked along side of; The men and women who taught me how to be a police officer; The officers of Central Station who taught me how to be a San Francisco street cop; The absolutely wonderful opportunities that this job created for me, my family and my fellow officers...

To have had the distinct honor of wearing a San Francisco Police Department uniform bearing the unique patch and words, "Oro en Paz, Fiero en Guerra"... "Gold in Peace, Iron in War" and the most precious piece of department equipment issued to its members, the Seven Point Star with the simple but powerful words, San Francisco Police surrounding the number "24" in honor of my dear friend and clearly "The greatest that ever was", Willie Mays, arguably the

greatest baseball player of all time...

To have been able to drive and ride in a "Black and White" Code-3 through the streets of San Francisco...

To have been able to walk a foot beat in the Haight-Ashbury and downtown police districts; to have been in foot chases and getting bad guys, and sometimes the bad guys getting away...

To be able to work a World Series game for the San Francisco Giants and NFL Championship Games for the Forty-Niners has been beyond description. To have been able to provide an escort for Willie Mays during the 2010 World Series victory parade was for me a moment frozen in time.

It has been a gift to serve the men and women of the San Francisco Police Officers' Association. It has been a cherished gift to be able to work shoulder-to-shoulder with Gary Delagnes, Marty Halloran, Steve Johnson, Mike Hebel, Tony Montoya, Chris Breen, Ray Shine and Joe Valdez. I am a much better person for having worked with such a wonderful POA Board of Directors for the past several years. The above named individuals are some of the hardest working, compassionate, driven people I have ever known. I am so proud to have been part of an incredible team that has been able to accomplish so much for our membership since March of 2004 when the current administration took over. I owe so much in particular to Gary, Marty and Steve who have taught me so much and have been true friends and professionals throughout our administration. I am so happy and proud that Marty Halloran will step up to the Vice-President position. Marty is certainly up to the task, and will be a great aide to our president.

I also owe a serious debt of gratitude to Ms. Cyndee Bates for all she has done for me and in turn the membership since she joined the POA family as the Office Manager for our association. Cyndee has been the consummate professional and is a wonderful, wonderful person. Cyndee has shown patience beyond expectations for me and I will forever be grateful for her kindness and friendship.

I am honored to have been able to represent and advocate for our members who I quite often and affectionately refer to as "the best people in the world AND their families! Police work has always been more than just a job for me and those I have chosen to follow and emulate. Police work is a vocation, a dedication to serve others...to protect and defend those unable to do so. To be a guiding light for someone in trouble or someone in need...to be there for someone at a most critical time or situation...to make the world right...

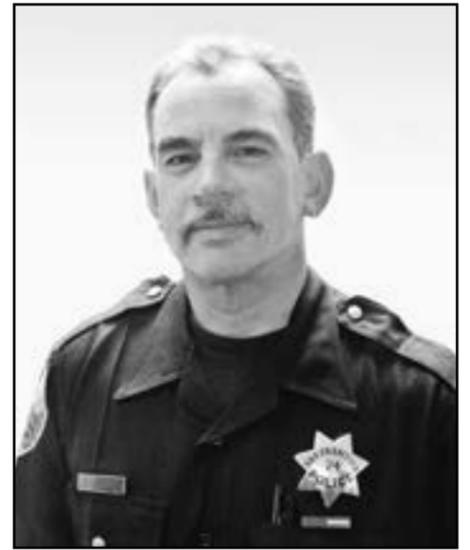
Over the past several years, Gary, Marty, Steve and I have been involved in many difficult situations involving our members. In all of these situations we have strived to "do the right thing...it is not often easy and quite often not in the "playbook" but if it was the right thing to do, we did it!

I could easily spend several hours thanking everyone who made the last 27 1/2 years some of the greatest in my life. I would certainly thank my Field Training Officers, Ben Spiteri — who was also very instrumental in my involvement in the POA; Al Tong — who taught me that it was very important to do at least one nice thing a day for our citizens, and Spencer Gregory — my primary FTO who had the patience

and stamina to see me through the program. To all the Sergeants, Lieutenants, and Captains I have worked for whose leadership and wonderful work ethic and honor I aspire to this very day. My first midnight sergeant at Central Station, Bert Gutierrez, John Harrington, Dale Boyd, John Carlin, Denis O'Leary, Mary Dunnigan, Art Howard, Pat Burley Bob Guinan, Jim Pera, Kevin McNaughton, Bill Roual-des, Gene Galeano, Charlie Orkes, Greg McEachern, Ron Roth, Eric Vintero, Rene Pagano, Bill Griffin, Lisa Frazer; Al Pierini and so many more. All these people and so many more were so instrumental over the course of my career. The Officers I've worked with and trained...Nelson Ramos, Britt Elmore, Arlin Vanderbilt, Marq Marquez, Brian Kneucker, Christine Magayanes, Roel Dilag, Kevin Moylan, Noah Malliner, my 25th recruit as an FTO, Lisa Springer — daughter-in-law of retired captain Ed Springer, John Paige, Chris DaRosa, Tom Deely, Joe Juarez, Jennifer Dorantes (Gordenev), John Evans, Gerry Newbeck, and among the last but certainly not in any way the least, Kevin Lyons...my last partner who walked the beat with me in both the Southern and Tenderloin police districts. I love you all like brothers and sisters...you all mean so very much to me...

I will never forget Bill Davenport or Isaac Espinoza, Jimmy Guelff, Bryan Tuvera or Nick Birco...Matt Goodin or Jessie Myrick. I will hold a very special place in my heart for each of you, your families and so many more...

I cannot close my last article without greatly acknowledging my beautiful and wonderful wife Ellen Marie of twenty-seven plus years. Ellen Marie has been my rock...my fortress, my calming voice in stormy times...the one I could always laugh and cry to... the real hero in all of this. Ellen Marie has made great sacrifices only few know of. It is really because of her that I was able to be so active in the department and association. I love Ellen Marie beyond words and sentiments... Ellen Marie has also given me the gift of two wonderful and very special children. Patrick is a First Lieutenant in the United States Marine Corps and was just recently re-deployed to Afghanistan to serve our country. A father could not be any prouder of his son than I am of Patrick, a graduate of De La Salle High School in Concord, and a very proud and honored graduate in 2009 from the University of Notre



Dame, home of the Fightin' Irish! Patrick is the very proud husband of Patricia Ryan (Hughes) Martin, a third year medical student in Philadelphia. We also have a young and beautiful daughter Gracie Evelyn Martin who will always be my precious love. Grace is a freshman student at Northgate High School in Walnut Creek and is a very fine student with a great sense of humor and a very kind and generous heart. I call Gracie my "10/25" because she is always there for me.

I also thank my parents, brothers and sisters who have been great sources of support and inspiration for me over the past twenty-seven and a half years. I wish my father Don Martin and father-in-law Humphrey O'Leary and his wife Ellen were here to share this moment with the family and me. I am very glad and proud that my mother was able to see my career as a San Francisco Police Officer. Thanks, mom. I would particularly like to thank my brother Tommy for his spiritual guidance and unwavering support over the course of my career.

I thank you all so very, very much for making the past several years incredibly remarkable. Words cannot begin to express the love, respect and admiration I hold for you. Please take care of yourselves and your partners so you can go home to your loved ones at the end of your watch. Watch out and protect each other. May God Bless each and every one of you and all of your loved ones.

Please do not ever lose your sense of humor, your common sense and your selfless sense of compassion for others...

Oro en Paz, Fiero in Guerra... 3Boy40David to headquarters 10-7E... Goodnight, and as always, thanks for all your help...

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Ask Mike...The Retirees' Corner

By Mike Hebel
POA Welfare Officer

Retirement Board Election

Police Officer **Brian Stansbury** won the open seat on the CCSF Retirement Board. After a hard fought campaign, Brian, a most dedicated campaigner, received 53% of the votes cast. Congratulations Brian. Your fellow police officers were proud of the vigorous efforts you made to capture this important position. As a Retirement Board commissioner, Brian will now make important decision regarding the \$15.9 billion trust fund focusing on growing the fund to a 100% asset market value status thereby allowing supplemental COLAs to again be paid to retirees as well as keeping a tight lid on the contribution rates paid by active members and the city.

S.F. Grand Jury Calls The Retirement System's Investment Portfolio "Dangerously Risky"

Q. Mike, I recently read that the City's Grand Jury has issued a stinging report on the investment policies used by Retirement Board. Should I be concerned? Does this effect the safety of my monthly pension benefit?

A. **For the fourth time in five years, the SF Civil Grand Jury has "shined a light" on the SF Employees' Retirement System.** This time, the Grand Jury focused on the investment policies and practices of the System and judged them to be of a nature to "expose the Fund to further disastrous losses in the future." **You should not be concerned; this report does not, in my judgment, affect the safety of your monthly pension benefit.**

The Grand Jury complained that the 7-member Retirement Board was engaged in "herd mentality" for utilizing the "Yale Model" of investing "which it followed in the mid-1980's after public funds were allowed to invest in high-risk investments." The report noted that Yale University was "one of the first institutional investors to participate in high-risk investing, and their method for beating the market with high returns became a model for many other funds." The Yale Model calls for the use of alternative investments, foreign stocks, foreign bonds, real estate limited partnerships, commodities, venture capital, private equities and distressed debt, in order to achieve performance results that would far outpace a portfolio of just bonds or just bonds and US equities.

Most unfortunately the Grand Jury failed to look into the superior long-

term performance results that have been obtained by "the Ivies" (Yale and Harvard) following this well diversified method of investing. These investment endowments have such an outstanding record that, in my judgment, it would be a breach of the Retirement Board's fiduciary duty not to utilize the "Yale Model."

The Grand Jury noted that the Retirement System's trust fund "sank from a high of \$17.4 billion in 2007 to a low of \$11.1 billion in 2009." At the time their report was issued (June 2012) the Fund was valued "at approximately \$15 billion." **But see the below chart showing the SFERS Monthly Assets over the last 5 years.** While there was a steep decline (actually the worse since the Great Depression era of 1929 - 1939), during the "Great Recession of 2008-2009," the trust fund has been making steady progress and is now valued at \$15.9 billion. This is nearly a \$1 billion improvement in the four months since the Grand Jury issued its report.

My point is this. The Grand Jury simply chose to focus on the fiscal years ending June 30, 2010 and June 30, 2011 from which it issued its very critical report. Our trust fund is expected to pay benefits for a very, very long time (for as long as there are CCSF retirees). The fund has been paying benefits for over 100 years. Short term fluctuations are expected and planned for. To judge investment results and investment policies on a one to five year period is hopelessly flawed and myopic.

We are all hoping that the trust fund performance continues to make steady progress so that it achieves a 100% funding ratio both on an actuarial value of assets and on a market value of assets. Achievement of these goals will reduce the active employee/city contribution rates and allow retirees to again receive an annual supplemental COLA.

The CCSF Retirement fund's earnings for FY 2011-2012 was 1.67% comparable to the California State Teachers (CalSTRS) 1.65% and the California Public Employees' Retirement System (CalPERS) at 1.0% for the same period. As of June 30, 2011 the trust fund had achieved a market value funding of 84%; for that same period the funded status of pension plans sponsored by Standard and Poor's 1500 companies was at 75% - a favorable disparity not commented upon by the Grand Jury.

The Retirement Systems' response will soon be issued and I will report on it. A copy of the Grand Jury's report can be found online at www.sfsuperiorcourt.org/general-info/grand-jury.



Supplemental COLA for FY 2012-2013

Q. Mike, I retired on June 30, 2012. I receive the basic cost of living adjustment (COLA) of (2%) for fiscal year 2012-2013. Do you think that I will receive a supplemental COLA for this same period?

A. **NO!** There are two reasons that you will not receive a supplemental COLA in FY 2012 - 2013. First, there is the issue of Proposition C (November 2011) which prohibits the payment of a supplemental COLA from July 1, 2012 onward until the Retirement System's investment fund is at 100% based on market value. The System's funding ratio (market value) when last reported upon (July 1, 2011) was 83.9% - this is a long way from the required 100%. **It is my current best estimate that the Retirement System will not reach 100% market value funding until 2017 at the earliest.** And therefore, absent successful litigation by the retirees' organization Protect Our Benefits, no supplemental COLA will likely be paid for the next 5 years.

Second, there will be no supplemental COLA for 2012-2013 because there are no excess earnings with which to pay a supplemental COLA. Remember that the Retirement System must earn in excess of 7.666% to pay this COLA. As of June 30, 2012, the System's fiscal-year earnings were 1.67%.

Taking Distributions From Your Deferred Compensation Plan And From DROP

Q. Mike, I retired two years ago having completed DROP. I transferred my DROP monies into my 457 deferred compensation plan administered by Great West. My Great West account executive has helped me, over the years, construct a diversified portfolio appropriate for my age and investment risk tolerance. I am 61 years of age; my wife is six years' younger. How much can I safely withdraw from my 457 plan so that money is available for my wife should I be the first of us to die? I want to start withdrawing immediately to contribute to my prosperous retirement.

A. **I believe that you could safely, on an annual basis, withdraw all interest and dividends (but not capital gains) earned plus the IRS's required annual minimum distribution (RMD) for tax deferred retirement plans. See the attached chart, issued by the IRS, for annual withdrawal percentages.** The annual withdrawal percentage becomes required during the calendar year in which you reach age 70 1/2. I am suggesting that you begin withdrawals immediately using 3.13% for ages 60 through 65 with adjustment every year thereafter as shown in the chart, plus the annual interest and dividends. Remember that the annual percentage is determined on that amount remaining after the annual interest and dividends have been determined.

I applaud your prosperous retirement goal as well as your goal of making sure that monies are available for your wife to continue to do so should you die first. The traditional rule of thumb has been to withdraw a fixed percentage (usually 4%) of your ini-



tial retirement savings with annual upward adjustments for cost-of-living considerations. The advantage of the 4% rule (fixed percentage) is that the retiree has a low probability of running out of money. The downside is that such a rule does not permit retirees to periodically adjust consumption in response to investment returns. For example, if returns are less than expected (as has certainly happened in the last decade) in a given year, the retiree should respond by reducing consumption to preserve assets - a fixed 4% withdrawal is not consistent with such flexibility.

Managing retirement wealth involves a trading off the enjoyment of spending one's assets on consumption (and/or gifting) against the risk of spending too much and prematurely depleting one's resources. My suggestion will allow you to get greater consumption at a younger age so as to enjoy your prosperous retirement. And it will leave plenty for your wife to enjoy.

* * *

Mike Hebel has been the POA's Welfare Officer since January 1974. He is an attorney and a certified financial planner. He has received awards/recognition as a Northern California "super lawyer" and included amongst "America's top financial planners." He represents POA members at the City's Retirement Board and at the Workers' Compensation Appeals Board. He also advises on investment matters pertaining to the City's deferred compensation plan. He is currently a member of the SF Police Credit Union's Board of Directors. Mike served with the Police Activities League (PAL) as president and long-term Board member. Mike retired from the SFPD in 1994 with the rank of captain after a distinguished 28 year career. He served as the POA's Secretary and on its Board of Directors for 19 years. Mike is a frequent and long-time contributor to the *POA Journal*. If you have a question for Mike, send an e-mail to mike@sfpoa.org or call him at 861-0211.

Annual Withdrawal Percentages Following Required Minimum Distribution Strategy

Age	%	Age	%
65	3.13	83	6.13
66	3.22	84	6.45
67	3.31	85	6.76
68	3.42	86	7.09
69	3.53	87	7.46
70	3.65	88	7.87
71	3.77	89	8.33
72	3.91	90	8.77
73	4.05	91	9.26
74	4.20	92	9.80
75	4.37	93	10.42
76	4.55	94	10.99
77	4.72	95	11.63
78	4.93	96	12.35
79	5.13	97	13.16
80	5.35	98	14.08
81	5.59	99	14.93
82	5.85	100	15.87

Note: Individuals are required to follow the RMD rules during the calendar year in which they reach age 70 1/2. The withdrawal schedule for younger ages used in this analysis is calculated based on the same life tables used for the RMD rules. Source: Webb and Sun (2012)

Book Reviews

— by Dennis Bianchi

Live By Night

By Dennis Lehane
Reviewed by Dennis Bianchi

It is no secret that I am a fan of Dennis Lehane. I have reviewed a few of his books for The Journal in the past and I have tried to read everything he has written. And I very much enjoyed almost all of his books immensely. His stories usually are centered in Boston or nearby and until recently focused on police style thrillers and mysteries. In 2009 he wrote *The Given Day*, a novel about the Boston Police strike of 1919, a disastrous action that brought Calvin Coolidge from the position of Governor of Massachusetts to President of The United States. I didn't know at the time Mr. Lehane had a trilogy in mind, beginning with *The Given Day*. His newest novel, *Live by Night*, is the second work of the trilogy.

Live by Night, brings back the Coughlin family. The year is now 1926 and Tom Coughlin, father of Joe and Danny, is the Assistant Chief Superintendent of the Boston police department. Danny, who had been a police officer during the strike, has moved on and we learn later he has become a stuntman for the movie industry. Both Tom and Danny disappear early in the book but the Coughlin family ethic works its power on Joe. Joe has never had any desire to be a police officer. His involvement with the criminal justice is as a fascinating, clever and ambitious criminal.

The first third of the book takes place in Boston and, after Joe is arrested and beaten by officers at the direction of his father, Mr. Lehane writes a somewhat graphic description of life in a Massachusetts prison. Joe may have thought he was an up and coming outlaw before he was incarcerated, but after two years in prison he has developed into a truly ruthless criminal who works his way up the corruption ladder. By means of a deal struck in prison, as Joe finishes his sentence, he is rewarded with the job of running a mob operation of a major boss in Tampa, Florida. Mr. Lehane does an extremely good job of showing the reader prohibition-era, Florida Gulf Coast life. Tampa's business success may have ostensibly been as a result of the cigar industry, and the reader gets a clear glimpse of that enterprise, but where the real big money could be found was in bootlegging. Joe enters a world filled with cultures alien to him. He must find a way to make his Capo, back in Boston, happy by re-organizing the Tampa syndicate. He finds Cuban, Italians, Puerto Ricans and a few fellows like himself all competing for molasses, boats, sea routes and the help of crooked politicians and judges. The big depression has not yet hit the United States and

the late 1920s are roaring. There are people willing to do anything to take advantage of what appeared to be the best of times. The worst of times was just ahead in the shadows.

Mr. Lehane has always been good at dialogue, and this novel is no exception. Tom Coughlin explains to a woman why he does not want to be a noble person: "I've got nothing against noble people. I've just noticed they rarely live past forty." The woman answers, "Neither do gangsters;" Coughlin responds, in Raymond Chandler fashion: "True, but we eat in better restaurants." Joe doesn't view himself as a gangster. He makes it clear on more than one occasion that he is "an outlaw." He sums up his philosophy thus: "This was why they became outlaws. To live moments the insurance salesmen of the world, the truck drivers, and lawyers and bank tellers and carpenters and realtors would never know. Moments in a world without nets — none to catch you and none to envelop you."

The story then takes Joe to Cuba where he tries to avoid the many different nets that Joe knows will end his life. If there is a fault of the book it is the seeming lack of focused plot. Joe Coughlin, Boston, Florida, pre-Communist Cuba are all interesting, but where is Mr. Lehane going with it all? The book makes clear that Prohibition was a disastrous idea, fostering organized crime like nothing before. The sailing vessel that brought John Winthrop to the shores of the New World in 1630 carried more beer than water. By the 1820s liquor flowed so plentifully it was cheaper than tea. That Americans would ever agree to relinquish their booze was as improbable as it was astonishing, but they did. There is always present in the story a sense that the social construction family is a huge influence upon its members, even if they don't share the same set of goals. Perhaps because Mr. Lehane has been so good for so long I felt by contrast an unevenness to the plot of *Live by Night*. As a matter of fact, the book opens with the death of Joe being imminent on the Gulf of Mexico, his feet stuck in a batch of cement as he is being taken out to sea. So, it is clear where the reader is headed but the author doesn't always take you there smoothly. I read somewhere that the movie rights have already been purchased, which makes sense to me as I had the sense I was reading a spin-off of the HBO series "Boardwalk Empire." That is not a criticism, as I very much enjoy that series. But since reading *Mystic River* I have come to expect Mr. Lehane's novels to be of that caliber. This one is good enough, and I will be eagerly looking for the final book of the trilogy.

The Prophet

By Michael Koryta
Reviewed by Dennis Bianchi

Michael Koryta is the author of nine novels, not all of the same genre, but many of them being successful enough to find their way to the New York Times best-selling list. Prior to his successful career as a writer he worked as a private investigator and a news reporter. He received his college degree in Criminal Justice from Indiana University. His books have been translated into twenty languages and won many awards. And I had never heard of him. I decided to see what the fuss was about and read his most recent book, a crime/mystery novel. After finishing it, I realized it was more than that. It is a look at the idea of family, especially the relationship of brothers. Mr. Koryta has been successful for good reason: he is multi-talented.

Adam Austin is a bail bondsman who hasn't spoken to his brother Kent, the well-loved and admired football coach of the local high school, in many years. As teen-agers both were excellent football players themselves. They had a sister who was abducted and murdered, an act that tore the fabric of the family apart. Adam, the older brother, continued to suffer guilt over the event as he had opted to take a girl friend for a stroll rather than walk his sister home on the day of the abduction/murder. As the years passed Austin can't cope with the guilt. He gives up a football scholarship at Ohio State and returns to his home town to become a bail bondsman and wound up developing an unusual view of his job. "Adam did not view himself as any part of the criminal defense side of the spectrum. He viewed himself as a free-world jailer." Reading this book I learned that only two countries in the world allowed a private businessman to pay to secure a prisoner's release - the United States of America and the Philippines. "Criticism of the idea lay in the fact that defendants paid a non-refundable sum to get out of jail, presenting an unfair burden on the innocent. Adam wasn't interested, and never had been, in the moral merits of this profession. What he was interested in was the promise made with every bond he posted: he sees that his wards faced their day in court."

Kent Austin dealt with the loss of his sister in a different manner. He became religious, happily married with well-behaved children. His football team brings the home town happiness. He seems to lead the ideal life, but he has never resolved his problems with the death of his sister and the alienation of his brother.

And then, in a very similar fashion to the murder of their sister, a high-



POA Book Reviewer Dennis Bianchi

school girl is found murdered. The two brothers become enmeshed into the investigation. Their differences are magnified as Adam's history with defendants, violence and weapons contrast sharply with Kent's religious and local hero persona.

The plot has several twists and the reader is well served to just follow along and not try to guess the outcome. Adam lives with his father and they consume a lot of alcohol together, which takes the reader in one direction. Kent, who lives with his almost-too-perfect family, not only coaches and sets a great example for high-school students, he visits a local prison to offer religious inspiration and guidance, quite the opposite of his brother. And as the book moves along football has a large presence. The title comes from a football player's nickname earlier. I found the scene of a game that had been played twenty years earlier not only exciting but accurately described, realistic. Some readers may find this problematic, especially those readers who have no interest in football. My advice is to try to stay with it as the author is a fairly good teacher of the sport and helps one understand what is going on out on the field. He focuses on the great amount of preparation that goes into every game. I read an interview of the author who admitted that he tried many different sports in school and it was unanimously expressed by all of his coaches that his future was as a writer. In spite of the criticism of his athletic abilities, he obviously has done his homework as this book demonstrates, and he has succeeded as those coaches recommended. He is a fine writer.

The book is clearly a murder mystery and a psychological thriller, but it is also a morality tale. Neither brother is without assets nor sins. Some characters will fool the reader by seeming entirely what they are not, as revealed at the end. The author quietly warns the reader to be slow to judge others and weigh all possibilities of action before going forward. Mr. Koryta has piqued my interest enough to try at least one of his earlier novels.



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San Jose: America's Safest City No More, Officer Exodus Continues

By John Robb,
San Jose POA Vice President
Reprinted from Vanguard, October 2012

Today, we face one of the worst crime sprees we have seen in a generation. Politicians say the recent rise in crime is not a trend, but the truth is different. Unfortunately, it's the most vulnerable who suffer when politicians refuse to make crime a priority. Today, many women don't feel safe on our streets and some mothers worry about sending their children to school. Our senior citizens don't feel safe shopping for grocery, drug, or neighborhood big box retailer. Recent figures indicate citizens have every right to be outraged about rising crime in their neighborhoods. Just this year, in the Evergreen District of San Jose, burglaries were up over 150%. Do politicians really believe we can fight crime without a properly staffed police force?

The problem, politicians refuse to pay a living wage so our officers can afford to live in the very city they are sworn to protect. Sadly, many have made the hard choice to leave. Over the last two years, we have lost 108 officers to resignations or declining a job offer after being laid off. Worse yet, officers continue to resign on a weekly basis. The chart below clearly shows how pre-tax wages for a top step San Jose officer compares to other Bay Area cities:



* Estimate if Measure B is fully implemented.

As you can see, San Jose has one of the lowest pay scales in the Bay Area, and it's only getting worse. If Measure B is fully implemented, a San Jose police officer could make 40% less after retirement contributions than officers in surrounding cities. No one should be surprised our officers are leaving for other agencies.

This year, the city of San Jose expects to collect over \$2.8 billion dollars in revenue. The general fund alone is expected to collect about \$906 million. But instead of making crime a priority, the politicians continue to waste millions of dollars supporting special interest programs. Recent figures indicate we now spend less on police services on a per capita basis than most other major cities. How can they justify this while crime spirals out of control? It's time politicians stop spinning the truth and start making public safety a priority. A good first step, start by paying a living wage so we can hire and retain dedicated officers.

No chief of police can be expected to effectively manage a police department when staffing levels cannot be maintained. And convincing officers to stay becomes a difficult task when elected leaders, often earning more than \$90,000 annually, carefully removed themselves from the large-scale pay reductions officers now face. While politicians carefully crafted pension reform for the hard working men and women of the San Jose Police Department, they did so knowing that their CalPERS Pensions were 100% taxpayer funded and their salaries were safe.

The San Jose Police Officers' Association (SJPOA) will continue to stand up and fight for a living wage and benefits package for our members to stop the exodus of officers leaving for other communities. But make no mistake—it will not be easy. The City of San Jose has chosen a path that makes our officers second-class citizens in terms of pay and benefits. This has forced us to litigate against Measure B to protect our officers.

In closing, I would like to thank the following officers for their service to the citizens of San Jose. These officers resigned or refused re-employment after being laid off to take jobs paying a living wage. The list below has been carefully numbered to help public officials report the accurate number of officers who have left.

NAME	STATUS	CURRENT AGENCY	TOTAL COUNT
Ofc. J. McGill	Resigned	Modesto PD	108
Ofc. J. Rusteen	Resigned	San Francisco PD	107
Ofc. M. Opp	Resigned	Arizona State PD	106
Ofc. Van Dyke	Resigned	San Leandro PD	105
Ofc. Rossmiller	Resigned	Hayward PD	104
Sgt. R. Benitez	Resigned	FBI	103
Sgt. J. Pace	Resigned	Hillsborough Oregon PD	102
Ofc. Guy	Resigned	San Diego Sheriff's Dept.	101
Ofc. M. Williams	Resigned	Livermore PD	100
Ofc. Stockeland	Resigned	El Dorado Sheriff's Dept.	99
Ofc. Ribeiro	Resigned	Campbell PD	98
Ofc. Njoroge	resigned	Walnut Creek PD	97
Sgt. R. Fong	Resigned	S.C.C.D.A.	96
Officer F. Torrico	Resigned	Fremont PD	95
Officer O'Neil	Resigned	Redwood City PD	94
Officer Thayer	Resigned	Redwood City PD	93
Officer Corbin	Resigned	Belview PD Washington	92
Officer J. Domenici	Resigned	Mountain View PD	91
Officer R. Brennan	Resigned	Palo Alto PD	90
Officer M. Corona	Resigned	Refused to state	89
Officer F. Abi-Chahine	Resigned	Refused to state	88
Officer C. Barnes	Resigned	Refused to state	87
Officer J. Rickert	Resigned	S.C.C.D.A.	86
Officer C. Watson	Resigned	San Leandro PD	85
Officer F. Wilkinson	Resigned	Daly City PD	84
Officer J. Brown	Resigned	San Mateo PD	83
Officer D. Gerbrandt	Resigned	Santa Clara PD	82
Officer C. Scott	Resigned	Berkeley PD	81
Officer D. Bonillas	Resigned	Mariposa SO	80
Officer K. Nishita	Resigned	Colma PD	79
Officer M. Millman	Resigned	Concord PD	78
Officer R. Sanchez	Resigned	Mountain View PD	77
Officer Bartholomew	Resigned	Refused to state	76
Officer H. Kindorf	Resigned	Fremont PD	75
Officer M. Chan	Resigned	Fremont PD	74
Officer M. Aguayo	Resigned	Newport Beach PD	73
Officer B. Allison	Resigned	San Diego SO	72
Officer D. Stromska	Resigned	Campbell PD	71
Officer G. Ezard	Resigned	Walnut Creek PD	70
Officer M. Ybarra	Resigned	Refused to state	69
Officer E. Martin	Resigned	Bothell PD Washington	68
Officer P. Soper	Resigned	Fremont PD	67
Officer S. Marello	Resigned	Refused to state	66
Officer J. Castro	Resigned	Redwood City PD	65
Officer B. Rodriguez	Resigned	Oxnard PD	64
Capt. S. Savage	Resigned	AssT. Chief D.A. Ofc.	63
Officer R. Burke	Resigned	Los Altos PD	62
Officer B. Jeffrey	Resigned	Los Altos PD	61
Officer F. Banuelos	Resigned	Los Altos PD	60
Officer K. Krauss	Resigned	Los Altos PD	59
Officer B. Kelsoe	Resigned	San Leandro PD	58
Officer J. Kalsbeek	Resigned	San Leandro PD	57
A.C. D. Urban	Resigned	Chief Hayward PD	56
Officer L. Larsen	Resigned	Santa Clara PD	55
Officer F. Hagg	Resigned	Santa Clara PD	54

NAME	STATUS	CURRENT AGENCY	TOTAL COUNT
Officer B. Loftus	Resigned	Attending Law School	53
Officer T. Cabral	Resigned	Roseville PD	52
Officer J. Emley	Resigned	Santa Cruz SO	51
Officer M. Short	Resigned	Santa Cruz SO	50
Officer D. Berry	Resigned	Google	49
Officer T. Gimenez	Resigned	Escondido PD	48
Officer B. Albalos	Resigned	Apple Computer / SIS	47
Officer E. Smith	Resigned	Englewood Co. PD	46
Officer D. Sullivan	Resigned	Santa Cruz SO	45
Officer J. Wright	Resigned	Santa Cruz SO	44
Officer J. Brownlee	Resigned	Santa Cruz SO	43
Officer R. Paul	Resigned	Santa Cruz SO	42
Officer J. Kopp	Resigned	Round Rock PD-Texas	41
Officer A. Figueroa	Resigned	Watsonville PD	40
Officer D. Moser	Resigned	Elk Grove PD	39
Officer R. Harris	Resigned	Palo Alto PD	38
Officer J. Salkeld	Resigned	Palo Alto PD	37
Officer R. McMilton	Resigned	Berkeley University PD	36
Officer K. Evans	Laid Off and Refused Re-Employment	Capitola PD	35
Officer D. Silva	Laid Off and Refused Re-Employment	Santa Cruz SO	34
Officer T. Cabral	Laid Off and Refused Re-Employment	Refused to state	33
Officer D. Mattila	Laid Off and Refused Re-Employment	Concord PD	32
Officer C. Fischer	Laid Off and Refused Re-Employment	Refused to state	31
Officer S. Wagner	Laid Off and Refused Re-Employment	Refused to state	30
Officer C. Newton	Laid Off and Refused Re-Employment	Refused to state	29
Officer T. Gimenez	Laid Off and Refused Re-Employment	Refused to state	28
Officer H. Habib	Laid Off and Refused Re-Employment	San Francisco PD	27
Officer D. Nibungco	Laid Off and Refused Re-Employment	San Francisco PD	26
Officer C. Hathorn	Laid Off and Refused Re-Employment	Refused to state	25
Officer V. Troia	Laid Off and Refused Re-Employment	P.S.C.S.	24
Officer S. Mountain	Laid Off and Refused Re-Employment	Refused to state	23
Officer Griffin-Bagno	Laid Off and Refused Re-Employment	Santa Cruz SO	22
Officer V. Pimentel	Laid Off and Refused Re-Employment	San Leandro PD	21
Officer R. Warren	Laid Off and Refused Re-Employment	Morgan Hill PD	20
Officer J. Vincent	Laid Off and Refused Re-Employment	Refused to state	19
Officer J. Robertson	Laid Off and Refused Re-Employment	Refused to state	18
Officer W. Sawkins	Laid Off and Refused Re-Employment	Refused to state	17
Officer S. Cary	Laid Off and Refused Re-Employment	Refused to state	16
Officer G. Lilley	Laid Off and Refused Re-Employment	Refused to state	15
Officer K. Pulsipher	Laid Off and Refused Re-Employment	Refused to state	14
Officer M. Bordoni	Laid Off and Refused Re-Employment	Refused to state	13
Officer M. Salazar	Laid Off and Refused Re-Employment	Refused to state	12
Officer G. Shyy	Laid Off and Refused Re-Employment	San Francisco PD	11
Officer G. Wharton	Laid Off and Refused Re-Employment	Vice President Start-up Co.	10
Officer K. Trinh	Laid Off and Refused Re-Employment	Santa Cruz SO	9
Officer J. Murray	Laid Off and Refused Re-Employment	Refused to state	8
Officer C. Figueiredo	Laid Off and Refused Re-Employment	Concord PD	7
Officer J. Riche	Laid Off and Refused Re-Employment	Concord PD	6
Officer J. Bottega	Laid Off and Refused Re-Employment	Santa Cruz SO	5
Officer L. Aquila	Laid Off and Refused Re-Employment	Daly City PD	4
Officer M. St John	Laid Off and Refused Re-Employment	Refused to state	3
Officer Chad Ira	Laid Off and Refused Re-Employment	Santa Cruz PD	2
Officer C. Lewis	Laid Off and Refused Re-Employment	San Mateo PD	1

Labor Relations Information Systems

Oakland Looking At Temporarily Contracting Out For Officers

OAKLAND, CA – Facing its worst police shortage in over a decade, Oakland is considering contracting with outside law enforcement agencies to help patrol streets and stem the increasing tide of violent crime.

While talks are still preliminary, city officials have broached the idea of paying for sheriff deputies and highway patrolmen to work in Oakland for several months while the city's police academy cadets finish up their training.

The outside officers would boost Oakland's undermanned police department without the red tape involved in actually hiring new officers, said Councilmember Libby Schaaf, who discussed the idea this week with Alameda County Sheriff Greg Ahern.

"For the next year, we need to supplement our manpower," she said. "I just don't think we can tolerate crime getting any worse in this city."

Major crimes are up 20 percent citywide this year. Burglaries are up about 40 percent over last year, and the city has already recorded 100 homicides.

Meanwhile the police force stands at 629 officers, down from a high of 837 four years ago. Officers are being required to work mandatory overtime just to fill beats.

The city has begun one academy and is planning for two additional ones. But high attrition rates mean the force is expected to dwindle to nearly 600 officers when the first academy graduates in March and potentially drop below 600 by the time the 40 recruits finish their field training next fall.

Sheriff's deputies have assisted Oakland police previously for special operations such as patrolling sideshows. But the city is now considering bringing them in to work on a daily basis.

Sheriff Ahern said the county is willing to provide deputies if the city can pay for them, and he gets the green light from the City Council and the police union.

Union President Barry Donelan said he's not opposed in principle to bringing in outside officers but would need to see a final proposal.

Ahern envisioned Oakland paying for deputies to work full time in the city, potentially on violent crime task forces with Oakland and CHP officers.

"If they wanted to do this and they wanted it to be effective, I think it should be an every day operation," he said.

Oakland Police Chief Howard Jordan told council members on Tuesday that he was looking at hiring other agencies to come work in Oakland. He was unavailable for comment on Wednesday.

Ahern said he spoke briefly with Jordan about the idea but hasn't gotten a proposal from the city specifying how many officers it wanted or how it would deploy them.

Oakland also doesn't have any money budgeted to pay for deputies, whose salaries with benefits average \$158,000 a year.

The city might have unexpected tax revenue or otherwise could dip into its reserves to pay for the officers, Schaaf said. "I would hope it could be accomplished without making any cuts."

From The Oakland Tribune

The post Oakland Looking At Temporarily Contracting Out For Officers appeared first on Labor Relations Information System.

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Holiday Toy Patrol

By Bev Immendorf,
Operation Dream Board, Toy Drive Elf

Happily, for thousands of children, it is Holiday Toy Patrol time again. S.F.P.D.'s Operation Dream is gearing up to make it an even better Holiday Season for our kids in San Francisco Public Housing.

We are very fortunate this year that our long time, outstanding partner, PSI World, is taking a lead role and underwriting the Holiday Toy Patrol Program. They will be handling our financial accounting for this Holiday Season. PSI World will be posting the Toy Drive on their website (www.PSIWorld.org) and on their Facebook pages.

PSI World is also assisting us in soliciting donations from their thousands of contacts and participants and making it an easier process for anyone to donate.

Check donations should be made out to PSI World and designated "Toy Drive" or "Operation Dream". These tax deductible contributions (Tax ID 23-7396641) can be mailed to PSI World, 11650 High Valley Road, Clearlake Oaks, CA 95423: Attention: Deb Fry. Any Questions call 650-273-5964, Carson Johns

S.F.P.D and the Operation Dream Board and its' members would like to thank PSI World for all their ongoing support and for enabling the Toy Drive Team this year to concentrate its' focus on the kids and making this Toy Drive and Giveaway the best ever.

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members for your continued support over the years.

We are partnering again this year with the San Francisco Police Officers Association and San Francisco Public Housing and always appreciate their valuable and important support. It "takes a village" to help our volunteer organization accomplish our goals.

Last, but not least, the S.F.P.D.'s Operation Dream Holiday Toy Patrol would like to thank the San Francisco 49ers for their amazing Community support. Without the 49ers generosity and assistance in making our annual Stadium Drive the biggest success of each Season, the Toy Drive, as we have known it for more than a decade, would not be possible. We will be out there again on December 9th when the 49ers play Miami. Happy Holidays and Go 9ers!



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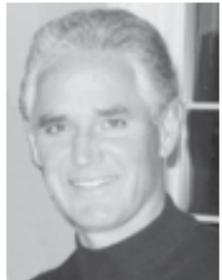
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7:00 pm - Dinner

\$50.00 Per Person

Entrée Choice: Rack BBQ Ribs, Grilled Salmon, NY Steak,
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Dinner Includes: Salad, Entrée, Dessert, & Coffee

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Officer Kevin Martin POA Vice President

Friday, November 16, 2012

United Irish Cultural Center
2700 - 45th Avenue

6:00 No Host Cocktails, 7:00 Dinner
\$60.00 Per Person (includes gift)

Choice of Prime Rib or Chicken Pomodoro
(Vegetarian option — Cheese ravioli)

Dinner Includes: Salad, Entrée, Dessert & Coffee
Wine at the table

**Seats are limited and this event is sure to sell out.
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Emerald Society Golf

By Pat Burke,
Park Station

The 2012 San Francisco Bay Area Law Enforcement Emerald Society Golf Tournament was held on Monday September 17th at the Lake Merced Golf Club in Daly City. There were over 90 golfers who hit the links for a great day of golf and fun. At the end of the day, the foursome of Glen Mar, Steve Moss, Steve Morimoto and Joaquin Borrromeo took home 1st place with a very impressive scramble score of 58.

I would like to thank Joe McFadden, Ed Carew, Brian Philpott, Liam Frost, Val Kirwan, Sean Frost, Brian Burke, Mike Moran, Pat Burke, Jon Lopes, Jennifer Dickson, Joan Cronin and Marty Halloran. Without their help, this tournament would not have been the success it was. A big thank you goes to the POA and SFFD for their generous donations.

A final thank you goes to this year's Hole Sponsors:

- San Francisco POA
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- Jim Deignan
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- Dave Colclough Construction
- DC Vineyards
- Oliver Mackin
- Kezar Pub
- Sean O'Neil Construction

Hope to see everyone again next year.



The Winners



Sean Daly, Sponsor and player is fascinated at Ed Hunt's powerful swing and "mile long drive."



Dan Linehan, unknown player, Mike Flynn, John Hallissey, ES annual competitors, enjoying their retirement at Lake Merced Golf Course.



"Like a Pro" Harry Pearson hitting with great style.



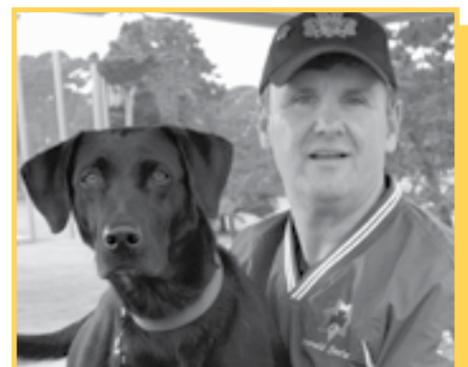
Ed Carew, ES-Former President, showing experienced golfer form.



Curtis Nakano, Nick Shihadeh, Sports Ambassador, Ken Marucco and John Andrews enjoying the sunshine at another wonderful Emerald Society day out.



A great group of Fremont Police Officers who support our tournament and St. Patrick's Parade every year. L-R Kevin Gott, Brendan Johnson, Nick Austin, Tom Severance, Jon Lopes, Dave Lanier (ret), Greg Gerhard (ret), Matt Stone and Roger Herren (ret).



"Oh! Let me go chase that L'il white mouse" Gilby our latest K-9 member keeping a close eye on the ball with her partner Val Kirwan-Former ES President.



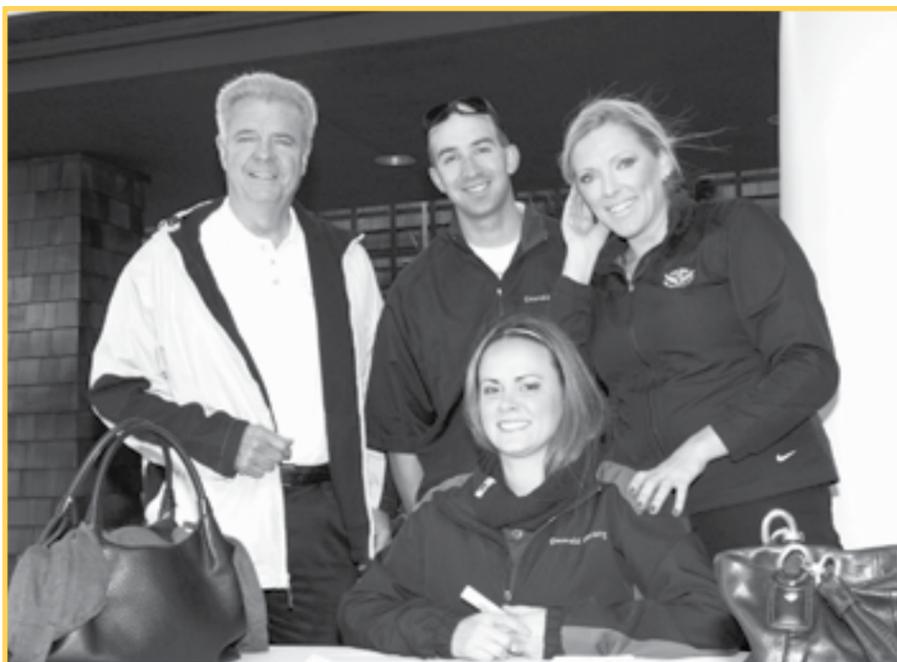
Joe Finnerty watches "Straight Shooter" Gary Delagnes-POA President- hitting a long one straight down the middle.



A "Happy Dancing" Group after a spectacular putt.



Patrick Griffin, center



"All signed in" Dan Hance, Mike Tursi-Organizer, Joan Cronin and Jennifer O'Keeffe relaxing at the registration desk.



"Great Style" Kevin Teehan, Evan Gallagher, Val Kirwan, Rachel Murphy, Steve Murphy, Katherine Holder, Katherine Cook and Dan Siri in their best golfing attire.

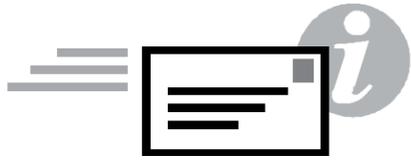
PHOTOS BY PATRICK BURKE



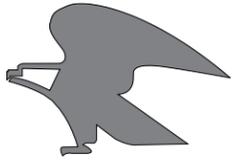
Pat Burke-Former ES President, Sean Daly, Ed Hunt, Oliver Maken and Mike Moran enjoying the camaraderie at the 11TH Annual ES Golf Tournament at Lake Merced Golf Course.



Brian Burke E.S. V.P. and Mike Tursi — Tournament Organizer — welcome the Tullamore Dew Representatives to the 11th Annual Tournament at the outstanding Lake Merced Golf Club



POA MAIL



Editor —

I write to express appreciation for your recent *POA Journal* article entitled "Uniformed SFPD and Muni Transit Inspectors all "ride the same bus".

In my 34 years with Muni, I grew to appreciate the professionalism of the SFPD uniformed personnel. Their assistance in solving problems on the street was invaluable. As you pointed out, a positive working relationship with personnel from other departments is a plus in solving problems.

Thank you,
David Hooper, President
New Mission Terrace Improvement Association

Dear SFPOA —

I would like to thank you from the bottom of my heart for the scholarship money. You have no idea how helpful this will be. I am now at the University of Arkansas at Pine Bluff dorms and I am really enjoying this! Thank you for making it easier financially. Every bit helps.

Your kindness is greatly appreciated.
Sienna Olevia Bradley

Dear SFPOA —

Thank you so much for the college scholarship! I am putting the money to good use at Sonoma State University. I am so proud to be apart of the SFPD community.

Thank you again.
Catherine Miller

Dear SFPOA —

Thank you so much for your generous donation to benefit San Francisco SAFE, Inc. Your financial contribution helped support SFPD Cops and Joggers Family Picnic and 5K Run, held on Sunday, September 23, 2012. It was a great turnout of families, community members and the police - and all are great partners in achieving our mission of safety awareness for everyone!

SAFE has been providing crime prevention education and public safety services citywide for 36 years. Your donation helps SAFE to continue to provide free safety presentations.

Thank you again for your sponsorship. Please visit our website, www.sfsafe.org, for updates and information about SAFE's services and activities.

Sincerely,
Jennifer Dhillon
Executive Director
SF SAFE

Dear SFPOA —

This letter is in response to your generous donation to our Lonny Brewer Memorial Golf Tournament. In exchange for your contribution, San Francisco Police Officers Association received recognition at various holes on the golf course, recognition on our sponsor board and recognition in the "Silver Star" publication. Contributions such as yours are vital to the success of this Foundation.

The proceeds from this event will help to fund our scholarship program in Lonny's name as well as other Deputies that have fallen in the line of duty.

Thank you for your support.
Steve Purvis, Tournament Chairman

San Diego County Sheriff's Foundation

Dear SFPOA —

We want to write and thank you for the donation of \$500 for AdvanceCamp 2012. We cannot do this type of event without the support of organizations like the SFPOA. Your continued support means the world to our board and to me personally.

We would like to invite members of your organization to come to AdvanceCamp during lunch Saturday September 29th from 11:30-12:30 to see your donation at work in the lives of 2000+ scouts from all over Northern California.

Thank you again for your support of the youth of the community. We appreciate your donation and support.

Sincerely,
Steve Hoagland
Founder/Executive Director
AdvanceCamp

Dear POA —

Thank you for your participation as a Tee Sponsor at our 30th Annual Golf Tournament, known as the Chief Daryl F. Gates Memorial Golf Tournament, held September 10, 2012, at the Porter Valley Country Club in Northridge, California.

Because of generous supporters like you, we were able to make a substantial contribution to our LAPD support groups and the Officer Needs Help Fund. These support groups and fund provide emotional and financial support for the surviving family members of LAPD officers who have died in the line of duty.

Your charitable donation of \$300 is greatly appreciated.

Thank you again for your involvement.

Very truly yours,
Tyler Izen, President
Los Angeles Police Protective League

Dear SFPOA—

We would like to thank you for your generous donation to the Crime Victims United Classic Cup Golf Tournament.

Crime Victims United Charitable Foundation operates solely on donations and your generous gift will help ensure we will be able to continue our worthwhile work for victims.

Without the support of caring individuals such as yourself and your organization, we would not be able to award the Catina Rose Scholarship to young victims nor provide for Teddy Bear Rooms for children in District Attorneys' offices throughout the state.

As always, we appreciate your continued support of public safety and victims' rights and look forward to seeing you at the tournament.

Sincerely,
Harriet Salarno, Chair
Nina Salarno Ashford, Co-Chair
Crime Victims United Charitable Foundation

Dear SFPOA —

On behalf of the board, staff, and volunteers of San Francisco Parks Alliance, I thank you for your generous gift made recently to the Second Annual Fleet Week Celebration Event benefiting the San Francisco Unified School District's Safe Playgrounds Project.

Last year's Fleet Week event raised over \$100,000 to open our schoolyards for children, families, and neighborhood residents' use on the weekends. Supervisor Farrell is currently working with the San Francisco Unified School District and the San Francisco Recreation and Parks Department to create a roll-out plan and timeline for opening schoolyards across the City in the coming months.

We appreciate your generosity for community groups who are improving parks, open space, and recreation in San Francisco.

Sincerely,
Matt O'Grady
Executive Director
San Francisco Parks Alliance

Dear SFPOA—

Thanks so much for your donation for the "Ocean Avenue Arts & Culture Festival. Your donation really helped out paying our entertainment for the day.

We hope you can participate again next year and have enclosed one of our postcards with your logo on it.

Warmest regards,
Maria Fe Picar
The OMI Cultural Participation Project
Executive Director/Festival Coordinator

Deaths

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

Name of Deceased	Date of Death	Age	Status	Notification by
Robert Coyle	October 6, 2012	82	Former SFPD	M. Ortelle
James Ludlow	October 8, 2012	87	Retired SFPD	M. Ortelle
Robert Pettingill	October 15, 2012	81	Retired SFPD	M. Ortelle
Charles Schuler	October 17, 2012	80	Retired SFPD	R. Schuler
Walter Scott	October 16, 2012	63	Retired SFPD	R. LaPrevotte

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

Submitting Obituaries and Memorial Tributes

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

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Kathy Sullivan, Realtor
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 Call (707) 799-2493



Big Bike Weekend

By Ray Padmore,
Chief's Office

SFPD takes third place amongst a field of 35 competitors! In early October, Redding Police Department hosted the sixth annual Police Motor Competition. According to Officers Angel Lozano and Steve Lee, members of the SFPD contingent, "this intense motorcycle skills competition is one of the most exciting you'll see! Motor officers test their riding skills in a specially designed competition course."

The event consisted of Motor officers from across California, Nevada, and Oregon competing on their service bikes for trophies in a Main event, Team Race, and Obstacle Course.

Prizes were awarded in two classes of bikes: Harley (E-Glide, Road King and Victory) and Import (BMW RT, Honda ST and Kawasaki C14).

Another highlight of this event was the opportunity for visiting officers to ride with the Redding Police Department and the Oakland Police Drill Team on the Remembrance Ride. This ride consisted of an escort for up to 500 motorcycles on an approximate 30 mile ride through the countryside.

Special thanks go out to Redding Chief Of Police Robert Paoletti, Sergeant Casey Bokavich, Officers Eddie Gilette, Brian Moore, Gary Meadows, and Bounpon Kongkeoviman for hosting a great event.



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Writing Memos and Doing Completed Staff Work

By Tom Feledy,
Homeland Security

With the second half of the Sergeants test coming within a few days, our officers are at their three-year peak of mental readiness. Presumably to save on the cost of administration, the current exam of correcting reports, multiple choice questions, and explaining a summarized PIP binder contains only a portion of what many of us had to endure on previous tests. The most obvious omission is the requirement to write a memo.

Why is it important to know how to write a memo? It is how most decisions get made for staffing, equipment, policy, procedure, training, scheduling - in short everything needed to allow officers to do police work day after day. Sadly, many sergeants either don't understand how to write a proper memo or just don't think it's a legitimate part of their job. The reality is that until you learn how to write a memo, few of your requests, especially the more involved ones to get new equipment or improve procedures or policies will be successful.

Why write a memo when you can just ask for something verbally? In many situations, verbal discussion is adequate. But when it is important to document the issue you brought to the attention of your superior, along with the facts, analysis, and recommendation to act on that issue, you need to write a memo. A written memo gives your superior the best chance to focus on the details needed to make the right decision. It also provides a record of what was done and why, so as to avoid reinventing the wheel when current staff are no longer around due to new assignments.

Memos are of two types: short and Issue-Discussion-Recommendation (IDR). The short memo just states some facts previously requested, such as the number of vehicles currently in

operation at a station. Many of these factual messages and reports are now handled by department email, saving both time and trees.



The IDR memo is the longer, more familiar one because it contains headings of Issue-Discussion-Recommendation. These are the memos to be used when asking a superior to make a decision that could go either way for or against you, and you need to present some facts and reasoning to make your case. The headings of the IDR memo serve a purpose, and are based on the concept of Completed Staff Work.

The concept of completed staff work essentially means that you've done all the work needed to allow your superior to make a fully informed decision simply by reading your memo, without having ask any further questions. But since human nature wants us to do as little work as possible, many officers and even some supervisors feel their responsibility is complete once they've informed their superior of some problem or issue that exists. In many units, subordinates leave it up to the superior to study the problem and figure out the best way to deal with it. In units where this culture exists, superiors

are in the role of doing the staff work for themselves. As a result, many find themselves working after hours and on weekends while their subordinates are checking off on time every day. In any case, at some point in the chain of command someone will have to do the staff work and document the work done by writing a memo. That's where knowing the principles of Completed Staff Work becomes important.

Memos written without CSW in mind are generally not approved. What Captain wants to make a decision with incomplete facts, one-sided reasoning, or poor recommendations? Depending on how busy your boss is, your memo will either be returned to you for further work or simply filed with no action, leaving you to wonder what happened. After this happens a few times to you, you get burned out because you think nobody above you cares. Just the opposite it true - if you understand how to do Completed Staff Work.

I first came across the principle of Completed Staff Work in some pages written by Deputy Chief Kevin Mullen, a regular contributor to the Journal until his death on April 18 last year. The typed pages were left behind in the desk of a retired Captain that it was my job, as a member of the old Planning Division, to clean out and move. Having never been a good writer, but always seeking to improve that skill, I saw in those pages a formula for how you could use memos to influence decision makers.

Young officers today are unlikely to have any idea who Kevin Mullen was, and there are many who could tell his story better than I, so I won't do so now. A year or so before he died I wrote to him to ask his advice on writing an article on this subject because I had found it so useful and I wished to pass it on to others. Chief Mullen told me he got the idea of completed staff work from the U.S. Army, and to this day, most of the material on the subject still comes from that source (see the links below.)

But you don't need to read Army manuals to use the CSW method. It is built in to the SFPD memo template, available in the shared network folder SFPD Forms. If you look at the memo template, you will see three paragraph headings: Issue, Discussion, and Recommendation. Deputy Chief Mullen, when he was in charge of Administration, created the memo format with these headings to provide us with a framework for doing completed staff work.

Many officers don't understand how to make proper use of these three headings, and over the years, I've seen them used and misused in a variety ways. Here's how I've learned to use these sections to give my memos the best chance of getting approved.

Issue is supposed to be a statement of the problem being faced. It is the answer to your boss's question, "Why do I need to take the time to read this memo?" The Issue should be one complete sentence in the form of a question, such as "Should Rampart Station be placed on a platooning schedule?" The question can be in the alternative, such as "Should Rampart Station use newly arriving officers to augment footbeats or radio car patrols?" If you don't make Issue a question, it won't present a problem for the reader. "Rampart Station needs to perform more community outreach." is not an Issue - it's a conclusion. If the reader

doesn't agree with your conclusion, they'll read the rest of your memo with a bias that goes against the decision you're trying to shape - if they read your memo at all. If you try to add an explanation to the question in the Issue, you risk confusing the reader. The best Issue is a single sentence question that can be easily absorbed and remain in the reader's mind as they read the rest of the memo.

But what is the real issue? It is important to identify which issue is the proper one. You may think the issue is, "Does Rampart Station need new vehicles?" But your Captain may see the issue as "Do officers at Rampart Station need to be retrained to take better care of their vehicles?", or "What training do officers at Rampart Station need in order to take better care of their vehicles." As you can see, each Issue deals with the subject in a different way. If you anticipate a difference in point of view among those who will be reading your memo, you might want to state your Issue in the alternative such as, "Does Rampart Station need new vehicles or should officers be retrained to take better care of their vehicles?" You must then present your facts and reasoning in the next part of your memo, the Discussion section.

Discussion is where you state all the facts, the analysis of facts, conclusions, and possible courses of action the Issue presents. If there are multiple courses of action, you should discuss them, along with the pros and cons of each. The Discussion is the largest section of your memo. It is where you "show your work," and let the reader follow your reasoning until they arrive at the same conclusion as you and feel compelled to follow your Recommendation. I have seen memos insert a section at the end of Discussion called Conclusion. Personally I think having just three headings is enough if you use the last paragraph of your Discussion to state the alternative actions available and set up your Recommendation.

Recommendation should be a single sentence that clearly states the best course of action to resolve the Issue among all those discussed above. So for the Rampart Station example, you would end your memo with this simple statement, "I recommend that Rampart Station be placed on a platooning schedule." That's it - nothing more. If your recommendation is to follow a plan with timelines and detailed steps, I would still write just one sentence, "I recommend that the attached plan be approved and implemented as written." If your issue was in the alternative, you could say, "I recommend that Rampart Station officers use sfgov email rather than google email." If you can do it in just a few words, you might want to repeat why this is your recommended action, such as "I recommend Rampart Station use sfgov email rather than google email to ensure security of internal correspondence." Such justification should have already been stated above, in the Discussion section. Only add it in Recommendation if you feel need to emphasize a significant issue, such as safety.

In all of these one-sentence Recommendations, note that I start it with the words "I recommend that..." Consider that the person for whom you are writing this reads dozens of memos a day, so you need to strive for absolute clarity. The repetition of those three words, "I recommend that..." helps you focus on saying what you

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Writing Memos

continued from previous page

want and saying it in as brief a form as possible.

Who is the ultimate target for your memo? Who is the decision maker that can do what you recommend? In most SFPD units, memos are addressed to the Commanding Officer, usually a Captain. But as a Sergeant, your memo goes first to a Lieutenant, who can sign it as approved, disapproved, or not sign it and hand it back to you for more work. So when you write your memo, think about what the Lieutenant and the Captain want. And if the issue is something that can't be resolved at the level of your Captain, such as getting more vehicles for your unit or changing a department-wide procedure, you must write in a way that allows a memo the Captain will be able to pass up to the Deputy Chief and to the Chief of Police for approval. Completed Staff Work means that you have included everything in your memo - the issues, the facts, the analysis, the reasoning, and the best course of action among the alternatives. Your "everything" may change depending on who will be the ultimate decision maker. Will it be your Captain, or perhaps the Chief of Police. At whatever level, the decision-maker need look no further than your memo to make a decision and take appropriate action.

While Issue-Discussion-Recommendation (IDR) is essential to many memos, not all memos need to follow this format. Using IDR when not required makes your memo longer and more confusing than it needs to be. If all you are trying to do is inform the boss of some facts, such as the what is being done to stem to rise in iPhone robberies in the District, then it's easier to just state that without the IDR headings. Here's an example where IDR is just not necessary. "Issue: What was said at the community meeting held last week? Discussion: Community members stated their concern about the rise in District crimes (etc.) Recommendation: I recommend this memo be approved."

In the old days memos began with "Sir," and ended with "Respectfully submitted," Today, both terms are considered archaic and merely make the memo longer than it need be.

Important memos take time to write. It not only takes time to write them, but it takes time to read them, and to force yourself to take the view of the decision-maker you are trying to influence. When you think you're done with your memo, have someone else read it. You'll be surprised at what a fresh pair of eyes can find in your spelling and grammar - and you'll be glad such errors were found before your memo got to the Captain. You may think you're back in school when the person you gave your memo to proofread takes a red pencil to it. But accepting such constructive feedback will help improve your writing skill and the quality of your memo.

Paper or Email. Finally, I'm a firm believer that memos should be done using email instead of paper. Not only can we save a forest-full of trees every year, but email has so many advantages over paper memos. Email gives you instant delivery to multiple addressees with no risk of loss, permanent retention if desired, no need to make or file copies, and the ability to search in seconds through years of memos, based on keyword, recipient, or date sent. With all these advantages, why do we continue to write memos on paper?

There are many skills needed to become an effective Sergeant in the SFPD. The current exam tests only a few of those skills, and memo writing is not one of them. But that doesn't mean it's not important. When it comes time for you to write that persuasive memo to get something you want done, consider incorporating the principles of Completed Staff Work as described above to make your memo as effective as can be. You can read more about completed staff work at these links:

<http://www.dolan-heitlinger.com/quote/stafwork.htm>

http://govleaders.org/completed_staff_work.htm

<http://asq.org/pub/qualityprogress/past/0307/q0307career.html>

http://en.wikipedia.org/wiki/Completed_Staff_Work



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“Do’s” and “Don’ts” To Avoid Post Traumatic Stress Disorder (PTSD) After A Situation



By Bonnie Connor, PhD,
Psychologist PSY 22446
SFPD Specialty Provider,
Walnut Creek, CA
www.bonnieconnor.com

Post traumatic stress disorder (PTSD) can happen to anyone-kids, adults, men, women-on the job or off. It develops when symptoms after a situation don't stop in the first few weeks, and do cause distress in your life.

There are 3 signs of PTSD:

1) re-experiencing the situation through flashbacks, stressful dreams, or memories that suddenly pop into your head;

2) having physical reactions to strong emotions that make it hard to fall or stay asleep, being irritable or angry about little things, having trouble concentrating or over active startle reactions like jumping at noises and heart pounding, and always feeling on guard or constantly looking over your shoulder when you don't need to; and

3) avoiding reminders of the situation including people and places, avoiding sleep to keep from having stressful dreams, and numbing out to avoid strong emotions that lead to physical arousal.

Many people are exposed to traumatic situations. In police work critical situations can happen more frequently than for the general population. In the time immediately after a situation most people will have some of the symptoms associated with PTSD. Over time those symptoms naturally decrease and don't lead to a PTSD diagnosis. There are some people who don't fully recover, and are later diagnosed with PTSD, because something got in the way of the natural recovery process. So, PTSD can be thought of as

a “recovery” problem.

There are several reasons why the recovery process might get “stuck” along the way. A common reaction when someone is faced with a potentially lifethreatening situation is the “fight-flight” or “freeze” response. In the fight-flight response the body is preparing itself to either fight the danger or flee it. The heart and lungs need to get blood and oxygen out to the arms and legs immediately so they pound hard and fast. Hormones are secreted to stop physical pain (cortisol-a steroid) and increase heart rate and muscle tension (adrenalin-a stimulant). Because the blood is taken from the internal organs--and the brain--it can feel like you've been kicked in the gut or are going to faint. It can be hard to think or concentrate. With the freeze response the body is trying to reduce physical and emotional pain. This can lead to complete emotional shut down, and even to changes in perception like time has slowed down and like the situation is happening to your body but you aren't in it.

The fight-flight response can quickly get paired up with “cues” or things in the environment that didn't have particular meaning before. These cues can be a sight (baby back ribs), a smell (burrito), a sound (fireworks), or even a time when your body reacts as if you're in the situation all over again. And, if you avoid these reminder cues then your body won't have a chance to learn that these cues are not good warnings of danger. This can lead to losing trust in your own senses or judgment about what is and isn't dangerous. Eventually too many situations seem dangerous that are not.

So, how do you help the natural recovery process so you don't get stuck with PTSD? Try these for: Re-experiencing the situation Do: Tell

your whole story from before the situation started until after it was over to someone you trust (family member or friend) and to a professional who is trained to work with PTSD. For everybody else have a “Cliff Notes” or “elevator pitch” (30 seconds or less) version that might go something like this:

“Thank you for being concerned about me. I had a situation at work, it was bothering me, and I'm getting the help I need to get over it.”

Don't: Feel the need to tell the whole story to everybody who asks about it. You'll have co-workers and family members who will be legitimately concerned about you, and you don't need to tell the same story over and over to each one. There may come a time when you will want to tell them the whole story. For now-tape off the situation.

Do: Go ahead and feel the normal, natural things-fear, sadness, anger, disgust-that come up when you think about it. Do, however, put barricades around how often and how long you let yourself to think about it before moving onto something else.

Don't: Talk about or spend a lot of time thinking about what happened right before bedtime. Get into a bedtime routine that is relaxing and prepares you for sleep. Don't watch disturbing movies or news on TV or play violent video games. Don't talk about the situation in bed. The bed is for 2 things only-sleep and sex. Enjoy both!

Physical arousal and strong emotions

Do: Learn to breath in through your nose. This engages the “rest and digest” response. It brings blood and oxygen back to your brain and internal organs-the opposite of fight-flight. Practice deep breathing, in through your nose, when you don't need it. Put it in muscle memory.

Don't: Breath in through your mouth. Mouth breathing activates the fight-flight response. Do it and hear how much you gasp for air!

Do: Get regular physical exercise while you are getting back to normal. Exercise gets oxygen to your brain so you can think clearly and it releases endorphins-the body's own natural morphine. Endorphins kill physical

and emotional pain and make us feel good. The best news is endorphins are free-and come without needle marks.

Don't: Numb out in front of the TV or start using cigarettes, alcohol, heavy medications or video games to kill the what's coming up. You'll just be postponing your recovery.

Avoidance

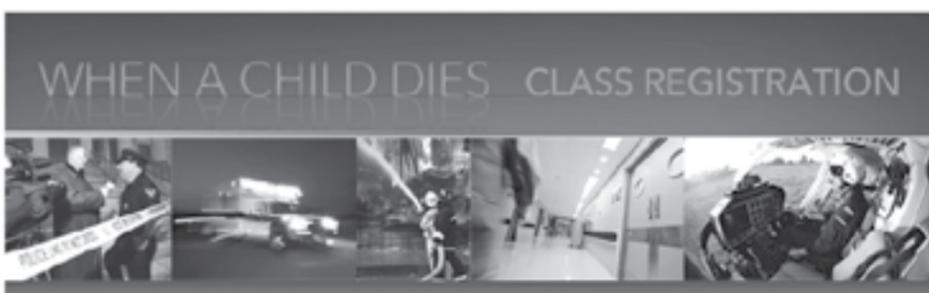
Do: When a sound, sight, smell, person or place causes your heart to feel like its going to jump out of your chest, stay where you are and breath through your nose until your heart stops pounding. Remind yourself that the jackhammer you hear at the construction site isn't a gun and it won't hurt you.

Don't: Avoid the things that trigger the fight-flight response. Once you start down the “avoidance” path it is much harder to come back.

Do: Get on a regular sleep schedule, and do relaxing things just before bed (see above).

Don't: Avoid going to bed because you don't want to have bad dreams. If you follow the do's the bad dreams will go away.

While there is no guarantee you will never experience PTSD, you can learn the tools that will help you avoid PTSD. Follow the do's and don'ts above and you will reduce the possibility of getting “stuck” in your recovery and developing PTSD. Experiment with your own tools- your own “Me Tube” imaginary videos that take your worry thoughts out of your head. One police officer told me about a strategy that has worked for her for years. When she goes to bed and can't go to sleep because there's just too much on her mind, she writes each of her stressors on an imaginary blackboard like she had in elementary school. She then erases the entire blackboard. But, there might be some shadows of chalk still left on the board so she goes back and washes it down with a wet sponge. As a kid, when the blackboard was clean she could go out to play. Washing down the backboard now means she can rest assured those issues are out of her mind.



This presentation is geared for a multiagency audience of first responders. It is an interactive presentation without role-plays. Different hypothetical scenarios are presented with a paramedic, dispatcher, firefighter, police officer, to teach the symptoms of Posttraumatic Stress Disorder. Participants are empowered to challenge the negative beliefs after a tough call for service when a colleague is in distress. Unhealthy coping skills are discussed as well as healthy strategies to use for future critical incidents. This humorous presentation has been well received by peer support teams since 2008.

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Stride Rate: Are You Walking at Moderate Intensity? Technology Corner

By Karyn Hughes, MEd

Walking is an effective way for many people to incorporate physical activity into their day. Common recommendations for adults are to accumulate 10,000 steps or 30 minutes of walking each day. More recent guidelines¹ however, have emphasized intensity to see health improvements. The use of pedometers have been widely used in physical activity studies, but daily step counts do not necessarily correspond to time spent in adequate levels of moderate intensity activity. Therefore, researchers were interested in producing step rates per minute that would ensure the desired levels of intensity were attained, resulting in improved cardio-respiratory fitness.

Let's recall that cardiovascular prescriptions must include minimums of Frequency, Intensity, and Time (F.I.T.) or the "FIT" principal. To meet the new national recommendation for health benefits the following are the guidelines:

Frequency: Five days per week

Intensity: Moderate = 3 METs (energy expenditure of 3 times that over a resting state)

Time: Duration totaling 30 minutes per day but can be accumulated in 10 minute segments

The step rate corresponding to moderate intensity walking had been investigated in two previous studies^{2,3}. While separate guidelines were given in both studies to men and women, gender differences did not explain the difference in step rates. Therefore, in this recent study⁴, researchers wanted to look at height difference as the possible cause for different stride rates and more precisely recommend stride rates for varying heights of individuals. Furthermore, with a more accurate stride rate identified to meet the moderate intensity MET rate of 3 METs, adults could advance to higher energy expenditures for further improvements in aerobic capacity and weight loss.

Strengths of this study included the fact that all trials were walking trials (no running), and trials included treadmill walking and over land walking. The walking trials included randomized speeds of slow, moderate, and fast paces. When the subjects walked on the treadmill, appropriate apparatus was used to measure heart rates and VO₂ data (maximum oxygen uptake). Also, a metronome was used to give the subjects the proper step cadence when walking over land and an approved, accurate, pedometer was worn on the waistband above the midline of the right knee. There were 75 total subjects with 38 females and 37 males with an average age of 33.

In the previous studies research-

ers found that the generic stride rate associated with walking at 3 METs (moderate intensity) was 103 steps per minute. The researchers suggested a convenient population cut point of 100 steps per minute. This is an attractive recommendation as it is easy to use in calculations of total step targets for fixed durations, e.g. 1000 steps in 10 minutes. Also, recommendations of 120 steps per minute for 4 METs and 140 steps per minute for 5 METs could be inferred.

In the current study, researchers found that meeting the 3 METs intensity should be adjusted for height. For example, the 3 MET stride rates recommended for adults 60 inches tall and 78 inches tall are different by 23 steps per minutes (113 vs. 90 steps per minute). Furthermore, applying the 100-steps per minute generic guideline to people of all heights would result in a 3 METs walking intensity only for adults 70 inches tall and a 2.3 METs in adults 60 inches tall. In the current study, stride rates of 3 METs were correctly classified 88% of the time, a considerable improvement over both previous studies of just 52% that were correctly classified as 3 METs intensity.

The following table from this research article⁴ can be used to set goals and achieve the energy expenditure and intensities desired for your or your clients' walking bouts. Example: A 5'5" inch person (65 inches) needs to take 107 steps per minute or 3,210 steps in 30 minutes to be walking at 3 METs, or moderate intensity.

Try it! Use a step counter to see how many steps you take during a 30-minute brisk walk. Is it equal to or more than what you need (based on the table below) to be walking at a moderate intensity (3 MET) level?

References

¹American College of Sports Medicine. ACSM's Guidelines for Exercise testing and Prescription. 8th ed. Philadelphia (PA): Lippincott Williams & Wilkins; 2010. P. 81.

²Marshall SJ, Levy SS, Tudor-Locke CE, et. al. (2009). Translating physical activity recommendations into a pedometer-based step goal: 3000 steps in 30 minutes. *Am J Prev Med.* 36(5):410-5.

³Tudor-Locke D, Sisson SB, Collova T, Lee SM, Swan PD. (2005). Pedometer-determined step count guidelines for classifying walking intensity in young ostensibly healthy population. *Can J Appl Physiol.* 30(6):666-76

⁴Rowe DA, Welk GJ, Heil DP, et al. (2011). Stride rate recommendations for moderate-intensity walking. *Medi Sci Sports Exerc.* 43(2):312-318.

By Susan Giffin
Chief Information Officer
Susan.giffin@sfgov.org

Crime Data Warehouse used to identify Rapist

On September 21, 2012, a man and his girlfriend got into a conversation with the suspect in a Richmond District bar. Based on a common interest in music, the suspect and the two victims went to their residence to discuss and play music. Shortly afterward, both victims became unconscious. While the female victim was unconscious, the suspect sexually assaulted her.

During the assault, she regained consciousness and successfully wrestled herself away and screamed for help, but her boyfriend remained unconscious. She managed to throw the suspect off of her and he fled the victim's residence.

Our Special Victims' Unit utilized the Crime Data Warehouse to search its database. Inspectors entered the suspect's cell phone number (which had been given to the victim prior to the assault) into the Crime Data Warehouse. The database search revealed a police report filed by the suspect which listed him as the victim of a prior crime. That information led to the identification of Martin J. Vaneycke, 50 and his residence on 39th Avenue, where he was arrested and taken into custody.

Vaneycke has been charged with rape and he is awaiting trial and remains in custody.

Our investigations and operations bureaus are utilizing the Crime Data Warehouse more and more. They are learning first hand about the system's powerful search and reporting capabilities and they are using the system to identify suspects and solve crimes. Anything and everything can be searched on this system. If it was ever entered on an incident report, it is searchable in the Crime Data Warehouse.

What's Next for Crime Data Warehouse

This is a multi-year, multi-phase system. Eventually, the Crime Data Warehouse will be one stop portal for patrol and investigations to prevent, solve, and manage crime.

New capabilities planned for this coming 1-3 years include:

- Faster Search – because the system



has gotten so large, the search has slowed down. We have experts on site right now working to speed the search to a few seconds maximum.

- Crime Mapping – we are in pilot right now on mapping crime. The new mapping capability will allow District Stations and others to see crimes on the map instantly as they occur. A simple click will allow users to drill down and see the entire incident report.
- Case Management – we are working to identify the key elements of case assignment, tracking, and management to ensure that we know where a case stands at any given time (assigned, closed, etc.)
- Compstat – we will be providing new Compstat reporting from Crime Data Warehouse, replacing the current manual collection processes.

I would like to thank all of you who provide input and ideas to me and to our Technology team. The Crime Data Warehouse is a representation of many such ideas that came from our own SFPD members. Please keep them coming. Thank you.

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City Restores Pay Cuts To Stem Police Turnover Problem

HEMET, CA – A 4 percent pay raise for Hemet police officers is not a lot of money, especially when it is restoring the 4 percent cut enacted last year.

But it could mean something to a force facing demands from the public to reduce crime and pressures from City Hall to help trim an impending \$3 million budget shortfall.

When the Hemet City Council voted this week to amend its contract with the Hemet Police Officers Association putting back the money it had cut from officers' pay, Chief David Brown was ecstatic.

"To me," he said, "the most important piece of this message is the message it sends to our officers that our community and our council do believe in them, they do believe in the long-term viability of the department and that piece of it is going to help with retention and recruitment just as much as the amount" of the raises.

Thirteen officers have left the depart-

ment in the last four years, Brown says, and 12 of them said they were leaving because they couldn't afford to work here.

To punctuate the point, he said, 12 of them took jobs with other area law enforcement agencies.

"That's an indicator that they are moving for financial reasons," he said.

The police union released results of a survey it did in February of police pay in cities it considered comparable to Hemet, including Corona, Riverside, Banning and Indio.

Hemet's cops earned \$67,368 a year. Only Blythe, where the pay is \$65,164 a year, was pay lower.

Indio cops were making \$94,668.

Even with restoration of the cut pay Hemet officers are not likely to move to the top of the list, but the chief believes there is something to say about being loved.

I suppose the officers would say that love doesn't pay the bills.

Important Retiree and Veterans Information

Forwarded by Rene LaPrevotte

Retiree Rene Laprevotte forwarded the following important information for retired police officers and military veterans.

PORAC Firearms Liability Insurance

I received a note about **firearms liability coverage** for retirees from a person on my retirees' e-mail list. This covers you for law suits that might arise out of your use of a firearm as a retiree.

We as retirees can join PORAC as "RAM" members (Retired Associate Membership) for a paltry \$25 a year. You then sign-up for the LDF (Legal Defense Fund) coverage for an additional \$48 a year. This coverage not only gets you legal representation in the event of a shooting, but also affords you representation in HR-218 issues (Peace Officer 50 State carry statute).

Go to <http://porac.org/ram-firearms-coverage/> for more info, or to join RAM and LDF.

Veteran Assistance Websites (Partial List)

Board of Veteran's Appeals: <http://www.va.gov/vbs/bva/>

Center for Minority Veterans: <http://www1.va.gov/centerforminorityveterans/>

Center for Veterans Enterprise: <http://www.vetbiz.gov/default2.htm>

Center for Women Veterans: <http://www1.va.gov/womenvet>

Classified Records - American Gulf War Veterans Assoc: <http://www.gulfwarvets.com/ubb/Forum18/HTML/000011.html>

Compensation for Disabilities Associated with the Gulf War Service: http://www.warms.vba.va.gov/admin21/m21_1/part6/ch07.doc

Department of Veterans Affairs Home Page: <http://www.va.gov>

Directory of Veterans Service Organizations: <http://www1.va.gov/vso/index.cfm?template=view>

Emergency, Non-emergency, and Fee Basis Care: <http://www1.va.gov/opa/vadocs/fedben.pdf>

Environmental Agents: <http://www1.va.gov/environagents/>

Establishing Combat Veteran Eligibility:

http://www1.va.gov/vhapublications/ViewPublication.asp?pub_ID=315

Fee Basis, Priority for Outpatient Medical Services and Inpatient Hospital Care: http://www1.va.gov/vhapublications/ViewPublication.asp?pub_ID=206

Federal Benefits for Veterans and Dependents 2005:

<http://www1.va.gov/opa/vadocs/fedben.pdf> OR

http://www1.va.gov/opa/vadocs/current_benefits.htm

Forms and Records Request: <http://www.va.gov/vaforms/>

General Compensation Provisions:

http://www.access.gpo.gov/uscode/title38/partii_chapter11_subchaptervi_.html

Geriatrics and Extended Care: <http://www1.va.gov/geriatricsshg>

Guideline for Chronic Pain and Fatigue MUS-CPG: http://www.oqp.med.va.gov/cpg/cpgn/mus/mus_base.htm

Guide to Gulf War Veteran's Health: <http://www1.va.gov/gulfwar/docs/VHIGulfwar.pdf>

Gulf War Veteran's Illnesses Q&As: <http://www1.va.gov/gulfwar/docs/GWIllnessesQandAsIB1041.pdf>

Homeless Veterans: <http://www1.va.gov/homeless/>

Iraqi Freedom/Enduring Freedom Veterans VBA:

<http://www.vba.va.gov/EFIF/>

Mental Disorders, Schedule of Ratings: http://www.warms.vba.va.gov/regs/38CFR/BOOKC/PART4/S4_130.DOC

Mental Health Program Guidelines: http://www1.va.gov/vhapublications/ViewPublication.asp?pub_ID=1094

My Health e Vet: <http://www.myhealth.va.gov/>

Parkinson's Disease and Related Neurodegenerative Disorders: <http://www1.va.gov/resdev/funding/solicitations/docs/parkinsons> and, <http://www1.va.gov/padrecc/>

Peacetime Disability Compensation: http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=browse_usc&docid=Cite:+38USC1131

Pension for Non-Service-Connected Disability or Death: http://www.access.gpo.gov/uscode/title38/partii_chapter15_subchapteri_.html

Persian Gulf Registry: http://www1.va.gov/vhapublications/ViewPublication.asp?pub_ID=1003

Survivor's and Dependents' Educational Assistance: http://www.access.gpo.gov/uscode/title38/partiii_chapter35_.html

VA Best Practice Manual for Posttraumatic Stress Disorder (PTSD): <http://www.avapl.org/pub/PTSDManualfinal6.pdf>

VA Health Care Eligibility: <http://www.va.gov/healtheligibility/home/hecmain.asp>

VA Life Insurance Handbook: <http://www.insurance.va.gov/inForceGliSite/GLIhandbook/glibookletch3.htm> - 310

VA National Hepatitis C Program: <http://www.hepatitis.va.gov/>

Veterans Benefits Administration Main Web Page: <http://www.vba.va.gov/>



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Long-Term Investing

An American Opportunity: \$10.3 Trillion Dollars In Bank Accounts Sitting on the Sidelines

By Edwin K. Stephens,
The Stephens Group

Do not suppose opportunity will knock twice at your door. Chamfort

The first step, my son, which one makes in the world, is the one on which depends the rest of our days. Voltaire

Will the United States economy in 2012-2013 be stimulated and grow if money deposited in bank accounts moves out of the financial institutions and into circulation among consumers and businesses?

Answer: Yes. Seventy percent (70%) of the United States economy is driven on consumer spending. If consumers express confidence that the country is moving in the right direction, then people will willingly make purchases and spend money.

Bank Accounts and Low Interest Rates

Americans are once again becoming a nation of savers. That is the good news. However, the American economy relies on money being in circulation in order to grow. American consumers have been very reluctant to freely spend their money since the Great Recession of 2007-2009. But, there are signs that an improving American economy may encourage consumers who have become savers, to open their wallets and spend money from their bank accounts.

On 8/29/12, Ms. Michelle A. Samaad, a business writer for the Credit Union Times noted that according to the research firm Market Rate Insight, the amount of money deposited in bank accounts reached a new high of **\$10.3 trillion dollars**.

Ms. Samaad stated that "the in-



crease in deposit balances occurred even though the interest rate currently paid on savings accounts is only 0.13% and on money market accounts only 0.12%." The business writer further added that "the interest rate currently paid on checking accounts is less than one-tenth of one percent (0.09%), and the average rate on all certificate of deposit terms, from three months to five years, is 0.46%, the data showed."

Why are American consumers keeping large deposits in bank accounts and receiving low interest rates on their money, instead of investing some of their money in the stock or bond markets where they may earn higher returns?

On 8/20/12, Ms. Michelle A. Samaad stated in an article for the Credit Union Times,

Rates Are Not a Big Concern Among Consumers, that despite the Federal Reserve Board's statement that they will keep the target for fed funds rate at 0% to 0.25% through 2014, consumers are exercising caution.

Mr. Brian Turner, director and chief strategist for Catalyst Strategic Solutions, a subsidiary of Catalyst Corporate Credit Union in Plano, Texas said, "unstable home values, job insecurity

and volatile stock market fears may be more of a concern for some members than what rates are at their credit unions." Mr. Turner further added that financial markets and business communities appear to have put themselves on hold until after the national election rather than speculate at this time on the fiscal budget and regulatory climate that each will be operating under over the next few years.

However, there was good news on the labor front as Consumer Sentiment surged to **83.1** in October, the highest level in five years. In October 2011, Consumer Sentiment was 57.5.

Pent-Up Consumer and Business Demand in the United States

On 10/15/12, Mr. Jason Lange, business writer for Reuters noted, "U.S. retail sales rose in September as Americans bought more cars and gasoline, while a gauge of consumer spending pointed to stronger-than-expected economic growth in the third quarter." The United States Commerce Department said that retail sales increased **1.1 percent**, beating expectations after an upwardly revised **1.2 percent** rise in August.

It was further noted that retail sales outside of autos, gasoline and building materials--a barometer of consumer spending known as core retail sales--rose **0.9 percent** in September. The retail sales report was well above the **0.3 percent** gain expected by analysts in a Reuters poll, and suggested consumers did more to drive economic growth in the July--September period than economists had expected.

On 8/8/12, Mr. Chris Buchbinder who is a portfolio counselor and investment analyst for American Funds based in San Francisco stated in an article that he believes that the best investment opportunities lie in the United States. Mr. Buchbinder's optimism for investing in the U.S. lay in his statement that, "Well, here's a country that is recovering from the Great Recession, and we're recovering slowly, but with a number of areas where there's pent-up demand." The areas of pent-up demand that Mr. Buchbinder highlights are the auto industry and housing. The investment analyst added that over the next two to three years, he was of the opinion that the United States economy would see a pretty steady recovery in both housing and automobiles.

Historically, those two industries have been pretty significant drivers of what happen

in the overall economy, both directly and through indirect effects.

The Top 25 Companies Investing in America

In July 2012, Ms. Diana G. Carew who is an economist at the Progressive Policy Institute and Mr. Michael Mandel, chief economic strategist at the Progressive Policy Institute wrote a policy brief entitled, Investment Heroes: Who's Betting on America's Future?" In this policy brief, the authors surmised that, "Domestic business investment generates growth, raises productivity, increases wages and creates jobs

for Americans. It can span the gamut from new office buildings to improved production lines to faster communications equipment to deeper natural gas wells."

Ms. Diana G. Carew and Mr. Michael Mandel stated that U.S. business investment tanked during the Great Recession, and has yet to recover. The two economists pointed out that before the recession companies were expanding their domestic investment at a rapid pace. It was estimated that there would have been a total of **\$1.4 trillion dollars** more in non-residential business investment over 2008-2011, in 2005 dollars, had business investment continued to grow at the same average annual rate in the ten years before the recession (4.8% over 1997-2007).

Ms. Carew and Mr. Mandel noted that extra investment could have gone a long way toward creating jobs, boosting productivity, and enhancing U.S. competitiveness. The authors wanted to highlight those companies that are still investing domestically in buildings, equipment, and software. It is the opinion of Ms. Carew and Mr. Mandel that the United States economy is at its best--in terms of growth and job creation--when companies and workers are partners with the same objectives. Half of the leading companies were telecom and energy, but the list also included technology, automotive, and entertainment companies.

Ms. Carew said that despite record levels of cash on hand that these 25 companies had, the total dollar level of corporate capital investment is still roughly **7% below** pre-crisis 2007 levels. In short, the corporate investment drought is a direct result of multiple layers of regulation that is discouraging capital investment and innovation at a time when we need it most.

An American Opportunity

It is the opinion of this writer that some of the **\$10.3 trillion dollars** that is currently invested in low interest bearing bank accounts, and sitting on the sidelines, could be an opportunity for Americans to invest in American companies that are investing in our country's infrastructure and creating local jobs for the American worker.

If the United States economy is to experience a full-recovery, it is important that Americans participate by transitioning some of their disposable funds and invest in companies that are committed to growing the American economy and improving the quality of life for all Americans.

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

Investment Heroes: Top 25 Nonfinancial Companies by U.S. Capital Expenditure

Rank	Company	U.S. Capital Expenditures (\$billions)
1	AT&T**	20.1
2	Verizon Communications**	16.2
3	Exxon Mobil	11.7
4	Wal-Mart	8.2
5	Intel	7.4
6	Occidental Petroleum	6.2
7	ConocoPhillips	5.6
8	Comcast**	5.3
9	Chevron	4.8
10	Southern Company**	4.5
11	Hess	4.4
12	Exelon**	4.0
13	Ford Motor	3.9
14	General Electric	3.7
15	Enterprise Product Partners**	3.6
16	Sprint Nextel**	3.1
17	Walt Disney	3.0
18	FedEx	2.9
19	Time Warner Cable**	2.9
20	General Motors	2.8
21	Target	2.5
22	IBM	2.5
23	Chrysler Group	2.5
24	Google	2.2
25	Apple	2.0
Total		136.2

*Universe includes nonfinancial Fortune 150 companies from 2011; financial report FY11

**Reported to have U.S. operations only; may include a small amount of non-U.S. investment. Source: Progressive Policy Institute



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Sports



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Bob Brady	Handball
Ray Canepa	Basketball
Nick Eterovich	Softball
Ed Anzore	Golf
Ed Marchand	Track
Dave Maron	Achievement Award

SFPOA Sports Hall of Fame Awards Dinner

Thursday, November 15, 2012 – 6:30 pm

Paragon Restaurant, 2nd at Townsend Streets, San Francisco

Buffet Dinner, Cost: \$35 per person

RSVP by November 2, 2012

RESERVATIONS MUST BE MADE IN ADVANCE.

No tickets sold at the door.

For reservations send in the below form to:

SFPOA Sports Hall of Fame
Attn. Cyndee

800 Bryant Street, 2nd Floor, SF, CA 94103

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800 Bryant Street, 2nd Floor, SF 94103

Name: _____

Phone#: _____

of Tickets: _____ x \$35 = Amount Enclosed:
Make check payable to SFPOA

NICK'S NOTES

*By Nick Shihadeh,
Journal Sports Editor*

Fleet Week Softball

CHECK IT OUT: With all that was going on during the time of Fleet Week back in Oct. (not to mention America's Cup, Hardly Strictly Bluegrass concert, Castro Street Fair, Giants playoff baseball and Niners football), a softball tournament that is put on every year by the department took place on Friday the 5th at Moscone Playground in the Marina District. This was arranged by "softball commish" **Kevin Worrell** (Central Station) and involved the SFPD Seals, SF Fire, the SF Sheriffs, a team from the the US Coast Guard, and of course teams representing the Navy and the Marines. This was billed as a "single elimination" tournament.

Before play began, an impressive "fast pitch" softball demonstration was performed by the Academy of Art women's softball team. During this time, players from each participating team (most likely used to slow pitch softball) were challenged by the Academy of Art pitchers to try and hit what they were dealing. Some were able to hit the ball respectfully, while some fouled off pitches or were struck out. This was very entertaining to watch "to say the least."

On to the the actual tourney: it started off with the Seals playing the Sheriffs and beating them after a "back and forth" affair by a score of 16-9. The Seals next went on to play the team representing the Navy and beating them handedly by a score of 14-2. On another diamond, the Fire Department team played the team representing the Marines and beat them no problem by a score of 13-1. This would lead to a match-up between the Seals and Fire. This game was a close affair but unfortunately the SFFD beat the Seals by a score of 12-9.

Fire then went on to play the Coast Guard team who had won the east bay Fleet Week tourney the day before. This game featured Fire ahead during most of the game until the end when



Coast Guard rallied in the 7th inning to win an exciting affair by a score of 13-12. It was a good day to celebrate the great relationship between our Armed Forces and the SFPD, the SFFD, and the SF Sheriffs. Everyone was able to enjoy a great lunch at the fields provided by Scoma's Restaurant with special thanks going out to Cheryl Scoma (wife of the late owner Al Scoma), who was there making sure everyone was fed.

As far as members of the Seals are concerned, take a look at the team picture with this same column. The pic includes: Kevin Worrell along with **Glenn Ortega, Greg Latus, Mike Alexander, Dave Colclough, Aaron Fischer, Quoc Do, Mike Hara, Chris Olson, Andrew Lucas, Kevin Brugaletta**, and yours truly. I always feel fortunate to be able to play with these guys.

As far as the rest of this month's *Journal* involving sports, take note of the article (by **Mike Tursi**) and pictures (provided by **Patrick Burke**) about the Emerald Society Golf Tournament that took place in September. There's a Loons Nest golf article provided by head Loon **Ed Garcia**, who is happily and recently retired. There's also an article and photo provided by **Jeff Skover** about the Tour de Tahoe that took place in early September; and, last but not least, there is a short "hoops write-up" sent in by Commish **Steve Coleman** about the upcoming department basketball league.

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



Sports



THE LOONS NEST REPORT

By Ed Garcia, Retired

Bruce Lorin Takes Club Championship Title at Paradise Valley

September 18th saw the Loons Nest Golf Club conduct their 26th Club Championship. The event was at Paradise Valley Golf Club in Solano County, a location that has hosted four prior Loons events. The players enjoyed clear skies with temperatures in the mid seventies and only mild winds. The course was in good shape and the greens were holding well, conditions for some very good scores.

As players were moving through the front side, birdies were dropping like a Georgia turkey hunt. Bruce Lorin, a two time Club Champion (Presidio 2004, Presidio 2005) fired a one under par side of thirty-five, picking up birds on the seventh and ninth holes. One stroke behind at even par thirty-six was our defending Club Champion Steve Moss (San Geronimo 2011). Steve birdied the fifth hole, the course's toughest rated hole. Three Loons posted a front side score of thirty-eight strokes. Former Club Champion Glenn Mar (Oakhurst 1999) eagled the first hole, a five hundred and twenty-six yard par five hole, en route to a thirty-eight. Glenn's score was matched by our current Spring Champion Dave Kranci and Harry Pearson the 2010 Spring Champion. Making the turn at thirty-nine strokes was Rob Vernengo, Roy Sullivan and former Club Champion Tom O'Connor (Rooster Run 2010, San Geronimo 2009, Lincoln Park 2001 and Sonoma National 1998).

Heading into the back nine, Lorin made his run, picking up his third birdie of the day on the sixteenth hole and posting a score of thirty-seven for the back and a total of even par seventy-two for the day. Steve Moss made a valiant charge on the back, but was hammered by a double bogey on the thirteenth hole and he finished in second place with a score of seventy-five. Tom O'Connor closed with a thirty-seven and posted a score of seventy-six. Tom's net score of sixty-eight moved him into first low net in the first flight, allowing Dave Kranci to take third low gross with a score of eighty. Kranci finished in a four-way tie at eighty strokes with Glenn Mar, Steve Morimoto and Harry Pearson, with the tiebreaker going to Dave.

Bruce Lorin has been a very hot property this season. Bruce took the Club Championship with an even par score and he also won our Summer Classic at Peacock Gap. Bruce fired an under par round of seventy at Peacock. Can Bruce make it three in a row at the Holiday Classic in December?

Joaquin Borromeo grabbed second



low net in the flight with a net score of sixty-nine, leaving him one stroke ahead of third place finisher Ed Garcia. Borromeo picked up a birdie on the tenth hole and fired a thirty-nine on the back nine holes.

Second flight low gross saw Roy Sullivan take the day, as he opened with a front side of thirty-nine. Roy had a five-stroke lead over Joe Fischer at the turn, but Roy started to fade on the backside. Fischer brought the match even on the fifteenth hole and with a bogie on the seventeenth, Joe had a one-stroke lead over Roy. Fischer then ran into a triple bogie on the eighteenth hole, finishing the day with an eighty-eight, two behind Sullivan's eighty-six. Dean Sorgie finished two strokes behind Fischer and took third low gross in the second flight with a score of ninety.

Second flight low net saw a battle between Kyle Ching and Earl "The Pearl" Wismer. Kyle had a small lead at the turn, and then suffered a "snowman" on the tenth hole. Kyle did not let this disasterous hole shake him up, as Kyle responded by firing par on three of the next four holes. Wismer made a good move on the back nine and coming into the eighteenth hole Earl needed a bogie to beat Kyle, a double bogie to tie. Unfortunately Earl ran into a triple bogie and finished one stroke behind Kyle. Ching took first with a net seventh-one, Wismer grabbed second with a net seventy-two and Jere Williams came in third with a net seventy-four.

In Close to the Hole action there were two outstanding shots on the day. On the twelfth hole John Wyman put a shot three feet, ten inches from the cup. John was to be outdone by Steve Landi, who left a ball three feet, nine inches from the cup on the fifteenth hole.

John Mino picked up two Close to the Hole second place prizes and Tom O'Connor had the Long Drive of the day at two hundred and seventy-eight yards.

The Loons went into banquet room at Paradise Valley for a buffet lunch and awards ceremony, bringing the twenty-sixth Club Championship to a close.

Our next event will be the Holiday Classic at Rooster Run Golf Club in Sonoma County. Watch your computers for dates and details.

Loons Nest Scoreboard

Paradise Valley GC

Player	gross	net
Lorin	72	68
Moss	75	69
O'Connor	76	68
Kranci	80	72
Pearson	80	72
Morimoto	80	72
Mar	80	72
Garcia	81	70
Borromeo	82	69
Vernengo	82	73
Landi	82	75
Schmolke	83	70
Wyman	85	72
Mino	85	78
Sullivan	86	68
Ching	87	71
McMillan	88	78
Fischer	88	73
Sorgie	90	76
Wismer	91	72
Kovaleff	92	79
Taylor	93	79
Milligan	94	79
Allegro	96	81
Meixner	96	79
Williams	97	74
Flynn	97	74
Crenshaw	98	80
Biggs	99	88
Martinez	101	84
Fontana	102	90
Brown, J.	106	82
White, W.	109	82
Geraty	110	85

Long Drive Champion

Tom O'Connor 278 yards

Close to Hole Winners

Hole #3	1st	Allegro	14' 11"	2nd	Mar	16' 11"
Hole #8	1st	Pearson	6' 7"	2nd	Borromeo	7' 9"
Hole #12	1st	Wyman	3' 10"	2nd	Mino	9'
Hole #15	1st	Landi	3' 9"	2nd	Mino	11' 11"



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Tour de Tahoe

By Jeff Skover,
Bayview Station SIT Team

In 1982, Officer Bill Cooke from Central Station decided to ride around Lake Tahoe with some friends. He chose the Wednesday after Labor Day, and with 12 friends started their own Tour de Tahoe. On September 5, 2007, the 25th Tour de Tahoe was a huge success with over 50 riders. At that ride Bill had asked for help with future rides, and several people stepped forward. They did so not knowing that six days later Bill would die from a massive heart attack while coaching the ICA Cross County Track Team. That was a sad day for all, but the ride has continued and is now known as the "Bill Cooke Tour de Tahoe." On Wednesday, September 5th, 2012, we celebrated the 30th Anniversary of the Tour de Tahoe.

The 30th Anniversary Ride started out like most rides, a group picture of the 50 plus riders and the support team. The weather looked great with 64 degrees and clear sunny skies. Of course there was a flat tire as we started to leave, but that was quickly fixed and we were off for the 72-mile ride around Lake Tahoe.

The first five miles were great with a slight change in the weather. As we approached our first hill climb to Inspiration Point at Emerald Bay, there were a few raindrops from the partially clear skies with the temperature staying about the same and definitely not getting warmer. Having completed the first 11 miles and a quick rest, we were off to Tahoe City.

On the way, we could see the sky changing with dark storm clouds rolling in from the south. Since we were headed to the North Shore, we were hoping we would get lucky and that



the storm would pass before our paths crossed. After some great descents and rolling hill climbs, we rolled into the next rest stop just outside of Tahoe City. Still dry with cool temperatures and the storm clouds squeezing the blue from the sky, the storm we had been watching was not moving off as quickly as we'd hoped.

Upon leaving Tahoe City and climbing to Dollar Hill, the skies opened up and blessed us with the first rain in weeks, even though the forecast announced that rain wasn't supposed to arrive until the next day. This made the ride to Incline Village the most challenging part of the ride, as the next 15 miles had us pedaling in a steady rain. The best description of this part of the ride would be standing in a cold shower for an hour while pedaling about 15 mph, FUN.

Our lunch stop was relatively dry, but with the temp around 55 degrees it was difficult to dry out or warm up; yet, we persevered and made the break a quick one so we could get back on our bikes and attempt to create some heat. The wonderful ascent up Spooner Grade was a different challenge in the cold weather compared to the usual blazing afternoon sun that we all were used to in past years. Resting at the top of Spooner before the descent was a quick stop with many riders opting to forego the stop and hit the last big descent of the ride. A positive sign was the clearing skies, decreasing rain and

a slight increase in the temperature to a balmy 57 degrees.

The descent was slower than usual with very few riders hitting the 50 mph speeds that we often experience, due to the wet pavement and gusting winds. Approaching Zepher Cove, we enjoyed another climate change—the skies were now blue and the temperature was on the rise to 68 degrees. This was a welcome change and a chance to dry out, or at least get some feeling back in our cold and soaked bodies.

Due to the challenging conditions and state of the riders, there would be no final rest stop outside of South Lake Tahoe. The customary ice cold beer and assembling the formation of the remaining riders to form the procession through town would have to wait until the 31st ride, with thoughts of the hot tub taking center stage, and then the ice cold beer. Once we regrouped at the motel and rinsed the salt from our bikes, it was time to relax. Hot tub, beer and massages were on the agenda and those were enjoyed by most of the riders.

With this being the 30th anniversary of the "Bill Cooke Tour de Tahoe," we had a catered dinner in the conference center at the lovely Motel 8, which kept most riders together versus a mass exodus to various restaurants in South Shore.

I have enjoyed this ride for many years but can't remember a time that the conditions presented as big a chal-

lenge as this year. But like every "Tour" it was more than just a challenging bike ride, it was about the camaraderie. There was a reconnection with old friends and the meeting of new ones with a common shared interest in bike riding; or, it was just getting away to Lake Tahoe. These things have kept this ride going for 30 years. See you at the 31st ride the Wednesday after Labor Day, 2013.

SFPD Basketball

By Steve Coleman,
Bayview Station

It's that time of year for our SFPD basketball league to start up. We're looking to begin the season in early December and finish in late February. There will be a coaches meeting soon to discuss rules and scheduling issues. Last season, we had eight SFPD teams participate along with two outside agencies. As of this moment, I hear there is another SFPD team forming and two outside agencies looking to join. The league has been very competitive the past couple years. The Northern Bulldogs have proven to be tough to beat and have continued to set the bar high by winning the past two championships. Our basketball league is physical and plays at a fast pace. Now is the time to start those workouts and get into shape. We're looking forward to another great season.

Letter to Sports Editor

Hey Nick,

How are you? Mike Simmons (Southern Station) and I didn't feel satisfied after watching all the track and field events in person at the London Olympic Games. Being inspired we had to participate in the Nevada Senior Olympics in Las Vegas (Oct. 6) The temperature was near 100 degrees, and the meet events were about 2 hours behind schedule. "Big Mike" participated in two events. In the 50 meter sprint, Mike flew out of the blocks into a very tight race "across the board" to finish with a Bronze Medal. In the 100 meter dash again Mike bolted from the blocks with the fastest start to even out with the pack at about 70 meters. With all the sprinters leaning at the tape Mike pulled in another Bronze Medal.

I had signed up for three events, with the first event being the long jump. I had a good long stretch and took a few practice runs down the runway and into the pit. On my first competitive jump I went a little over 17 ft. I watched the other competitors jump and it seemed like I was in

the lead going into the second round of jumps. I passed on the rest of my jumps so I could prepare to run the 400 meter dash. I was blessed to be in a fast company in the 400. I came in second place to the Masters National Champion (James Chinn). I would like to say I was right on the guy during the whole race, but I can't. I saw him next to me in the first turn, then all I saw his back for the rest of the race. I would have liked to have thrown the javelin, but because all the events taking place were behind schedule, the javelin competition was moved to the next day. We were not staying an extra day. I learned later that I received a Gold Medal in the long jump. To end the track meet adventure, we were able to meet with the "meet director" who was four time Olympian Martha Watson (1964,68,72,76). We were also able to meet Olympian John Carlos (1968) which was also rewarding for us.

Thanks,
Ed Marchand
(Taraval Station)

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Champions
2012



Classified Ads

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Word Search

Created by Officer Michelangelo Apodaca, Airport Bureau

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

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

- | | | | |
|--------|--------|---------|----------|
| ABSURD | FABRIC | KAIN | PAIL |
| BEAD | GABLE | LACE | QUADRANT |
| CARVE | HABILE | MACAQUE | RABBLE |
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A	B	S	U	R	D	U	R	I	B	A	J	C	M
M	B	E	A	D	N	I	A	K	I	W	N	A	A
O	A	C	A	R	V	E	E	C	A	L	U	R	T
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Close Encounters

By Steve Johnson, SFPOA

This column is dedicated to chronicle the outstanding work that our members do every day while serving the citizens of San Francisco. There is no one more deserving of being mentioned in Close Encounters than our current Vice President of the San Francisco Police Officers' Association, Kevin Martin.

Kevin will be retiring from the Department this November after 28 outstanding years of service to the people of his native City that he loves. He will also be leaving behind a legacy unlike any other.

Kevin the Protector was there for each and every police officer in their time of need. That's why we nicknamed him "24/7 Kevin" some time ago since he was always available, no matter when.

Kevin was a Hostage Negotiator, a member of the Critical Incident Response Team, initiated the visitations for children treated for serious illnesses at UC Hospital, and also put together an outstanding team of representatives serving our officers whenever they would receive one of those annoying "invitations" to appear before the Office of Citizen Complaints.

He is also an avid, avid New York Yankee fan (go figure) and, whenever assigned to work at AT&T Park, he was always seen in the company of his idol, and one of the most famous ballplayers of all time, the Great Willie Mays. (We have no idea how he somehow finagled the #24 star he wore to work every day . . .)

Police officers know of the special bond that is created when you form a partnership and work with someone every day who has your back and who would do anything for you — with Kevin gone, that's something we are all going to miss.



Kevin Martin

Retirees Bid Farewell



By Ray Padmore

A famous author once said: "Retirement, a time to enjoy life! A time to do what you want to do, when you want to do it, how you want to do it." If I had to guess, this was the feeling of the sixty three members of the Department who were recognized at

the recent Retirement Ceremony held at the Scottish Rite Masonic Center.

The event was filled with laughter, joy, and sadness, as each District Station Captain read the bio of the retiring members, and the retirees in turn expressed their bittersweet farewell. Overwhelmingly, everyone I spoke to said it was the greatest job they ever

had and the thing they would miss most, are the men and women of our great department.

Chief Suhr closed the event with a heartfelt thank you for the many, many, years of service rendered by the retirees. He encouraged them to continue to live their lives to the fullest as they embark on a new chapter

in their lives. To never forget the influence they have had on others and the positive changes they have brought to the Department over there many years of service.

The event concluded with an evening of light refreshments and a lot of heavy reminiscing!

San Francisco Police Officers Association Endorsements for the November 6, 2012 Election

San Francisco Board of Supervisors

District 1

✓ DAVID LEE

District 3

✓ DAVID CHIU

District 5

✓ LONDON BREED

#1 Choice

✓ THEA SELBY

#2 Choice

District 7

✓ FX CROWLEY

District 9

(No Recommendation)

District 11

(No Recommendation)

San Francisco Community College Board

✓ NATALIE BERG

✓ RODRIGO SANTOS

✓ AMY BACHARACH

San Francisco Ballot Measures

Proposition B (Neighborhood Parks Bond)

✓ YES

Proposition C (Housing Trust Fund)

✓ YES

Proposition E (Gross Receipt Tax)

✓ YES

Proposition F (Restore Hetch Hetchy)

✓ NO

Proposition G (Avalos Policy Statement)

✓ NO

California State Ballot Measures

Prop 30 (Guaranteed Public Safety Funding)

✓ YES

Prop 32 (Diminishes Union Political Rights)

✓ NO

Prop 35 (Increase Penalty for Human Trafficking)

✓ YES