



Officer Kevin Downs; A True Hero Both On *and* Off Duty



By Martin Halloran
SFPOA President

406 Officer Down!....406 Officer Down!

If you are or have been a cop in San Francisco, then you know that this is the most gut-wrenching, heart-dropping call that you will ever hear on the radio. In some ways it is hard to explain. On one hand, it seems like time stands still and everything stops. On the other hand, every cop drops what they are doing and leaps into action. Response is Code-3 to the incident without hesitation, even while a thousand things are going through your mind — mostly about the condition of your brother or sister officer.

That call went out on the evening of October 14, 2016 when Taraval Officer Kevin Downs and his partner encountered a mentally disturbed person with a gun at Lakeshore Plaza. A mentally disturbed individual not taking his medication and armed with a gun. This is and always has been a recipe for disaster.

Well it proved to be that again as it did almost one year ago to the very date. On October 15, 2015 Tenderloin Sergeant Joe McCloskey encountered a mentally deranged individual who was not on his medication and not being cared for by

his family or by city services when he disarmed Sgt. McCloskey. Joe was then facing the barrel of his own gun. Joe survived due to his strong will to survive and to the quick action of his partner, Sgt. Mike Koniaris, who took appropriate action and ended the conflict.

Neither Officer Downs, his partner, or the responding officers to the eventual 406 call, had any idea of the circumstances that would take place on that shift which would have such a dramatic effect on their lives.

The calls for service came in that day of a mentally disturbed person in the shopping mall. Officer Downs and his partner located this individual on a street next to the mall and approached him on foot. Suddenly, the suspect turned on the officers with a gun in his hand and began firing.

Officer Downs was shot in the head and he went down. 406 Officer Down...406 Officer Down call went out over all radio channels. Due to the quick action of Officer Downs' partner, not only did Officer Downs survive but the suspect was taken into custody a short time later.

On-duty officers throughout the city responded to the scene and did what they do best. Officer Downs was being treated by his partner until the ambulance arrived, the ambulance, with Officer Downs on board, was escorted code 3 to SFGH by members of the Traffic Company, the suspect was pursued on foot by additional officers, perimeters were established to contain the suspect, while other officers ensured that the public shelter in place for their safety until the gun wielding suspect was taken into custody.

Even though the suspect was located and contained in a nearby park, he decided to shoot it out with the uniform officers who located him. The threat was neutralized by SFPD, the suspect was taken into custody, and his gun was recovered.

Officer Downs was rushed to the Emergency Room at SFGH where he was treated by the doctors and nurses from the trauma team. The ER team at SFGH are the best in the country, and they treated Officer Downs wonderfully.

Officer Downs' head wound was serious and the shooting caused partial paralysis on the right side of his body. Officer Downs was later transferred to ICU where he continued to make progress in his recovery. Officer Downs is now at a rehabilitation facility where he has a full schedule of daily physical therapy sessions to regain his strength and mobility.

Since the tragic events of October 14th, I have been fortunate to get to know Officer Kevin Downs, his wife Corey, and his family on a more personal level. In short, I am amazed and in awe of this young man, his resilience, his strength, his faith, his accomplishments, and his

commitment to his fellow man. It is beyond inspirational. Kevin is a true hero both on and off duty.

Kevin is the son of SFPD Sgt. Phil Downs (ret.) and Debra Downs. Kevin, his siblings, and their parents have a strong family bond which was clearly evident during this family crisis.

While attending Saint Ignatius College Preparatory, Kevin worked to raise awareness of the sacrifices made by military personnel returning from service in Iraq and Afghanistan. Kevin's passion surrounding this issue began after hearing stories from his brother, Captain Philip Downs, Jr. (R) USMC. Captain Downs served in combat in Iraq in 2005 and 2006. Kevin became aware of the struggles and lack of employment opportunities that veterans faced as they transitioned back into civilian life.

Kevin's passion for veteran issues carried over into his college years when he worked summers at a ranch in the west Marin town of Tomales. It was there that the idea of *Ranchin' Vets* came to Kevin. An organization to assist in the reintegration of veterans into civilian life through a variety of programs offered within the ranching and agricultural industry.

Kevin and his wife Corey co-founded *Ranchin' Vets* as a 501(c)(3) nonprofit www.ranchinvets.org. They hope that their organization can help in reversing the



unemployment problem among veterans, and provide a mentorship program to foster relationships with fellow vets and guide them in accessing their due VA benefits. *Ranchin' Vets* serves those who have served us.

Officer Kevin Downs' heroism on duty and his, and Corey's, dedication and commitment to veterans off-duty exemplifies all that is good with those who serve in the SFPD. It also demonstrates that service to your fellow man is not limited to your tour of duty. We should all strive to be so unselfish and giving.

Slainte!

Saluting our Heroes

VETERANS DAY

NOVEMBER 11, 2016

Veterans Day Parade

Sunday, November 13, 2016

11:00am – 1:00pm

In 2015 the parade stepped off at 11am sharp at Embarcadero at North Point Street near Fisherman's Wharf.

Minutes of the October 19, 2016, SFPOA Board of Directors Meeting

1. Sergeant at Arms Val Kirwan called the meeting to order at 1215 hours.

2. Sergeant at Arms Kirwan led the board in the Pledge of Allegiance. Following the pledge, he asked for a moment of silence in honor of police officers and military personnel killed in the line of duty and continued prayers and well wishes for Officer Kevin Downs who was seriously injured when he was shot in the head on October 14th.
9. The General Membership meeting will be held at the Irish Cultural Center on November 10, 2016. Doors open at 1700 hours for cocktails. The meeting will commence at 1730 hours.

10. Chief Chaplin's news conference remarks regarding the apprehension of Officer Downs' assailant in Stern Grove were addressed.

11. Announcement of a contract survey that will be established soon. At-



Parliamentarian Michael Hebel swears in new reps, Mike Ferraresi Co. I, and Ted Lattig, Co. D.

3. Parliamentarian Michael Hebel swore in Ted Lattig and Mike Ferraresi as Co. D and Co. I representatives, respectively.

4. Acting Secretary Sean Perdomo conducted roll call.

5. Approval of the September 2016 minutes by motion of Representative Van Koll and seconded by Sergeant at Arms Val Kirwan.

6. President Halloran addressed the following as his President's Message:

7. Update on Officer Downs' condition and SF POA assistance to the family.

8. Update on Vice President Tony Montoya's condition.
- torney Gregg Adam gave a status update on city contract negotiations.

12. Acknowledgment of outstanding work canvassing Supervisorial District 1 by Representatives Canning (Investigations), Lobre (Co. E), Keeve (Co. G), and Officer Fung's George Washington Baseball Team in support of candidate Marjan Philhour. Former President Gary Delagnes was also acknowledged. The tentative date for the next neighborhood canvass will take place on November 5, 2016.

13. Poker Tournament update by Sergeant Val Kirwan. The event was a financial success for the scholarship

- fund.

14. Presentation by Attorney Gregg Adam regarding the Department's practice of exhausting sick leave balances prior to the use of other time banks for Family Medical Leave (FMLA) requests. The Department has not resolved this issue. Arbitration is tentatively set for November 29, 2016. POA seeking two or three member witnesses who were affected by not being able to cash out yearly SP or were forced to take OU.

15. Acting Vice President Mike Nevin presented the following as his Vice President's Message:

16. Informed the membership of Officer Downs' "Ranchin' Vets" organization.

17. Use of Force Committee meeting following the Board of Directors. Next meet and confer with the City and Department scheduled for October 21, 2016.

18. Survey to be put out by November 1, 2016 on contract feedback.

19. Treasurer's Report. Treasurer Joe Valdez provided the Board of Directors with a monthly expense report.

20. New Business:

21. Representative Cheng (Co. F) presented a question about "split" shifts.

22. Representative Edwards (Co. D) presented an issue with the Sergeant's test bulletin being incorrect, per DHR, regarding the date. Representative Edwards was advised to immediately author a memorandum.

23. Representative Canning (Investigations) raised the issue the Department should explain testing in detail.

24. Old Business:



Attorney Gregg Adam address the Board.

25. Representative Lobre (Co. E) questioned whether Body Worn Cameras shall be worn for 10-B or EWW. President Halloran responded in the affirmative.

26. Financial Requests:

27. Acting Vice President Nevin made a motion for \$5,000 donation to "Ranchin' Vets" and it was seconded, jointly, by Treasurer Valdez and Sergeant at Arms Kirwan. The Board of Director's approved the motion unanimously.

28. The meeting adjourned at 1255 hours.

Submitted by
Sean Perdomo, Acting 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.*

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Ray Shine

SPORTS EDITOR

Nick Shihadeh

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Cyndee Bates

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800 BRYANT ST., 2nd FL., SAN FRANCISCO, CA 94103

(415) 861-5060

www.sfpoa.org

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ASSOCIATION OFFICE: (415) 861-5060

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

• Address letters to the Editor's Mail Box, 800 Bryant St., 2nd Floor, San Francisco, CA 94103.

• Letters must be accompanied by the writer's true name and address. The name, but not the street address, will be published with the letter.

• Unsigned letters and/or articles will not be used.

• Writers are assured freedom of expression within necessary limits of space and good taste.

• The editor reserves the right to add editor's notes to any article submitted, if necessary.

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

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All Active & Retired Members
& Their Immediate Families,
(spouses & children)

Are Invited To
The POA General
Membership Meeting

Thursday, November 10, 2016
1700 Hours

United Irish Cultural Center
2700 45th Ave., @ Sloat Blvd.

Hosted Bar & Appetizers

There is also much to discuss at this meeting including the department's proposed Use of Force policy, Body Worn Cameras, contract negotiations, and the selection of a new Chief of Police just to name a few. Please plan on attending and raise any issues that are important to you and the membership.

A cartoon illustration of a turkey with a brown body, orange beak, and a tail of large, stylized stars in various shades of brown and gold.

Each active-duty
POA member who
attends this meeting
will receive a free
Thanksgiving turkey.

POA's Medal of Honor Ceremony

By Sean Perdomo,
POA Acting Secretary

On Thursday, October 13, 2016 the POA honored 9 members for the Ninth Medal of Honor Ceremony. The POA has adopted the award medals presented to individuals nominated for their valor and dedicated professionalism.

We were privileged to have the opportunity to make this presentation to such a tremendously brave group of individuals.

The recipients were: Officer Regina Berrigan, Officer Derek Christensen, Sergeant Neil Cunningham, Sergeant Duane Elzey, Officer Edmund Huang, Officer James Johnson, Officer Jerry King, Officer Carmichael Reyes, and Sergeant Steven Spagnuolo.



Left to right: POA Treasurer Joe Valdez, Officer Carmichael Reyes, Officer Edmund Huang, Officer James Johnson, Officer Derek Christensen, Sergeant Steven Spagnuolo, Officer Jerry King, Sergeant Duane Elzey, POA Acting Vice President Mike Nevin, Sergeant Neil Cunningham (retired) and POA Acting Secretary Sean Perdomo.

The Fairness in Discipline of the San Francisco Police Commission



By Paul Chignell,
Former President and Current
Legal Defense Administrator

The San Francisco Police Commission is the policy authority for the San Francisco Police Department. The seven (7) members are appointed to their positions by the Mayor (four members) and Board of Supervisors (three members).

The Commission is one of the most-high profile bodies in San Francisco city government, and those commissioners volunteer their time with awesome

influence due to the authority and responsibility to enhance public safety in a world class city.

Currently, Suzy Loftus is the President, and Julius Turman the Vice-President. They are joined by Commissioners Pietra DeJesus, Victor Hwang, Joe Marshall, Thomas Mazzucco, and Sonia Melara.

It is important that the Police Commission work effectively with the Chief and hierarchy of the Police Department, the rank and file both sworn and civilian, other governmental entities, the community at large, and the various employee organizations.

The San Francisco Police Officers' Association (POA) is the largest employee organization, with 2,165 active members, and 1,470 retired members. Only 16 active members do not belong to the POA.

The interaction between the Police Officers' Association occurs on many levels: from negotiating changes in working conditions, to collaborating on law enforcement functions, ceremonial conclaves and other professional functions.

But one of the paramount relationships between the POA and the civilian Police Commission is the adjudication

of discipline for active duty police officers. In a police department as large and diverse as the SFPD, with the array of work rules, some officers are faced with discipline for misconduct.

The San Francisco City Charter, the so called Bible of city policy and statutes, specifies that the Police Commission has the power to hear discipline matters that result in termination, demotion, or more than ten (10) days suspension from work. The Police Commission also has the authority and obligation to hear appeals of suspensions less than ten (10) days that are imposed by the Chief of Police.

These discipline matters are serious to the San Francisco Police Department, the community that we serve, and ultimately to the officers affected.

The administrative processes that govern the manner in which discipline is meted out flow from historical precedent, mandated rules, state law and court decisions.

The current police commissioners take their charge in disciplinary matters quite seriously and thoughtfully. Each case is assigned to an individual police commissioner who makes his or her recommendation. Following that, the dispositions are made by the full seven

(7) members Police Commission.

Without exception in recent years, these police commissioners have been eminently fair and thorough in their resolution of important misconduct cases. The POA employs a panel of attorneys and a legal defense administrator, all of whom work assiduously to review the evidence against police officers in trouble and constructing a defense of the various charges against the officers. The POA defense advocates employ two policies in representing officers in trouble: formulating a cohesive and well-reasoned defense, and advocating for an adjudication that will result in the officer in trouble to correct behavior so that the officer can become a productive member of the Police Department for the future.

My interaction with all of the current police commissioners allows me to say that fairness, impartiality, and appropriate results are the standard with these seven (7) civilian volunteers from the San Francisco community.

In these times of conflict between and amongst various interests affecting policing in San Francisco, the San Francisco Police Commission's role in discipline has been one of cooperation and not conflict.

Board of Directors Meeting Roll Call					
Wednesday, October 19, 2016					
President	Martin Halloran	P	Co. G	Clifford Cook	E
Acting Vice President	Michael Nevin	P		Damon Keeve	E
Acting Secretary	Sean Perdomo	P	Co. H	David Lee	P
Treasurer	Joseph Valdez	P		James Trail	P
Sergeant-At-Arms	Val Kirwan	P	Co. I	Michael Ferraresi	P
Editor	Ray Shine	E		Shawn Imhoff	E
Co. A	Larry Chan	E	Co. J	Michael Koniaris	E
	John Van Koll	P		Kevin Lyons	E
Co. B	Danny Miller	E	Co. K	Crispin Jones	E
	Louis Wong	E		Frank Pereira	P
Co. C	Richard Andreotti	P	Hdqtr.	Kevin Moylan	P
	Tracy McCray	P		Christos Rallis	E
Co. D	Scott Edwards	P	Tactical	Dan Laval	E
	Ted Lattig	P		Gavin McEachern	E
Co. E	Matt Lobre	P	Invest.	Chris Canning	P
	Jesus Peña	P		Thomas Harvey	P
Co. F	Gary Cheng	P	Airport	Reynaldo Serrano	P
	Jeremy Cummings	E	Retired	Mark Trierweiler	P
				Ray Allen	P

Close Encounters

We were hoping to have a quiet holiday season beginning with Thanksgiving since this year has been tragic enough with the number of law enforcement officers killed in the line of duty. Unfortunately, our wish was not granted . . .

Officer Kevin Downs, Taraval Station, is still recovering in the hospital as of this writing after surviving a near-fatal gunshot wound while investigating a 9-1-1 call in the Sunset District.

We had already planned to highlight an arrest Officer Downs had made with his partner, **Officer John Laffey**, in this month’s article before the shooting incident took place. It stands as a reminder that there are still way too many guns out there in the hands of people who aren’t capable of making rational decisions and who are a danger, a real danger, to others.

It was on 8/21/16, that Officer Kevin Downs and Officer John Laffey were on uniform patrol on the 500 block of Niagara in the Taraval District when they noticed a parked car with no plates and an expired registration tab posted in the back window. There were 2 people aboard so they decided to check it out. When they made contact with the owner sitting in the driver’s seat they were welcomed with the overpowering aroma of marijuana and, after a brief detention and upon further investigation Officer Downs and Officer Laffey recovered a .40 caliber semi-automatic weapon within easy reach of the individual they were talking to. The gun was reported stolen out of Rocklin, California, and the suspect who had immediate access to the deadly weapon had multiple arrests for robbery.

This individual could have easily decided to take a chance on escaping

prosecution and using the weapon he had that was fully-loaded and ready to go. We’re thankful he didn’t.

And what is the attraction of smoking marijuana while driving around with a loaded gun?! **Officer Joshua McFall** was placed in the same situation when he went to check out a car driving around in the Central District that had committed a minor infraction. The driver lowers his window as requested by Officer McFall and a cloud of non-commercial smoke drifts by. Officer McFall furthers his investigation and not only recovers more narcotics but also a fully-loaded, .380 semi-automatic weapon within arms reach of the suspect.

Meanwhile, **Officer Brendan Williams** and **Officer Kevin Daniele** also pulled a car over for the purpose of admonishing the driver over his lack of driving etiquette and immediately spotted several bindles of narcotics on the front seat. Turned out the plastic bindles contained suspected methamphetamine. The driver was placed under arrest and removed from the vehicle. During this process Officer Williams and Officer Daniele located a fully-loaded firearm he had concealed on his person which they quickly rendered safe. The District Attorney’s office subsequently filed multiple felony charges against the suspect.

And **Officer Pavel Khmarskly** stopped a car with an expired registration with 2 on board. **Officer Andrew Rechteiner** and **Officer Kenneth Anderson** backed him up and good thing they did. Turns out that the driver of the

vehicle had an outstanding felony warrant for his arrest. So while removing both the driver and passenger in furtherance of their investigation the officers located a .40 caliber semi-automatic handgun that was loaded with a high-capacity magazine ready to go that was easily accessible to both suspects when Officer Khmarskly first approached their car. Right next to the weapon were 2 ski masks.

Could things have turned out different if it wasn’t for Officer Rechteiner and Officer Anderson coming by as back-up. Let’s not even think about it. But, once again, proof that there is no routine to a “routine traffic stop”.

Officer Shyrlé Hawes and **Officer Ashley Slomowitz** responded to a robbery with a gun that just took place at 3rd and Palou in the Bayview district. Other units had already put out a description of the suspect and the vehicle he was driving. Officer Hawes and Officer Slomowitz located the car parked at 23rd and Arkansas at the same time the suspect/driver was entering a liquor store across the street. The rest is best described by **Sergeant Magnus Chow** who wrote both officers up for a commendation: “With the efficiency of 20-year veterans, Officer Hawes and Officer Slomowitz called a ‘Code 33’ and requested additional units all while positioning themselves in a tactically advantageous position to await the suspect’s exit from the store. Officer Hawes and Officer Slomowitz were able to detain the suspect without incident as he returned to his vehicle.”

Very nice work!

Officer Michael Fewer faced a dilemma after he was flagged down by numerous citizens regarding a woman in Alamo Square Park who was threatening to kill people with a large knife she was wielding. Officer Fewer ran into the park past the tourists who were fleeing and located the suspect. He immediately ordered her to drop her weapon but, instead, she countered with, “You can’t shoot me.” A brief stand-off took place until Officer Fewer could work his way close enough to grab the suspect and take her down with a leg sweep all the while doing everything he could to avoid being stabbed. Suspect and weapon in custody, just another day on patrol.

And, speaking of “just another day on patrol”, what other job requires you to wear a gun to work? What kind of job is it where the employees are more concerned over survivor benefits for their family rather than the annual salary offered? And what other job films everything you do and say while dealing with some of the most violent criminals engaged in felonies who never, ever want to go back to prison?!

It’s the job of a police officer — a job you chose and the life you lead.

We know that there is a silent majority out there who appreciate everything you do under the most trying of circumstances and those are the people who owe you a gratitude of thanks this Holiday Season.

You do it for them.
Stay safe.

www.Lawenforcementtoday.com

It’s Raining Bullets on Cops in California

By Jim McNeff
POSTED ON OCTOBER 21, 2016
Forwarded to the *Journal*
by Martin Halloran

MODOC COUNTY, Calif. — There may be a drought in California, but it’s raining bullets that are hitting police officers in the Golden State. A sheriff’s deputy in Northern California was shot and killed Wednesday.

Deputy Jack Hopkins, 31, responded to a family disturbance in Modoc County. He entered the property to investigate and was apparently greeted with gunfire. His wounds were fatal. Sheriff Mike Poindexter reportedly intercepted the suspect as he fled in a vehicle. Poindexter exchanged gunfire with the man, identified as Jack Lee Breiner, 47, of Alturas. Poindexter received undisclosed injuries that did not take him out of service. Breiner received a gunshot wound, and was transported to a medical center in Redding. He is expected to recover from his injuries.

According to KCRC7 News, Breiner is a registered sex offender as revealed by a criminal records check.

Sheriff Poindexter grieved the loss of Deputy Hopkins, while thanking so many allied agencies that responded to assist with the investigation.

Deputy Jack Hopkins’ brother, Sam Hopkins, is also in law enforcement. Sam works as a police officer in Weed, California. The brothers attended Butte College Law Enforcement Academy together.

Jack Hopkins recently transferred from Alturas Police Department to the Modoc County Sheriff’s Office. The Alturas Municipal Airport Facebook

page posted:

He was probably the nicest man. When he pulled you over for a headlight, or something you did, he always was courteous and had a smile on his face. He didn’t have a mean bone in his body, just a great guy. He is missed by all of us.

Hopkins is the fourth law enforcement officer to be murdered in California in the past two weeks. His death follows that of a sergeant from the Los Angeles County Sheriff’s Department who was killed when confronting a burglary suspect. The Palms Springs Police Department also had two officers murdered during a disturbing the peace call for service.

While four were murdered, three others escaped with their life. A police officer in San Francisco survived a wound to the head, and two officers from Vallejo, California narrowly avoided a fatal encounter when a suspect appeared to have every intention of shooting them while they visited Starbuck’s, but his weapon malfunctioned, allowing them to pursue and capture him.

It makes you wonder if any of these suspects were out of custody due to several political moves that were opposed by law enforcement professionals in California, such as Realignment or Proposition 47? I’m sure we’ll find out soon enough, but it will not help any of the deceased officers or their families.

Deputy Hopkins is survived by a large, loving family and his dog, Bandit. He had five siblings and was raised in the small community of Montague, California in Siskiyou County.

Subscribe to Law Enforcement Today on line at www.lawenforcementtoday.com.

1st Annual Wellness Retreat

All law enforcement personnel;

All local agencies welcome;

All faiths and perspectives welcome!

St. Mary’s Church, Nicasio, CA
Thursday, November 3, 2016

10 am – 3 pm

10 am — Coffee & Pastries

10:30 am — Mass

Noon — Lunch with Round Table Discussion

Hosted by

SFPD Chaplain Fr. Mike Quinn

& Fr. Cyril O’Sullivan

RSVP by email to

Joe Engler at josephengler@hotmail.com

A donation of \$40 is requested
for cost of the food and drinks



SAN FRANCISCO POLICE OFFICERS ASSOCIATION
800 Bryant Street, Second Floor
San Francisco, CA 94103
415.861.5060 tel
415.552.5741 fax
www.sfpoa.org

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Sergeant At Arms

October 28, 2016

Toney Chaplin
Acting Chief of Police
San Francisco Police Department
1245 3rd St
San Francisco, CA 94158

Dear Chief Chaplin,

The recent events of October 14, 2016, which led to the shooting of SFPD Officer Kevin Downs were terrifying and horrific but they demonstrated the professionalism and commitment of all SFPD officers who were on duty that night and responded to that dreaded call “406 Officer Down”. The officers who responded to render aid to Officer Downs, those who pursued the armed suspect, those who established perimeters, and those who were being fired upon by the armed suspect before he was taken into custody should all be commended for their dedication to duty and to their commitment to the safety of our community.

Once critical incidents such as this one have concluded, the crime scenes have been broken down, and the media have packed up their cameras, there is one SFPD unit that is just gearing up for some long hours of work ahead of them. The Behavioral Science Unit (BSU) responds to all critical incidents and aids members in their debriefings and their dealings with these incidents long after the headlines have faded from the public’s memory. When our members experience and see the worst in the field, that is when BSU is at its best. They are the silent saviors for our members and they offer unwavering support to them which often goes unnoticed.

As you know the success of the Behavioral Science Unit rests mainly with those experienced, dedicated officers assigned to the unit. They go far beyond their regular tour of duty and they make themselves available 24/7 to their fellow officers in need. Having the officers assigned to BSU available at a moment’s notice and not detailed to other obligations within the department has proven to be invaluable when a member is in crisis. Your commitment to add additional personnel to BSU is a clear sign that you recognize the importance of your officers’ well-being throughout the department.

The Behavioral Science Unit is equally successful due to the *complete and total confidentiality that is afforded to members* who seek out services from this unit. Since the inception of the Behavioral Science Unit this has been the policy and over the decades BSU has become not only a national model but an international model. This confidentiality ensures participation by members who are most in need of these services. When other law enforcement agencies, inside and outside the United States, consider establishing a unit to assist officers the name that comes to mind is the SFPD Behavioral Science Unit. The name Behavioral Science Unit has become synonymous with success for the SFPD.

The San Francisco Police Officers Association fully supports the Behavioral Science Unit and we commend your leadership in providing these services to members in need.

Sincerely

Martin Halloran
SFPOA President

Dealing with Stress; Don’t go it Alone

Department BSU can help

By Martin Halloran,
POA President

Over the past year, policing in the United States has drastically changed, and in many ways it is not for the better. From the physical attacks to the increased ambushing and outright murder of police officers, coupled with the daily pressures that have been associated with this profession for decades, law enforcement personnel can be pushed to the emotional and physical edge. Constantly working understaffed with increased duties and responsibilities, most officers are forced into the “let’s do more with less” syndrome.

Back in January 2013 I authored an article that addressed some of these issues. I believe this article is as relevant today as it was then, and I have asked the editor to reprint it in this issue of the Journal. We cannot effectively take care of and serve the public if we do not first take care of and help ourselves and our co-workers.

Slainte!

The following article authored by then vice president Martin Halloran first appeared in the January 2013 POA Journal. It is reprinted here with a minor update regarding contact information. – Ed.

Vice President’s Message

Officer, Protect Thyself

By Martin Halloran
SFPOA Vice President

I’m sure at one time or another most of us have heard that biblical proverb “Physician, heal thyself.” The phrase alludes to doctors being able to treat others that are suffering from illness but yet not recognizing or willing to heal themselves.

As police officers, we are faced with a myriad of issues on a daily, weekly, and yearly basis that we are forced to deal with. Many of us entered into this profession confident that we can make a difference and solve any problem presented to us. We put on the uniform, pin on the star, and strap on the gun belt. We go out on the street or we take the case assignment and tackle whatever the problem may be, leaving everything else in our lives on hold until this problem is solved. Consequentially, our personal lives sometimes take a back seat. We put off the vacation with the spouse and kids. We miss the kid’s soccer games. We wait to see the doctor about that back pain. We tell ourselves “I won’t let it happen again. I won’t keep going on like this. I will make it up to them.” We say this again and again, trying to convince ourselves that we can do it all and be everything to everyone, but yet we often fall further into this trap.

There is no way — and I mean absolutely no way — that we as law enforcement officers can serve and protect the people who count on us if we fail to protect and take care of ourselves. During the month of December 2012, the SFPD lost three active and one recently retired officer. These officers were all fine men in their own right, but I found myself asking common questions about all of them. Did we lose these officers because they gave everything they could to this department? Did they sacrifice their own health and well-being so that others may benefit from their hard work or live a better life? These are questions for which I have no answers. I wish I did. The funeral services are all over now, but the fond memories of these men will live on amongst their families, friends, and colleagues.

We have seen this happen before in our own agency and in other law enforcement agencies throughout the country. So how do we address this? One way — and by no means is this the *only* way — is the SFPD Behavioral Science Unit (BSU). This unit offers many services to our members that are *completely confidential*. Since my recent appointment to vice president of the SFPOA, I have become more familiar with this unit and the officers who staff these vital positions. BSU has given me permission to list their contact information below. I strongly urge members to take full advantage of these services, which can be accessed 24 hours a day. We need to take care of ourselves, in both mind and body, in order to better serve our community. Part of that care must be maintaining and strengthening your relationships outside of the law enforcement circle. Our profession is an honorable one, and I know the importance of strong bonds with your co-workers, but let’s not forget where we came from and our connections outside of the job.

Over the past holidays, I had a conversation with one of the SFPD chaplains. Father Mike Healy and I were discussing many things but we were focusing on the passing of these officers. At one point Fr. Mike said, “Always remember Marty, the river goes around the rock.” I thought about this later, and I suppose there could be a number of interpretations of this phrase. To me it simply means that as we travel on the river of life we will come across obstacles and we can, although with difficulty sometimes, get beyond those obstacles and continue on the river of life. The only thing I can add to this analogy is that if we find ourselves floundering on the river, let’s not forget there are lifelines all around us. Just reach out and grab one of them. Officer, protect thyself.

Slainte!

Behavioral Science Unit (BSU)

BSU: (415) 837-0875 Fax: (415) 392-6273
Sgt. Stephanie Long (415) 203-1351
Confidential e-mail: sfpd.bsu@sfgov.org

Stress Unit Alcohol/Substance Abuse Support
Sgt. Art Howard (415) 378-5082
24 hours answering service (415) 933-6038

Catastrophic Illness Program
Sgt. Maura Pengel (415) 653-6413

Critical Incident Response Team (CIRT)
Contact DOC for 24 hour response (415) 553-1071
MHN: Your free outpatient mental health benefit
(800) 535-4985

Confidential e-mail:
members.mhn.com (company code SFPD)

Always Changing, Always the Same

By Chris Canning,
SFPOA Board of Directors —
Investigations Bureau

I once heard a tongue-in-cheek comment that cops can endure most anything with two exceptions: 1 — change, and, 2 — things staying the same. While the statement was mentioned in jest, I’ve pondered it quite a bit recently.

No matter the amount of time you’ve been involved in the business of American policing, it is clear that the law enforcement profession is at a crossroads. Our own local experience is no exception: extensive modifications to policy such as the introduction of Body Worn Cameras and proposed changes to the Use of Force policy, a recently released DOJ COPS report listing 272 recommended changes, incessant criticism and second guessing of the split-second decisions of police officers by the uninformed stand out. Emboldened criminals, increasingly aggressive anti-police “activists”, and the prevalence of weapons exponentially adds to the dangers officers confront each shift.

Nonetheless, when a single police officer working a midnight watch exits their radio car to contact an individual suspected of a violent criminal offense, political wrangling and the criticism of naysayers fades into obscurity as the officer considers how to successfully navigate a potentially life-threatening confrontation. The core of policing will never change: service to the community. Law enforcement serves the community in many ways, but typically the foundation of such service is accomplished by identifying and rooting out crime and crime-related problems. A major component of such service is identifying criminal suspects, obtaining evidence of their crimes, and arresting them.

Change, however, isn’t necessarily a bad thing. New technology, for instance, can require some modifications to current practices. Updated directives and training related to equipment, vehicles, computers, etc. are examples of possible modifications. While technological advances can lead to innovative incorpo-

ration into law enforcement practices, two things will always be a part of law enforcement: 1 – change, and, 2- things staying the same. Adaption is a necessary component of success. However, it’s important to note that adaption requires a deep-rooted commitment to maintaining the purpose of the organization, lest the organization lose focus and is unable to accomplish its core objective.

When I was a brand new officer, a seasoned sergeant once told me that if I knew what I could do (proper both legally and administratively), knew what I couldn’t do (improper either legally or administratively), and understood what I should do in a given situation (a difficult variable to measure as it is typically dependent on competing expectations of numerous individuals and groups), as long as I operated within those predetermined boundaries than I had the autonomy to resolve any issue at work with whatever method I desired. It’s imperative we understand the laws we are sworn to enforce, the general orders and policy that administratively govern us, and the expectations of the community we serve.


Many law enforcement officers enjoy the autonomy afforded in our profession. However, in order to enjoy such autonomy, clear policies and guidance are required. While the law enforcement profession is experiencing significant turbulence, one thing is certain: as we navigate through the crossroads ahead there will be changes. At the end of the day, police officers need clear direction and guidance when they find themselves alone in a dark alley facing a violent criminal. While policies may be analyzed, created, or modified, one thing won’t change: a police officer’s primary objective – serving the community by rooting out crime and minimizing crime-related problems, often involving arresting individuals that don’t want to be arrested. The POA’s objective won’t change either: ensuring public safety is maintained, officer safety is paramount, and that the rights of the membership are respected as various changes are considered.

New Dept. Bulletin 16-162 “Department Issued Impact Weapons Update”

Many thanks to Jill Menning and Gregg Adam from Messing Adam & Jasmine LLP for their persistence in this matter and the September 7th letter to DHR requesting to compel arbitration.

The POA believed we had a right to meet and confer on this issue before it was implemented since it was a change in working conditions. We made our argument to the department but it was not received well. With arbitration looming the department now saw it differently.

Marty Halloran



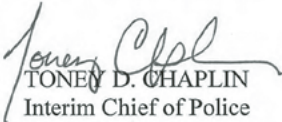
DEPARTMENT BULLETIN

A
16-162
10/7/16

Department Issued Impact Weapons Update
(Rescinds DB 16-071)

Effective immediately, Department Bulletin 16-071 “Department Issued Impact Weapons” is rescinded.

Members are reminded that DB 16-006 “Required Equipment” remains in full effect.


TONEY D. CHAPLIN
Interim Chief of Police

Per DB 15-141, sworn members are required to electronically acknowledge this Department Bulletin in HRMS.

Calendar of Events

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

Specially Scheduled Events

- 1ST ANNUAL WELLNESS RETREAT**

Where

St. Mary’s Church, Nicasio, CA

When

Thursday November 3, 2016, 10 AM -- 3 PM

Contact

See Flyer, Page 4
- K9 VESTS FUNDRAISER PASTA FEED**

Where

Mariposa Hunters Point Yacht Club,
Terry Francois at China Basin Streets, SF

When

Thursday, November 3, 2016, 5:00 PM

Contact

See Flyer, Page 16
- SPECIAL POA GENERAL MEMBERSHIP MEETING**

Where

United Irish Cultural Center, 2700 45th Ave., SF

When

Thursday, November 10, 2016 5:00 PM

Contact

Please Drop In; See Flyer Page 2
- RICH ACERET MEMORIAL SERVICE**

Where

The Flood Mansion, 2222 Broadway, SF

When

Saturday, November 12, 2016, 7:00 PM.
- 133RD RECRUIT CLASS REUNION**

Where

Original Joe’s at Westlake

When

Sunday, November 13, 2016, 5:30

Contact

See Flyer, Page 16
- AMERICAN LEGION POLICE-FIRE POST AWARDS DINNER**

Where

United Irish Cultural Center, 2700 45th Ave, SF

When

Tuesday, November 15, 2015 6:00 PM

Contact

See Flyer, Page 9
- POA BLOOD DRIVE**

Where

POA Building, 800 Bryant Street, SF

When

Wednesday, November 30, 2016 10:00AM - 6:00 PM

Contact

See Flyer, Page 17
- BRAVE THE BAY SFPD CHALLENGE (CABLE CAR PULL; PLUNGE; 5K)**

Where

Aquatic Park, Jefferson at Hyde, SF

When

Saturday, December 3, 2016 8:00 AM

Contact

Ray Padmore 415-837-7005; See Flyer Page 17
- CO. H CHRISTMAS HOLIDAY PARTY**

Where

Hana Zen Restaurant, Pier 39, M209, SF

When

Saturday, December 3, 2016 6:00 PM

Contact

See Flyer, Page 16
- JOE MCCLOSKEY RETIREMENT CELEBRATION**

Where

United Irish Cultural Center, 2700 45th Ave, SF

When

Wednesday, January 11, 2017, 6:00 PM.

Contact

See Flyer, Page 17

Regularly Scheduled Meetings or Events

- VETERAN POLICE OFFICERS ASSOCIATION**

Where

Scottish Rite Masonic Center, 2850 19th Ave, SF

Date/Time

Second Tues. of Every Month, 11:00 am

Contact

Larry Barsetti 415-566-5985 larry175@ix.netcom.com
- WIDOWS & ORPHANS AID ASSOCIATION**

Where

Hall of Justice, Room 150, (Traffic Co. Assembly Room)

Date/Time

Second Tues. of Every Month, 1:45 pm

Contact

Mark McDonough 415-681-3660, markmac825@comcast.net
- AMERICAN LEGION SF POLICE-FIRE POST**

Where

Park Station Community Room, 1899 Waller St., SF

Date/Time

Second Tues. of Every Month, 4:00 pm

Contact

Greg Corrales 415-759-1076
- POA BOARD OF DIRECTORS MEETING**

Where

POA Building

Date/Time

Third Wed. of Every Month, Noon

Contact

POA Office 415-861-5060
- RETIRED EMPLOYEES OF CCSF**

Where

Irish Cultural Center

Date/Time

Second Wed. of Every Month, 11:00 am

Contact

Reyna Kuuk 415-681-5949
- RETIREE RANGE RE-QUALIFICATION**

Where

SFPD Pistol Range

Date/Time

Contact Lake Merced Range for Dates

Contact

Range Staff 415-587-2274

Officer Kevin Downs — A True Hero

To: All Members

Officer Kevin Downs has been transferred from SFGH to a rehabilitation facility and we are praying for his full recovery. Officer Downs and his family are extremely grateful for the tremendous outpouring of support. The Downs family has asked the POA to forward their statement of appreciation (reprinted on this page). Please send any get well cards or letters of support for Officer Downs to: San Francisco Police Officers Association 800 Bryant St. 2nd floor San Francisco, Ca. 94103 Emails can also be sent to me at marty@sfpoa.org and I will see that they are delivered to Officer Downs. These cards and emails will be a fantastic sign of encouragement to Officer Downs as he battles back from serious injuries. On behalf of Officer Downs, his family, and the San Francisco Police Officers Association, I thank you. Martin Halloran SFPOA President

An Open Letter from the Family of Officer Kevin Downs

The Downs Family is so grateful for the overwhelming outpouring of prayer, concern, and support which we have received from both friends and complete strangers. Most poignantly, the sincere devotion, camaraderie and courtesy exhibited by Kevin’s fellow officers, along with the leadership of the SFPOA and the SFPD command staff, truly exemplify the best traditions of law enforcement in our city. We would like to offer a special thanks to Kevin’s partner that night, the officers who backed them up on the call, and the paramedics who responded. Your knowledge and quick decisive action provided the immediate treatment Kevin needed. Thank you to the SFPD officers and those from other police agencies who apprehended the suspect before anyone else could be injured. Your selfless service to our communities and willingness to put yourselves in harm’s way to protect others is a calling. Each of you embodies the words of St. Ignatius, the patron saint of Kevin’s high school, “To give and not to count the cost.” Thank you to the amazing trauma team at San Francisco General Hospital. The nurses and doctors have treated Kevin with tremendous skill and compassion. To the 246th academy class members, thank you for walking this journey with Kevin. Each of you are “246 STRONG”. You are an exemplary group of men and women and we as a family can’t thank you enough for lifting Kevin’s spirits. You have been the best medicine. We will remain eternally grateful to each and every one of you. Due to the tremendous concern about Kevin’s condition, we want to provide updated details. The shot fractured Kevin’s skull and missed a main artery by less than a centimeter. The fracture caused trauma to his brain. This trauma currently leaves Kevin paralyzed in his right leg. He has regained some use of his right arm. As Kevin’s wife Corey said on Sunday, he remains our anchor. Kevin has deep faith in God and is physically strong. Both qualities will be important as he moves through his recovery. Kevin is determined through intense physical therapy and state of the art neurological treatments to walk again and ultimately return to full duty as a San Francisco Police Officer. Many have offered financial assistance to Kevin. He and Corey are grateful for the support, but would prefer that you read about the work that *Ranchin’ Vets* does to serve veterans, and if you are so inclined, direct your gift there. You can read about the mission of this organization at www.ranchinvets.org.

Posted on the Sacred Heart Cathedral Preparatory Facebook Page

Before we hit the field tonight, we want to take a moment to acknowledge Kevin Downs, SI alumnus and San Francisco Police officer, who was shot in the line of duty this month. Our prayers are with Kevin and his family as he recovers from a near-fatal injury. Kevin, who also co-founded Ranchin’ Vets, a veteran support organization, has dedicated his life to serving others. In honor of Kevin’s dedication to his community, SHC will hold a 50-50 raffle at tonight’s game, where SHC’s proceeds will benefit the Kevin Downs Go-Fund account for Ranchin’ Vets.

While SHC and SI are often cited as participants in the oldest high school athletic rivalry this side of the Mississippi, we are connected by more than this spirited competition—we are bound by our common values, faith and commitment to service.

SHC students have been lining up all morning to nab tickets to tonight’s highly anticipated Bruce-Mahoney football game. The heightened energy on campus is infectious, and we’re all ready to cheer on SHC at Kezar. Go Irish!

RIVALS
ON THE
FIELD,
FRIENDS
OFF THE
FIELD.



Non-Member Letters re; Officer Kevin Downs

To: Supervisor Peskin:

Although I rarely agree with you on political issues, I must commend you for your response following the incident involving the officer who sustained life-threatening injuries from a gun shot to the head on Friday, October 14, 2016. I understand that you were the only member of the Board of Supervisors who responded to San Francisco General Hospital that night to provide support to the officer and his family. The men and women in the San Francisco Police Department are hardworking professionals who need the support of their city officials during these turbulent time. It appears that on this occasion you put politics aside to show support for an officer fighting for his life.

Sincerely,
Brain Clausen
District 4 resident and
native San Franciscan

To: Supervisor Campos:

It’s disappointing, but not surprising your continued lack of respect for the hardworking men and women of the San Francisco Police Department. On Friday, October 14, 2016 a young officer from Taraval Station was shot in the head by a suspect who was acting irrationally and threatening customers in the Lakeshore Shopping Center. The officer was critically injured and brought to San Francisco General Hospital for treatment for his life-threatening injuries. According to several sources, you were not present at SFGH that night to provide support for the officer or his family. It is amazing to me that less than a year ago you and your colleagues voted unanimously to honor Mario Woods, a convicted felon with a violent criminal history, but you would not make an appearance at the hospital to show support for an officer fighting for his life.

I can only guess to the reason or reasons why you would not go to the hospital this past Friday night. Perhaps showing support for the men and women of the SFPD would not go over well politically with your constituents. Perhaps you did not go because the incident did not happen in the geographical area of San Francisco you represent. If the voters in the City were to repeal district elections and make supervisors run city-wide, I wonder if you would then feel compelled to represent all residents who live here, and feel you were required to care about the issues facing all of us, irrespective of district boundaries.

San Francisco Police Officers are professional, hardworking men and women who go to work every day to provide service to those of us who live, work and visit this great City. They need support from their elected officials, especially during these turbulent times when law enforcement officers across this country are literally under attack. I encourage you to re-think your unrelenting contempt for them and the work they do to keep you safe.

Sincerely,
Brain Clausen
District 4 resident and
native San Franciscan

To: The Leaders of the SI Community,

My husband and I are both graduates of St. Ignatius. We are currently raising our three children just 1.5 miles from campus and feel like a part of the SI community. In April of 2016, I was delighted to attend The First Responders Dinner in the Carlin Commons. This scholarship fund, for children of First Responders, came after many other City schools had already set up similar programs. Nonetheless, I am deeply appreciative SI put this in place. It would seem SI acknowledges the everyday heroes that make up such a large portion of its alumni. This enjoyable dinner was attended by staff and alumni that exemplify the very best of what SI has to offer.

Since that time, I have been a quiet observer from the sidelines. I was in receipt of a letter from Father Reese who said, “We can no longer be indifferent to the death of young black men simply because they are black...” Admittedly, I was offended by these words. Baseless of fact, I found this to be an irresponsible statement. How would these words make Police Officers who attended SI feel? By virtue of their job, these officers embody what I was taught as an Ignatian — to be men and women for others. These SI graduates face indecency daily. They are under fire from the media, certain members of the community and from city government. When facing these astronomical challenges, isn’t it always nice to have a place to come “home” to? I would like to think the SI community could be part of that “home” for these alumni.

Now, members of the SI football team are “taking a knee” on the field. Now, a student chooses to raise her fist in the air after singing The National Anthem. When I see a fist in the air, I think about a terrorist organization responsible for the cold blooded murder of SFPD’s Sgt. John Young. It would seem SI condones these displays. Also occurring NOW, Officer Kevin Downs, one of SI’s very own, is in Critical Condition. He is an individual praised by the SI community for his very important work with Veterans. He is an individual who is an example to us all. He simply embodies what it means to be a good human being by his service to the community. I ask you! Where are your displays of support for Law Enforcement?

The Bruce Mahoney game is right around the corner on October 28th. I would like to suggest that EVERYONE stand for The National Anthem at that game in honor of Kevin Downs. I implore the teachers and coaches to show these students and athletes the ramifications of their actions! Is it to be so? That while a man lies in an Intensive Care Unit after selflessly serving his community, boys will be allowed to kneel on an athletic field? Just what kind of message does that send? Politics aside, this is about a tight circle of Ignatians, standing in solidarity with one another. This is about doing what is right and what is decent. Please, do not ostracize your alumni that wear BLUE. They may not be your biggest donors, but the truth is, we could not live without them.

Regards,
Colleen Harvey (Hallisy)
Class of ‘97

“Blessed are the peacemakers, for they will be called children of God.” —Matthew 5:9

Chief's Corner

What an incredible October it was! We took care of the residents of our great city, visitors and tourist that come to enjoy the sights, and most importantly we took care of each other. Thanks for your hard work despite all the happenings around the department.

My heartfelt thanks to all of you and the community for coming together when one of our own, Officer Kevin Downs, was seriously wounded, when responding to a call for service. Through the tremendous work by officers from Taraval, Ingleside, and Special Operations Bureau, this incident was brought to a conclusion without additional injuries to the public or our officers. We wish Kevin well on his journey to a speedy recovery. After my visit with Kevin, I am further convinced we have the best officers in the profession!

As promised, I wanted to give you an update on our critical initiatives across the department: Body Worn Cameras are now worn by the majority of our department. Barring any delays, I anticipate, we will have complete implementation by the end of the year.

Our revised Use of Force Department General Order is still pending with a few details to work out. This is truly a work in progress which requires the utmost detail, in developing a document that will provide for the safety of every member of this department and the public we are sworn to protect.



By now, you should be aware of the recently released Department of Justice report. It is mandatory reading for all members of the SFPD, sworn and civilian. This will be another opportunity for us to demonstrate our solidarity in addressing the findings and recommendations

I would be remiss if I didn't mention all the letters and phone calls that I continue to receive every day, praising the work that you do across the city. Thank you for your sacrifice and staying focused on keeping each other safe and providing the best services for our city.

This month, I want to leave you with another great quote by Henry Ford, founder of Ford Motor Company, "If everyone is moving forward together, then success takes care of itself".

So as always, please Take Care and Be Safe Out There!

Oro En Paz, Fierro En Guerra
Toney D. Chaplin
Interim Chief of Police
San Francisco Police Department

October 12, 2016 COPS Report: Statement From SFPOA President Martin Halloran

To: All Members

Earlier today the Department of Justice COPS released their report of the collaborative review of the SFPD. The POA was supportive of this review from the very beginning and we extended our full cooperation. There are many findings and recommendations within this report. The entire report can be found at <http://ric-zai-inc.com/Publications/cops-w0817-pub.pdf>.

The POA issued a statement (reprinted below) emphasizing several key points within this report. We look forward to positive productive changes within the SFPD so we can continue to build trust and better serve our community.

Martin Halloran
SFPOA President

COPS Report: Statement From SFPOA President Martin Halloran

- U.S. Department of Justice Finds No Proof of Systemic Racial Bias in SFPD
- DOJ: Minorities Not Subjected to Higher Levels of Force by SFPD Officers

SAN FRANCISCO, October 12, 2016 – Today, the U.S. Department of Justice released its assessment of the San Francisco Police Department.

The report found no evidence of systemic racial bias by the SFPD as a whole. The report states that: "It is important to note that these findings do not prove racial bias by officers of the SFPD or by the agency as a whole." (p. 72)

Significantly, the report also found that minorities were not subjected to higher levels of use of force by SFPD officers. The report states: "minority individuals were not subjected to higher or more severe levels of force than White individuals. This is an important finding and suggests that higher levels of force are not being applied in a racially disproportionate manner by the SFPD." (p. 36)

I am underlining these two points not because we are claiming that no problems exist within the SFPD – we are not – but because we want to make sure that the public understands that the DOJ's description contradicts the allegations coming from our harshest critics, who have unfairly painted San Francisco's finest as a Jim Crow-era police officers from the Deep South.

The SFPOA has long supported the U.S. Department of Justice review of the police department. We have nothing to hide, and we fully cooperated. We met with investigators, and we helped them with their task of taking a hard look at the SFPD.

The report makes it clear that department has a strong commitment to unbiased and fair policing, and a willingness to adopt new policies and practices that improve upon the way in which officers serve and protect our community.

The report also makes a number of recommendations regarding reform measures, including recommending that officers be equipped with Tasers (p. 46). We agree with this recommendation. The data shows that Tasers save lives and prevent injuries.

In terms of other recommendations, we believe there are some good recommendations, and others that we don't entirely agree with. The SFPOA has been bargaining in good faith with the SFPD and with the Department of Human Resources on revisions to the use of force policy since July. Tremendous progress has been made after many meetings and compromises have been made on both sides. Now that we have the DOJ report in hand, we have some additional information that we can use to wrap things up.

We are committed improving the relationship between the police and the community we serve. A 21st century use of force policy is one piece of that. We hope the City is equally committed and is willing to work with us to ensure that this gets over the finish line soon.

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Ask Mike ... The Retirees' Corner

By Mike Hebel
POA Welfare Officer

Supplemental COLA, For Pre-1996 Retirees, Halted By SF Court

Q. Mike, I retired before November 6, 1996. I am aware that those CCSF employees who retired after November 6, 1996 have already received their supplemental COLA payments for fiscal years (FY) 2012-2013 and 2013-2014 as well as an interest payment. Has there been any change at the Retirement Board regarding payment for those of us who retired before November 1996??

A. YES — The Retirement Board approved payment. The City and County of San Francisco and its controller, Ben Rosenfield, sued to prevent this payment. The matter was heard in SF Superior Court on October 4, 2016. On October 5th, Judge Mary Wiss, having determined that there is a likelihood that the City will prevail on the merits of their claim, issued a preliminary injunction. On November 1, a case management conference is scheduled between the judge and the parties. This preliminary injunction prohibits the retirement system from issuing supplemental COLAs to pre-1996 retirees as approved by the Retirement Board.

The Retirement Board members will not rescind their vote approving payment of the supplemental COLA for pre-1996 retirees. Protect Our Benefits was granted its application to file an *amicus curiae* (friend of the court) brief in support to the pre-1996 retirees.

In her decision granting the preliminary injunction, Judge Wiss stated that CCSF and controller Ben Rosenfield are likely to prevail at trial since the Court of Appeal has already ruled (*Protect*

Our Benefits v. City and County of San Francisco) that the full funding requirement for payment of supplemental COLAs does apply to those employees who retired before the effective date of establishing the supplemental COLA (November 1996 election). The Court of Appeal had ruled that pre-1996 retirees “did not have a contractual expectation while in service that they would receive a supplemental cost of living allowance.” Judge Wiss stated: “By its plain terms, the Board Resolution contradicts the 2011 amendment, as previously interpreted by the Court of Appeal in *POB v. CCSF*.” She found that the Board resolution granting supplemental COLA payments to pre-1996 retirees contradicts clear legislative and judicial mandates.

Background

At its meeting of July 13, 2016 Retirement Board Commissioner Joe Driscoll offered a motion that the supplemental COLA be paid to pre-1996 retirees. This motion (Board resolution 2016-1) was seconded by Commissioner Herb Meiburger. The Board voted 6 – 0 in favor (Commissioner Makras was not present, but previously supported this motion). *Pre-1996 retirees were set to receive their supplemental COLA for fiscal years 2012-2013 and 2013-2014. Payment date was announced for September 30th.*

Then, on September 20, 2016 the City and County of San Francisco along with Controller Ben Rosenfield sought, in SF Superior Court, a temporary restraining order prohibiting the Retirement System from paying these supplemental COLA benefits. The Retirement Board opposed the application for a restraining order, and the Court did not issue one. But the Court did ask the Retirement System to refrain from issuing the supplemental COLA payments to the pre-1996 retirees until the Court had more time to consider the legal issues involved. Hearing

was set for October 4, 2016 to determine whether to issue a preliminary injunction preventing the Retirement System from issuing payments.

Based on the Court’s request, the Retirement System will not make supplemental COLA payments to the pre-1996 retirees with their September 30 retirement allowance as planned. *Unless enjoined by the Court, the supplemental COLA payments were to be issued with the October 31st retirement allowance. Judge Mary Wiss has enjoined this payment; they will not be issued.*

The 8,315 vs. The 18,100

When the POB(Protect Our Benefits) law suit was filed in 2013 challenging Proposition C (November 2011 Charter amendment prohibiting payment of supplemental COLA until the Retirement System’s trust fund is at 100% based on market value), there were approximately 26,000 retirees and surviving beneficiaries receiving monthly pension checks issued by the CCSF Retirement System. 8,315 of those retired before November 6, 1996; 18,100 retired after November 6, 1996. At immediate issue in this POB law suit was whether a retroactive supplemental COLA for fiscal years ending on June 30, 2013 and June 30, 2014 – years in which the fund did generate excessive earnings – should be paid. The 18,100 have received their supplemental COLA (\$78 million in April, 2016 which created an unfunded liability of \$429 million) and interest monies (included in the May 31st retirement check). More than 1,000 of the 8,315 pre-1996 retirees/continuant have died since the filing of the law suit; they now range in age from 72 to 103. Thanks to the Retirement Board vote it was now their turn to receive the supplemental COLA. But now Judge Wiss has enjoined this payment pending a case management conference (November 1) with likely trial thereafter and certainly appeals to follow.

Protect Our Benefits (POB) and the Retired Employees of the City and County of San Francisco (RECCSF) remain committed to their promise to make sure that all retirees get the supplemental COLA benefit. “The POB is committed to our promise to make sure that all retirees get their benefits. No group will be left behind. We will continue to bring whatever legal action is necessary to achieve this goal. If this court does not provide us relief, we will appeal to the State Supreme Court. One step at a time. Please realize that no one is giving up at the POB, we will fight on for the 8,000+ pre 1996 retirees. You are



the ones who need the COLAs the most. You are the most vulnerable. Too bad our unions and the City do not share our zeal for this cause.” (Minutes from POB meeting of April 13, 2015.)

Protect Our Benefits is now looking at other options including a Charter amendment and a lawsuit by named pre-1996 retirees against CCSF.

Social Security COLA For 2017

Q. Mike, as a pre-1996 retiree it looks as though I will not be receiving a supplemental COLA for FY 2012-2013 and 2013-2014, but will I get any raise in my monthly Social Security old age pension?

A. Yes, a 0.3% cost-of –living increase effective January 1, 2017. Nearly 66 million people, or roughly one in five Americans, receive a Social Security and Supplemental Security Income payments from the U.S. government. Based on subdued inflation over the past two years, their and your benefit will see a 0.3% increase for 2017 following no adjustment in 2016.

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 the vice-president 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 415-861-0211.



RETIRED EMPLOYEES OF
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Mail to RECCSF, 3915 Irving St., San Francisco, CA 94122

Telephone: 1-415-681-5949; Fax: 1-415-681-5398

Retirements

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

- Officer Charles Chan #1886 from Central Station
- Lieutenant David Elliott #2185 from Richmond Station
- Officer Wendy Frisk #715 from Medical Liaison
- Officer Debra King #1366 from Medical Liaison
- Officer Kimberly Koltzoff #653 from Central Station
- Officer James Lewis #1023 from Tactical, Honda Unit
- Sergeant Julie Lynch #1069 from Operations Center
- Sergeant Joseph McCloskey #2151 from Tenderloin Station
- Lieutenant Sean O’Leary #1150 from Bayview Station

All of the above listed on SFPD Personnel Order #22 (October 5, 2016) and #23 (October 19, 2016).

Retirement Planning Seminar Class # 69

Three Days At Sigmund Stern Grove

By Mike Hebel
Welfare Officer, Attorney, CFP

The Trocadero Clubhouse at Sigmund Stern Grove hosted the latest SFPD-POA pre-retirement seminar (September 27, 28, & 29, 2016) – class #69. The Stern Grove with its club house and concert pavilion is a beloved community treasure and part of San Francisco’s romantic history. The Clubhouse, built in 1892 as the Trocadero Hotel and beer garden, is a beautiful Victorian, stick-style resort with its multi-gabled roof, Hansel & Gretel architecture, and delicate ornamentation. Shortly after the 1906 earthquake and fire, Police Chief William Biggey arrested Mayor Eugene Schmidt’s bag-man – the notorious Abe Ruef – on corruption charges at this very site. Just after this infamous arrest, the Chief disappeared while on late-night boat trip from Tiburon to SF. The Grove property was purchased in 1931 by Mrs. Sigmund Stern and donated to the City. It is a festive and fitting venue for the seminar.

Seminar in its 31st Year

This seminar, titled “The Gino Mari-onetti and Michael Sugrue Memorial Seminar”, honors its two founders. May they rest in peace. This seminar is now in its 31st year having started in March 1985. Since its inception, more than 2,825 participants have completed this seminar.

Special thanks to **Captain Gregory Yee**, Police Academy, for providing the necessary funding to expand the seminar subjects. A very big thank you to **Chief Toney Chaplin** for reinstating the long-standing tradition of allowing members a three day training detail as a thank-you for years of dedicated service – to make their succession plans for a successful and prosperous retirement. Chief Chaplin continues the tradition of gifting every retiree with his/her police officer star as the Department’s recognition for a job well done; this has also reduced to zero the number of missing/lost police star reports made by those members approaching retirement age. **Deputy Chief Garret Tom** urged the attendees to take pride in their police career and to fully enjoy their well-earned retirement.

37 Participants

Thirty-seven participants attended this lively and informative seminar which was coordinated by **Cyndee Bates**, POA staff administrator. Some members attended with their spouses/partners (which is much encouraged).

The seat of honor, which is reserved for the most senior member in attendance, was given to **Julian Hill** – a member of the 162nd class entering the SFPD on July 1, 1985.

All of the attendees were in the Tier II (hired on or after November 2, 1976) retirement plan. *Tier I members are an extinct species amongst active members.* Class attendees were from the 162nd (July 1985) to the 198th (Jan. 2000) recruit classes. The 255th recruit class is about to complete their basic training program; the Academy now has concurrent classes and this will continue for the next 60 months.

The long standing tradition wherein members attending from Taraval Station provide either sunshine or presto-logs for the fireplace was followed with several participants (**Marty Halloran, Ed Del Carlo, Ted Mullin**) providing firewood on all 3 days.

Hot Topics

POA president **Marty Halloran** warned that leaner times were ahead since the SFPD was now 15% ahead of the top 10 California police agencies in wages paid. Marty outlined the next and last pay increase under the current MOU: 2% on 7-1-2017. On July 1, 2018 a Q 4, step 5 police officer will receive \$133,000 in pensionable compensation and be entitled to an earned annual pension benefit of \$120,000. He noted that the full sick pay buy-out will remain until June 30, 2018 – the date upon which the current MOU will end – everything will be on the table with the MOU fully re-opened. The SP buyout will be particularly difficult to retain since only police and fire now enjoy this benefit. There are now 197 police officers with 25 or more years service and age 50 or above; most will leave if the SP buyout is not extended/phased out for they would stand a potential loss of \$40,000 to \$75,000 if they remained after June 30, 2018. Marty said that the POA will survey its membership in late-2016 to determine their top priorities for the next MOU. The Mayor’s Office has contacted the POA about a possible 2 year extension on the MOU. Both the Oakland and San Jose POAs have recently negotiated contracts providing for pay increases of 21% (Oakland) over 5 years and 20% (San Jose) over this same period. Marty, to the dismay of all attendees, announced that he would not seek re-election. He said that 11 years as a POA elected officer was enough. He received a resounding applause for his service.

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

Instructor Comments

Veronica Rodriguez and **Felix Chan** set forth all the basics of the **CCSF Retirement plans**. They most adequately described the benefits of and qualifications for service and industrial disability pensions. Also explained were death benefits, beneficiary designation, and cost of living adjustments. To increase your pension: work longer, get older, and hope for many more pay raises. Also, buy-back miscellaneous time (accrued during police academy) to obtain a separate monthly pension check, albeit small; such buy-back must be completed before retirement. With regard to service pension calculations, the age factor goes up every 3 months while the service factor increases each day. To schedule a retirement interview call 415-487-7070 up to 6 months before your expected date of retirement. She urged members to bring their spouse/domestic partner to this interview. Also, said Veronica, keep your beneficiary designation current. They both noted that the date of retirement chosen will effect cost of living adjustments as well as the SP/OU/VA payout. Basic COLAs are effective on July 1 of each year; to get the COLA for any given year you must retire on or before July 1 of that year; but remember that payouts (SP/OU/VA) are based on your rate of compensation for the month in which you retire (higher payout if you retire after July 1). There were options for retiring members to reduce their monthly pension so that a spouse/partner/beneficiary could get a larger monthly pension as a survivor. Veronica explained that the pension benefit calculation for new plan mem-

bers (Tier II). It is based on the highest average monthly compensation paid to a member. The Retirement System compares each member’s earnings for the 12 months immediately preceding their retirement date with the member’s highest fiscal year earnings. Whichever is higher is used for the pension calculation. She explained the cost of living adjustment changes resulting from the successful passage of Proposition B (June 2008 ballot) wherein the basic COLA (up to 2%) is now compounded and the supplemental COLA, when excess earnings from the Retirement System Trust Fund are present was increased from 0.5% to up to 1.5%. In the best of years’ the compound COLA is 3.5%.

Joe Collins, Prudential Retirement Services **deferred compensation retire-ment security education counselor**, urged participants to select an appropriate asset allocation plan for themselves identifying their risk tolerance, time horizon, and retirement savings target. The SFDGP has 18 options and, if desired, a self-directed brokerage account. Joe said that the police department’s average deferred compensation balances are the highest amongst all city departments. He said that the target date portfolios (2015 to 2055), with their automatic re-balancing, were particularly attractive offerings for broad diversification. Each strategy suits a specific investor profile – based on the number of years you have until your planned start of distribution. Joe explained all the distribution options: defer distribution (up to April 1 of the year following the year in which you reach 70 ½), lump-sum payment (full or partial), periodic payments (amount certain, period certain), annuity payment (fixed, fixed with period certain, joint and survivor) or a combination of these options.

When to start **social security** payments? The class agreed the sooner the better. If you began to collect at age 62 (the earliest age allowable) rather than at age 66 – 67 (normal retirement age for baby boomers), it would take 14 years for the older recipients to catch up. Monthly social security payments for police officers, subject to the windfall elimination provision, average between \$100 to \$450 after deduction for Medicare part B. The maximum social security monthly payment is now \$2,639.

Dennis Meixner (retired SFPD), licensed tax preparer, covered the issues of **federal and state taxation in retirement**, Social Security off-sets, and retirement plan (traditional and Roth IRAs) distributions. With his short tax quiz, he clearly demonstrated the tax savings for those awarded an industrial disability retirement. Service retirements are fully taxable while IDR retirements are tax advantaged (paying state/federal income tax on less than half of the gross amount). **Dominic Gamboa** (retired SFPD) and **Dominic Tringali** presented an interactive, informative and entertaining class on **Fitness for Life**. The Dominics urged class attendees to adopt life-styles that would ensure a longer, healthier life. Their suggestions included an annual physical check-up, avoiding fatty, processed foods, weight management, and adequate exercise for life-time fitness. We are pleased to again have estate attorney **Gerald Woods** join the seminar explaining the basics of **estate planning** (wills, trusts, gifting, probate and its avoidance, estate taxes, powers of attorney, property titles, and medical directives).

Retiree Associations & SF Police Credit Union

The class was reminded that police wages were set by Charter amendment prior to 1953; by annual salary survey from 1954 onward; and now by collective bargaining since 1992. Thanks to **Larry Barsetti** for discussing the **Veteran POA and the Retired City Employees organization**. He said that the most valuable assets a police retiree has are his/her CCSF health plan and retirement plan. He said the mission of the VPOA (with 927 members) is to protect retirees’ wealth and health. He urged the class participants to qualify for social security benefits (40 units) and to consider finding some type of post-retirement employment or volunteer opportunity; just “doing nothing” will lead to a disastrous retirement. **Darlene Hong** (VP – Organizational Development) provided many convincing reasons why members should continue their financial contacts with the **SF Police Credit Union** and make it their primary financial institution. The **SF Police Credit Union is a co-sponsor of this Seminar**. Thanks Darlene for the morning beverages and treats. Darlene has completed more than 33 years’ service with the Credit Union – congratulations. Darlene introduced **Chris Breault** who provides financial planning services for credit union members.

Jim O’Meara explained that the **Widows and Orphans Aid Association of the SFPD** was founded on January 13, 1878 for the express purpose of providing financial assistance to police officers’ families at the time of a member’s death. Retirement/Death benefits were first provided by the City and County of San Francisco in 1889 through the Retirement System. The Aid Association’s original benefit was \$100 for a modest funeral and \$1,000 to help maintain the financial stability of the surviving family. The current annual dues are \$72; the current death benefit is \$17,000. Upon retirement from the SFPD, payroll deduction is no longer available. Members thereafter receive an annual statement or may do automatic transfer from the SF Police Credit Union or some other financial institution. To be eligible for benefits, a member must join while still an active member and must be under age 46. Contact info: *woaasfpolice@gmail.com* or 415-681-3660.

Health Care Issues

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

Attendees were stunned by the costs of **health coverage upon retirement**. Few had realized just how good the POA Memorandum of Understanding is in keeping these costs down for members and their families. After retirement, there is no subsidized dental plan, but thanks to Proposition E (Nov. 2001 ballot) there now is a medical care monetary subsidy for the retiree’s principal dependent. The member’s health care cost on retirement, depending upon the plan selected and the number of dependents included, is zero or highly subsidized. **Susan Rodriguez-Corns**, senior HSS benefits analyst, urged participants to



take care of their dental needs before retiring. She emphasized that the **HSS plans**, excepting the City’s plan, were geographically limited. She said that the HSS walk-in hours are 8 am to 4:45pm; phone calls are taken for four hours every day. The plans available, as of January 2016, are: City Plan, Kaiser, and Blue Shield. City retirees are indeed very fortunate to have life-time medical care; most employers terminate health care coverage at age 65. **Claire Zvanski**, former longest serving employee elected commissioner on the **City Health Service Board** spoke on the funding of retiree health plans, the importance of Medicare reimbursements, and the pre-funding of retiree health care that new City employees (hired after January 10, 2009) will be required to make (up to 2% of salary) so as to pre-fund their benefits to the year 2038. Claire said that 75% of health premiums are for drug/pharmacy benefits. At age 65 city retirees must purchase Medicare part B; for those not eligible for Medicare, their health care costs are significantly higher. Kaiser is now available throughout both northern and southern California for retirees.

Dr. Forrest Fulton, Ph.D. (formerly of the behavioral science unit, retired July

2003, and thereafter became a certified gerontologist) reminded the attendees that men are the suicide gender with men’s rates now increasing and women’s decreasing. Reason: women are better at expressing their feelings. He urged the use of stress reducers including restriction of caffeine and alcohol and the elimination of tobacco. Relying on the work of George Valliant entitled *Aging Well*, Dr. Fulton said that longitudinal research has shown what life styles led to a successful & long life. He mentioned: good attitude, positive self identity, intimacy in relationships, love-work-play in balance, career transitions, generous & giving back, keepers of meaning, mentoring other people, integrity and a personal value system, need for a retirement plan with fun and creativity, wisdom in old age, and a spiritual dimension to help give meaning to life.

Mike Gannon (SFPD 1972-1998) spoke, robustly and vigorously, on the issue of **long term care insurance**. Mike is a licensed insurance salesperson (since 1984). He said that long term care is not covered by the CCSF health plans or by Medicare. As he told the attendees: “You deserve a long walk in the sunshine. You deserve the glory



POA Sergeant At Arms Val Kirwan, President Martin Halloran, retirement transition coach Larry Jacobson, Gity Joon Hebel and Michael Hebel.

and honor that you earned as a public safety hero.” With the average stay in a nursing home now 2.5 years and its annual cost of \$74,208 for a private room, he urged all to consider long term care insurance. Since almost 25% of original applicants for long term care are denied (medical issues), he urged picking this up in your early 50’s. He thought that excellent long term plans were available from Genworth (GE), Trans-America, Mutual of Omaha & John Hancock; he also urged comparison with the plan offered by CALPERS. Mike quoted his favorite financial advisor, Suze Orman: “1 in 1200 homeowners will use their fire insurance, 1 in 240 automobile owners will use their auto insurance, but 1 in 2 long term care insured’s will call upon their policy for financial assistance.”

Retirement Board commissioner **Brian Stansbury** (sergeant, SFPD) talked about venture capital, private equity and the use of hedge funds in the System’s trust fund. All three help reduce risk while delivering market rates of return. He said the trust fund is well capitalized and remains fully capable of meeting all of its pension obligations.

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

Retirement Transition Coach

Larry Jacobson, award winning author, speaker and retirement transition coach, most successfully brought this seminar to conclusion. Larry, president of Buoy Coaching, spoke eloquently about a transition into retirement with fulfillment and purpose. Larry is a non-financial retirement transition coach whose coaching program, entitled “Sail into Retirement”, is specifically designed to answer the questions: “What am I going to do with my time in retirement – what is my encore?” Thank you Larry! Your presentation was both very well presented and very well received.

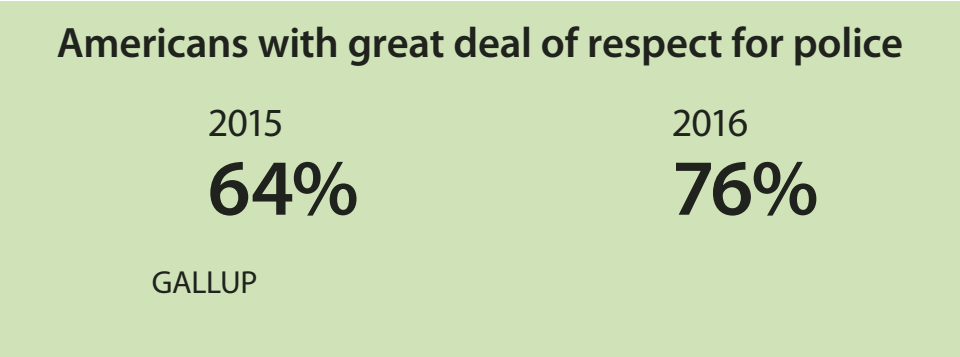
Next Seminar

The next retirement planning seminar is scheduled on February 7, 8 & 9, 2017. The seminar will be available to the first 40 persons, members and their spouses/partners, who contact the POA after the announcement is sent to all members with or near retirement eligibility. Preference is given to those members who are near retirement or who have already contacted the Retirement System for their retirement dates. The seminar fills up quickly so don’t delay. Contact Cyndee at the POA (415-861-5060) if you desire advance notification for these seminars or wish to sign up.



San Francisco Police Credit Union VP of Membership Development Darlene Hong, POA President Martin Halloran, Prudential Retirement Services representative Joe Collins, Gity Joon Hebel, Michael Hebel, and SFCU President/CEO Eddie Young.

Americans’ Respect for Police Surges



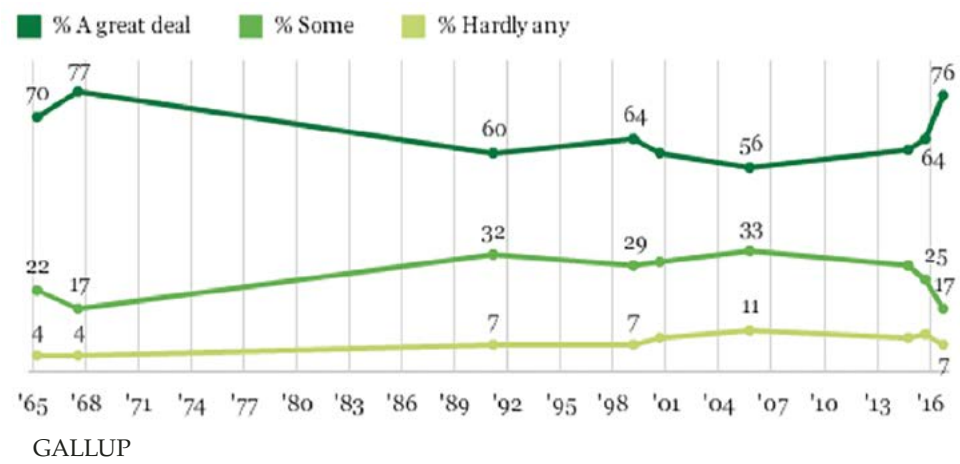
By Justin McCarthy

Story Highlights

- 76% say they have “a great deal” of respect for the police in their area
 - Respect for law enforcement up since 2015 among whites and nonwhites
 - Majorities in major party, age groups report having respect for police
- WASHINGTON, D.C. — Three in four Americans (76%) say they have “a great deal” of respect for the police in their area, up 12 percentage points from last year.

Americans’ Respect for Police in Their Areas, 1965–2016

How much respect do you have for the police in your area — a great deal, some or hardly any?



In addition to the large majority of Americans expressing “a great deal” of respect for their local police, 17% say they have “some” respect while 7% say they have “hardly any.”

Gallup has asked this question nine times since 1965. The percentage who say they respect the police is significantly higher now than in any measurement taken since the 1990s and is just one point below the high of 77% recorded in 1967. Solid majorities of Americans have said they respect their local law enforcement in all polls conducted since 1965.

The latest figures, from Gallup’s Oct. 5-9 annual poll on crime, show Americans’ respect for police increased as the number of on-duty police officers who were shot and killed was on the rise.

Americans’ confidence in police has also increased after falling to a 22-year low in 2015 and recovering in this year’s poll. The latter was conducted in early June, before police officers were shot and killed in separate incidents in Texas and Louisiana.

Respect for Police Up Sharply Among Both Whites and Nonwhites

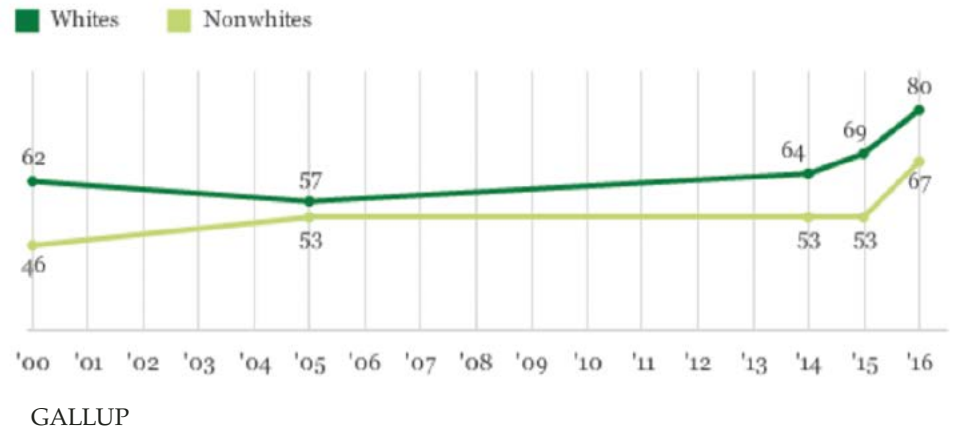
The increase in shootings of police coincided with high-profile incidents of law enforcement officials shooting and killing unarmed black men. Despite the flaring of racial tensions after these incidents, respect for local police has increased among both whites and nonwhites.

Four in five whites (80%) say they have a great deal of respect for police in their area, up 11 points from last year. Meanwhile, two in three nonwhites (67%) report having the same level of respect, an increase of 14 points from last year.

Since 2000, whites have been more likely than nonwhites to say they respect local law enforcement.

Americans’ Respect for Police in Their Areas, by Race 2000–2016

How much respect do you have for the police in your area — a great deal, some or hardly any?



Respect for Police Up Among Age and Party Groups in 2016

In addition to the increases across racial groups, respect for local law enforcement has increased among most political party, ideological and age groups. It has also improved among city, suburban and rural area residents. Liberals, rural residents and young adults saw the sharpest increases — of 19 to 21 points — from 2015 to 2016.

Americans’ Respect for Police in Their Areas, by Group — 2015 vs. 2016

How much respect do you have for the police in your area — a great deal, some or hardly any?

	Oct 7-11, 2015 % “A great deal”	Oct 5-9, 2016 % “A great deal”	Change (pct. pts.)
Whites	69	80	+11
Nonwhites	53	67	+14
Conservatives	69	85	+16
Moderates	67	72	+5
Liberals	50	71	+21
Republicans	82	86	+4
Independents	60	75	+15
Democrats	54	68	+14
Large/Small city	61	68	+7
Suburb	71	82	+11
Town/Rural area	61	80	+19
18 to 34	50	69	+19
35 to 54	61	77	+16
55+	77	81	+4
Gallup			

Respect for police remains highest among Republicans (86%) and conservatives (85%), but solid majorities of Democrats (68%) and liberals (71%) report the same level of respect.

Adults aged 55 and older (81%) are more likely than those aged 18 to 34 (69%) to have a great deal of respect for police.

About four in five Americans who say they live in a suburb (82%) or a town or rural area (80%) report having a great deal of respect for local police officers, higher than the percentage of those who live in small or large cities (68%) who say the same.

Bottom Line

The sharp increase over the past year in professed respect for local law enforcement comes as many police say they feel they are on the defensive — both politically and for their lives while they are on duty — amid heated national discussions on police brutality and shootings. After an officer was killed by a gunman in Harlem last year, then-New York City Police Commissioner Bill Bratton warned that the U.S. has fostered “an anti-police attitude that has grown” and that the national dialogue on police-community relations needs to discourage individuals who “exhibit anti-police behavior or attitudes.”

Louisiana became the first state to pass a bill that treats acts targeted against police officers as a hate crime. Other states are discussing passing similar laws. It’s unclear whether the spike in respect for police will have staying power or if it reflects mostly a reaction to the retaliatory killings against police officers last summer.

Although confidence in police varies among subgroups, majorities of all groups say they have a great deal of respect for their local police. And the percentage of national adults who say they have “hardly any” respect for local law enforcement remains small.

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Statement From Martin Halloran, President, SFPOA

SAN FRANCISCO, October 21, 2016 - Today, the police commission declared impasse in its negotiations with us over “use of force” policy revisions. After extensive input by community stakeholders, and months of give and take, the police union has made many concessions. We agree with the commission on 99.9% percent of the new policy. The major sticking point is a policy that would allow police officers to protect civilians from moving vehicle attacks like the one that recently occurred in Nice, France. To protect the public, we need a policy that allows police officers to use force under exceptional circumstances like Nice. We would be happy to adopt the language used by other big city police departments. Commission members agree with us behind closed doors, but they refuse to put it in writing. We need it in writing, and so we can’t sign off on the policy yet.

Use of Force Negotiations Break Down, October 21, 2016

To: All Active & Retired Members

Negotiations between the Police Commission, DHR, and the POA broke down late Friday afternoon over the Commission’s refusal to put in writing language that would allow police officers to protect themselves and civilians from moving vehicle attacks like Nice, France. The Commission and the POA reached agreement on every other aspect of a comprehensive new use of force policy proposed by the Commission after extensive input by community stakeholders. The POA supports a comprehensive new use of force policy for San Francisco and we have made multiple concessions and agreed to 99.9% of the Commission’s new policy. But the Commission refuses to state in writing that officers can use force to prevent moving vehicle attacks—even in exceptional circumstances. They agree verbally in our meetings that we can, but they won’t say it in writing for political reasons. That’s putting politics before public safety and as much as we want an agreement, we won’t do that.

The Commission rejected multiple language proposals from the union that would have recognized a narrow exception so that officers could use force in exceptional circumstances. Even language used by other big city police departments was rejected. The Commission has declared impasse, saying that it will refuse to hold any further meetings with the union.

Below is our last proposal. The red strikethrough is the Commission’s language. The Commission agrees that language allows officers to shoot at a moving vehicle in exceptional circumstances. We think that language fails to give clear guidance to officers. We proposed the two options listed in below. The first option mirrors the city attorney’s position. The second is language from Albuquerque PD. That department is under a consent decree and has been through DOJ COPS review.

The POA has issued a statement to the media (see above). The POA hopes that the Police Commission will reconsider their position and allow officers to protect the public and themselves by using force under exceptional circumstances.

Martin Halloran
SFPOA President

District Stations Continue USO Collections

By Val Kirwan
POA Sergeant at Arms



BAY AREA

Each month, the members assigned to a designated San Francisco Police Station conduct a collection for the shower /food program at the SF international Airport USO. The collected money is forwarded to SFPD Sgt. Sean O’Brian who coordinates with the USO to help fund the specific needs for that month.

The USO is appreciative of our support, as is evident in the letter they sent to the officers at Ingleside station and reprinted on this page.

Taraval station was still collecting money at press time. Their contribution will be acknowledged in December.

Next month’s collection will be taken by Tenderloin Station, with the large number of veterans working at that station, we are expecting a good showing from them.

If you want to make a donation or know of someone who does please contact the POA.

Dear SFPOA, Ingleside Station

On behalf of the USO Bay Area, thank you for your in-kind donation of \$400.00 made to the USO on September 7th,2016. The USO appreciates your dedication to our service members and their families. Your support will go a long way in providing a home away

from home to our troops serving in America and overseas. Since 1941 the USO has been the channel through which Americans can say “Thank You” to the’ men and women who serve in our armed forces. You are part of a long standing tradition of bringing thanks, a touch of home, and positive morale to troops as they travel and serve throughout the world.

As you know, the USO’s mission is keep our service members connected to family, home, and country.

The USO strives to provide the military with a variety of services, outreach programs, and morale boosting efforts. It is with the help of our devoted supporters that the USO is’able to do its work. As a 501(c)(3) non-profit organization we are supported entirely by individuals, organizations, and companies such as yours in order to provide critical support to our brave men and women in uniform.

Once again, thank you for your support of the USO and its important programs.

Center Operations Supervisor
USO Bay Area

A 21st Century Use of Force and Firearm Policy

To: All Members

The POA has been bargaining in good faith with the Police Department and with the Department of Human Resources on revisions to the Use of Force and Firearm policy since July. Tremendous progress has been made after many meetings and compromises have been made on both sides.


The POA is committed to seeing this through to fruition but we are concerned about the City refusing to move on certain crucial items. This months paid Public Service Announcement (click here to listen), on KCBS radio, focuses on the POA’s commitment to a 21st century Use of Force and Firearm policy. We hope the City is equally committed and is willing to work with us to ensure that this gets over the finish line.

Martin Halloran
SFPOA President

<http://sfpoa.org/radio/SFPOA60101016.mp3>



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SFPOA Use of Force Meet & Confer SFPOA Counter re MovingVehicles

DISCHARGE OF FIREARMS OR OTHER USE OF DEADLY FORCE

VI. FORCE OPTIONS

G. FIREARMS AND OTHER DEADLY FORCE

2. DISCHARGE OF FIREARMS OR OTHER USE OF DEADLY FORCE

~~d.e.~~ MOVING VEHICLES. An officer shall not discharge a firearm at the operator or occupant of a moving vehicle unless the operator or occupant poses an immediate threat of death or serious bodily injury to the public or an officer by means other than the vehicle. Officers shall not discharge a firearm from his or her moving vehicle. No policy can predict every situation. Officers are expected to exercise sound judgment and critical decision making when using force options.

Either:

This policy shall apply except in exceptional circumstances when other use of force options are inadequate or unavailable and the life of the officer or a member of the public is at immediate risk.

Or

When an officer faces an immediate threat from a moving vehicle that the subject is intentionally driving into civilians or officers, the officer may use lethal force only if the officer has no reasonable alternative and a reasonable officer would believe that lethal force will remove the danger the vehicle poses without creating additional risks to bystanders. Officers should consider whether the use of lethal force creates a danger to the public that outweighs the likely benefits of the use.

For the City: _____

For the SFPOA: _____

Austin Police Union: Officers Lack Training In Hand-To-Hand Combat

AUSTIN, TX — A call from Austin Police Chief Art Acevedo for officers to utilize hand-to-hand combat over weapons when a person is resisting arrest has been met with some backlash from some officers and the Austin Police Association president.

In cases where an officer is trying to subdue a suspect who isn't complying, Acevedo is recommending officers should first try to use their fists instead of their weapons, such as a stun gun or firearm. Controlling a subject with bare hands is a level three use of force, the lowest level of force an officer can use.

APA President Ken Casaday says training in defense tactics will need to be increased if officers are expected to use what he calls "perishable skills." In a newsletter, Casaday says if this training is not given every four to eight months the skills diminish and need to be taught again.

"We have provided extra training at the APA Hall, but were told to stop because the training didn't fit the standards purported by the academy," wrote Casaday in the newsletter. "Officers are willing to spend their own money, but they are told the training doesn't fit standards, or we can't let you go, because the Department is too short staffed in our critical patrol positions."

- Break down of police training:
- Punching, kicks, elbow strikes: 8 hours

- Pressure points: 2 hours
- Ground fighting: 16 hours
- Weapons defense: 8 hours
- Hobble swarm: 8 hours
- Self-defense: 6 hours
- Weapon retention: 4 hours

"Austin Police Department policy requires officers to use only the amount of force that is reasonably necessary to overcome the resistance they are encountering," a spokesperson with APD said Wednesday afternoon, "While all officers are given significant defensive tactics instruction during their cadet training, we recognize this is a perishable skill and are providing mandatory defensive tactics refresher courses for all officers beginning January 2017."

In the newsletter, Casaday cited fired Officer Geoffrey Freeman's case as an example of what happens when the department doesn't provide enough training. "The Department and the City should be ashamed for not listening to their academy staff after the Freeman shooting." Freeman shot and killed unarmed, naked 17-year-old David Joseph in February.

Freeman is set to have an arbitration hearing with the city in November. He could be reinstated back on the force, if the arbitration board finds that he followed proper protocol.



Come relax with your peers at a Pasta Feed Fundraiser Benefitting the SFPD K-9 unit

Thurs. November 3, 2016

Mariposa Hunters Point Yacht Club

No host Happy Hour 5pm

Dinner 6pm

\$35

Tickets must be purchased by 10/28

No tickets will be sold at door.

Meat and Pesto pastas, salad, garlic bread, coffee & dessert

Please make checks payable to: **BALEAF**

P.O. BOX 31764

San Francisco CA 94131

If you would like a receipt, please note that in the memo portion.

For inquiries contact: Sgt. Angela Rodriguez at 415-513-2976



The 2016 Co. H Christmas Party

Where: Hana Zen Restaurant
Pier 39, M209
SF 94133

When: Saturday December 3, 2016

Time: 6pm to Midnight

\$75 per person

RSVP by November 21st to
Krystle Guzman or Yesenia Brandt
Make Checks payable to Ingleside Floral Fund



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37th Annual 133rd RECRUIT CLASS REUNION Sunday, November 13, 2016



Cocktails at 5:30 pm

Dinner at 6:30 pm

ORIGINAL JOE'S AT WESTLAKE

11 Glenwood Ave., Daly City

Please RSVP to Kevin Phipps at (650) 678-4135 or
email at phipp446@aol.com by October 24

Please include No. of people attending

Additional Scholarship Fund Contributions

By Val Kirwan
POA Sergeant-At-Arms

Contributions to our Scholarship Fund were received from the following individuals after the October *Journal* deadline.

- Nate Ballard
- Jack Hart
- Dave Lazar
- Molly Pengel

Thank you to all of our sponsors.



Man Wielding Meat Cleaver Slices New York City Patrolman’s Head

September 16, 2016

(Reuters) — An assailant wielding a meat cleaver struck a New York City police officer in the head on Thursday in midtown Manhattan, and two other officers chasing the suspect were also hurt during the incident, police said.

The attack occurred after two on-duty officers were responding to reports of a crime in progress just before 5 p.m. local time near Madison Square Garden, NYPD spokeswoman Sophia Mason said.

Three officers were taken to an area hospital with non-life-threatening injuries.

Mason said the man drew the cleaver from his waist band after two of the officers confronted him, and then the suspect ran. A stun gun had no apparent effect on him, Mason said.

A third officer, who was off duty and in the area at the time, helped chase the suspect, who ran down the street with the large butcher’s knife in his hand,

Mason said.

At one point, the suspect jumped on top of a police car and, as officers attempted to subdue him, the off-duty officer was struck in the head by the cleaver, causing a gash, Mason said. It was not immediately clear how or when the other two officers were injured.

After the officer was struck, police opened fire on the suspect, striking him multiple times, Mason said. The man was in police custody and being treated at an area hospital, she added. The extent of his injuries was not immediately available.

“They shot him up,” the New York Daily News quoted a witness as saying. “He was hit five or six times. He was laid up on the sidewalk. It looked like he was dead.”

(Reporting by Eric M. Johnson in Seattle; Editing by Dan Grebler, David Gregorio and Bill Rigby)

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(REMINDER: PLEASE NOTE ENTREE CHOICE ON CHECK)
SEE YOU THERE!

New SFPOA Member Benefit (Retired and Active)
By Martin Halloran, President
The San Francisco Police Officers Association now provides Free Notary Public Service to all members, active and retired.
This service is available Monday through Friday during normal business hours at 800 Bryant Street, 2nd Floor.
Just call Office Manager Cyndee Bates at 415-861-5060, or email her at Cyndee@sfpoa.org to schedule a Notary appointment.

Support your community.
Donate Blood.
Blood Centers of the Pacific provides blood to more than 50 local hospitals.

San Francisco Police Officers Association
BLOOD DRIVE

Wednesday, November 30, 2016
10:00 AM - 6:00 PM

Location: POA 800 Bryant; Entrance on 6th

Questions?
Elizabeth Salmoun 415-500-1720
Mark Hawthorne 415-505-3849
Deborah Braden 415-609-8974

Breakfast, Lunch and refreshments will be provided for all participants!

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BRAVE THE BAY — SFPD CHALLENGE —
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Register today for this lively holiday-themed event perfect for San Franciscans of any age! Choose from three different athletic challenges, or participate in all three in Santa's Triathlon!
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EVENT TWO: Plunge in the San Francisco Bay!
EVENT THREE: Test your strength in the legendary Cable Car Pull!
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\$25 registration per person, per event. Additional fundraising is encouraged and equals awesome incentive prizes! All proceeds benefit Make-A-Wish® Greater Bay Area. Your bravery will help them be brave. Details and registration at www.bravethebay.com

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SAVE TIME! Complete your FAST TRACK Health History the day you donate at www.bloodcenters.org

Columbia Association News

By Insp. Liane (Scarsella) Corrales, ret.

“I’ll make you an offer you can’t refuse,” Don Corleone, The Godfather.
Caro Amici (Dear Friends), as many of you may be aware, SFPD members, both active and retired, once again participated in the Columbus Day Parade. As always, it was an honor to march down the historic streets of North Beach, the heart of the City’s “Little Italy,” where many of us have our roots. Our contingent proudly marched with the banner of “The California Law Enforcement Columbia Association” held aloft.
Our association is a non-profit organization that “promotes friendships and patriotism among Italian-American

peace officers through participation in cultural, recreational, and other events.” Among the agencies represented by our membership are SFPD, State Parole, Daly City PD, CHP, and the Italian Carabinieri. Membership is open to non-Italians, as my husband insisted on joining.
Everyone interested in joining this great association should please contact me, Liane (Scarsella) Corrales (SFPD retired) at (415) 533-3933, gc1207@comcast.net or Leo Pierini (State Parole retired) at (415) 716-6813.
In closing, I want to thank Sergeant Angelo Spagnoli for working so hard to make this event such a great success! Now sit back and enjoy some fun photos!



Liane Corrales, Sgt. Angelo Spagnoli, Lorraine Lombardo



L to R: Julio Bandoni, Lorraine Lombardo, Liane Corrales and CHP cadet carrying banner.



Leo Pierini, Lorraine Lombardo Cmdr. Mike Puccinelli (ret.), Liane Corrales.



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Offer ends December 31, 2016.
All POA members and their families are eligible for membership!

*Offer valid through 12/31/16. New Member Bonus: SFPCU will pay the \$25 opening deposit in the savings account required to establish membership. Members who join online will pay the \$25 opening deposit and SFPCU will reimburse this amount within 15 business days. This amount shall be reversed and returned to SFPCU if the account is closed within 12 months after date opened. Business accounts are not eligible. Current Annual Percentage Yield (APY) on a regular share account is .10% as of 9/1/16. Minimum account balance to open account and obtain APY is \$25. Checking Promotion Bonus: To qualify for the \$50 bonus, the new member must open a new Global ATM Checking account with a \$25 minimum opening deposit during the promotion period, and within 60 calendar days of account opening, a \$500 monthly direct deposit must be initiated. The bonus will be deposited into the new checking account within 60 business days after meeting the \$500 direct deposit requirement. Referral Bonus: Referred member's checking account must be opened within the promotion period. Within 5 business days of the new account opening, \$25 will be credited into referring member's savings account. Bonuses may be tax-reportable. All new accounts are subject to the SFPCU account opening procedures and standard account terms and conditions. Fees could reduce earnings on the account. Rates, terms and conditions are subject to change. Promo Code: REF/CHK

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BALEAF Board Member Highlight

Christa Cappiali

By Robin Matthews
Member, BALEAF Board

Greetings! For the past year and a half or so, I've been doing monthly articles for you to introduce you to our BALEAF Board so that you can learn a little bit more about us. The Bay Area Law Enforcement Assistance Fund (BALEAF) is a non-profit organization that was formed in 1999, and provides support to law enforcement officers and their families, as well as to law enforcement civilians, throughout the Bay Area, who have either been killed in the line of duty, have suffered a serious injury, or who have suffered a catastrophic event.

This month's member highlight is going to be on our newest Board member, Christa Cappiali, who recently retired as a Sergeant from the Richmond Police Department, and was voted onto our Board last month! Christa grew up in Walnut Creek and split her time between Port of Washington, Long Island, New York and Walnut Creek. She obtained her Bachelor of Sciences degree in Business Administration/Marketing from California State University, Fresno, before joining the Richmond Police Department in January of 1992.

Christa served in a variety of units at Richmond P.D., including patrol, as both an Officer and a Sergeant, as well as working in the Investigation Service Bureau, where she served as the section Supervisor of the Cyber Crime/Fraud/Property Section, served as a crime scene investigator, a Police Training Officer and Probationary Review Board Member, supervised and managed the School Resource Unit, including overseeing and monitoring the PAL, Explorers, Truancy Program and G.R.E.A.T. Program, and assisted in the Development of the Teen Court, daytime curfew law and truancy program. Christa also worked in the Administration Division as the Sergeant overseeing the Regulatory Unit, and worked the last few years of her career in the Patrol Services Bureau until she retired in June of this year.

In addition to her work with Rich-



mond P.D., Christa was also a Recruit Training Officer and Instructor at the Napa Valley Police Academy. In addition to her training duties, she also developed instructional guidelines for the "Learning Activity Package", which is used to promote behavior change within a cadet.

Christa has known and worked with BALEAF over the last 10 years behind the scenes and also as the Honor Guard Supervisor for Richmond P.D. When asked why she wanted to become a member of BALEAF's Board, she told me, "I have had the honor of assisting several families of our officer's who were lost in the line of duty. The financial assistance that BALEAF has provided for these families means everything to them in their time of need.

Witnessing the generosity and commitment that BALEAF has for our Law Enforcement community, I knew that BALEAF was an organization that I wanted to be a part of; I want to provide any assistance that I can to continue the amazing work that BALEAF provides for our community."

Christa enjoys traveling, both here and abroad, and is hoping to join the RV'ing crowd in the not too distant future. She is also considering going back to college to either pick up a second degree, or go for her Master's degree. Everyone on the Board of Directors is thrilled to have Christa as a part of our BALEAF Board and family!

Thank you from BALEAF for Support During the 2016 Combined Charities Campaign

By Robin Matthews
Member, BALEAF Board

Greetings one and all! I want to take this time to send out a big thank you to everyone who chose to support BALEAF (the Bay Area Law Enforcement Assistance Fund) during this years City and County of San Francisco Combined Charities Campaign! Your donations will help us provide support to law enforcement officers and their families, as well as civilian employees, throughout the Bay Area who have either been killed in the line of duty, have been seriously injured, or who have suffered a catastrophic event.

One of the things that is especially important for you to know about your donations to BALEAF is that 100% of funds donated go directly to helping Bay Area officers, civilian members, and their families. All administrative costs of the organization are paid for by the annual donations made by the Board of Directors.

If you haven't had a chance to turn in your Combined Charities paperwork, please consider making a donation to BALEAF now. BALEAF is also a great organization to donate to if you're looking for an end-of-year, tax donation (we are a non-profit, 501(c)(3) organization). In addition, consider make a donation in memory of another, or in honor of someone, and we'll be happy to send a letter to the person or family that you're honoring that a donation has been made to remember their loved one. Just include a note with your donation with the name of the person you're honoring and the name and address of who you'd like a notification sent.

Donations can be sent directly to BALEAF at P.O. Box 31764, San Francisco, CA 94131. For more information about BALEAF, please check out our website at www.baleaf.org. We can also be reached by mail at P.O. Box 31764, San Francisco, CA 94131, by email at baleaf1025@gmail.com, or on Facebook. We hope that you never need us, but we're here if you ever do.

SF Dispatcher of the Month



Edwin M. Lee
Mayor

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

Date: October 1, 2016
To: Iris Cipriano, Public Safety Dispatcher
From: Lisa Marie Gerard, Employee Recognition Coordinator
Re: Communications Dispatcher of the Month – August 2016

The Department of Emergency Management has selected you as Communications Dispatcher of the Month for October 2016. This is in recognition of your exemplary performance on CAD #162412668 — a Domestic Violence situation at 1034 Innes Ave.

On August 28, 2016 you received a 911 Cellular open line call where a female was heard yelling along with a struggle. You immediately processed a request for response to the cell tower location asking the units to check in the area. You kept the line open and began calling the cell carrier for an associated address to the phone number. Although the cell phone company had placed you on hold, you managed to toggle back and forth between the open line and the cell company consistently updating the responders. Part of the open line recording shows that you patiently waited listening on the line documenting an additional struggle along with the victim crying . Approximately seven minutes into the call and listening to multiple interactions between the victim and suspect, the victim came on the line and reported she was choked by the boyfriend, she was barely able to give you the address. You updated in CAD the location, the physical description of the suspect along with his current location/direction of travel. Without hesitation you began assessing your caller's physical condition sending up a request for an ambulance. Once the responding police unit made contact with the victim and advised dispatch the suspect was gone, you disconnected with the caller. You were clearly dedicated to helping her and concerned for her well being.



Iris, the SFPD Domestic Violence Unit has requested that you be recognized for your outstanding handling of this request for assistance. You did exactly what was needed, you kept the line open recording everything to show the investigators what occurred, you listened patiently, you started assistance to the only known address updating the responding units as soon as you were able. Your persistence and quick thinking not only helped your caller, the recording will assist the SFPD Domestic Violence Unit in the investigation of this case.

Iris, you are an asset to the department. Your skills, knowledge and execution of your duties have demonstrated an ability to innovate as needed to help callers and colleagues! Great work!

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

- Parking in the "Employee of the Month" space for the month of October 2016
- One-hour off, with Shift Manager approval
- "Employee of the Month" engraved pen
- Philz Coffee Gift Card

cc: Anne Kronenberg, Executive Director
Robert Smuts — Deputy Director,
Division of Emergency Communications
Cecile Soto — Operations Manager
DEM Everyone — via email
Personnel File

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POA Mail

To the Men and Women of the SFPD —

On behalf on my Father Thomas and my brother Tom, I wanted to say Thank You for taking time out of your busy lives to check on us during this difficult time. My mother recently passed away from Cancer, and this department did everything to ease our pain. From the flowers, cards, and kind texts, to the awesome showing by our Traffic Company on the day of the funeral, Thank You from the bottom of our hearts.

Sincerely,
Officer Michael Costello
Central Station

Dear SFPOA—

Thank you for the support that you have shown Eric and I as he recovers from his 9/4/16 accident. Once again we are very grateful to receive the thoughtfulness and outreach from the POA.

Yours truly,
Ashley Batchelder

Dear POA —

During a time like this we realize how much our friends and relative really mean to us. Your expression of sympathy will always be remembered. Thank you very much for the beautiful flowers for my mom’s funeral. Our family is very grateful.

Gordon Hom, SID

Dear SFPOA —

Thank you for your thoughtfulness. Your generosity and support during this difficult time is greatly appreciated. Also the flowers were beautiful.

Thank you,
Miriam Tuttleman

Dear SFPOA —

I would just like to express much appreciation and gratitude for my generous scholarship here at San Diego State University.

San Diego is very nice and warm, but I look forward to coming home to the Bay. I am currently an undeclared major with an interest in architecture or chemistry.

Thank you again for contributing to my education, and I hope to see you soon.

Sincerely,
Melissa Cagney

Dear SFPOA —

As a recipient of the 2016 Jeff Barker Scholarship, I would like to express my sincere appreciation for the award. I am currently a freshman at Sonoma State University. As of right now I am

undeclared, but aspire to become a criminology major. The money I have received will certainly come in handy in my continued learning. I am honored to have grown up around such an amazing and respectable organization. From visiting my father’s office, to volunteering at the SFPD Academy, I have been able to witness, first hand, the ethic and integrity with which each and every police officer carries themselves and their job. I am very appreciative towards everything you do in keeping our communities safe as well as supporting its fellow students.

Once again, thank you for helping me achieve my educational goals.

Sincerely yours,
Anya Petrie

Dear SFPOA —

San Francisco is blessed to have a group of culturally competent specialty clinicians who provide psychological services to law enforcement. Police Chaplains are in short supply in the Bay Area, and SFPD has an excellent group who can be spiritual witness to the worst law enforcement situations.

This summer, the Behavioral Science Unit hosted the annual appreciation luncheon at the Paragon Restaurant for the psychology professionals and the chaplains. As usual, the food was delicious, and the raffle prizes provided by Kelly Blackwell Garcia, President of BAYLEAF were fun. Thank you Marty and the POA for sponsoring the luncheon and to Stephanie Long, Colin, Art Howard and Maura Pengel.

Warmly,
Anne Bisek

Dear SFPOA —

This letter is in response to your generous donation to our Deputy Lonny Brewer Memorial Golf Tournament. 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,
Gary Moore President
San Diego County Deputy Sheriff’s Foundation

Dear Mr. Halloran,

On behalf of the Korean War Memorial Foundation, thank you for supporting a generous donation of \$500 by the San Francisco Police Officers Association. We greatly appreciate your continued support.

On our donors’ website page at www.kwmf.org/donor-list/, “San Francisco Police Officers Association” will be recognized at the total contribution level of \$1,500.

Now that construction on the Korean War Memorial is complete, we have entered our next phase for raising funds for educating Bay Area youth on the history of the Korean War, ensuring that the sacrifices of so many are never forgotten. We have appointed Wallace Stewart, a retired teacher of the San Francisco Unified School District, who also served in the United States Marine Corps during the Korean War, to serve as our Education Director.

Again, thank you very much for your contribution to the Korean War Memorial Foundation and for your continued trust and confidence.

Sincerely,
John R Stevens, Lt. Col., USMC (Ret.)
2nd Vice President, KWMF

Dear SFPOA —

Thank you for supporting the 16th Annual CYC Golf Challenge. Your involvement in this tournament directly benefits the children of the CYC. We are truly grateful for your continued support of this event.

CYC serves nearly 2000 members and is proud to provide outstanding athletic and academic services to children throughout our community. Without you, this would be impossible. We want to thank you, our supporters, for your shared commitment to CYC.

Lauren Seeno
Director of Events and Development
Community Youth Center

Dear Family and Friends —

We did it!

Over \$6,500 this year thanks to you and 120 other generous people like you.

That is 17 years and \$121,000! Once again I am writing to say thank you for generously supporting my endeavor to raise money for the fight against breast cancer.

Who would have thought that 17 years ago I would be bringing breast cancer awareness to so many people?

This year’s walk is especially meaningful to me as last year my daughter was diagnosed and treated successfully for this wretched disease and is currently cancer free!

Thanks for believing in and supporting me. Hopefully soon we will never have to worry about this insidious disease and it will be eliminated from our memory.

Yes, I will be back for 2017 and I hope for your continued support.

We are in it to win it!

Love,
Barby Albright

Dear SFPOA —

Thank you for your support of Alex’s Lemonade Stand Foundation and for making a difference in the lives of children with cancer. Your support of the 2016 Striking Out Childhood Cancer will help to fund important pediatric cancer research projects looking for better treatments and cures.

Thank you for joining the fight against childhood cancer and investing in hope.

Gratefully yours,
Liz & Jay Scott
Alex’s Parents/Co-Executive Directors of Alex’s lemonade Stand Foundation

Dear POA —

Thank you for your generous investment in the Institute on in support of our 32nd annual Cable Car Caroling event.

With your support, IOA continues to offer Northern California’s widest range of community-based health and social support programs for older and

disabled adults. 100% of the proceeds from Cable Car Caroling directly benefit IOA programs. Because of you, these seniors have access to the vital programs and services they need to remain as healthy and independent as possible.

We truly value your participation as a sponsor and thank you again for helping us create a stronger safety net of supports and services for the most vulnerable in our community.

Sincerely,
J Thomas Briody, MHSc
President and CEO

Dear SFPOA,

Thank you so much for supporting the 4th Annual Giant Steps Charity Golf Tournament. We know that you have a choice in your philanthropic giving, and we appreciate your choosing to support Giant Steps. Together, we raised more than \$50,000 for our adult programming, which covers almost half our riders.

Just as our rider Janet mentioned, these funds will help Giant Steps to create opportunities for our clients to build life skills that most of us take for granted.

For example:

- Helping a rider learn to walk after a paralyzing accident
- Supporting an individual in building the gross motor skills to move in and out of his wheelchair unaided
- Providing a military family a joyful outing while learning to live without a deployed family member
- Lifting the spirits of a veteran, helping him integrate back into society and family life.

From our mounted and groundwork lessons for all ages, to our military and veterans programming, we achieve great results with your help.

If you have not done so already, we invite you to visit our riding facility in Petaluma to witness the magic in action.

Sincerely,
Beth Porter
Executive Director

Dear SFPOA —

Thank you for your support of Alex’s Lemonade Stand Foundation and for making a difference in the lives of children with cancer. Your support of the 2016 Striking Out Childhood Cancer will help to fund important pediatric cancer research projects looking for better treatments and cures.

Thank you for joining the fight against childhood cancer and investing in hope.

Gratefully yours,
Liz & Jay Scott
Alex’s Parents/Co-Executive Directors of Alex’s lemonade Stand Foundation

Dear POA —

Thank you SFPOA for supporting our team! We were looking good and playing awesome.

Go Leprechauns!

Sincerely,
Carmen Walsh
Proud St. Cecilia Leprechaun,
Fall 2015



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Law Enforcement Murders Expose the Bankruptcy of “Criminal Justice Reform”

By Eric Siddall

The recent murder of Los Angeles County Sheriff’s Sergeant Steve Owens, Palm Springs Police Officers Jose Vega and Lesley Zerebny by career criminals is a bitter tragedy for their families, and a great loss for all of law enforcement and the communities they bravely served.

In the Palm Springs murders, the suspect charged has gang ties and was convicted in a prior shooting. In Los Angeles, Sheriff McDonnell commented that Steve Owens death should start a serious conversation about policies that allowed the gunman to cycle in and out of custody for years.

The recent and proposed changes to our criminal laws, led by Governor Brown, the State Legislature, and via ballot initiatives foisted on the public by pro-criminal “justice reform” groups, have made and will make all Californians less safe. They are the driving reason why California’s violent crime rate increase was more than twice the national average in 2015, and why California suffered near double increases in

the property crime rate in 2014 and 2015 while the rest of the nation saw property crime rates decline in both those years.

First, let’s start with the supervision of the violent career criminal charged in the execution murder of Sgt. Owens following his release from prison in 2014 after he served a six-year sentence for armed robbery. According to news reports, we have learned that on three separate occasions in the last two years he was arrested for new crimes, suffered two new criminal convictions, but no parole hold was ever placed on him by the California Department of Corrections and Rehabilitation (CDCR). A September 2015 arrest for driving under the influence resulted in a 28-day jail sentence and probation; an April 2016 arrest that resulted in another sentence of probation and credit for 15 days’ custody, and in July 2016 he was arrested again.

Had the justice system worked properly, this violent criminal would have had his probation revoked for the April 2016 or July 2016 arrest, and this felon would not have been on the street and able to murder Steve Owen. Instead,

in what it is clearly an attempt to game statistics and make the recidivism rate for violent ex-felons look lower than it actually is, it appears that parole holds are not be being placed on violent felons when they violate probation by having either new arrests or convictions for new crimes.

What keeps me up at night is that if Prop 57 passes, the people at CDCR are the ones Governor Brown assures us will be carefully screening the tens of thousands of inmates his Prop. 57 makes eligible for early release from prison.

Next, thanks to Prop. 47, the stolen firearm that the career criminal had in his possession was only a misdemeanor offense. The pro-criminal folks behind Prop. 47 reduced the crime of possession of a stolen gun from a felony to a misdemeanor offense; Governor Brown vetoed a bill earlier this year that overwhelmingly passed the state legislature and restored the crime to a felony.

Further, although this career criminal has two prior robbery convictions, Prop. 36 wiped away the potential 25-life sentence, the judge previously had the discretion to impose for being an ex-felon in possession. Passed in 2012, this proposition changed the three strikes law by permitting life sentences only when the current crime is a serious or violent offense. Felon in possession of a gun is not a qualifying offense. Also, AB 109 ensured that if this felon had been sentenced to prison for possessing the gun, a violation of parole upon release would result not result in a return to prison, but instead a short stint in local jail.

If Prop. 62 is approved by the voters in November, the career criminals charged in these recent cold-blooded murders of peace officers will not face the death penalty. Instead, they will at most face a sentence of life in prison without parole. I say at most, because if you read the writings of those who lead the campaign to repeal of the death penalty you know a ballot initiative to eliminate life without parole is next on their agenda. In their view, replacing the death penalty with life without parole removes “one terrible idea only to

replace it with another” as in their view “life without parole is as dehumanizing as death itself, and in some ways, it is even worse.” This is one reason why I, like other Deputy District Attorneys, support Proposition 66 - would preserve the death penalty for the most heinous criminals by enacting critically needed reforms to the system.

California ended the crime wave that started in the 1970’s and continued into the early 1990’s with measures such as determinate sentencing and three strikes. Incarcerating for lengthy periods of time felons who had committed violent crimes and had long criminal records led to a remarkable and sustained drop in crime. Proponents of lowering criminal penalties claimed that public safety would be enhanced, but that has been disproved by crime statistics, just as their estimates of “cost savings” through decreased incarceration have not materialized but in fact have in fact been dwarfed by the increased costs to residents and businesses from the rising crime rate.

In years past, Steve Owen’s death in the line of duty by this poster boy of a criminal justice system gone awry would have led to the serious conversation Sheriff McDonnell called for. However, since California is only in the early stages of a crime wave unleashed by these changes, with the proponents still claiming it is “too early” to draw conclusions, I am not optimistic that a serious conversation will occur. Instead, it will take a few more years for the public to accept statistics proving the arguments of the pro-criminal crowd for reduced penalties only led to more crime. Sadly, those statistics will consist of tens of thousands of real people unnecessarily victimized because of foolish experiments on the hardworking residents of California.

Please share this blog on social media.

Eric Siddall is Vice President of the Association of Los Angeles Deputy District Attorneys, the collective bargaining agent representing nearly 1,000 Deputy District Attorneys who work for the County of Los Angeles.

Peter King: Colin Kaepernick Is a ‘Disgrace’ for ‘Raising a Totally Phony Issue’

By Todd Beamon

San Francisco 49ers quarterback Colin Kaepernick is a “disgrace” for not standing during the national anthem and wearing socks depicting cops as pigs — especially since “the issue he’s raising is a totally phony one,” Rep. Peter King told Newsmax on Friday.

“Police are not shooting innocent blacks in the streets,” King, 72, a Republican who has represented New York since 1993, said in an interview.

“If we’re talking about African Americans being killed or murdered, the overwhelming majority of African Americans are killed in their own communities by other African Americans,” he added. “That’s the issue that’s here.”

Kaepernick, 28, who was drafted by San Francisco in 2011, touched off a firestorm last Friday by refusing to stand for “The Star-Spangled Banner” in an NFL exhibition game against the Green Bay Packers.

He knelt Thursday before the pre-season game against the San Diego Chargers — and social media posts this week showed Kaepernick wearing the socks during practice.

The quarterback said after the game that he would donate the first \$1 million he made this season to organizations assisting communities affected by racial injustice and police brutality.

Kaepernick has “never contributed anything to a constructive debate,” King

told Newsmax.

“If he were serious about this, what he would do is he would first of all learn something about what he’s talking about — go into the African-American community, meet with leaders, meet with police leaders.”

King also ripped the football player’s citing his two police officer uncles in his explanation for wearing the practice socks.

“My father was a cop for many years in New York City. There’s always been friction between police officers and the communities they’re policing, especially when there’s high crime coming out of those communities.

“Can we work on better ways to improve relations?” the congressman asked. “Yes, but at the same time, keep in mind that it’s the police officers who have done more to save African-American lives than anyone over the years.

“When cops go wrong, they have to be punished for it. No doubt about it. “But to say that there’s any pattern against African Americans or that a cop gets up in the morning and wants to go out and shoot black people as opposed to white people, that’s just slander.

“It does nothing to the debate,” King told Newsmax. “It does nothing to attempt to bring races together and does nothing to save black lives.

“The way to save black lives is to work with the police.”



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Former San Francisco Police Officer
Former San Francisco Assistant District Attorney (1979–1997)

In Memoriam...

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

1994: Officer James L. Guelff, shot by car-jacking suspect.

1989: Officer John Blessing, struck by vehicle while in foot pursuit of drug dealer.

1937: Officer Cornelius Brosnan, killed in vehicle collision.

1930: Officer Charles Rogerson, struck by vehicle while walking foot beat.

1928: Officer Frederick N. Spooncer, killed in vehicle collision.

1923: Officer Joseph G. Conroy, struck by vehicle while directing traffic.

1919: Detective Sergeant Antone Schoembs, shot while pursuing car theft suspect.

1915: Corporal Frederick H. Cook, shot by robbery suspect.

1911: Officer Thomas Finnelly, shot by murder fugitive.*

1911: Officer Charles F. Castor, shot by murder fugitive.*

1908: Chief of Police William J. Biggy, drowned after falling from Police Boat.

1906: Officer George P. O'Connell, shot by robbery suspect.

* *The suspect was convicted of both officers' murder and hanged at San Quentin.*

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

Visit the *Officer Down Memorial Page* at
www.odmp.org/agency/3445-san-francisco-police-department-california
Read *Men of Courage*, by Captain Thomas G. Dempsey (retired)

Today we mourn the death of Jack Hopkins, a Modoc County Deputy Sheriff who was killed in the line of duty while serving and protecting his community. Our prayers go out to the deputy's family and our thoughts are with his brothers and sisters at the Modoc County Sheriff's Office.

The tragic death of Deputy Hopkins comes just days after the near-fatal shooting of our own SFPD Officer Kevin Downs, and follows the senseless murders of two Palm Spring Police Officers and the execution-style killing of a Los Angeles County sheriff's sergeant earlier this month.

This is a stark reminder that the men and women who serve as peace officers in California, and across the U.S., put their lives on the line day in and day out to protect our communities. And for that, they deserve our deepest gratitude.

Martin Halloran
SFPOA President



Brothers in Arms

We Stand With Los Angeles and Palm Springs Law Enforcement

The San Francisco Police Officers Association is saddened and shocked by the news of three law enforcement officers gunned down in cold blood, in our State, in less than a week.

Los Angeles County Deputy Sheriff Sergeant Steve Owen responded to a burglary incident on Wednesday, October 5, 2016, when he was first wounded by a suspect who then stood over Sergeant Owen and executed him in cold blood by firing four additional rounds into his body.

On October 8, 2016, three Palm Springs police officers responded to a domestic disturbance incident when a crazed gunman opened fire on them. Officer Jose Gilbert "Gil" Vega and Officer Lesley Zerebny were both killed by the gunfire and a third officer was wounded but is expected to survive.

Sergeant Steve Owen, Officer Jose Vega, and Officer Lesley Zerebny were senselessly murdered, with no justification, simply for doing their jobs. All brave good people gunned down by cowardly assailants.

The SFPOA offers its thoughts and prayers to the families and friends of our fallen brothers and sisters and we wish a speedy recovery to our wounded brother in Palm Springs. Their service and their sacrifice will not be forgotten. We will honor them by continuing the mission of all law enforcement. We will continue to go into harm's way to serve our communities and seek peace on our streets.

We Stand With Los Angeles Sheriff's and Palm Springs Police!

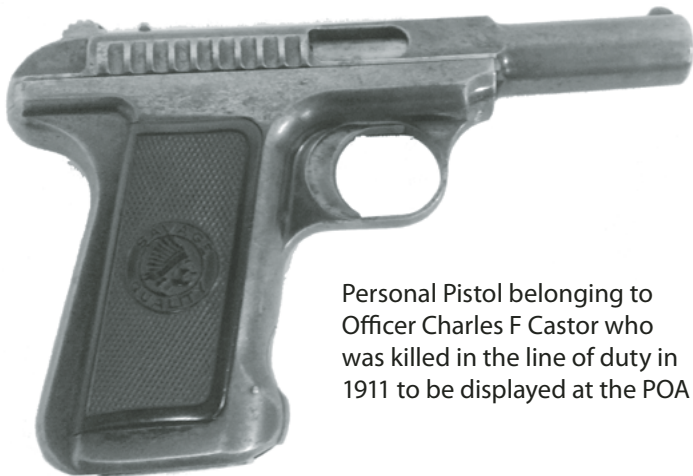
Martin Halloran
SFPOA President

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Charles F. Castor

By Val Kirwan,
POA Sergeant-At-Arms

Thanks to retired Los Angeles Detective-III Kurt S. Watcher and his wife, Catherine for loaning to the SFPOA the 1909 Savage .32 Auto pistol belonging to Officer Charles F. Castor, who tragically was shot and killed on November 26, 1911. It is unknown if Officer Castor was carrying this pistol at the time he was shot. The pistol will be on display at the SFPOA.



Personal Pistol belonging to Officer Charles F Castor who was killed in the line of duty in 1911 to be displayed at the POA

August 25, 2016

San Francisco Police Officers Association
800 Bryant Street
San Francisco, CA 94103

Attn: Marty Halloran Val Kirwan

RE: Savage .32 auto Pistol
Model 1907, Serial No. 13587

Sirs:

My name is Kurt S. Wachter. I am a retired Los Angeles Police Department Detective-III. I currently hold a Los Angeles County Investigator position. I have previously contributed to the Los Angeles Police Museum via its director, Glynn Martin.

My wife, Catherine Ann Wachter, is a San Francisco native, raised in the Bay Area. Her step-father, Walter Alan Castor, was the keeper of his grandfather's SFPD badge, baton, and his personal pistol. SFPO Patrol Officer Charles F. Castor, #314, was shot and killed by a murder suspect in 1911.

Walter Castor died in 2009, and my mother in law passed the following year. I was entrusted with Charles' pistol in 2011. The badge and baton went to Walter's nephew, Scott Castor of Texas.

The pistol is a model 1905 Savage .32 auto, manufactured in 1909. The wear on the pistol is from carry. Walter owned Castor's Coins (Redwood City) and had the pistol with him at work until he retired.

The Savage does not have a record in the Automated Firearms System. It is my desire to put the pistol on a permanent loan to your association. If you deem it so, the pistol may be donated to the SFPD Museum when opened.

Sincerely,
Kurt Wachter

Officer Charles F. Castor

San Francisco Police Department, California
End of Watch: Sunday, November 26, 1911

Officers Charles Castor and Thomas Finnelly were shot and killed when they attempted to arrest a suspect that was wanted for murder in Veley, Greece.

The officers were informed by an informant that the suspect would be arriving in San Francisco on that day at the Ferry Building.

When the officers attempted to arrest the suspect, the suspect shot them both. The suspect also shot and wounded the informant who pointed him out to the police. The suspect was captured at the scene, tried, and hanged on March 14, 1913. A relative of the suspect killed the informant and was later arrested.

Officer Castor had served with the San Francisco Police Department for 22 years. He was survived by his wife and six sons. He is buried in Holy Cross Cemetery, Colma, California.



Widows’ and Orphans’ Aid Association

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Tuesday October 11, 2016

Roll Call: President Sally Foster, Vice President John Centurioni, Treasurer Dean Taylor, and Trustees Leroy Lindo, Ray Kane, James O’Meara, and John Keane were present. Secretary Mark McDonough and Trustee Al Luenow were excused.

Approval of the Minutes: Trustee John Keane made a motion to approve the September 2016 minutes. Trustee Ray Kane seconded the motion which passed without objection.

Receiving Applications; Suspensions; and Reinstatements: Trustee Ray Kane and I responded to the San Francisco Police Academy to present our membership to the 252nd Recruit Class. Thirty- Four members of the class applied for membership. These applicants will become full time members after they graduate from their probationary period in the San Francisco Police Department. Trustee John Keane made a motion to accept the applicants for membership pending their probation period. Trustee Ray Kane seconded the motion which passed without objection. Trustee Ray Kane made a motion to DROP two members from our membership roll. The two members have not paid their dues for more than one year. Both members were sent Suspension Letters that included notice of non-payment of dues, suspension, and information to pay their dues in lieu of being dropped from our roll. Trustee Ray Kane made a motion to drop **James M. Kelly** and **Justin Madden** from our membership roll. Vice President John Centurioni seconded the motion which passed without objection. Trustee Ray Kane and I will respond to the San Francisco Police Academy in the final week of November 2016.

Communications and Bills: Our audit for 2016 is in progress Treasurer Dean Taylor presented our regular monthly bills a partial audit bill of Six Thousand two hundred dollars. Vice President John Centurioni made a motion to pay the bills. Trustee James O’Meara seconded the motion which passed without objection.

Report of Visiting Committee: No report this month.

Report of Trustees: The WOOA received the sad news of the passing of two members:

Robert Vienot, age 90: Robert Vienot was born on May 4, 1926 in Council Bluffs, Iowa. Bob was born to parents

Chester and Ruth Vienot. The family moved 26 times during the Depression finally settling in San Francisco, California in 1938. Bob met the love of his life, Mary Washington, in Home Room at Polytechnic High School in San Francisco. Bob was a member of the ROTC. Duty and honor called Bob to enlist in the United States Marine Corp upon High School graduation in 1944. Bob served in the 1st Marine Division, Fox Company, 2nd Battalion, 5th Marine Regiment through some of the most perilous and significant engagements of WWII including the Battles Guadalcanal and Okinawa. Bob’s previous occupation is listed as “Warehouseman”. Bob joined the San Francisco Police Department on November 17, 1947 and was assigned to star #28. Bob graduated from the Police Academy and worked the following assignments during his thirty year career: Park Police Station (December 1, 1947), Northern Police Station (February 6, 1950), HDQ , M/L (September 19, 1950), Northern Police Station (January 25, 1951), Taraval Police Station (October 12, 1959 promoted to the rank of Sergeant), Richmond Police Station (June 13, 1960), Northern Police Station (September 15, 1960), Communications (May 3, 1961), Central Police Station (August 17, 1970, promoted to the rank of Lieutenant on September 4, 1970), HQ-BCI-Communications (February 1, 1971), and finally to Field Operations HQ (November 27, 1977). During Bob’s career he walked a beat, trained new recruits as a Sergeant, and developed the new “Pic” radio system for police communications as a Lieutenant. Bob had a lifelong appreciation of boats, aviation, trains, automobiles, and military history and was a lifetime member of the San Francisco Model Yacht Club, American Legion, NRA, U.S. Naval Institute and Hiller Aviation Museum. He owned 41 automobiles over the years. Bob had a keen attention to detail and craftsmanship. Bob was a master modeler, building over 150 scale-model tugboats, steamers, sailboats, and military vessels. After retirement, he treasured the time spent with his friends at the SFMYC and simply “messing about in boats” along the shores of Spreckles Lake in Golden Gate Park. He also spent many years as a docent on the *SS Jeremiah O’Brien* sharing maritime mechanics and WWII history with visitors of the famous Liberty Ship located at the SF Embarcadero. Bob was a kind, generous man who loved his family, his extended family, and many friends. Bob guided his daughters and grandchildren with gentle but invaluable lessons in self-reliance. He made

Memorial Service

Retired Officer Richard Aceret

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sure all of his daughters had their own toolbox. Bob is survived by his wife of 69 years, Mary; daughters Pat Kennedy, Vivian Huddleston, and Valerie McNease as well as many grandchildren and great-grandchildren. No services were held. A scattering of ashes will take place at a later date. Donations to USO, VFW, American Legion, or simple acts of human kindness are appreciated.

Irwin Tuttleman, age 86: Irwin Tuttleman was born on November 4, 1929 in San Francisco, California. Irwin’s previous occupation is listed as “Salesman”. Irwin joined the San Francisco Police Department on April 16, 1956 and was assigned to star #1839. Irwin graduated from the Police Academy on July 9, 1956 and worked the following assignments in his thirty year career: Richmond Police Station (July 9, 1956), City Prison (January 2, 1957), Potrero Police Station (April 9, 1962), Central Police Station (December 17, 1962), Park Police Station (September 19, 1965), and worked his final assignment at Northern Police Station (April 20, 1972) where he remained until he retired on September 22, 1986.

Report of Special Committee: A special committee for WOOA employees will set policy and guidelines for computer data base authorization and use. Trustee Leroy Lindo is the committee Chairman.

New Business: No report this month.

Good of the Order: No report this month.

Adjournment: President Sally Foster led the board members in a moment of silence for our fallen members, and set next month’s meeting for November 8, 2016. The meeting will be held at the Hall of Justice 850 Bryant Street, room #150 at 1 pm.

To All: Dues Increase. Dues will increase to \$100 in January of 2017, and to \$150 in January of 2018. The death benefit will increase to \$17, 500 in 2017 and to \$18,000 in 2018. I have documented the Actuary Study several times in this column. The Study by Bartel and Associates was completed in November 2015. Based on their strong recommendation we will raise the dues for the next two years. Active members pay through payroll deduction. Retired members can pay making an automatic payment through their financial institution. If you are a member of sfpcu, please visit www.sfpcu.org/woaadues and complete an online authorization for a payment of our dues. The sfpcu can be contacted at 800 222-1391 for assistance. A bill payment can be arranged through a personal sfpcu account, or ask about a member-to-member transfer. Our dues can be paid by personal check, however, this option has presented a

problem with a growing number of members who forget to pay their dues each January, and have to be personally contacted and reminded. Each year members are suspended and dropped for non-payment of dues. An automatic payment through your financial institution will avoid non-payment issues. Beneficiary forms can be accessed through our WOOA website at sfwidowsandorphans.org. Please click on the ‘resources’ box which is located on the upper ride side of the website face page tool bar. Print the form and complete the form with any CHANGES to your existing form. The form requires either a signature by a WOOA board member, or a Notary Public. Please use this form for any address and/or contact number changes. **Address and contact number changes** do NOT require a Notary or board member signature. We give our thanks and gratitude each month to several people who assist us in our mission to serve our members. Retired San Francisco Police Captain **Paul Chignell** assists the WOOA in locating members who have changed their contact numbers. Retired San Francisco Police Lieutenant and former WOOA Past President **Rene LaPrevotte** also assists the WOOA through his website. Rene continues to reach out to members through his website when we are unable to make contact. Each month **Sgt. Rachael Kilshaw** and **Risa Tom** of the Police Commission assist our efforts with S.F.P.D. award information that we use in *POA Journal* obituary section. **David Ng** of Personnel assists us by providing the S.F.P.D. service record of our fallen members. This information is also used on our *POA Journal* obituary section. We also give our thanks and gratitude to the S.F.P.D. Traffic Solo unit who graciously and patiently afford us the space for files and monthly meetings. And “thank you” also to **Ray Shine** who has assisted us in our efforts to upgrade our Constitution and By-Laws, and for his continued service as the editor of the *POA Journal*.

Submitted by
Mark J. McDonough
WOOA Secretary

CORRECTION

In the October issue of the *POA Journal*, a rough draft of the Widows and Orphans September minutes was inadvertently printed instead of the final copy. The draft that appeared had several typo’s and misspelled names that had not yet been corrected by Mr. McDonough.. The error is entirely mine, and not the fault of the W&O Secretary, Mark McDonough. – Ed.

Deaths

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

PAUL ANTHONY KOTTA Age 82, Retired SFPD Died October 19, 2016 Notified by Carmelita Kotta	RICHARD MARTIN, JR Age 56, Retired SFPD Died October 17, 2016 Notified by R. LaPrevotte
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*Notifications are made by a POA member, family member, or other reliable source. The *POA Journal* believes the information to be true and correct, however the staff or employees of the SFPOA make no official confirmation.

Submitting Obituaries and Memorial Tributes

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

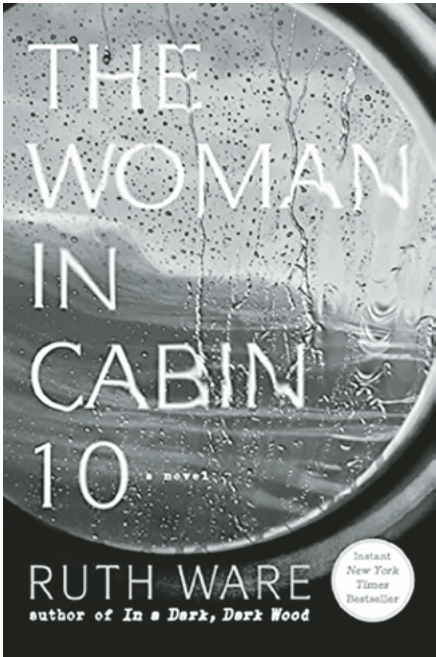
Book Reviews

The Woman In Cabin 10

By Ruth Ware
Reviewed by Dennis Bianchi

Ruth Ware grew up in Sussex, on the south coast of England. She has worked as a waitress, a bookseller, a teacher of English as a foreign language and a press officer. She now lives in North London with her family. Her debut thriller, *In a Dark, Dark Wood*, was a New York Times bestseller, and has been optioned for film by New Line Cinema. *The Woman in Cabin 10* has also made the New York Times bestseller list. Ms. Ware, obviously, knows how to write an enticing mystery.

The protagonist of the novel, Lo Blacklock, is a writer for a travel magazine and gets an assignment to review a new cruise ship on its maiden voyage from London to Norway. Part of the itinerary includes a viewing of the Aurora Borealis. But before she ever steps aboard the ship she suffers a hot-prowl burglary in her apartment that leaves her bruised and frightened. Then she mistakenly batters her boyfriend before



leaving for her assignment. The reader is at full attention before the real mystery occurs aboard the ship.

The new cruise ship is a small, very chic vessel, designed for the very rich. But it shares many of the same facilities that the large cruise ships have: commu-

nal dining rooms, spas, exercise room, bars, etc. A few similar problems are also shared, as spotty reception for “smart phones,” which figures into the story. The idea conveyed is something along the lines of a large personal yacht built for wealthy travellers. But that doesn’t mean impeccably behaved travellers.

Lo hears what she believes to be a body being thrown off the side of the ship. Occupying cabin number 9, she peeks over the privacy wall on her outside deck and sees what she believes to be blood on the outside deck of cabin number 10. She reports the incident to the security officer, who seems skeptical at first as he finds no blood on the deck of cabin number 10, but tries his best to soothe Lo and conduct some type of investigation. Soon after, the reader must decide if she is accurately reporting what happened or having a psychological breakdown and has become delusional. The author supplies several plot twists and a large cast of characters. The constant complaints of Lo, the protagonist, add to the suspense.



The ending surprised me, but upon giving it more thought, the author does supply a few slightly hidden clues along the way.

To explain too much in this review would be unfair to any readers who wish to read this nicely constructed mystery. I will say that some cruise ship companies must be slightly worried that this book might curtail future customers booking passages. I know for a fact that, should I go on another cruise, I will be much more interested in knowing if what I’m looking at is real or does some secret lie behind what I see.

After The Crash

By Michel Bussi
Reviewed by Dennis Bianchi

Michael Bussi is a French writer of detective novels, a political analyst and Professor of Geography at the University of Rouen. According to the *Le Figaro/Gfk* list of bestsellers, he was one of the ten-bestselling French writers of 2013. This book, *After the Crash*, was originally written in 2012 but released in the United States, in English translation, in 2016.

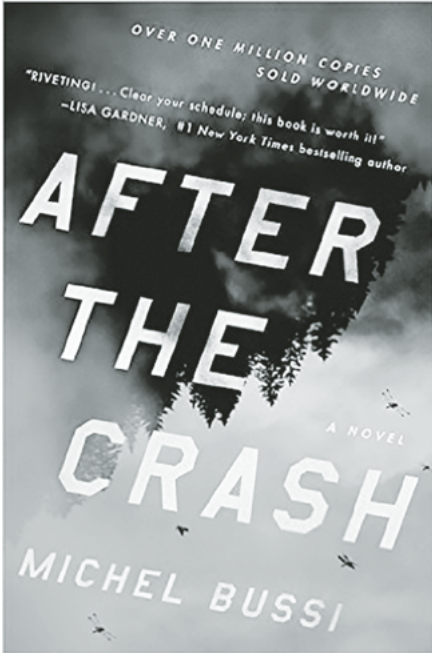
The premise for this thriller/mystery is fresh and uncommon. In the year 1980 a flight bound for Paris crashes into a snowy mountainside. Of the 169

passengers aboard all die but one, a three-month-old girl. She is found in a protected situation where the heat from the plane doesn’t burn her but keeps her alive until rescuers arrive. The mystery begins when the reader learns that there were two infants aboard the plane. One infant is related to a rich powerful family and the other to a working-class family. The parents of both children have died in the crash. The surviving families both claim the child. The problem is obvious: who is this child? It is 1980 and the science of DNA was not available, the competing families have had very little or no time with the child they believe is


theirs and have no way of knowing for sure who this little girl is. A showdown in court is clearly coming.

Credule’ Grand Duc, a crusty former mercenary turned private investigator is hired by the wealthy Carvilles, one of the families competing for the infant. He is given the job of following up on the unsatisfactory investigation and ruling of the court. He employs an old friend and former mercenary to assist him in this assignment, an assignment that lasts eighteen years.

The reader needs to pay attention to the fluctuating of time as the story goes from the beginning, the day of the crash, and proceeds forward as the fortunate infant become a young girl and eventually a college student. One criticism I feel must be made is that the translator could have been more polished is his work. There are times the language flows smoothly and clearly, but other times when it reads clunky and out of synch with the rest of the writing. I have no knowledge of French but I noticed how from time to time the phrasing seemed as if a different, less polished writer



was at work. But, the plot is very good. The author does a nice job of adding new twists by gradually revealing evidence and a few new characters as the plot develops. It is an unusual missing person tale, as the person missing is present. The question is: who is this person? Even she isn’t sure. I found the ending to be very satisfactory and, like the premise of the book, surprising.



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Families of 2 Slain Officers Call Governor’s Prop 57 Campaign Deceptive

By Patrick Healy
NBC Los Angeles
Forwarded to the Journal
by Martin Halloran

Family members of two law enforcement officers slain in recent weeks have come out against Proposition 57, accusing Gov. Jerry Brown of attempting to deceive voters about the measure that would enable some inmates to be paroled sooner.

“Governor Brown, I’m calling you out on this,” said Tania Owen, widow of Los Angeles Sheriff’s Sgt. Steve Owen, who was shot to death on Oct. 5 while pursuing a burglary suspect in Lancaster. The accused killer, Trevon Lovell, was on parole.

Proposition 57 is entitled the “Public Safety and Rehabilitation Act of 2016,” but opponents contend releasing some inmates sooner would affect public safety negatively. Tania Owen, herself a sheriff’s detective, called Brown a “deceiver.”

Other members of the Owen family, and David Kling, the father of slain Palm Springs Officer Lesley Zerebny and himself retired law enforcement, gathered Tuesday in the San Dimas office of the Professional Peace Officers Association to speak at a news conference organized by the No on 57 campaign, which is largely driven by members of law enforcement and prosecutors.

In a chilling moment, David Owen revealed that before his brother’s death, Sgt. Owen had texted him a message about Prop 57.

“And before I forget, tell all your friends: No on Prop 57. If that passes, crime is going to skyrocket. Bad”—with three exclamation points,” David Owen read. “Don’t let my brother die in vain.”

The Yes on 57 campaign maintains the proposed reforms to parole eligibility and added emphasis on rehabilitation would benefit public safety.

“It allows carefully screened non-violent offenders, who’ve completed their primary sentence, to apply for parole—not necessarily get it,” the Governor says in a radio spot now airing.

Opponents contend that the definition of “non-violent” as used in Prop 57 does include dangerous crimes in-

cluding assault with a deadly weapon, hostage taking, human trafficking and a number of sex crimes.

“Incarcerating people who do bad things is a waste?” asked Millie Owen, mother of the late Sgt. Owen. “Give me a break!”

California remains under a federal court order imposing a cap on the prison population to limit overcrowding.

“Proposition 57 will reduce crime by allowing the state to focus prison spending on keeping these dangerous inmates locked up and prevent a court order forcing us to arbitrarily release prisoners,” reads a statement issued by the Yes on 57 campaign in response to the criticisms voiced at the San Dimas news conference.

Prop 57 is the latest in a series of measures attempting to reduce the state prison population, including 2010’s AB109, which shifted some of the prison responsibility to counties, and 2014’s Prop 47, which reduced some drug possession offenses and certain other property crimes from felonies to misdemeanors.

Many in law enforcement, including Los Angeles Sheriff Jim McDonnell, see a connection between those earlier measures and the upturn in crime since 2014.

In January, during a teleconference, Governor Brown revealed his plan for what became Prop 57. He was joined by Los Angeles Police Chief Charlie Beck, who spoke approvingly of the Governor’s goals, but said he could not publicly support it unless the leadership of the city of Los Angeles took a position, which it has not.

Brown has emphasized the rehabilitation goal of Prop 57. It would also require a judge’s approval for the prosecution of a juvenile as an adult, taking that decision away from the discretion of prosecutors.

Prop 57 supporters include Dionne Wilson, whose police officer husband Dan Nieme was shot to death in the line of duty in 2005 in the Bay Area city of San Leandro. She now works with Californians for Safety and Justice. From her experience with inmates at San Quentin, she has seen the power of rehabilitation programs, she said.

News from the Credit Union

By Al Casciato

Good News the ATM at the Headquarters building has been installed and should be operational shortly. Thank You to Officer Ivan Sequeira for all the help.

Q In light of the recently exposed account opening scandal at Wells Fargo Bank, can members be confident that something like this would not be tolerated at the credit union?

A Eddie Young, SFPCU’s President/CEO states, “What Wells Fargo did is completely contrary to everything our credit union stands for. We do not—and never will—engage in deceptive, unauthorized practices that go against the best interests of our members”. While this scandal has damaged the trust many consumers have in financial institutions in general, a silver lining is that it can serve to reinforce the many reasons that credit unions operate differently than for-profit banks. As a not-for-profit financial cooperative, we are **owned by members** and leverage our earnings back into the credit union—in the form of upgraded technology, better rates and lower fees—instead of into the pockets of outside shareholders. We believe in the power of education to help members make informed choices, and to that end, have partnered with **Balance Financial Fitness**, a trusted financial education and counseling service that helps members take control of their finances. Given the disclosures about Wells Fargo accounts that were fraudulently opened, if you are a Wells Fargo customer and have concerns that accounts were added without your knowledge, you can call Balance at no charge, and a certified counselor will work with you to review your credit reports and recommend a course of action if needed. To set up a confidential one-on-one meeting with a Balance counselor, please call (800) 777-7526 and let them know you are an SFPCU member. We are also ready to personally help members who want to close their WFB accounts and switch them to SFPCU!

Current Promotions:
New Member Referral/Checking Bonus! Now through December 31st, refer a family member or eligible coworker, and if he/she joins SFPCU, we’ll give you \$25!* Your referral can also receive up to \$75—for details, go to our website at www.sfpcu.org.

*Offer valid 10/1/16 through 12/31/16.
Referral Bonus: Within 5 business days of new member account opening, \$25 will be credited into referring member’s Savings Account. New Member Bonus: \$25 will be used as opening deposit for the new member’s account and shall be reversed and returned to SFPCU if account is closed within 12 months after opening. \$50 bonus: New member must open a new Global ATM Checking account with \$25 minimum opening deposit during the promotion period. Within 60 calendar days of account opening, a \$500 monthly direct deposit must be initiated. Rates, terms and conditions are subject to change.

Special Visa Offer: Get 0% APR* on purchases and balance transfers on a new SFPCU Platinum Visa for six months. Apply today at www.sfpcu.org/applyforaloan

*APR = Annual Percentage Rate. Promotional offer is valid on new cards only. Purchases and balance transfers must be made within 60 days of account opening to qualify for the promotional rate. After the introductory periods, the promotional rates will return to standard purchase/balance transfer rate (Rate based upon Prime Rate + a Margin of 6–12%). All new applications are subject to terms, conditions and credit approval. Rates, fees and terms are subject to change at any time.

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

Do you have something you’d like to see in this column?
You can contact me at alcasciato@stisia.com.

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

Al Casciato is a retired SFPD Captain, past POA President and Retirement Board President who was elected to the Credit Union Board of Directors in February of 2014. He currently serves as The Board Vice-Chairman and can be contacted at alcasciato@stisia.com.



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A FAMILY BUSINESS

From www.LawMemorial.org

Officers Candace Bisagna and Brandi Madrid Receive October 2016 Officer of the Month Award

Washington, DC — The National Law Enforcement Officers Memorial Fund has selected Officers Candace Bisagna and Brandi Madrid, of the Albuquerque (NM) Police Department, as the recipients of its Officer of the Month Award for October 2016.

Located in the nation’s capital, the National Law Enforcement Officers Memorial Fund is a nonprofit organization dedicated to honoring the service and sacrifice of America’s law enforcement officers. The Memorial Fund’s Officer of the Month Award Program began in 1996 and recognizes federal, state, and local officers who distinguish themselves through exemplary law enforcement service and devotion to duty.

Officers Candace Bisagna and Brandi Madrid, along with the other Officer of the Month Award recipients for 2016, will be honored during National Police Week at a special awards ceremony in Washington, DC, in May 2017.

Story Details

- On May 29, 2016, a man climbed over a security fence on an overpass over I-40 in Albuquerque, New Mexico. After he threatened to jump, the police were called to assist, but he refused to speak with the male officers who arrived first. Officer Brandi Madrid arrived at the scene next; this was her first experience in a situation like this.
- “I started to build that rapport with him,” Officer Madrid said. “He just seemed like he had a lot he was holding within. He seemed to be very upset so for most of that time, I really just listened.”
- Officer Candace Bisagna volunteered to help with the call because of her experience helping distressed individuals who were at risk of suicide. Upon arriving at the scene, she recognized the man as someone she had talked off a bridge just one month earlier.
- The officers used their Crisis Intervention Training to gain the man’s trust, but then, angry drivers below began shouting for him to jump. Their shouts distressed the man again and the officers had to work to calm him down again.
- “For us, that’s frustrating because [the shouts were] amplifying his emotions,” Officer Bisagna said. “We’d make a little bit of headway, and someone would yell that, and we’d have to go back and build it back up. Finally they blocked off the exits from where we were so no one could yell at him, and it was a lot more helpful. But the whole time, you’re just kind of praying he doesn’t jump.”
- After three hours in the sweltering heat, Officers Bisagna and Madrid were able to talk the man back over the fence, and he peacefully surrendered. The Crisis Intervention Team was told to keep a closer eye on the man and get him the medical attention he needed.
- “We are required to take what’s called a Crisis Intervention Team Course where they set up scenarios, such as people who are on the edge of a bridge or are feeling like hurting themselves,” Officer Madrid said. “They give you the tools to successfully make a good outcome of it. Because of that, I was able to use those tools for that incident, and it really paid off.”
- “I think all of the training we’re provided helped us be successful,” added Officer Bisagna.
- Just two days later, Officer Madrid helped save the life of a female who attempted to jump off another bridge in the city.



Supporting Quotes

- “Officer Bisagna and Officer Madrid expertly displayed their dedication and commitment to serving the citizens of Albuquerque with this outstanding example of service,” said Sgt. Ric Ingram, of the Albuquerque Police Department.
 - “Officers Candace Bisagna and Brandi Madrid are a prime example of how crisis prevention training is important for all law enforcement,” Memorial Fund President and CEO Craig W. Floyd said. “The devotion they showed in those extreme circumstances is honorable and deserving of the October 2016 Officer of the Month Award.”
- For more information about the National Law Enforcement Officers Memorial Fund’s Officer of the Month Award, visit www.LawMemorial.org/OTM.

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Classified Ads

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2008 BMW 128i IS STILL FOR SALE. However, the car is obviously a classic, a collector item and is sought after by many well heeled buyers. The price is now \$1.5 million, or a negotiated portion of your pension. Contact Rob Kobold at the Academy”.

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

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2002 -18.5FT SEARAY 182 MERCUISER. Perfect for skiing or fishing. Brilliant condition, less than 100 hrs, always garaged. Inboard/Outboard 4.3L Mercury 6 cyl (190 HP) Tinted/curved glass w/walk-through to open bow Bimini top w/boot & vertical storage DVD player, fish finder SeaRay Trailer, folding tongue, Photos upon request, \$15,000 Call Steve @ 510-589-1944

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TWO SFPD CUSTOM MADE CYCLING JERSEYS. Custom made by Vigorelli with SFPD star on back and San Francisco Police patch on both sleeves. Both are size medium and both are brand new and unused. They would be excellent if worn in the Police and Fire Olympics. They are yellow and black with red, orange and blue small stripes incorporated in the overall design. They are a one off design and are striking in appearance. Believe me you’d be proud to wear them. Will sell both or one at a time for \$250 each. Both are nylon/lycra and will stretch to fit if needed. Please contact me at Trocket88@comcast.net or call (510) 581-7799.

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

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Motorcycle For Sale

PRICE REDUCTION! 2011 KAWASAKI VAQUERO BAGGER Ebony, 1700cc V-twin, under 3K miles, fairing, hard bags, stereo, six speed, cruise control, LED, all stock. DMV reg until 6/2017, fresh oil, garaged, never down, like new. \$7,000 motivated. Contact at sharmandog@aol.com or 650-504-6560. Tim

2005 HERITAGE SOFTAIL CLASSIC white – extra chrome, windshield, screamin eagle header, engine guard bars, saddle bags, travel bag (12,500 miles) \$9,000 OBO. Call Mike at 650-743-3621

2008 APRILIA SHIVER 750, silver in color. 4200 miles, recently serviced and a new battery installed. Always garaged and never driven in the rain. No mods. \$5,000 obo. Please call or text me for more details or questions. 415-209-3612 Fernando

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

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MAUI- KAPALUA GOLF VILLA: Large 1 bed, 2 bath, remodeled, immaculate “corner” unit with views. Look at the Island of Lanai, beaches, pineapple hills. Master bedroom lanai looks at the 1st hole of the Bay Course. Golf clubs for guests. Walk to Kapalua Beach, great restaurants, the Ritz... tennis courts and golf pro shops. This unit is magnificent and normally let out for 185 a night with a restriction to two people only. We offer it at a great price to SFPD. Call Rich Bodisco at 415-810-7377

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November Word Search

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

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!

The Fall season is upon us. Enjoy finding words related to Fall and Autumn season.

AROMA	MEMORIES
AUTUMN	PUMPKIN
BAKING	SEASON
BLESSING	SHARING
BRISK	THANKSGIVING
CIDER	TOGETHER
COLORS	TURKEY
FALL	WARM
FAMILY	WELCOME
FLANNEL	YAMS
LEAVES	

Lawmaker Pushes Bill Year after NYPD LODD

Assemblywoman Nicole Malliotakis sponsored a bill to prevent criminals from getting out of jail, and called for reform in drug sentencing

By Rachel Shapiro
Staten Island Advance
Forwarded to the *Journal*
by Chris Canning, Homicide Investigations

STATEN ISLAND, N.Y. — One year ago today, NYPD Officer Randolph Holder was shot and killed by Tyrone Howard, a career criminal who was on the street instead of in jail.

With Holder’s death as motivation, Assemblywoman Nicole Malliotakis last session sponsored a bill to prevent criminals from getting out of jail, and on Thursday, repeated her calls for reform in drug sentencing.

The bill sponsored by the Republican assemblywoman would prohibit anyone with two or more felony convictions from entering drug diversion programs instead of serving jail time.

Howard had pleaded guilty to drug possession and should have started a residential drug treatment program instead of serving a two-year prison term. But he didn’t attend the treatment and in October 2015, shot and killed Holder.

With two dozen drug arrests over a 16-year period, Malliotakis argues he should have been in jail.

“This is all because of a loophole in the state law,” Malliotakis said Thursday while standing in front of the new Richmond County Courthouse in St. George.

Drug treatment programs should be used to help addicts, not dealers who have no interest in getting clean and use them as a get-out-of-jail-free card, she said.

Higher Pay Drawing Police Officers Out of Sacramento

SACRAMENTO, CA — This week Sacramento city officers diligently worked a standoff for nine hours.

They also stood up to help teach neighbors how to stay safe in the wake of a rash of robberies, but they say no one in city administration is standing with them.

“It just seems like the city manager doesn’t care what’s going on at the police department and it’s disturbing,” Tim Davis, president of the Sacramento Police Officers Association, told FOX40.

It’s disturbing to Davis because he says what’s going on is that officers are leaving the Capital City force at an alarming rate – all because of money.

With salary for a top-step officer at around \$85,000 dollars, Sacramento police are some of the lowest paid in the region.

Making a lateral move — just one or two cities over — could earn an officer \$5,000 to \$25,000 more, before incentives for factors like advanced education kick-in.

Roseville is one of those cities mow soaking up the talent spotted and trained..

“It would be no surprise why somebody wouldn’t stay in Sacramento because they can make more money elsewhere. Over the last four years we’ve probably recruited and hired, I want to say, six to eight officers directly from Sacramento,” Philip Mancini, president of the police union in Roseville, said Friday.

Overall 15 officers made lateral moves

The assemblywoman said she believes the increase in overdose deaths in recent years can be partly attributed to judges sending drug dealers to treatment programs -- and back on the streets to deal -- instead of jail.

When rolling back New York’s Rockefeller Drug Laws in 2009, judges were given expanded discretion to allow drug treatment as an alternative to prison to certain non-violent addicted offenders without the prosecutor’s approval.

Malliotakis argues that people like Howard, with a history of committing crimes, should not have gotten the treatment option.

Assemblyman Ronald Castorina Jr. is one of 10 Republican co-sponsors of the bill and agrees with his colleague.

“Officer Holder was murdered because someone was given too many chances,” he said.

With them were supporters of the bill — Michelle Esquenazi, president of New York State Bail Bondsman Association; James Gatto, Staten Island director for Sergeants Benevolent Association; Alicia Palermo-Reddy, a nurse and founder of non-profit Addiction Angel; and Steve Margarella, a recovering addict.

Reddy argued the bill is necessary to make the distinction between an addict who deals drugs to feed their habit and should be in treatment and a career dealer who doesn’t care about getting clean.

Margarella, a lifelong Staten Islander who got sober from his alcohol and drug addiction 29 years ago at age 33, said a 12-step program helped him, but no

away from Sacramento last year — 18 so far already this year.

In some cases they’re fresh-from-the-academy recruits looking to take home more as soon as their receive their licenses, but more and more they’re officers who are walking decades of experience right out of Sacramento’s door.

“We lost close to a third of our homicide investigators have left in the last year and this is invaluable experience that we have,” said Davis.

It’s experience now benefiting the sheriff’s department and the district attorney’s office.

To stay a crisis he sees only getting bigger, Davis says he’s spent a year trying to explain the problem to the city council and the city manager – drafting a possible plan forward before current contracts expire.

His plan proposed a 12 percent pay hike broken-up over several years to lessen the impact on the city’s annual budget and keep those need to keep Sacramento safe.

“The city sat on that for 6 months and then last week responded with what you can see in the letter..with a pay cut for 133 of our members...which is insulting when we’re trying to work collaboratively with the city,” Davis said.

No one from the city of Sacramento would discuss the union’s concerns or numbers with FOX40, spokesmen saying only that the city doesn’t talk about any negotiations.

From Fox40.com

matter the treatment, dealers shouldn’t be with addicts.

“When you put that guy in a room with people struggling to get clean... it doesn’t really work too well,” he said. “Everyone has the right to access to treatment, but that’s not to say it should all be in the same place.”

Sen. Marty Golden, a Brooklyn Republican, is the Senate sponsor of the bill.

Since sponsoring the bill last year, it has sat in the Assembly Codes Committee without advancing.

The chairman, Joseph Lentol, a Brooklyn Democrat, signaled to Malliotakis that the bill was doomed because “everyone deserves a second chance” she quoted him saying.

Judge Green Lights Boston Police Body Camera Pilot Program

BOSTON, MA — The Boston Police Department’s body camera test program can continue and the the commissioner has the authority to assign cameras to officers, according to a ruling that rejects a Boston Police Patrolmen’s Association call to pause the pilot’s roll-out. The BPPA requested an injunction after Boston Police began randomly assigning officers to participate in what was supposed to be a voluntary program. Police Commissioner William Evans, who took the stand this week, said his department opted to assign the body cameras after no officers volunteered for the pilot. In court this week, the BPPA asked to delay the program, saying they agreed to the pilot and are in favor of continuing, but need more time. Attorneys invoked recent events such as the shooting of police officers in Dallas as grounds to delay the program and give officers more time to acclimate to the idea.

The city argued the police union has been actively discouraging members from participating.

The ruling handed down in Suffolk Superior Court suggests that while BPPA formally supported the program, there is sufficient evidence to believe that, “At minimum, the BPPA has not conveyed a strong message of support for officers to volunteer for the (body-worn camera) program.” The judge’s choice to deny BPPA’s injunction stands despite well-documented concerns from and lack of information available for officers who had questions on the program, the court records state.

The judge did not see a high chance of “irreparable harm” from proceeding with the pilot, was not convinced by evidence presented by BPPA suggesting body-worn cameras could put officers in harm’s way and, finally, suggested the grief caused is largely “self-inflicted.”

“The court agrees with both sides’ witnesses that, with active efforts by the BPPA to recruit volunteers from its ranks, at least 100 volunteers likely would have materialized — certainly not zero,” the judge’s order reads. “Had the Union mobilized even a small part of its membership, the Pilot Program would have proceeded as a voluntary program, avoiding the negative impacts allegedly flowing from the Commissioner’s order.”

In short, Associate Justice Douglas Wilkins wrote, agreeing to the injunction would have “rewarded the BPPA for its lackluster efforts.”

In the wake of high-profile officer-

Lentol said he doesn’t remember the word-for-word of the conversation but recalls speaking in the context of the Rockefeller drug laws.

“It’s very hard for people who are drug addicts to recover from their addiction,” he said, and going in and out of the criminal justice system is part of that.

While some with criminal histories may take advantage, addicts who really need help would suffer from a two-strikes rule, he argued.

“It would hurt more than it would help,” Lentol said.

Asked about the prospect of the bill passing, Malliotakis wasn’t optimistic.

“Many in the Assembly just see the world differently than I do,” she said.

involved shootings across the country over the past few years, advocates nationwide have called for increased transparency from police departments. The introduction of body-worn cameras is seen by supporters as a way to resolve disputed claims, particularly in police shootings of black men, which have led to mass protests and scattered violence in other cities.

The idea has support here from numerous community groups, including the American Civil Liberties Union of Massachusetts. Carl Williams, with ACLU-M, told Patch he isn’t aware of another case in the country of court action to delay implementation of a police body camera program.

In a statement shared by The Boston Globe, BPPA president Patrick Rose said he was disappointed in the ruling, “but also said the union believed it was obligated to defend its contractual rights through the courts.”

“If we don’t challenge the City when they violate signed agreements, then how can we enforce agreements in the future?” he wrote. “The BPPA is still committed to working with the City and the Department to make sure the citizens of Boston get a body-worn camera pilot program that does what it is supposed to do, while respecting the rights of citizens and police officers alike.”

According to the Globe, Rose did not indicate whether the order will be appealed.

Evans’ initial reticence toward the program evolved to a full embrace of body-worn cameras as a tool of transparency and community trust-building. Impeding the program, he said in court this week, makes it appear as if police have something to hide.

Evans weighed in on the court’s decision in a statement Friday:

“I am pleased with the Court’s decision to allow the pilot program to move forward. I remain committed to working with the BPPA and their members to ensure a smooth implementation of the program. It is my honor to serve as commissioner of one of the best police departments in the country and I commend the work being done every day by my officers. It is their continued efforts that make the Boston Police Department a national model for community policing.”

From The Patch



great training starting with a night of DT/PT on October 6th. SF PAL stresses the need to stay in top physical condition to all those in our programs. We preach about the need for both a healthy diet and to find the time for exercise in their lives. Officer Palada got the night started with some stretching and then some cardio to get their blood going. The Cadets then learned some basic Defensive Tactics moves. The Cadets had a great night and a big Thank You to Officer Mike Palada from the DT/PT Staff.

The Cadets then received another great night of training from members of the SFPD Traffic company. Officers provided lecture to the Cadets on everything from what goes into a traffic collision report, to how they pull off those amazing escorts. The Cadets also got an up close view of the motorcycles,



SFPD Officers Patrick McNichol, Jesse Oropeza, and Eddy Zeltser pose with the PAL team and Coach Rick Bruce.

PAL Corner

By Officer Michael Costello
Central Station

SFPAL Review

Greetings from the gang here at SF PAL. October saw our Cadets get some

which is always a treat. Special thanks to Lt. Hill for allowing his Officers to train our Cadets.

The Cadets were busy with several events during the month of October, including the Halloween event at Headquarters on October 29th. This was a great chance for SF PAL Cadets to meet members of the community and to have a positive influence on the youth of San Francisco. The Cadets will continue to be busy in the next couple of months with

an exciting visit from Gang Task Force and those nervous nights of SIMS return!

SF PAL would like to thank Sensei Bill Wong for his 40 years of service to PAL. Bill has helped the youth of San Francisco in such a positive way and we would like to say Thank You. SF PAL is excited to announce our new Martial Arts program. The program will be held at the Academy and taught by sworn members of the SFPD. Stay tuned for details!

Benefit for children of parents killed during 9/11

Mission Station Officers Run Berlin Marathon to Raise Money for Tuesday’s Children

By Irving Garcia, Co. D
Forwarded to the *Journal*
by Tony Montoya

Mission Station Officers Glen Griffin and Irving Garcia expressed their gratitude to the POA for its assistance and support for the pair’s recent participation in the Berlin Marathon. The two runners were able to collect the \$6K combined donations that were needed.

“Irving wrote that the pair “had an amazing time on our travels and most importantly we completed the Berlin marathon in 4hrs and 38 mins without any aches, pains or cramping.”

Their next goal is to run the Boston Marathon in April 2017. They were hoping to see if the POA has any connections with the Boston PD POA to see whether the Boston Marathon organizers give

their police officers automatic bids to run the marathon. Unfortunately their marathon times don’t qualify them for the marathon, so their only chance to run the Boston Marathon is through automatic bids from those affiliated with the Boston Marathon.

Please contact them if you may know anyone from Boston PD that they can contact.



Irving and Glen approaching the Brandenburg Gate



Glen Griffin and Irving Garcia with their medals after completing the Berlin Marathon

Global Code 33 Launch Tournament

Monday, November 07, 2016 8:00 AM | Crystal Springs Golf Club
Check in: 7AM - 7:30AM | Shotgun Start: 8AM

SCHEDULE OF EVENTS

Date: Monday, November 07, 2016 8:00 AM
Address: Crystal Springs Golf Club 6650 Golf Course Dr Burlingame, CA 94010
Phone: (650) 342-0603

Includes:

- Lunch
- Free bucket of balls
- Two drink tickets

BBQ buffet	Six assorted salads
Carved tri-tip	Garlic bread
BBQ chicken	Baby back ribs served with chill beans
Corn on the cob	

GET A CHANCE TO WIN A
43-IN TV & KINDLE TABLET
AND A 3 DAYS 2 NIGHTS STAY IN SILVERADO NAPA, CALIFORNIA AND MORE.
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Sports



Nick’s Notes

By Nick Shihadeh,
Journal Sports Editor

SFPD Seals Baseball in Dallas

CHECK IT OUT: I spoke with Joe Salazar who is one of the player/managers of the Seals Baseball Team and he told me about the Police/Fire World Series that took place in Dallas, TX the week of October 3rd. It took place for baseball teams of agencies from around the country to come together in competition, and more importantly, it was to raise money for the families of fallen police officers and firefighters in the Dallas area. They didn’t do as well as they would’ve liked, but showed up and made an impact on and off the field as usual.

The first game was against the Charlotte FD in which the Seals jumped to an early lead only to let it dwindle away in the late innings toward a 7-5 defeat. Game 2 was against Chicago PD and it wasn’t even close as The Seals lost big. I won’t say the score but I will mention



that according to Salazar, a great amount of brotherhood and camaraderie was forged between the two departments. Game 3 would be the best of the tourney for The Seals and it was vs. Dallas Fire. It was a good game against a very tough opponent who ended up winning the whole thing. The final score was 4-3 and The Seals were very proud of their performance and near upset. Other

teams that were present at this event worth mentioning were NYPD and Philadelphia PD. The other players for The Seals besides Salazar included: Dennis “Doc” O’Connor, Niko Hawes, Mike Montero, Pat Cummins, Glenn Ortega, Eric Barreneche, Ray Biagini, George Santana, Rich Cibotti, Vinny Pachetti, Mitch Rowen and Ruben Herrera. Good job to the SFPD Seals for making the trip and representing the department well as usual.

Softball Seals in Las Vegas

The SF Seals Softball Team was in Vegas the weekend of Oct. 7th, 8th and 9th to compete in a large law enforcement tournament that had 64 teams coming from across the US and Canada. The Seals would compete in the Gold Division which had 32 teams in it and would take 17th over all. Their big game came in Game 4 where they were down 33-30 going into the top of the 7th. The Seals would score 14 runs in that inning and go on to win by a score of 44-33. I don’t know who they played in that game but

they represented well as usual. Take a look at the pic of The Seals posing with the “Thin Blue Line” Flag.

This and That

I wanted to thank Chrissy Hawes (Niko’s and Shyrle’s mom) for providing photos for my column. I also wanted to mention that the Isaac Espinoza Softball Tournament took place in San Bruno on October 15th and 16th. There will be a detailed article with pics in next month’s *Journal Sports*, but I did want to mention Zack McAuliffe who was part of the Bayview/Potrero softball team that weekend. Even though Zack went 1 for 14 at the plate for the tourney, he did hit a monstrous blast over the fence for his only hit. It should be noted that it was a solo home run that didn’t do his team much good.

Check out the pic below of the bad-ass fish that cousin Bobby Totah caught recently. It’s obvious that he most certainly is enjoying his retired life. Keep up the great work Bob... That’s all for now.....Stay well and safe and have a wonderful Thanksgiving.



Opening Ceremonies for the Dallas Police/Fire World Series



Niko Hawes with his Dad Warren “Woody” Hawes



The Seals Baseball Team in Dallas



SFPD Seals Baseball Team With the Chicago PD Baseball Team and the Thin Blue Line Flag in Dallas.



The SF Seals Softball Team in Las Vegas.



Bob Totah shows off the Chinook Salmon he caught on the Sacramento River near Red Bluff in September 2016. The salmon weighed about 50 pounds and had a 48” x 27” girth. Bob used a model T-60 lure with a sardine wrapped flatfish for bait.

An Open Letter to Retirement Board Member Herb Meiberger



Mr. Herb Meiberger
San Francisco Retirement Board
1145 Market St., 5th Floor
San Francisco, CA 94103

Dear Mr. Meiberger:

Our San Francisco City employee unions represent thousands of active and retired members who depend on the San Francisco Retirement System for a comfortable retirement.

We are writing to inform you our unions and our members have lost confidence in you to continue as a Board Member.

We are asking you not to run for another term.

Our unions are not taking this step without significant thought and consideration. It is our belief that your behavior and treatment of other Retirement System Board Members and staff has created an environment of fear and distrust inside the pension system.

This environment created from your behavior means the System is no longer performing as it should.

The Board Member's job is to ensure pension assets are wisely invested and safeguarded, so that all beneficiaries receive the benefits they have been promised. In order to fulfill this mission, a trustee must be able to build relationships with their colleagues on the Board and maintain positive working relationships with the professional staff.

Over your most recent term, it has become clear that you are not able to build positive working relationships with the other Board Members or the professional staff.

San Francisco Employee Retirement System has many challenges, and must change how it views the investment process. But that change cannot happen with the current environment at SFERS.

If you do run for another term, our unions are committed to running a strong campaign against you and for Al Casciato, who has a long and distinguished track record working on the Retirement Board.

It is our belief that it is time for the San Francisco Retirement System to move forward. Our organizations are asking that you step aside and allow this to happen.

Sincerely,

- IFPTE Local 21, Gus Vallejo
- IFPTE Local 21, Bob Muscat
- IBEW Local 6, Kevin Hughes
- LIUNA Local 261, Vince Courtney
- LIUNA Local 261, Theresa Foglio
- Union of American Physicians and Dentists, Jeff Duritz
- Firefighters Local 798, Tom O'Connor
- Firefighters Local 798, Joe Driscoll
- SF Sheriff's Managers and Supervisors Association, Lisette Adams
- SF Municipal Executives Association, Raquel Silva
- SF Deputy Probation Officers Association, Franklin Carvajal
- Municipal Attorneys Association, Sean Connolly
- SF Police Officers Association, Gary Delagnes
- SF Police Officers Association, Marty Halloran
- Teamsters Local 856, Tim Jenkins
- Teamsters Local 856, Peter Finn
- Pile Drivers Local 34, Pat Karinen



SAN FRANCISCO POLICE OFFICERS ASSOCIATION
800 Bryant Street, Second Floor
San Francisco, CA 94103
415.861.5060 tel
415.552.5741 fax
www.sfpoa.org

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Vice President
MICHAEL NEVIN
Secretary
JOE VALDEZ
Treasurer
VAL KIRWAN
Sergeant At Arms

September 26, 2016

Dear Retired Captain Al Casciato,

The San Francisco Police Officers Association is pleased to offer their endorsement to you for the upcoming open seat on the San Francisco City and County Retirement Board.

Your experience as a past president of the SFPOA, a San Francisco Police Captain, member of the Board of Directors of the San Francisco Police Credit Union, along with your previous long tenure as a member of the Retirement Board, make you uniquely qualified to be a part of this important panel. All city employees, active and retired, need someone with your experience and character representing them.

Sincerely,
Martin Halloran
SFPOA President

SFPOA Endorses Former SF Deputy City Attorney Jennifer Williams For Alameda School Board

Staff Report

POA members and their neighbors and friends who reside in the City of Alameda would be wise to cast their votes on November 8 for Jennifer Williams, candidate for the Alameda School Board.

Former San Francisco Deputy City Attorney Jennifer Williams is a tireless advocate for children, and the equitable and effective education of the boys and girls in the city of Alameda. She is active with the Bay Farm School (Alameda) PTA, and has served the organization as Parliamentarian and Co-President.

She has resided in the City of Alameda for the past 16 years with her husband, SFPD Sergeant Bassey Obot and their two children. Both of their children attend Alameda public schools. Jennifer currently serves as a San Francisco administrative law judge, and is a recognized legal expert on juvenile rights. Read more about Jennifer and her child advocacy on her campaign website at <http://williamsforschoolboard.nationbuilder.com/about>.



Calling All Daly City Residents

On November 8, elect
Glenn Sylvester to your City Council

Staff Report

The San Francisco Police Officers Association has endorsed one of its own in his race for a city council seat in neighboring Daly City. Glenn is a retired Sgt./Insp. who served 33 years with SFPD. Glenn's expertise was computer crime, and he remains a POST-certified instructor in computer crimes and forensics. He was also an FTO and SFPD Academy training coordinator.

While serving with the department, Glenn was a career-long POA member, and served on the POA Board of Directors. He is also a member and current vice president of the SF Veterans Police Officers Association, and is an elected member of the Board of Directors of the SF Police Credit Union. He is also the treasurer of SF Operation Dream, an organization that assists the city's less-advantaged youth.

Outside of department activities, Glenn is an appointed Daly City Planning Commissioner, and serves on the board of directors of the Filipino American Chamber of Commerce San Mateo.

Among his many other endorsements from organizations and individuals, his law enforcement support includes:

- Daly City Firefighters Association
- Daly City Police Officers Association
- San Mateo Sheriff — Carlos Bolanos
- San Francisco Sheriff — Vicki Hennessy
- San Francisco Police Officers Association

To learn why Glenn Sylvester has earned their trust and confidence, visit his campaign web site at www.glennsylvester.org



Journal End Point, November 2016



The report found no evidence of systemic racial bias by the SFPD as a whole. The report states that: “It is important to note that these findings do not prove racial bias by officers of the SFPD or by the agency as a whole.”
— COPS Report, Page 72.

“This is something that I have known my entire career about the officers of this city. Yes, we may not get it right every time, but we do our best every single day to represent not only ourselves but the department and the city in the best way possible. We have been doing community work and outreach since we had that seven point star affixed to our chest and that legacy will continue long after I am gone and others through programs such as PAL, Reading Partners, Operation Dream, Operation Genesis, etc.....”
— Sergeant Tracy McCray

November 8, 2016 General Election

SFPOA Endorsements

The San Francisco Police Officers Association has made the following endorsements for the November 8 General Election. If candidates and measures are not listed in our endorsements, then the POA has taken no position on them. – Martin Halloran, President

San Francisco Board of Supervisors

District 1 (in rank order)



1. Marjan Philhour



2. David E. Lee

District 7 (in rank order)



1. Ben Matranga



2. Michael Young

District 11



3. Joel Engardio



1. Ahsha Safai

Community College Board (vote for 2)



Alex Randolph



Amy Bacharach

Superior Court Judge, Office No. 7



Paul Henderson

State Assembly, District 17



David Chiu

State Senate, District 11



Scott Wiener

San Francisco Ballot Measures

B	City College Parcel Tax	Yes
D	Vacancy Appointments	No
F	Youth Voting in Local Elections	No
H	Public Advocate	No
K	General Sales Tax	Yes
N	Non-Citizen Voting in School Board Elections	No
O	Office Development in Candlestick Point and Hunters Point	Yes
Q	Prohibiting Tents on Public Sidewalks	Yes
R	Neighborhood Crime Unit	Yes

State Propositions

Prop 57	Criminal Sentences. Parole. Juvenile Criminal Proceedings and Sentencing. Initiative Constitutional Amendment and Statute	No
Prop 62	Death Penalty. Initiative Statute	No
Prop 64	Marijuana Legalization	No
Prop 66	Death Penalty. Procedures. Initiative Statute	Yes