



# JOURNAL

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**SAN FRANCISCO POLICE OFFICERS ASSOCIATION**

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www.sfpoa.org

## Doomed to Repeat the Past: DPA in Decline

By Tony Montoya,  
President

Under Director Paul Henderson's leadership, The Department of Police Accountability has not changed course after the upheaval that led to former Director Joyce Hicks' resignation in 2017. Former Director Hicks' tenure came to an end shortly after DPA began a practice of direct filing of frivolous complaints to the Police Commission and seeking hefty suspensions. The Police Commission summarily dismissed complaints, concluding minor misconduct was better handled by smaller penalties imposed by the Police Department. Hicks' loss of credibility at the Police Commission, and a vote of no confidence by her investigators, marked the end of her DPA tenancy.

### The more times change, the more they remain the same.

The DPA is on a self-destructive course and risks losing credibility by engaging in overreaching, far-flung theories to sustain allegations for direct filings at the Police Commission. Doubling down on a deck stacked with losing cards, the DPA hopes to suspend Sergeants Mike Mellone and Nate Steger for 45 and 30 days respectively in an officer involved shooting that was ruled justifiable. The DPA disregarded the District Attorney's clearance letter -- which concluded that the shooting was justified -- and the Police Department's administrative clearance of the incident. Despite those findings, the DPA concluded that the officer's use of force was not justified because their use of a non-lethal projectile "aggravated" the suspect to charge the officers with a machete. In DPA's view, people are allowed to charge at officers with a machete if an officer attempts to apprehend them using non-lethal force.

### The membership complies with DOJ recommendations and the Police Commission's Use of Force Policy.

Sergeants Mellone and Steger made every attempt to resolve this tragic situation. They employed the use of a Spanish-speaking interpreter to ensure that the suspect understood their commands to drop the weapon. Sergeant Mellone used a less lethal projectile to stop the suspect from using the machete and bring the encounter to a peaceful resolution. The suspect *chose* to charge the officers with a machete in hand. The suspect should be held responsible for the fatal outcome of this situation NOT Sergeants Mellone and Steger.

### The DPA is losing credibility.

The POA is combatting and often defeating the DPA's overreaching attempts to end our members' careers:

- On July 9, 2019, POA attorneys blocked the DPA's attempts to force an officer to reveal his private social media password, in violation of the Labor Code.
- On July 8, 2019, a Superior Court Judge, ordered an injunction prohibiting the Police Commission from pursuing unlawful charges directly filed by the DPA.
- On June 27, 2017, the California Supreme Court of Appeal found a DPA initiated complaint that lead to an

officer's termination was unlawful for failure to provide an administrative appeal. The POA is scheduled to meet and confer regarding the lack of an administrative appeal process for written reprimands on minor misconduct where the majority originate from the DPA.

### The majority of our members only know reform.

The DPA needs to stop beating the drum of "oversight" that reasonable San Franciscans are not marching to. The DPA needs to realize the Department's reform efforts have been effective, and the majority of members, having less than 5 years, are complying with training. The majority of the membership have never experienced prior police practices that were scrutinized by the DOJ reform and the SFDA's Blue Ribbon Panel. Modern policing is reactive and very few officers still engage in proactive stops that are not traffic related. It is baffling that the DPA and most elected officials still live in the past and ignore current public safety initiatives effective in San Francisco.

### Culture clash and police services.

San Francisco is experiencing an extraordinary boom in the local economy. Condos seem to be being built on every corner, and the congesting is mounting. Neighborhoods have evolved, many to the upscale side thanks to Big Tech.

Most likely, the San Francisco neighbor is not a police officer, firefighter, plumber, electrician, or Muni bus driver because those middle-class workers cannot afford local housing.

There is a real clash between newcomers in San Francisco and dwindling working-class residents. Each adheres to differing views on dealing with quality of life issues. The police have historically been more involved in providing services such as investigating crime, ensuring the streets are safe, maintaining peace, and building community relations.

Overzealous DPA attempts to punish officers dissuades our members from being involved in the community and responding to calls for service. The DPA should focus on the quality of positive police services being provided to the community. It must be fair and impartial when it investigates complaints. If a member does wrong, they should be held accountable. We are not asking for a pass. We are only asking for reason and practicality be applied to the investigative process. Filing frivolous complaints hurts the community, and reduces quality police services.



## Recent Clarifications of Department Bulletins

By Matt Lobre  
SFPOA Secretary

As most of you know by now, we have had some recent updates via Department Bulletins that are worth noting. Department Bulletin 19-162 regarding overtime rules and reporting. This bulletin replaces bulletin 17-112. The key point worth noting in this DB is the definition of "Mandatory Overtime".

For many years, some of you may not have been compensated for having worked mandatory overtime after a 10B shift, or after you regular tour of duty. But due to circumstances between the emerge payroll system and HRMS (which most are familiar with), some members would lose mandatory overtime due to an unforeseen sick day to stay home with your child/doctor appointment, or perhaps you may have taken a PE or FH in that 7-day window (Saturday through Friday) and lost the mandatory OT from having to write a report after your 10B shift.

Well, with the issuance of DB 19-162, that no longer should be an issue for our members. Going forward, should you be required to stay and work mandatory overtime, make sure to write "MANDATORY" on the back of the overtime card (if you have a case number, definitely include that). Captains will now have your unit/station payroll clerk make sure a photocopy of the front and back of the

approved overtime card is included with the bi-weekly payroll report submitted to the payroll unit at staff services.

Going forward, this process should resolve any issues with any of you that work mandatory overtime.

I would like to thank retired Assistant Chief Hector Sainez, Assistant Chief Bob Moser, Deputy Chief Greg Yee, as well as Staff Services Captain Paul Yep who worked collaboratively with President Montoya and I to get this issue resolved for our members and get you proper compensation.

The other bulletin worth noting — which took over seven months of work, but finally has been issued — is Department Bulletin 19-171 (Retention Pay Premium Effective July 1, 2020). To earn this premium, members must have:

1. Worked and continue to work not less than 1700 hours in an on-going, consecutive (rolling) twelve (12) month period.
2. Employees who have been suspended 11 or more days during the preceding twelve months shall not be eligible.
3. Employees must have a POST Intermediate Certificate or higher.

Similar to the San Francisco Employee Retirement System, which acknowledges all worked or paid time off counting towards service credit. All paid time

(worked or paid time off) will count towards those of you eligible to earn the retention pay.

- 1% for 10 years or more of service.
- 2% (3% cumulatively) for 15 years or more for service.
- 2% (5% cumulatively) for 20 years or more for service.
- 2% (7% cumulatively) for 25 years or more for service.

While this is set to take effect July 1, 2020, please remember that in March of 2020, should the Mayor's Budget Director and the Board of Supervisors' Budget Analyst project a budget deficit for fiscal year 2020-2021 that exceeds \$200 million, then retention pay would be delayed to January 1, 2021.

I want to thank Chief Scott, as well as retired Assistant Chief Hector Sainez, Assistant Chief Bob Moser, Deputy Chief Greg Yee, as well as Staff Services Captain Paul Yep. We are also grateful to the City Attorney's Office and Department of Human Resources for taking the time to review and acknowledge this as well. Know that extensive work on getting the terms "WK" and "WKP" clearly defined was the key. Again, this collaborative effort with President Montoya and I was another example of working for our members to get issues resolved and get you all properly compensated.

These are benefits our members should be truly proud of going forward.







# The Lunatic Fringe? Word Police Emerge in San Francisco



By Paul Chignell,  
Former President and  
Current Legal Defense Administrator

A few years ago I wrote an article for the *Journal* describing the double speak and euphemistic words developed by sociologists in the 1960s to describe the criminal justice system, particularly in the great state of California.

It was fun to poke a stick at the pointy headed professors in their ivory towers pontificating about their views of criminals and the criminal justice system.

They rarely mentioned victims of crime.

They rarely mentioned human beings taking responsibility for raping, thieving, assaulting and pillaging victims.

These clowns in the 1960s and decades further had the inanity to name prisons where inmates were incarcerated as the Frontera Institute for Women or the California Medical Facility at Vacaville as well as other descriptions of prisons that would make third parties believe that the entities were lofty educational retreats.

The sociologists of that era also described predators as “offenders” as if a violent criminal was only offending the sensibilities of his/her victims.

**The Next Crazyness**

But the idiocy of the 1960s circa sociologists appears to be profoundly conservative when we compare the latest pronouncement from city officials in San Francisco in the summer fog of 2019.

As reported in the local press and castigated by national news outlets throughout the United States in the past

few weeks were the actions of the San Francisco Board of Supervisors in passing a resolution to “sanitize” criminal justice system lingo in a contorted syndrome of political correctness.

For example, a juvenile delinquent will now be called “a young person with justice system involvement” or “a young person impacted by the juvenile justice system”. A drug addict will now be called “a person with a history of substance abuse”.

A convicted felon will now be called “a justice involved person” or “a return-ing resident”.

The rationale for all this language garbage is that elected officials in San Francisco want to remove the “scarlet letter” or not label people for actions that they have taken in contravention to the laws of the State of California.

Why is this craziness so sinister? Because it is Orwellian.

When government tries to control words it is an attempt to control minds. Placing innocuous and bland names for individuals who violently traverse the long standing rules of a free society is an attempt to erase sanctions and personal responsibility. When the government through these directives forces law enforcement to embrace that language our criminal justice system becomes a joke.

Just as Proposition 47 has destroyed the ability to hold accountable criminals who commit larceny, and just as prison “realignment”, another euphemistic garbage term to send hundreds of convicted felons onto the street, language does matter as it is another building block to dismantle accountability.

**Victims Of Crime**

What is missing from the language changes by these purveyors and experts of the criminal justice system as they try to erase the criminality of felonious behavior?

It is obvious.

There is no word about the victims of crime.

There is no sympathy akin to felons, for victims of crime.

But there may be a euphemistic term in the future to eliminate the word victim and replace it with another bland term to erase the fact that victims exist.

God help us.

*Read more about language policing on Page 28.*



## AB 392 Did Not Change UOF Standard

To: Active and Retired Members  
From: Tony Montoya, President  
August 20, 2019

Dear members,

Yesterday, Governor Gavin Newsom signed AB 392 into law. The media coverage of the reaction by the law’s proponents, namely the ACLU and other anti-police fringe groups, make it appear that the Supreme Court standard to evaluate the legality of fatal uses-of-force was replaced with a new standard. **That is simply not true.**

The newly signed law states that an officer can use deadly force: “only when the officer **reasonably** believes, based on the totality of the circumstances, that such force is necessary for either of the following reasons – (c)(1)”:

- “To defend against an imminent threat of death or serious bodily injury to the officer or to another person.” (c)(1)(A)
- “To apprehend a fleeing person for any felony that threatened or resulted in death or serious bodily injury, if the officer reasonably believes that the person will cause death or serious bodily injury to another unless immediately apprehended” (c)(1)(B)

**The law also states:**

- “Any peace officer who has reasonable cause to believe that the person to be arrested has committed a public offense **may use objectively reasonable** force to effect the arrest, to prevent escape, or to overcome resistance.”

The SFPOA joined other law enforcement agencies across California to ensure that the ACLU and the author of the bill, did not succeed in changing the standard to evaluate uses-of-force from “reasonably objective” to “necessary”. The definition of “necessary” in the previous version of AB 392 that would have required officers to exhaust a mental check-list of alternatives before using deadly force and that language **was stricken**.

The new law is consistent with current case law, but would now be codified into California law. The new law’s language is no different than what we already are held accountable to by the Department.

## Seal Discipline Records

By Paul Chignell,  
Legal Defense Administrator

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

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

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

Email me any time at [paul@sfpoa.org](mailto:paul@sfpoa.org).

## Board of Directors Meeting Roll Call — Wednesday, August 21, 2019

President	Tony Montoya	P	Co. G	Anthony Garrett	E
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	Louis Wong	P		Rob Vernengo	P
Co. C	Joseph Kavanagh	E	Hdqtr.	Patrick Macchi	E
	Danny Miller	E		Patrick Woods	P
Co. D	Mikayla Connell	E	Tactical	Dan Laval	P
	Thomas Johnson	E		Steve Needham	P
Co. E	Joan Cronin	E	Invest.	Ed Carew	P
	Jesus Peña	P		Rich Hunt	P
Co. F	Jeremy Cummings	P	Airport	Kevin Lee	P
	Matt Friedman	P	Retired	Val Kirwan	P



News from the Office of District Attorney George Gascón

# Judge Sentences Man to Maximum Term for Assaulting SFPD Officer With Vehicle

SAN FRANCISCO — District Attorney George Gascón announced today that a judge sentenced Willie Flanigan, age 51, of San Francisco, to the maximum term of 12 years and 8 months, for striking San Francisco Police Department (SFPD) Officer Elia Lewin-Tankel with a vehicle. A jury found Mr. Flanigan guilty on July 11 of assault with a deadly weapon, hit and run, evading an officer, resisting an officer, unlawful driving, fleeing the scene of an accident, receiving stolen property, and being an unlicensed driver. The judge sentenced him yesterday afternoon.

“This man’s recklessness took a significant toll on an officer and his family,” said District Attorney George Gascón. “But the victim’s family and the entire SFPD came together to rally around Officer Lewin-Tankel in support of his recovery. We wish Officer Lewin-Tankel a full recovery, and our victim services division will continue to provide assistance throughout that process.”

“We thank the jury and Assistant District Attorney Asha Jameson of the San Francisco District Attorney’s Office for their diligent work to bring justice in this case,” said San Francisco Police Chief William Scott. “Officer Elia Lewin-Tankel is an outstanding member of our department. He has been recognized numerous times for exemplary police work and is known for his dedication to serving residents of the Tenderloin community in his on duty and volunteer efforts. We hope the sentencing of the defendant will bring some measure of relief for Elia and his family as he continues his recovery.”

According to court records, on October 18, 2017, SFPD Sergeant Conway responded to a notification of a potentially

stolen tan SUV parked on the 400 block of Ellis Street. Sgt. Conway located the SUV at the Shell Station at the corner of Turk and Franklin. The driver, later identified as Willie Flanigan, appeared to notice Sgt. Conway and took off driving down a one-way street, against traffic. Flanigan sped through a construction zone on Van Ness Ave., knocking over cones and cutting across multiple lanes of traffic. Flanigan continued to drive against traffic on Golden Gate Ave. before speeding into a parking garage at an estimated speed of 40-50 mph.

As Flanigan exited the garage at a high rate of speed, he struck SFPD bicycle officer Elia Lewin-Tankel. He continued to drive in a dangerous manner down Turk St. to Laguna St. Several patrol cars responded and pursued Flanigan with their lights and sirens on. Flanigan ultimately drove south on Laguna St. before officers lost sight of his vehicle. Flanigan then drove to an area on Fell St. where he removed the license plate on his vehicle, changed his clothing, and fled into a park.

Later that day, officers received information about areas that Flanigan is known to frequent. Officers subsequently observed an individual fitting Flanigan’s description on the 500 block of Ellis St. As officers approached this individual, who was in fact Flanigan, he immediately dropped the shopping bag he was carrying and began to look up and down the street. Following a search, officers discovered a key inside Flanigan’s pocket that unlocked the SUV he had been driving earlier. Flanigan’s fingerprints were subsequently found on the vehicle as well. Flanigan was also positively identified as the driver who struck Officer Lewin-Tankel. As with

Flanigan’s previous convictions for hit and run, evading officers, and resisting arrest, officers determined that the SUV he had been driving was stolen.

Officer Lewin-Tankel was transported to a nearby hospital and treated for traumatic brain injury. He sustained permanent brain damage and remains in a medical care facility.

“There’s no outcome today that can undo the lasting pain and devastation that the victim and his family have gone through,” said Assistant District Attorney Asha Jameson. “We thank the jury and the judge for holding this defendant accountable.”

“Elia is a loved and respected member of our station who has set an example for all through his engagement with Tenderloin residents,” said Tenderloin

District Station Captain Carl Fabbri. “The verdict and sentencing in this case reflect the level of community support for our officers who are committed to protecting our neighborhoods despite the risks they face every day.”

The Honorable Loretta Giorgi presided. This successful prosecution is the result of excellent work conducted by San Francisco Police Department Sgt. Anthony Damato, Sgt. Darrin Nocetti, and Captain Fabbri. Special thanks go to SFDA’s Crime Strategies Analyst Kimberly Sandoval, DA Inspector Tim Louie, Victim Service Advocate Giles Feinberg, Paralegal David Ma, support staff Hang Ngo, and IT staff Leland Chan. Assistant District Attorney Asha Jameson prosecuted the case.

## Seven Philadelphia Police Officers Resign Over Offensive Facebook Posts

August 2, 2019

PHILADELPHIA (WPVI) — Seven Philadelphia police officers have resigned following the controversy surrounding racist and offensive Facebook posts.

Action News has learned the seven were among 13 officers who were suspended with intent to dismiss last month.

A total of 72 officers were placed on administrative leave after the department’s investigation began back in June.

Four officers were suspended for 30 days, while three did not face any discipline. The remaining officers faced disciplinary action ranging from a reprimand to five-day suspension.

Police Commissioner Richard Ross said the posts contained such mes-

sages as “death to Islam” or described African-Americans as “thugs.” Some also suggested violence to transgender individuals.


The posts were compiled in a database by the Plain View Project, and published by Injustice Watch, a not-for-profit journalism organization.

Attorney Emily Baker-White reviewed public posts of more than 14,000 officers in eight cities, including Philadelphia, York (Pa.), Dallas, St. Louis and Phoenix.


According to Injustice Watch, of the more than 1,000 Philadelphia officers identified on Facebook by Baker-White, 328 of them posted troubling content. According to the research some of the entries were made as far back as 2010.

From [www.6abc.com](http://www.6abc.com)

# BLOOD DRIVE



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Lunch and refreshments will be provided for all participants




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# 72nd Annual Police/Fire Memorial Mass



Sponsored by  
The San Francisco Fire Department  
and  
The San Francisco Police Department



Father John Greene, S.F.F.D. presiding  
All members and their families are invited to attend.

Sunday, September 29, 2019  
11:00 a.m.  
Reception to follow Mass  
(Sponsored by San Francisco Fire Fighters Local 798 and the San Francisco Police Officers Association)

St. Monica’s Church  
470 – 24<sup>th</sup> Avenue  
San Francisco

Ample Parking on 23<sup>rd</sup> Avenue



# Close Encounters

If you were watching the news recently you just might have seen the video that captured a shooting in progress. **The armed suspect was firing his assault weapon across Market Street in the heart of downtown San Francisco which was loaded with civilian targets.** This occurred right around 5:30 p.m. It was, supposedly, related to some type of gang activity.

We can only guess that city officials were breathing a sigh of relief after realizing that this incident involved an active shooter for only as long as it took to fire 8 rounds from a weapon he shouldn't have had in the first place.

Great.

So now the gangsters have turned one of the busiest areas of the city into the O.K. Corral.

(Just Google 'Shooting on Market Street' reported on SFGate 8/21/19.)

And it's a good thing we have the narcotic distribution network under control in The City – actually, we don't. And that's why the Department is fortunate enough to have soldiers like **Officer Michael Tursi** preparing search warrants on a regular basis to take what's illegal off the streets. The most recent case had PFC Tursi and his Narcotic Crew visiting a resident on the 200 block of Golden Gate, where he was served with documents a judge signed. The suspect then acknowledged the legitimacy of the search as the officers recovered over a pound of methamphetamine along with over \$10,000 cash. **Sergeant Darren Nocetti** prepared a commendation for their great work.

The traffic accident was a hit and run and one of the worst experienced by many seasoned officers in the Bayview neighborhood involving 4 victims that occurred mid-morning at 24th and Illinois Streets. **One of the victims was pronounced dead at the scene and the rest were rushed to the hospital in critical condition.** The responding officers were somewhat prepared for the worst when Dispatch had relayed the fact that the suspect vehicle "drove over the parties intentionally," but they never expected what they saw when they arrived. All of the officers did an outstanding job recovering vital information, including a partial license number of

a suspect vehicle. **And, with the assistance of quick-thinking Public Safety Dispatcher Susan Borg, she managed to find a vehicle, with what little info she had, that matched the one that was described by witnesses.** And that van was soon located and still occupied, at Geneva and Cayuga by **Officer Thomas Anderson and Officer David Perez.**

The individual inside of the van was later arrested for numerous felonies.

**Officers involved: Officer Victor Lau, Officer Jason Robards, Officer Thomas Anderson, Officer David Perez, Officer Jessie Ortiz, Officer Brandon Thompson, Officer Richard Hawkins, Officer Michael Toomey, Officer Shante Williams, Officer Matt O'Leary, Officer Eddieberto Martinez, Officer Nicholas Armanino, Officer Eric Eastlund, Officer Lucas Malatesta, Officer Percy Hernandez, Officer Rigoberto Haro, Officer Warren Ng, Officer Matthew Cloud, Officer Percy Hernandez, Officer Daniel Solorzano, and Lieutenant Scott Biggs.**

**And Public Safety Dispatcher Susan Borg.**

**Sergeant Carmichael Reyes prepared the commendation for all involved citing: "Working together, these SFPD members assisted one another in apprehending the suspect within one hour of the incident!"**

In the Richmond District just about the same time there was an accident involving a school bus that collided with a pole with dozens of school children on board and a strong suspicion that the driver was drunk at the time. **Sergeant Heather Fegan** didn't waste any time immediately calling for the expertise of **Officer Michael Petuya** to handle the emergency. Officer Petuya determined that the driver was under the influence at the time of the accident and, in addition, was not licensed to drive a commercial vehicle with passengers.

The rest of this story ends with Sergeant Fegan noting in her commendation, "The citizens of the Richmond District and the City of San Francisco are lucky to have Officer Petuya patrolling their streets and keeping them safe. I am proud to work with

It's an early 1:30 in the morning when **Officer Kevin Burke and Officer Kevin**

**Downs** contact a driver who just failed to acknowledge the arterial he drove through without stopping. But the traffic infraction was the least of his worries. The officers had, by then, established sufficient pc to have the driver step out of his car when they noticed a large knife attached to his belt (removed) and a loaded magazine in his back pocket. The magazine fit nicely into the 9mm semi-automatic weapon the driver had left on the floorboard. **The same semi-automatic that was within easy reach when he was stopped.** And none of this was new to the suspect who had a prior arrest for narcotics.

**Sergeant Tri Hoang** prepared the commendation mentioned, "These officers should be commended for their outstanding police work resulting in one more gun taken off the streets of San Francisco."

It's early afternoon and 2 suspects just robbed a store on the 3100 block of Mission Street with a gun. Within minutes **Sergeant Conroy Tam** had them stopped on Shotwell Street and called for back-up. **Sergeant Matt Rodgers and Officer Greg Latus** were right around the corner and wasted no time getting there. While the suspects were being placed into custody, Officer Latus recovered a firearm from one of them tucked in his waistband. Sergeant Thomas Ly prepared the commendation noting, "Due to the vigilance of Sergeant Tam and the quick responses of Sergeant Rodgers and Officer Latus 2 robbery suspects were caught and held to answer for their crimes."

Market Street beat **Officers Katlin Christ and John McNamara** were patrolling Market and Powell Streets when they noticed Dante Oliver a wanted, violent felon in the area. The officers both knew Oliver from previous contacts

including a robbery incident that Dante Oliver was arrested for 2 weeks prior at Westfield Mall where Officer Christ was the reporting officer. The officers also knew that Oliver had recently been identified as brandishing a pistol at loss prevention agents after they made an arrest for shoplifting from a store at Stonestown Galleria. His actions allowed the robbery suspects time to escape.

Gang Task Force **Sergeant Rich Hunt** had just issued a BOLO through SFPD email requesting Oliver's arrest.

Knowing Oliver's propensity for violence Officer Christ and McNamara called for additional units to help take him into custody. **Officer Hilary King, Officer Ramey Louis, Officer VicCustodio, Officer Kathleen Cavanaugh, Officer Anthony Yang, and Officer Joe Navalle** all responded immediately to assist. But Oliver noticed the uniforms closing in around him and started to run. **Officer Ramey Louis** was the first to make a hands-on takedown of the suspect with the other officers assisting. **The officers recovered a gun from the suspect during this arrest.**

So now you would think that the suspect had learned his lesson but that wasn't the case.

4 months later, Mr. Oliver was wanted again for at least 4 new violent crimes which included multiple robberies, resisting arrest, battery upon a police officer, brandishing a firearm at loss prevention officers, and lynching (i.e. freeing) a prisoner at gunpoint.

This time **Lieutenant John Burke, Officer Kevin Cuadro, Officer John Fergus, Officer Paul Ruetti, Officer Paul Vainshtok, and Officer Dan Falkner** proceeded to serve an arrest warrant on Dante Oliver. After a brief showdown subject Oliver was taken into custody without further incident.

Stay safe.




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FR-1483263.1-0416-0518



# Support the *Back the Blue Act*

Members,

Public safety officers are coming under attack all too frequently in the United States, simply for doing our jobs. This lack of respect for our profession is spurring assaults, shootings and unfortunately killing of law enforcement officers at an ever-increasing rate. Just this week our officers were targeted, and just yesterday, a LASD Deputy was ambushed outside of the Lancaster station.

The SFPOA is a founding member of the *United Coalition of Public Safety* (UCOPS), a national coalition of law enforcement unions. UCOPS is launching a digital ad campaign to support U.S. Senate Bill 1480, the “Back the Blue Act,” which will allow for federal prosecution of those that target law enforcement officers for assault. We need your active engagement to help advocate for the passage of S. 1480 by taking the steps below to ensure our digital ad and its important message are heard. By visiting [www.UCOPS.org](http://www.UCOPS.org) you, your family and friends can spend under a minute to send a targeted, pre-written email to their respective members of Congress.

Now is the time for law enforcement to stand up and demand that we get

the protections we need to do the dangerous work our members do everyday!

**Facebook**

The UCPOS digital ad and related post can be found at the link below. Please share this with your audience and tag other organizations or your House and Senate representatives. Please post with these hashtags:

#YESonS1480 #BackTheBlue Facebook

**Twitter**

The UCPOS digital ad and related post can be found at the link below. Please share this with your audience and tag other organizations or your House and Senate representatives. Please post with these hashtags:

#YESonS1480 #BackTheBlue Twitter

Thank you for your support.

Tony

## Calendar of Events

### Specially Scheduled Events

**BEN DORCY RETIREMENT CELEBRATION**

*Where* Masonic Lodge, 855 Brotherhood Way, SF  
*When* Saturday, September 7, 2019, 12 – 3 pm  
*Contact* Lynn Pai 415-994-1142

**MARTY HALLORAN, JOE MCFADDEN, STEVE MURPHY, RONAN SHOULDICE RETIREMENT CELEBRATION**

*Where* United Irish Cultural Center, 45th Ave. at Sloat Blvd.  
*When* Friday, September 13, 2019, 6:00 pm  
*Contact* [Info@sfpoa.org](mailto:Info@sfpoa.org)

**KEITH PASQUINZO RETIREMENT CELEBRATION**

*Where* Don Ramon’s Restaurant, 225 11th St., SF  
*When* Wednesday, September 18, 2019 5:30 pm  
*Contact* Heather Fegan 650-834-0661

**SFPOA POKER NIGHT**

*Where* POA Building, Atrium  
*When* Friday, September 20, 2019, 6:00 pm  
*Contact* POA 415-861-5060

**SFPOA BLOOD DRIVE**

*Where* POA Building, 6th at Bryant, 3rd Floor  
*When* Wednesday September 25, 2019, 10:30 – 2:30 PM  
*Contact* Drop In

**SFPD RESERVES APPRECIATION DINNER**

*Where* Lefty’s Ball Park Restaurant, 145 Jefferson St., SF  
*When* Friday, September 27, 2019, 6:00 pm  
*Contact* Sgt. Kin Lee, 415-558-5514

**72ND ANNUAL POLICE/FIRE MASS**

*Where* St. Monica’s Church, 470 24th Avenue (at Geary), SF  
*When* Sunday, September 29, 2019, 11:00 am  
*Contact* Stop In

**PENINSULA RETIREE LUNCHEON**

*Where* Basque Cultural Center, 599 Railroad Ave., So. SF  
*When* Wednesday, October 2, 2019 at 11:30 am  
*Contact* [SFPDRETPEN@gmail.com](mailto:SFPDRETPEN@gmail.com)

**JULIO BANDONI RETIREMENT DINNER**

*Where* Italian Athletic Club, 1630 Stockton Street, SF  
*When* Friday, October 4, 2019 6:00 am  
*Contact* [joseph.dalporto@sfgov.org](mailto:joseph.dalporto@sfgov.org)

**NORTH BAY RETIREE LUNCHEON**

*Where* Sally Tomatoes Restaurant,  
1100 Valley House Dr., Rohnert Park  
*When* Thursday, October 10, 2019 11:00 am  
*Contact* [stevebosshard@aol.com](mailto:stevebosshard@aol.com) or phone 707-480-9495

**ITALIAN HERITAGE PARADE**

*Where* Meet at Italian Athletic Club, 1630 Stockton St., SF  
*When* Sunday October 13, 2019 , 10:00 AM  
*Contact* [columbiaca@yahoo.com](mailto:columbiaca@yahoo.com)

### Specially Scheduled Events

**EMERALD SOCIETY AWARDS DINNER HONORING SUE ROLOVICH, SEAN CANNIFFE, MARTY HALLORAN**

*Where* United Irish Cultural Center, 45th Ave. at Sloat Blvd., SF  
*When* Saturday, October 19, 2019, 6:00 pm  
*Contact* [1716rm@gmail.com](mailto:1716rm@gmail.com)

**BALEAF/SJ SHARKS VS. SAN DIEGO GULLS LEO APPRECIATION NIGHT**

*Where* SAP Center, San Jose  
*When* Sunday, November 10, 2019 5:00 PM  
*Contact* BALEAF @ PO Box 31764, SF CA. 94131

**40TH ANNUAL 133RD RECRUIT CLASS REUNION DINNER**

*Where* Broadway Prime Restaurant, 1316 Broadway, Burlingame, CA  
*When* Wednesday November 13, 2019 5:30 PM  
*Contact* [phipp446@aol.com](mailto:phipp446@aol.com)

**SF POLICE-FIRE POST ANNUAL OFFICER AND FIREFIGHTER AWARDS DINNER**

*Where* Patio Espanol, 2850 Alemany Blvd., SF  
*When* Thursday, November 21, 2019 6:00 pm.  
*Contact* [gc1207@comcast.net](mailto:gc1207@comcast.net)

### Regularly Scheduled Meetings or Events

**VETERAN POLICE OFFICERS ASSOCIATION**

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

**WIDOWS & ORPHANS AID ASSOCIATION**

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

**AMERICAN LEGION SF POLICE-FIRE POST**

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

**POA BOARD OF DIRECTORS MEETING**

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

**RETIRED EM1PLOYEES OF CCSF**

*Where* Scottish Rite Masonic Center, 2850 19th Ave., SF  
*When* Second Wednesday bi-monthly  
(Feb., Apr. June, Aug. Oct. Dec.), 10:00 am  
*Contact* RECCSF Office 415-681-5949

**RETIREE RANGE RE-QUALIFICATION**

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

# Who Polices the Department of Police Accountability?

By Rich Cibotti  
Tenderloin Station

Just about two years ago, I became a POA Defense Representative. It all really started when I helped Kevin Lyons, prepare to represent a member at a DPA Interview. In that case, the officers were charged with unlawfully detaining someone. Since Kevin knew I was the primary instructor for LD #15, the Laws of Arrest, he asked my opinion. When I reviewed the facts of the case, I instantly knew this scenario was not a detention. The fact pattern actually resembled an example from the Learning Domain workbook itself.

So, I highlighted the example and gave Kevin the LD#15 workbook for the interview. Needless to say, the interview went really well for the officers, and a bit of egg on the face of the DPA.

This little victory led to two different events. One, I became a POA Defense Rep, and two, I was sent an email from the SFPD Police Academy. The email explained that the DPA requested to have the Laws of Arrest Instructor come to DPA and give a presentation/training class on what is taught to the recruits. Since I am the primary instructor, I was the one asked to do it. So, ironically my assistance in the interview, created a new job for me, teaching the LD#15 Laws of Arrest material to the DPA.

I thought it was a good opportunity to give our perspective on things directly to DPA and show them what is taught to our members. I had to condense the presentation into a two-hour block, but it was doable.

The presentation went very well. I was very open with the DPA Personnel and answered all questions they asked. I provided opinions where asked, and it was a good conversation. In the end, a couple DPA employees said they wished we could work collaboratively, to help fix issues before discipline needed to be imposed. It was a great idea. I thought working with them to educate officers, rather than punish them, would be a great step forward. I left the meeting feeling encouraged that we could possibly turn over a new leaf, and stop capricious and sometimes frivolous complaints against our officers.

Well, anyone who has been to DPA in the past two years, probably knows that is not how it ended up. I was never contacted by those DPA employees, to help “work on issues.” Instead, the DPA has chosen to ramp up added allegations and go after cops for any and all possible violations, even those with no basis in fact or law. Their almost \$9 million budget has to be justified somehow, and I guess working on the issues and educating, just will not do it.

### First Incident

My first encounter with DPA that went afoul of the law came just a couple months later. Two officers were on patrol in a marked car at night. As they were

driving down a major thoroughfare they observed a black male sitting on a fire hydrant. The officers, with a deep knowledge of the Municipal Police Code, believed the male was obstructing a fire hydrant, in violation of 74 MPC. The officers contacted the subject and the encounter ended in a citation for the 74 MPC violation.

It’s ironic that the process for holding the accountability police, accountable, has absolutely no accountability.

After a contentious interview, the DPA’s preliminary findings sustained a compliant against the officer for unwarranted action by issuing a citation for 74 MPC. I wrote a letter to the DPA Director, in defense of the officer’s actions, and asked the Director to reconsider. I consulted with other academy instructors on the Laws of Arrest, Search and Seizure, Pedestrian Stops, and other high-ranking members of the department who are also attorneys. We all agreed and were of the same opinion, the initial stop was good, and therefore any lawful method of adjudicating the incident, in this case in issuing a citation, was also good.

The DPA Attorney and Senior Investigator kept coming back to “this doesn’t feel right.” Kevin Martin and I spoke to DPA Staff and a DPA attorney until we were blue in the face, but nothing seemed to get through. Although we explained that “the feels” is not a legal standard, they would not budge and upheld the sustained complaint.

But this is what we are stuck dealing with. Not only can we follow the law as authorized, and trained to do so. But even when you do that, if DPA does not like the outcome, or does not think it “feels right” then you can still be brought up on charges. The only more arbitrary legal standard ever uttered was Supreme Court Justice Potter Stewart’s definition of obscenity, “I know it when I see it.”

### More Recently

A recent case is a prime example, it involves the service of a high-risk felony search warrant. Highly trained members served the warrant. The entire incident was captured on Body Worn Camera. Although it was a high-risk warrant, they chose to not use force, and instead called the upstairs occupants down the stairs with their weapons at the low ready. All under the supervision of their Sergeant. Their firearms were not pointed or tracking individuals as they came down the stairs. In fact, the BWC shows them pointing their firearms in a low ready

and at the walls of the stairwell. The warrant was served without any use of force or major incident.

However, the DPA not only sustained a use of force complaint against the officers, but chose to recommend enough days off that the case goes to the Police Commission. In a well written, and highly researched rebuttal, our new Field Tactics and Force Options Office reviewed the case, and unanimously concluded the officers and the supervisor acted appropriately. But even with everything mounting against them, the DPA still will not yield. It begs the question, if the officers did exactly as trained, how is this not at the very most a training failure?

### What Can We Do?

Honestly, it’s hard to say. In prior administrations, the Chief would review the case files and usually see the merits of the officer’s actions or reasoning for their behavior. In doing so, the Chief would either throw out the DPA findings or reduce the discipline. So far, Chief Scott has seemed to go a different route. In some cases, the discipline imposed against the officer has been going above DPA recommendations.

In the future, I hope the Chief reviews these cases more deeply. I hope he sees that it’s not always shoddy police work, but in my opinion, more likely that officers are trying their best to abide by the voluminous amounts of ever-changing policy and falling short. It does not usually appear to be malicious, just officers drowning in the deep end while trying to do their job and handle all of their runs.

The Director of the DPA Paul Henderson, who I also met during my LD#15 presentation, seems like a nice stand up guy. However, I have yet to see him

side on the officer’s side in cases where it looks to be an obvious training failure or policy failure. In fact, I have not seen one training or policy failure DPA finding in any of the cases I have represented in the past two years.

I am completely fine with DPA imposing discipline where warranted. When we screw up and willfully choose to go against or disregard policy, we should be disciplined. But when DPA and the Department constantly move the goal posts and change the rules to the game, during the game, it is unreasonable to punish us.

According to the newly minted DGO 2.04, there is a recourse for us when it comes to DPA. It is one line in the policy, and possibly the shortest instruction with the least amount of information provided. DGO 2.04.06 says, “Members who have a complaint regarding a DPA investigation, investigator, or attorney may file a written complaint with the DPA.” That’s it.




You may ask yourself, where do I file this written complaint? Do I write it in an SFPD Memo? Is there a different DPA Complaint form to write it on? Do I just send a letter to the DPA? Can I use an SFPD Statement Form and complete the written complaint in crayon?

And the short answer is, who knows? It provides no further guidance. Does DPA even have to respond or do an investigation based on your written complaint? Can DPA take your written complaint and make it disappear? Maybe. There is no tracking or seemingly no accountability for this process that I am aware of. I also asked an Internal Affairs Sergeant and they also did not know what the process looks like. It’s ironic that the process for holding the accountability police, accountable, has absolutely no accountability.

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# NJ Launches Nation’s First Stress ‘Resiliency’ Program For Police Officers

August 7, 2019

An estimated 37 law-enforcement personnel have committed suicide in New Jersey since 2016

A growing body of research suggests that the on-the-job stress police and other first responders face leaves them particularly vulnerable to depression, substance abuse and suicide — at higher rates than among the public at large.

Now Attorney General Gurbir Grewal has created a proactive statewide program designed to bolster law-enforcement officers’ resiliency to mental-health issues with special training on how to better handle the traumas that are common to their work. The initiative requires all state, county and local police agencies to participate, making it the first of this kind in the nation, he said.

Grewal signed a directive Tuesday establishing the Law Enforcement Resiliency Program, appointing a state resiliency officer to oversee its implementation at the state level and requiring all county and local agencies to do likewise in their jurisdictions. The order also sets a detailed schedule; the state, county and local resiliency leaders will gather for a two-day seminar in October and then be responsible for rolling out the training so that all Garden State law-enforcement personnel have completed the two-day course by the end of 2022.

“We cannot fully comprehend the emotional and mental stress that our law

enforcement officers suffer on a daily basis,” Grewal said in a press release. These responders are often the first to arrive at gruesome, deadly incidents and must always operate in a hypervigilant state, factors that take a toll on their well-being, the release notes.

“We owe it to them to not only combat the stigma associated with seeking help, but also to give them the tools they need to deal with the stress and trauma they endure,” he added. The training will include techniques designed to help police officers meet these daily challenges by building their own resiliency to stress and helping them focus on positive strengths, not weaknesses, according to the release.

### Working alongside other programs

Grewal said the program will not replace existing models designed to help law enforcement officials cope with these issues; rather, the directive encourages cops to make use of all available services to best address their needs. It also considers other chronic health issues associated with law-enforcement work, including high blood pressure, heart disease and diabetes.

“This Directive recognizes that protecting an officer’s mental health is just as important as guarding their physical safety, and strives to create a supportive culture for law enforcement officers, their families and friends, as well as the broader New Jersey community,” the

order notes.

Grewal tapped Robert Czepiel, who oversees a supervision and training unit in the Office of the Attorney General’s Division of Criminal Justice, to serve as the first chief resiliency officer and oversee the statewide program.

The resiliency initiative grew out of the efforts of a working group that includes State Police leaders, county prosecutors, sheriffs, municipal departments and treatment experts. Officers in Maple Shade participated in the working group and have already received training.

The directive has the strong support of police union leaders.

“This program is well overdue to protect our officers that protect our citizens every day,” said Robert Fox, president of the New Jersey State Fraternal Order of Police. “It is quickly forgotten by the public how dealing with tragedies, such as our last two recent [mass-shooting] ones, in El Paso and Dayton, will haunt these officers during their careers and have lasting effects on them and their families.”

### Grim statistics

Research compiled by the Boston-based Ruderman Family Foundation and published in April 2018 shows that the repetitive traumas first responders face contribute to several forms of mental illness, including post-traumatic stress disorders and depression. One study found those diagnoses are up to five times more common for police and firefighters than the public at large.

They also die from suicides at higher rates than civilians and, in several recent years, these suicides have surpassed the number of officers killed in the line of duty, Ruderman found. According to Blue H.E.L.P, a national organization that tracks these statistics, 37 New Jersey officers have died of suicide since 2016.

Ruderman also reported that first responders face significant barriers in getting help, in part because they are reluctant to talk about stigmatized conditions like mental illness. In addition, just 3 percent to 5 percent of the 18,000 law-enforcement agencies in the United States have suicide-prevention training, the foundation noted.

New Jersey’s efforts to address these issues date back at least two decades, when a spate of police suicides led to the creation of a crisis-intervention hotline that connects troubled law-enforcement officials with peers specially trained to help. The program, now known as Cop2Cop (1-866-COP2COP), is run by Rutgers University Behavioral Health

Care and is credited with averting more than 300 suicides in the years since, according to the website.

“Law enforcement suicide prevention is fostered by building strength, as well as by responding to crisis needs. This project will create a needed continuum of law enforcement peer support,” said Cheri Castellano, Cop2Cop’s longtime director. She said the new statewide resiliency program would allow for co-ordination with Cop2Cop, to help ensure officers’ get the right kind of help.

### ‘A very positive step’

Behavioral-health treatment providers have also played a role in providing peer-counseling services and other assistance to first responders. Princeton House Behavioral Health, part of the Penn Medicine Princeton Health system, launched a program in 2013 that has since helped hundreds of police, firefighters and other first responders, as well as corrections officers and veterans.

Princeton House has also incorporated proactive resiliency measures in its program more recently in an effort to help first responders manage the emotional toll of their work and seek help when they need it, explained Michael Bizzaro, the director of clinical services there.

“This directive is a very positive step in recognizing and appreciating the hard work our first responders face on a daily basis,” he said.

Grewal’s directive goes beyond these existing efforts to create a coordinated statewide program focused on prevention, which is required for all law-enforcement agencies. The effort is also designed to spark a culture change that makes seeking help more acceptable to law-enforcement personnel, he said, and to foster more open communication among officers and with their family members. And it includes confidentiality protections for officers and each agency’s resiliency leader to help encourage that dialogue.

“The constant exposure to society’s most difficult problems can take an emotional toll on law enforcement officers that, if not addressed, can build up over time, often with tragic consequences,” said Veronica Allende, the OAG’s Division of Criminal Justice director. “Our goal is to teach law enforcement officers how to recognize and manage that stress to remain mentally healthy and avoid going down a dark hole.”

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# Widows’ and Orphans’ Aid Association

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The Widows and Orphans Aid Association met on Tuesday August 13, 2019, in room #150 at 850 Bryant Street in San Francisco, California.

**Roll Call:** President Ray Kane, Vice President Jim O’Meara, Secretary Mark McDonough, Treasurer Dean Taylor, Trustees Lou Barberini, Ryan Walsh, Leroy Lindo, and Administrative Assistant Sally Foster were present. Trustees Al Lunenow and Rob Forneris were excused.

**Approval of the Minutes:** Vice President Jim O’Meara made motion to accept the July 2019 meeting minutes. Trustee Lou Barberini seconded the motion. The motion passed without objection.

**Receiving Applications, Suspensions; and Reinstatements:** President Ray Kane responded to the San Francisco Regional Police Academy and presented the WOOA membership to Recruit Class #266L. Ray was able to sign up all five members of this Lateral Class. There were no suspensions. President Kane authorized the reinstatements of the following 2019 dropped members to date: **Eric Altorfer, Timothy Connell, John Ferrando, Jason Fox, Russell Gordon, James Bruce Jones, Jody Kato, Harry Keenan Jr., Belinda Kerr, Kevin Needham, Jason Oryall, Jennifer Thompson, Mark Williams.** There are 22 remaining dropped members who need to pay their dues and fines, and submit a doctor’s note that they are in good health. The dues are \$100 for 2019, and the fees are \$10 per month after April 1st.

**Communications and Bills:** Treasurer Dean Taylor presented the monthly bills and payments for recent beneficiary claims. Trustee Ryan Walsh made a motion to pay the bills and claims. Trustee Lou Barberini seconded the motion. The motion passed without objection. The WOOA received a check in the amount of \$100 in the memory of Buddy Dormay. We received the check from Nancy Dormay, Buddy’s Widow. We received another check for \$100 from Phil and Peggy Jennings in the memory of Retired Captain Willis Garriott. The WOOA paid death benefits to the beneficiaries of the following passed members: Thomas Easton, Hank Fikkers, Ignacio Martinez, and William Parenti.

**Report of Visiting Committee:** No report this month.

**Report of Trustees:** The WOOA received the sad news of the passing of our following members:

**Hank Fikkers, age 75:** Henry Johannes Fikkers was born in De Haag, Holland. Hank came to the United States at age 11 and settled in New York. Hank moved to San Francisco at age 14. Hank entered the San Francisco Police Department at the age of 27, on May 17, 1971. Hank was a Police Communications Dispatcher and worked at Markel’s Gun Shop prior to working in Law Enforcement. Hank also worked at the Franciscan on Fisherman’s Wharf as a Chef’s helper. Hank was assigned to Star #1798 and graduated from the Police Academy on August 1, 1971. Hank worked the following assignments during his 29-year career: Ingleside Police Station (August 1, 1971), Mission Police Station (March 11, 1973), Muni Transit (July 6, 1977), and Taraval Police Station (August 10, 1983). Hank retired with a service pension on July 5, 2000.

**Richard Kain, age 79:** Richard Kain was born in San Francisco. Rich worked as a PG&E Serviceman prior to working in Law Enforcement. Rich entered the San Francisco Police Department on October 1, 1962. Rich worked the following assignments during his short time in the S.F.P.D.: Ingleside Police Station (November 23, 19620, Park Police Station (December 9, 1963), Northern Police Station (December 31, 1964). On September 1, 1966 Rich transferred from the San Francisco Police Department to the San Francisco Fire Department. Rich was always ready to lend a helping hand to both family and friends. He was an avid fisherman and passed the love of fishing down through his family. Rich enjoyed gambling when he the chance. Rich is survived by his loving wife Barbara and his children, Laurie, Nadine and husband Andy, Richard, Susie, and Christopher and his wife Jennifer. Rich was also survived by his loving grandchildren Nick, Jamie, Jonathan, Angela, Lukas, and Oliver.

**Bill Parenti, age 86:** William Charles Parenti was born in San Francisco, California on September 2, 1930. Bill was the son of the late Charles and Carmel Parenti. Bill was predeceased by his late spouse Annabel, and sister Veronica Nolan and is survived by son and best friend Christopher J. Parenti, and his numerous nieces and nephews. Bill’s prior occupation is listed as a “Salesman-Driver”. Bill entered the San Francisco Police Department on September 19, 1955 and was assigned to Star #1820. Bill worked the following

assignments during his 25-year career: Academy to Company K, Fixed Post (January 3, 1956), Company K, APB. Bill was appointed to Police Inspector on July 1, 1976, however, his unit(s) are not listed. Bill retired with a disability pension on March 4, 1980. For services rendered on September 4, 1967, Bill was awarded with a 3rd Grade Medal of Valor for an arrest of an armed assailant who shot a man in his estranged wife’s company. The suspect fled the scene with Parenti, and Officers Tom Mazzucco, James Moylan and David Rodriguez in pursuit. The Officers knocked on the suspect’s door. The suspect opened the door and reached for his gun. The officers overpowered the suspect and placed him in custody. Bill was awarded with a Bronze Medal of Valor for his services rendered on March 2, 1971. Sergeant-Inspector Bill Parenti was working as a “Sam Unit” when he responded to a holdup in progress. Parenti arrived as the holdup men were exiting the store. Gunfire erupted as the suspects were leaving and it was learned later that the proprietor had fired his gun. Parenti pursued the suspects and was able to capture one. Parenti conducted an hour long search of the area and located the second suspect. Bill was a member of the Police Officers Association and the Veteran Police Officers Association. He was a Past Commander of the Police and Fire Post #456 of the American Legion, Past President and Treasurer of the S.F. Police Widows and Orphans Aid Association, a member of the Native Sons Post #157, and the Godfather’s Club (St. Vincent’s School for Boys), Past President of the St. Brendan’s Church Advisory Board and Usher for numerous years. Bill was a combat veteran of the Korean War and a former Driver Education Instructor at St. Ignatius College Prep.

**Report of Special Committee:** Administrative Assistant Sally Foster effected the mailing of approximately 3200 letters to our membership for the vote on our By-Laws and Constitution proposal. Treasurer Taylor reported that approximately more than 800 members responded by returning the letter with a vote. President Kane appointed a three person committee comprised of WOOA non board members. They have counted the votes and delivered the results to President Kane. Our members who responded voted 783 yes votes, and only 51 no votes. The proposed language changes for our By-Laws and Constitution unanimously passed. The WOOA Board would like to thank all the members who read our proposals and responded with a vote. President Kane shredded all member identifying

information from the voter response.

**New Business:** No report this month.

**Old Business:** See Report of Special Committee for the results of our proposed changes to our By-Laws and Constitution. This order of Old Business, after 8 years, has come to an end.

**Good of the Order:** For the Good of the Order, I commend the WOOA Board from 2011 to present, and in specifically Past President and now Administrative Assistant Sally Foster for the patience and passion for starting and finishing the WOOA By-Laws and Constitution re-write proposal A special mention, acknowledgement, and thank you to Past President Robert Maddox who initiated the project. It was an eight year process. Analysis, lengthy discussions, agreements, disagreements, and resolution were the result that you read in your letter for vote. Every Board Member took an active part in attempting to improve the organization by proposing necessary changes. The proposal was a collaborative effort to update our rules and policies to reflect the times, and the political and social climate in our life at this time in history. Sally Foster was instrumental in the completion of this project as the Chair-person. A big “shout-out” for Sally and all the Board Members involved since 2011.

**Adjournment:** President Kane led our Board in a moment of silence for the passing of members Hank Fikkers, Rich Kain, and Past President Bill Parenti, and for all our past members. President Kane scheduled our next meeting for Tuesday September 10, 2019, at 1230 hours, in room #150 at 850 Bryant Street in San Francisco, California.

**To All Members:** Beneficiary forms can be accessed from our website [sfwidowsandorphans.org](http://sfwidowsandorphans.org).

Click on the RESOURCE box and the link for the form will appear. Complete the form and have it signed by a Notary, or by a WOOA Board Member. We express our thanks and gratitude to the following people who assist us on a regular basis: Retired San Francisco Police Captain and the current POA Defense Administrator Paul Chignell, Retired Police Captain and a current Retirement Board Member Al Casciato, Retired San Francisco Police Lieutenant and the current host of the Gold Country Reaper website Rene LaPrevotte, Retired Sergeant and the long-standing Editor of the SFPOA Journal, Ray Shine, David Ng of Personnel, Risa Tom of the Police Commission Office, and the Command Staff and Officers of the Traffic Solo Unit for affording us space for our meetings and files.

## Deaths

**EDWARD O’HAIRE**  
Age 78, Retired SFPD  
Died August 2019  
Notified by R. LaPrevotte

**HENRY FIKKERS**  
Age 75, Retired SFPD  
Died July 27, 2019  
Notified by R. LaPrevotte

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

**RICHARD KAIN**  
Age 79, Former SFPD (to SFFD)  
Died July 2019  
Notified by R. LaPrevotte

**RONALD RETANA**  
Age 86, Former SFPD  
(to Marin Co. SO)  
Died July 19, 2019  
Notified by. R. LaPrevotte

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

### Submitting Obituaries and Memorial Tributes

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

## In Memoriam...

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

1974: Officer Michael Herring, killed in a motorcycle accident.

1952: Officer Robert E. Walters, killed in shootout with armed bank robber.

1948: Officer Richard Scholz, killed in a Code-3 auto collision.

1920: Officer James W. Horton, shot and killed by commercial burglars.

1907: Officer Edward T. McCartney, shot and killed by a labor striker.

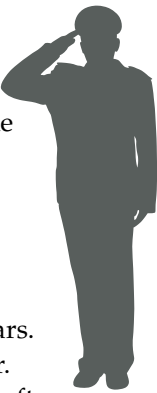
1906: Officer James S. Cook, shot and killed while arresting grand theft suspect.

1891: Officer Alexander G. Grant, shot and killed while arresting a rowdy drunk.

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](http://www.odmp.org/agency/3445-san-francisco-police-department-california)

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











SAN FRANCISCO POLICE-FIRE POST NO. 456

ANNUAL OFFICER AND FIREFIGHTER OF THE YEAR

AWARDS DINNER



HONORING

OFFICER KEVIN ENDO

OFFICER TESS CASEY

SAN FRANCISCO POLICE DEPARTMENT

OFFICERS OF THE YEAR FOR VALOR

OFFICER JOHN CATHEY

SAN FRANCISCO POLICE DEPARTMENT

OFFICER OF THE YEAR FOR COMMUNITY SERVICE

BATTALION CHIEF FRANK CERCOS, IV

LIEUTENANT RONALD ROSSER

FIREFIGHTER JOSHUA EDELMAN

SAN FRANCISCO FIRE DEPARTMENT

FIREFIGHTERS OF THE YEAR FOR VALOR

FIREFIGHTER KIRK FORBES

SAN FRANCISCO FIRE DEPARTMENT

FIREFIGHTER OF THE YEAR FOR COMMUNITY SERVICE

Thursday, November 21, 2019

Patio Español, 2850 Alemany Boulevard, San Francisco

Registration & No-Host Cocktails 6 PM / Dinner 7 PM

\$80 Per Person

Entrée Choices:

New York Steak, Breast of Chicken, or Vegetarian Pasta

Make checks payable to American Legion Post 456 and include entrée choice(s).

Mail checks to Greg Corrales, 2634-18th Avenue, SF 94116.

Any questions, email Greg at gc1207@comcast.net.

The Four Horsemen Retire

Marty Halloran, Joe McFadden,

Steve Murphy and Ronan Shouldice


Friday, September 13th, 2019

6pm No-host cocktails • 7pm Dinner

Dinner choices – Steak or Salmon.

United Irish Cultural Center, 45th Ave. at Sloat Blvd.

Reservation deadline is September 5th



contact: info@sfpoa.org.


The cost is \$100.

Tickets will not be available at the door. No ticket – no entry.

We look forward to celebrating the end of our illustrious careers with you.

KEITH PASQUINZO'S

RETIREMENT PARTY



September 18, 2019

5:30 P.M.

Don Ramon's

225 11th Street

Taco Bar

Pitchers of Beer and Margaritas

5:30-7:30 P.M.

\$75.00 per person

RSVP:

By Sept. 12, 2019

No tickets at the door

Contact:

Heather Fegan: 650.834.0661

Kim Lopez: 925.705.3486

COMING

September 18, 2019



Contribute to the *Journal*; It's Your Paper.

Send us your stuff; unit news or events, good deeds, fundraisers, sports highlights, kudos, comments or invites.

The deadline for the October issue is Monday, September 23, 2019.

Contact [journal@sfpoa.org](mailto:journal@sfpoa.org) or phone 415-861-5060 for more info.

40th Annual 133rd

Recruit Class Reunion

Wednesday,

November 13th, 2019

Cocktails at 5:30 pm

Dinner at 6:30 pm

Broadway Prime Restaurant

1316 Broadway Ave.,

Burlingame

Please RSVP to Kevin Phipps

at [650] 678-4135 or email at

[phipp446@aol.com](mailto:phipp446@aol.com)

by October 26th.

Please include number of people attending

S.F.P.D.



DUCK SOUP





Senate Bill 230

SB 230 continues to make its way through the legislative process. This year the SFPOA has joined other law enforcement associations and Protect California in advocating for increased training for officers as well as opposing dangerous use of force legislation.

Recently, Protect California launched a new digital ad that is airing in Sacramento advocating for the passage of SB 230 without any amendments. Improving the quality and quantity of training for law enforcement in California is essential to keeping you and the public we serve safe.

You can help spread our message by sharing the ad on your social media platforms and taking literally 30 seconds to send a targeted email to the legislature.

Facebook

The Protect California digital ad and related post can be found at the this link:

https://tinyurl.com/y3me43wn

Please share this with your audience.

Twitter

The Protect California digital ad and related post can be found at this link:

https://tinyurl.com/y245m93o

Please post with this hashtag: #YESonSB230

E-mail Your Legislator

In addition to sharing the video through social media, you can assist in building support for SB 230 by clicking this link to send an e-mail to your state representatives.

https://tinyurl.com/y6kyv6lg

A sample email is already written for you. It will take you no more than 30-seconds to complete.

Read the coalition letter we joined supporting SB 230 reprinted on this page..

Stay safe,  
Tony



August 5, 2019

The Honorable Lorena Gonzalez,  
Chair Assembly Appropriations Committee  
State Capitol, Room 2114  
Sacramento, CA 95814

Re: Senate Bill 230 (Caballero):  
Use of Force by Peace Officers; Training and Standards

Strong Support

Dear Assemblymember Gonzalez:

We recently reached an historic agreement with representatives from the Governor, President Pro Tem of the Senate, and Speaker of the Assembly as well as the proponents of Assembly Bill 392 (Weber), which included agreement by all sides that identified Senate Bill 230 (Caballero) as a critical and fundamental necessity toward achieving the positive outcomes that were mutually identified. Strong, meaningful and uniform training for public safety officers across our State is essential to improve outcomes.

This agreement and commitments to not waver from this agreement created the foundation for our organizations to withdraw our strong opposition to AB 392 (Weber). The components of Senate Bill 230, as written, are critical tools that, when accompanied with the provisions of AB 392, will improve the likelihood of safer outcomes between law enforcement officers and community members.

Any substantive amendments to SB 230 will breach our agreement and will necessitate us to oppose those amendments. AB 392 and SB 230 are intertwined, a point that California's legislative leaders stated prior to any agreement being reached. We stand prepared to implement the negotiated use of force standards in AB 392; but that implementation cannot be successful without the robust local policies and high-quality training needed to ensure all of California's law enforcement officers can meet those standards. That requires the adoption of SB 230 as written.

SB 230 will standardize and increase law enforcement officer access to high-quality training across the state in areas such as safely resolving mental health crisis situations and deploying de-escalation tactics. The reality is that for many California law enforcement officers, current training standards require little more than watching videos or reading an instructional book. This is insufficient.

SB 230 also provides a clear set of guidelines for holding officers accountable for their actions. Most important, however, SB 230 establishes a single set of use of force standards for every police agency in the state. If passed as written, every community will have the same set of expectations for its law enforcement officers.

While fatal officer-involved shootings decreased by 40% between 2015 to 2018, our organizations continued to work collaboratively with the Legislature and our local community-based organizations to create safer outcomes between police and community. Yet, without the passage of SB 230 as written, we are fearful that the collaboration, hard work, and progress to improve outcomes will be for not and law enforcement agencies and departments throughout the state will be left to fend for themselves as to how, or if, officers will be trained. We urge the Legislature to honor our agreement and adopt SB 230 (Caballero) as written.

Sincerely,

Ron Hernandez, President  
Association for Los Angeles  
Deputy Sheriffs

Rick Labeske, President  
California Association of  
Highway Patrolmen

Jim Foster, President  
Long Beach Police Officers Association

Brian Marvel, President  
Peace Officers Research Association  
of California

Bill Young, President  
Riverside Sheriffs Association

Jim Knowlton, President  
Salinas Police Officers Association

Grant Ward, President  
San Bernardino County  
Sheriff's Benefit Association

Tom Dominguez, President  
Association of Orange County  
Deputy Sheriffs

Tony Montoya, President  
San Francisco Police Officers  
Association

Craig Lally, President  
Los Angeles Police Protective League

Robert Harris, President  
Protect California

Kevin Mickelson, President  
Sacramento Deputy Sheriffs Association

Paul Kelly, President  
San Jose Police Officers Association

Frank Bellucci, President  
Sunnyvale Public Safety Officer  
Association

Former Members Of The San Francisco Police Department

North Bay Retired Cop Luncheon

Bi-Annual Luncheon (April/October)

Sally Tomatoes

100 Valley House Drive Rohnert Park, CA  
www.facebook.com/sallytomatoesrp

Thursday, October 10th, 2019

Doors/Bar open 11:00 AM • Lunch 12:15 PM

Choices of Sliced NY Steak, Grilled Chicken Picatta  
or Ravioli with Meat Sauce, all served with fresh veg-  
etables and scalloped potatoes Salad, Coffee, Tea

(Tax and Tip) \$20.00 (payable at door)

Door Prizes & short speech(s)

Further Info: Steve Bosshard stevebosshard@aol.com

We need an accurate count for the Staff of Sally Tomatoes  
so please let us know if you will attend and your choice of  
meal, at least 3 days in advance via email or phone to:

Steve Bosshard stevebosshard@aol.com or 707 480-9495

Please Do Not RSVP Mickey or Randy or Rene or Larry or Maggie  
or Ed but Steve Bosshard!!! Aka the Buzzard AKA Stumpy



# Field Tactics Debriefing

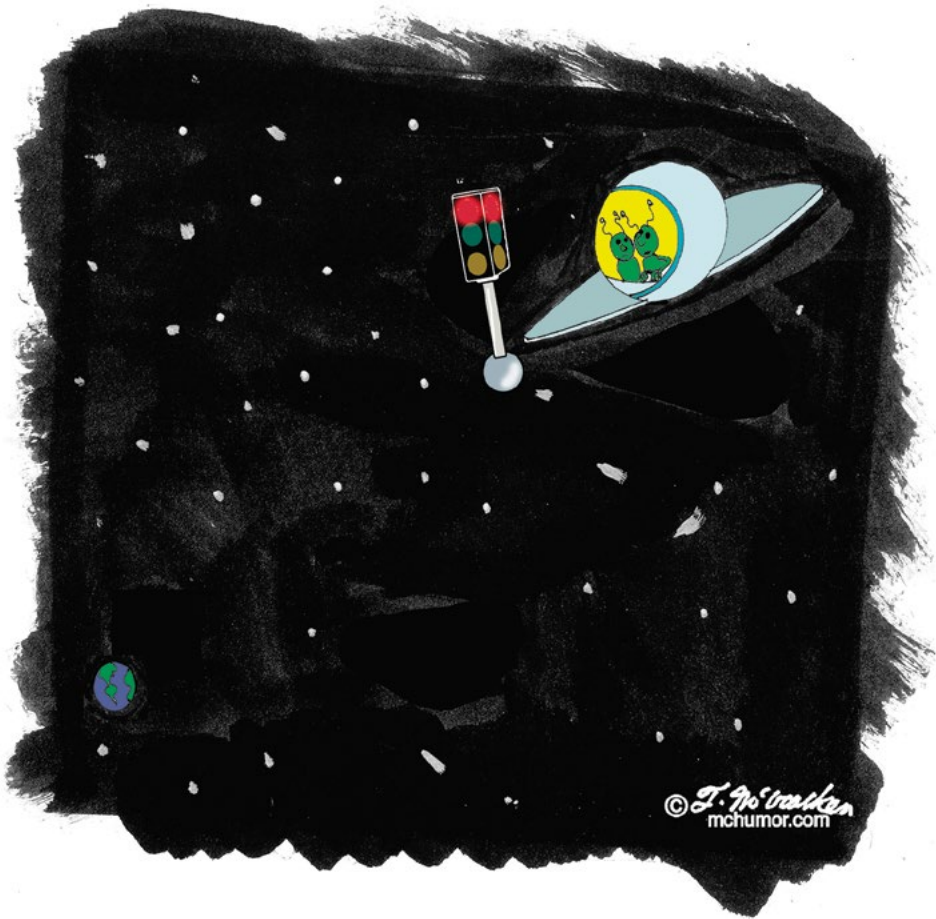
Forwarded to the Journal by Tracy McCray  
SFPOA Sergeant at Arms



The Field Tactics Force Options Unit would like to acknowledge Ingleside Station. Following an incident in August involving a reported armed subject, responding units took part in an incident scene debriefing led by Captain Jack Hart (wearing service cap) and Sergeant Lisa Springer (standing in the middle). This photo illustrates and captures perfectly avital function that serves our members well.  
Keep up the great work out there!

Field Tactics Force Options Unit  
San Francisco Police Department  
Training Division

Following frustrating set-backs with Chinatown tunnel, and Van Ness and Geary transit-only corridors, the last thing SFMTA needed was an intern’s math error in the signal-timing of its *Galactic Rapid Transit* project.



"GREAT. NOW WE'LL PROBABLY MISS ALL THE LIGHTS BETWEEN HERE AND SAN FRANCISCO."

## ITALIAN HERITAGE PARADE

All First Responders Invited To The  
151st Anniversary Celebration

### Sunday, October 13, 2019



Inviting all Italian-American peace officers and other first responders and their families (or those wanting to be Italian for the day) to march in San Francisco’s Historic 151st Italian Heritage Parade on Sunday, October 13, 2019! This is the oldest parade of its kind in the United States.

This year the SFPD will be marching in solidarity with the SF Sheriff’s Department, CHP, US Park Police, the SF Fire Department and other Bay Area agencies. Come show your support and get a firsthand view of the love and respect that the Italian community, and all attendees, have for the SFPD and all Bay Area first responders.

Meet at 10:00 a.m. on Sunday, October 13, 2019 in front of the SF Italian Athletic Club (1630 Stockton, between Filbert and Union Streets), San Francisco.

First responders marching in the parade should be in Class B uniform, long sleeve shirt and service hat. Retired SFPD officers are asked to wear a suit or commemorative Italian attire and display their star. All public safety officers from the Bay Area are invited to participate (approval to wear their uniforms must be obtained from their respective chief or command staff).

Free buffet for all first responders marching in the parade to follow at the Italian Athletic Club, 2nd Floor (wristbands will be distributed), sponsored by the

**California Law Enforcement  
Columbia Association**  
(an association of Italian-American Public Safety Officers)

**Family & Kids Welcome**

To participate or for more information, contact:  
SFPD Sergeant Steve Smalley, Columbia Association Secretary/Treasurer  
at [columbiaca@yahoo.com](mailto:columbiaca@yahoo.com).



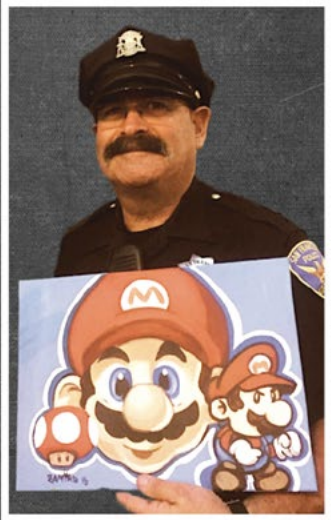
NOTE: On Saturday and Sunday, October 12 and 13 there will also be a Saints Peter and Paul School Bazaar for the entire community, family and kids (600 Filbert Street in North Beach). While all the festivities are taking place, the Blue Angels will also be flying overhead... Mama Mia, so much fun.

THE MAN. THE MYTH.  
THE MUSTACHE  
HAS  
RETIRED

Let's celebrate... JULIO BANDONI

FRIDAY  
OCTOBER 4TH  
6PM

ITALIAN ATHLETIC CLUB  
1630 STOCKTON

\$75 INCLUDES DINNER, BORING SPEECHES,  
CHARMING BARKEEPS &  
THE PLEASURE OF JULIO'S COMPANY.

CASH BAR!

RSVP by  
Sept. 20th to:  
Joey Dal Porto #50 at TTF or  
[joseph.dalporto@sfgov.org](mailto:joseph.dalporto@sfgov.org)



# SFPAL News & Updates

PAL Staff Report

Greetings from the SFPAL team. Lots of exciting news to get to, so let's get right to it.

Our PAL Cadets went right back to business after their graduation in early July. They immediately began supporting the Police Department with the many events that take place during the summer months throughout the city. The Cadets were on full display at National Night out and helped make the night a huge success. National Night Out is a chance for community members to meet their local first responders, to build and to strengthen the necessary relationships. Our Cadets support the night by doing everything from set up and break down of the event, to handing out stickers and face painting. A big shout out to members of our 10th Cadet class for contributing to the great success of National Night out.

Our Cadets will be back in session on August 22nd with a full curriculum to come. We have a very exciting fall semester line up for them and can't wait to welcome them all back. The semester will consist of blocks of instruction, a visit to the Tactical Unit, and the popular Sims training. We can't wait!

We also started our Annual Canned Food Drive in partnership with Costco, the Police Credit Union, and members of the SFPD Recruit classes. We proudly continue our tradition of feeding those who are less fortunate. Last year, we managed to have enough food to feed members of the San Francisco community for four weeks! With your support, we can exceed our goal and hope you will decide to partner with us! Donations can be dropped off at the SFPD Academy, the SFPD Community Engagement Center, and the Police Credit Union location on Irving.

The SFPAL Jiu Jitsu program resumed their training after a well deserved summer break. Our sources have informed us that members of the program enjoyed the break a little too much and came back out of shape. They were welcomed back as usual with open arms but also with a few extra PT sessions to knock some of the rust off. Looks like we have another fun fall season ahead of us in this program.

It's a new year, a blank slate, primed with new goals and new opportunities. The SFPAL 2019 tackle football & cheer season has launched. Every new season is a reset from the last. Moving in a positive direction, building values, having fun, and leaving favorable impressions. The community and SFPD working together, for our youth. Go SFPAL Forty-Niners!

Until next month, folks.

Your SFPAL Team



### In the Spotlight

This month we showcase and recognize Loriel Price, the youngest member on a very talented cheerleading squad. This 9-year-old works very hard, she's always ready to learn, self-motivated, and is a bundle of positive energy. Go Loriel and SFPAL Cheer!

Visit our website:  
[sfpal.org](http://sfpal.org)



Hosts the 2019 Canned Food Drive!



Benefiting St. Anthony's Foundation

We will be collecting canned food from **AUGUST 15TH** to **SEPTEMBER 12TH**.

PLEASE DO YOUR PART TO HELP THOSE LESS FORTUNATE.  
DONATE @ **TPCU (IRVING ST.)** OR AT THE **SF POLICE ACADEMY**





## A green top hat with a black band and a gold buckle, decorated with a shamrock, surrounded by green stars.



Retirement Planning Seminar, Class 75

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 (May 7th, 8th and 9th, 2019) – class #75. The Stern Grove with its club house and concert pavilion is a beloved community treasure and part of San Francisco’s romantic history. The Clubhouse, built in 1892, as the Trocadero Hotel and beer garden, is a beautiful Victorian, stick-style resort with its multi-gabled roof, Hansel and Gretel architecture, and delicate ornamentation. Shortly after the 1906 earthquake and fire, Police Chief William Biggey arrested Mayor Eugene Schmidt’s bag man – the notorious Abe Ruef – on corruption charges at this very site following a gun battle with the oak front door still bearing bullet holes. Just after this infamous arrest, the Chief disappeared while on a late-night boat trip from Tiburon to SF. The Grove property was purchased in 1931 by Mrs. Sigmund Stern and donated to the City. It is a festive and fitting venue for the seminar.

Seminar in its 35th Year

This seminar, titled “The Gino Mari-onetti and Michael Sugrue Memorial Seminar”, honors its two founders. May they rest in peace. This seminar is now in its 35th year having started in March 1985. Since its inception, more than 3,079 participants have completed this seminar.

Special thanks to **Captain Michelle Jean**, Police Academy, for providing the necessary funding to expand the seminar subjects. A very big thank you to **Chief William Scott** for continuing the long-standing tradition of allowing members a three-day training detail as a

thank-you for years of dedicated service — to make their succession plans for a successful and prosperous retirement. Chief Scott continues the tradition of gifting every retiree with his/her police officer star as the Department’s recognition for a job well done; this has also reduced to zero the number of missing/lost police star reports made by those members approaching retirement age.

39 Participants

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

The seat of honor, which is reserved for the most senior member in attendance, was given to **Tad Yamaguchi** – a member of the 165th class entering the SFPD in September 1989.

Class attendees were from the 165th (September 1989) to the 226th recruit class (October 2010). The 265th recruit class is about to complete their basic POST academy training program; the Academy now has concurrent classes and this will continue for the next 60 months.

**Mike Hebel** urged all to consider participation in the 30–30 programs: 30 years of service and then at least 30+ years’ collecting a retirement benefit with no death before age 80. Mike also urged participants to continue to collect retirement benefits at least until the annual benefit equals or exceeds the contributions made to the retirement system over the participants’ career.

Instructor Comments

**Veronica Rodriguez** and **Felix Chen** set forth all the basics of the **CCSF Re-**

**tirement 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 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 (OU/VA) are based on your rate of compensation for the month in which you retire (higher payout if you retire after July 1). There were options for retiring members to reduce their monthly pension so that a spouse/partner/beneficiary could get a larger monthly pension as a survivor. Veronica explained that the pension benefit calculation. It is based on the highest average monthly compensation paid to a member. The Retirement System compares each member’s earnings for the 12 months immediately preceding their retirement date with the member’s highest fiscal year earnings. Whichever is higher is used for the pension calculation. She explained the cost of living adjustment changes resulting from the successful passage of Proposition B (June 2008 ballot) wherein the basic COLA (up to 2%) is now compounded and the supplemental COLA, when excess earnings from the Retirement System Trust Fund are present, was increased from 0.5% to up to 1.5%. In the best of years’ the compound COLA is 3.5%.

**Jasper Smith**, Prudential Retirement Services, urged participants to select an appropriate asset allocation plan for themselves identifying their risk tolerance, time horizon, and retirement savings target. The SFDGP has multiple options and, if desired, a self-directed brokerage account. Jasper said that the police department’s average deferred compensation balances are the highest amongst all city departments. Both said that the target date portfolios (2020 to 2055), with their automatic rebalancing, were particularly attractive offerings for broad diversification. Each strategy suits a specific investor profile – based on the number of years you have until your planned start of distribution. Jasper explained all the distribution options: defer distribution (up to April 1 of the year following the year in which you reach 70 ½), lump-sum payment (full or partial), periodic payments (amount certain, period certain), annuity payment (fixed, fixed with period certain, joint and survivor) or a combination of these options.

When to start **social security** payments? The class agreed the sooner the better. If you began to collect at age 62 (the earliest age allowable) rather than at age 66 – 67 (normal retirement age for

baby boomers), it would take 14 years for the older recipients to catch up. Monthly social security payments for police officers, subject to the windfall elimination provision, average between \$100 to \$450 after deduction for Medicare part B. The maximum social security monthly payment, at age 66, is now \$2,788 – with the average monthly check now at \$1,404. **Lorena Flores**, operations supervisor from the SF Mission office, provided a very lively discussion of social security benefits.

**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** (along with **Dominic Tringoli**) presented an interactive, informative and entertaining class on **Fitness For Life**. He urged the class to adopt life-styles that would ensure a longer, healthier life – including and annual physical check-up, weight management, and life-time physical fitness. We are pleased to again have estate attorney **Gerald Woods** join the seminar explaining the basics of **estate planning** (wills, trusts, gifting, probate and its avoidance, estate taxes, powers of attorney, property titles, and medical directives). Mr. Woods has his law office in SF’s West Portal area.

Retiree Associations & SF Police Credit Union

The class was reminded that police wages were set by Charter amendment prior to 1953; by annual salary survey from 1954 onward; and now by collective bargaining since 1992. Thanks to **Larry Barsetti** and **Glenn Sylvester** for discussing the **Veteran POA and the Retired City Employees organizations**. They said that the most valuable assets a police retiree has are his/her CCSF health plan and retirement plan. The mission of the VPOA – established in 1939 (with 890 members) is to protect retirees’ wealth and health. Both urged the class participants to qualify for social security benefits (40 units) and to consider finding some type of post-retirement employment or volunteer opportunity; just “doing nothing” will lead to a disastrous retirement. **Darlene Hong** provided many convincing reasons why members should continue their financial contacts with the **SF Police Credit Union** and make it their primary financial institution. . The **SF Police Credit Union is a co-sponsor of this Seminar**. Thanks SF Police CU for the morning beverages and treats. Darlene introduced **Chris Breault** who provides financial planning services for credit union members.

**Leroy Lindo** explained that the **Widows and Orphans Aid Association of the SFPD** was founded on January 13, 1878, for the express purpose of providing financial assistance to police officers’ families at the time of a member’s death. Retirement/Death benefits were first provided by the City and County of San Francisco in 1889 through the Retirement System. The Aid Association’s original benefit was \$100 for a modest funeral

Retiring Soon? Read this information first

Retirement Check List

By Captain Al Casciato, Retired  
Elected Retirement Board Commissioner

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

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

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





and \$1,000 to help maintain the financial stability of the surviving family. The current annual dues are \$72; the current death benefit is \$17,500. Upon retirement from the SFPD, payroll deduction is no longer available. Members thereafter receive an annual statement or may do automatic transfer from the SF Police Credit Union or some other financial institution. To be eligible for benefits, a member must join while still an active member and must be under age 46. Contact info: [waaasfpolice@gmail.com](mailto:waaasfpolice@gmail.com) or 415-681-3660.

Health Care Issues

Thanks also to **Art Howard** for candidly discussing emotional problems that can arise in retirement and how to avoid destructive responses. He explained the resources that are available through the **Department's Behavioral Science Unit**. He gave the very sad statistics of 8 SFPD retirees who drank themselves to death in the last 5 years and 6 committed suicide in this same 5 year period. Art explained how chronic exposure to occupational stressors over a typical police career of 25/30 years will definitely change your body and mind – for the worse.

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

**plans**, excepting the City's plan, were geographically limited. She said that the HSS walk-in hours are 8 am to 4:45pm; phone calls are taken for four hours every day. The plans available, as of January 2019, are: City Plan, Kaiser, and Blue Shield. City retirees are indeed very fortunate to have life-time medical care; most employers terminate health care coverage at age 65. **Claire Zvan-ski**, 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. Joining the seminar for the first time was newly elected Health Service Board commissioner **Chris Canning**. Welcome Chris!

**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 and long life. He mentioned: good attitude, positive self identity, intimacy in relationships, love-work-play in balance, career transitions, generous

and giving back, keepers of meaning, mentoring other people, integrity and a personal value system, need for a retirement plan with fun and creativity, wisdom in old age, and a spiritual dimension to help give meaning to life. **Mike Gannon** (SFPD 1972-1998) spoke, robustly and vigorously, on the issue of **long term care insurance**. Mike is a licensed insurance salesperson (since 1984). He said that long term care is not covered by the CCSF health plans or by Medicare. As he told the attendees: "You deserve a long walk in the sunshine. You deserve the glory and honor that you earned as a public safety hero." With the average stay in a nursing home now 2.5 years and its annual cost of \$74,208 for a private room, he urged all to consider long term care insurance. Since almost 25% of original applicants for long term care are denied (medical issues), he urged picking this up in your early 50's. He thought that excellent long term plans were available from Genworth (GE), Trans-America, Mutual of Omaha & John Hancock; he also urged comparison with the plan offered by CALPERS. Mike quoted his favorite financial advisor, Suze Orman: "1 in 1,200 homeowners will use their fire insurance, 1 in 240 automobile owners will use their auto insurance, but 1 in 2 long term

*care insured's will call upon their policy for financial assistance."*  
**Program Conclusion**  
Retirement Board commissioners **Brian Stansbury** and **Al Casciato** talked about venture capital, private equity and the use of hedge funds in the System's trust fund. All three help reduce risk while delivering market rates of return. They said the trust fund is well capitalized and remains fully capable of meeting all of its pension obligations. The class thanked **Jim Stansfield of Toast Catering** for the excellent lunches provided.  
**Next Seminar**  
**Three retirement planning seminars are scheduled for 2020: February 25 – 27; May 19 – 21; October 13 – 15.** 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 **Cyn-dee** at the POA 415-861-5060 if you desire advance notification for these seminars or wish to sign up.

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Retired Sgt. SFPD/  
Behavioral Science Unit  
Office in Petaluma  
(415) 755-7877  
[agent99md@comcast.net](mailto:agent99md@comcast.net)

My 30+ years of experience as a First Responder has provided me the unique opportunity to work with a multitude of life and work issues. I believe, with support, we all have the ability to be resilient and overcome the most challenging of events.  
Lic#112474

Retirements

The San Francisco Police Officers Association congratulates the following member on his recent retirement from the SFPD. This veteran will be difficult to replace, as he takes with him years of experience and job knowledge. The most recently retired member is:

- **Officer Mario Marino #2079** from Medical Liason

All of the above listed on SFPD Personnel Order #17 (August 7, 2019) and #18 (August 21, 2019).



# POA Mail

To: Vallie.Brown@sfgov.org  
Subject: Stop the Needle give-away

Supervisor Brown—  
The needle give-away continues to enable IV drug abuse and endangers all San Franciscans, especially our most vulnerable children.  
Rather than “harm reduction,” it increases the risk to everyone. IV drug abuse is an inherently risky behavior and it is naïve to believe that an addict will wait for a clean needle if one needs a fix. Stop the madness. The City does not have a housing crisis. It has a crisis of drug abusers and mentally ill. Distributing free needles simply adds to the problem.

John Goldberg



Editor —  
Well said. Maybe they will hire John to work in Union Square [Mayor’s idea to hire retired SFPD as Prop. F uniformed patrol to combat drug dealing and crime in that district]. We all know the definition of insanity.  
Gary Delagnes,  
Retired SFPD  
Editor —  
Can we get Mr. Goldberg to run for BOS? Even if he would be outnumbered, it would be nice to have a sane and reasonable voice on the board.  
Katherine Cooper  
SF Police friend and supporter

To SFPD —  
I would like to give a big, heartfelt thanks to the SFPD honor guard, Solos, Command Staff and those retired officers who came to support myself and Bruce’s family. Especially touched by all those who came in Hawaiian shirts that would have meant so much to Bruce.  
I was so impressed with the respect, decorum and protocol followed by each division. And so many officers! So many kind words and stories of how he affected, over the years, so many in the SFPD. I know that not only will I have those stories to relive that many of you will keep those good memories.  
Again thank you all for your support it means a great deal.  
Sincerely,  
Paddie Marovich  
Dear Tony Montoya & Members of the SFPOA—  
I was pleasantly surprised to receive a lovely plaque honoring my son John Macaulay. I have it proudly hanging in

my living room for family and friends to enjoy. I appreciated attending the ceremony for all of the SFPD fallen officers. The attendance was impressive though it was unfortunate the Mayor was unable to attend. I would like to thank Chief Scott for taking the time to talk to me and look at the picture I brought of my five grandchildren who are SFPD officers. My family and I are looking forward to the reopening of Sergeant John Macaulay Park. Thank you very much SFPOA for once again showing that my son John is “gone but never forgotten.”  
Sincerely,  
Jeanette Macaulay

Editor —  
Please help me get the word out about a request made to me by a retiree. He writes:  
“On Tuesday 08-20-19 at approximately 1300hrs I was among the retired members qualifying at the SFPD Police Range. Some how I ended up with another shooter’s .40 cal magazine, and assume that person now has my 9mm magazine. I turned in the .40 cal magazine to range staff for safekeeping. Hopefully, who ever has my 9mm magazine will do the same so we can get our right equipment back.”  
Thank you,  
Val Kirwan

Dear SFPOA —  
On behalf of the San Francisco Police Activities League, I would like to thank you for sponsoring our Annual Golf Tournament Fundraiser. It is because of generous supporters like you that we can continue to strengthen and improve our community by providing athletic and educational programs to youth in need.  
Sergeant Laxman Dharmani,  
Officer in Charge  
San Francisco  
Police Activities League

POA Journal—  
Reading Against All Odds, one has to query just how uncivilized we have become. Hate crimes perpetrated against the very men and women we ask to protect us. And these are, simply and plainly, crimes of hate as defined in CPC 422.7. Further, while we expect our police to be subject to the law, we then too often do not afford them protection under that law — sad, but true.  
Yet, the incidents cited in Against All Odds go beyond statutes and code. They violate the very laws of common decency. And, try as we may, decency and morality cannot be legislated into a people. Hate crime legislation does not change the minds and hearts of offenders any more than civil rights legislation eradicated bias and prejudice. Right to Life laws do not prevent abortions any more than the Volstead Act stopped a nation from imbibing.  
A civilized society’s first line of defense is not its statutes or its police or its courts. Its first line of defense are the laws of common decency —

customs and traditions and moral values passed from one generation to the next, father to son and mother to daughter. For my generation, I must bear the remorse of a great failure in this endeavor.  
American academic, Walter E. Williams, once wrote, “Our increased reliance on laws to regulate behavior is a measure of how uncivilized we’ve become.” Amen.  
Respectfully submitted,  
Rick Foltz  
Seattle


Dear POA —  
On behalf of the board, staff, and volunteers of San Francisco Parks Alliance, thank you for your generous gift received on 7/18/2019. This donation benefits the San Francisco Unified School District’s Shared Schoolyards Project.  
We appreciate your generosity for community groups who are improving parks, open space, and recreation in San Francisco.  
Sincerely,  
Drew Becher CEO

Dear SFPOA Scholarship Committee & members —  
Thank you so much for awarding me with the Jeff Barker Scholarship which allows me to further my college

education. I am so fortunate to have a parent who is part of the SFPOA community which provides such generous educational benefits for their dependents. I appreciate ALL of the sacrifice and tireless work members do day in and out to make our City better for everyone, in addition to ensuring my future will be filled with good fortune by investing in my educations. I promise I will apply the same dedication to my studies as the SFPOA members do to the City of San Francisco! Thank you again for your generosity and awarding me with this honor!  
Gratefully,  
Mason Pera


Dear SFPOA —  
Thank you so much for your time and your consideration for this scholarship! Being the daughter of a police officer truly has been such an important aspect of my life and I’m so grateful to be receiving this. I’ve just begun my first exciting week at Williamette University and thought I’m having an incredible time, this relieves some of the financial pressure that I’m already feeling. I believe you put my dad into tears which is a rare occasion and something I will forever remember.  
I am grateful beyond words...  
Sincerely,  
Olivia Frenkel

## SF Dispatcher of the Month



London Breed  
Mayor

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



Mary Ellen Carroll  
Executive Director

DATE: August 1, 2019  
TO: Binta Jannah, Public Safety Dispatcher  
FROM: Lisa Marie Gerard, Employee Recognition Coordinator  
RE: Communications Dispatcher of the Month – August 2019


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

In May of 2019 Communications received multiple notifications of shots fired in the area of Golden Gate & Hyde Streets. Within moments of the call being dispatched with units responding a C33 was called by the first unit to arrive on scene. The officers advised they came upon a victim inside a vehicle, making it a 217. That unit immediately followed up with details on the suspect and the suspect vehicle with information obtained through video.

A short time later a unit came up on the air advising they had eyes on the 217 suspect vehicle and they were behind it in SoMa. While the unit was waiting for backup (following behind the suspect vehicle), the vehicle sped-off and got onto the Bay Bridge towards Oakland.

In executing proper protocol the officers continually updated their speed, road conditions, weather, direction of travel and their location (including lane) which you immediately parroted over the air for responder information and everyone’s safety. During this event multiple outside agencies were notified and enroute while you worked closely with our peers on executing all tasks/requests. This event demonstrated great teamwork!

We commend you for your quick response along with the organized and professional handling of this incident which directly reflects upon your skills as a professional dispatcher. Your colleagues here at DEM nominated you in recognition of these skills and are very proud of you. **Congratulations, Binta!**



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# Book Review

## American Predator —The Hunt for the Most Meticulous Serial Killer of the 21st Century

By Maureen Callahan  
Reviewed By Dennis Bianchi

Maureen Callahan is a *New York Times* best selling author, award winning investigative journalist and columnist. She has covered pop culture, politics and now crime. Her writing has appeared in *Vanity Fair*, *New York*, *Spin* and the *New York Post* where her title is Critic at Large.

I read this book in two days. My wife Laura needed only one. The author has created a true page-turner. Stories of serial murderers have often captivated the public’s interest. This book is a prime example as to why.

Israel Keyes was not a name I was familiar with. It is now a name I won’t forget. He was born into a Mormon family in Utah but the family relocated several times and left that religious group, seeking other more unusual groups. He always had access to guns in the home. As he grew up he learned many trades, working alongside his father in building homes. Some of those abilities assisted him in his ability to commit a series of murders without being detected.

The majority of serial murderers have certain patterns, certain methods of operation. They will have a certain type of victim that they seek out. They will kill in a fairly similar pattern. They will kill

in a certain geographical area. What made Keyes so dangerous was he had none of those. He murdered throughout the United States and he murdered indiscriminately. He prepared what he called “kill-kits” that he had hidden in different parts of the country. He didn’t have a schedule of when he would use those kits. He killed because he enjoyed killing.

The book begins with how Keyes was caught in Texas after committing a murder in Alaska. He had killed a young woman who was working at a take-out coffee shop in Anchorage. The victim’s ATM records card began to show it was being used. The description of that murder and Keyes behavior following that crime should be enough to keep the reader turning the pages of this book rapidly.

There is a serious down side to this story, however. The conduct of at least some of the original investigators, particularly a Department of Justice lawyer, demonstrates that there are often times in the criminal justice system of the United States when hubris seriously interferes with the pursuit of justice. One Law Enforcement organization that came in for much praise, however, was The Texas Rangers, who followed their maxim, “They did right because it was right.”

I don’t think it is a spoiler to inform the reader of this review that Keyes committed suicide while in the custody of the Alaskan Correctional Complex. He was arrested on March 12, 2012 and died December 1, 2012. During that time investigators attempted to retrieve information about not just the death of the young Alaskan woman but others who Keyes would slowly and teasingly release facts about and descriptions of his other murders. A large part of the book describes the cat and mouse game played between the numerous investigators and Keyes. Investigators learned that Keyes had spent three years in the United State Army and had served in Egypt but was never in combat. The author tracked down several men who had served with him and interviewed them. They all agreed that Keyes was a physical force and someone no one wanted to defy. Some of those interviewed believe Keyes committed his first murder shortly after being discharged in 1996.

Keyes also conducted several bank robberies in his travels. The book explains that he maintained his status as a criminal who made detail plans before acting. He would select small towns, set off explosions or fires in another part of town which would draw law enforcement away from his targeted bank, and then strike.

Because he died before he revealed all of his murders it is unclear just how many people he killed, but the author



and the investigators believe there are many more than the eleven they could authenticate. As the author writes toward the end of the book, “Any one of us could have been a victim of Israel Keyes.”

“Keyes had told investigators that there were two texts that he studied closely, both written by pioneering behavioral profilers in the FBI: *Dark Dreams: Sexual Violence, Homicide, and the Criminal Mind* by Roy Hazelwood, and *Mindhunter: Inside the FBI’s Elite Serial Crime Unit* by John Douglas, in turn the model for Jack Crawford in *The Silence of the Lambs*.”

As I mentioned before I had not heard of Israel Keyes before reading this book, but as I read further sources about him I discovered that he is well known to true-crime buffs and many of those sympathized with the author’s inability to obtain documents that should have been made available to her through the Freedom of Information Act. It is unclear why the government continues to protect that information from the public as Keyes is no longer alive or a threat to the public safety. This book makes it clear that the world is a safer place without Israel Keyes.

## Where The Crawdads Sing

By Delia Owens  
Reviewed by Dennis Bianchi

The author of this book, Delia Owens is the coauthor of three internationally bestselling nonfiction books about her life as a wildlife scientist in Africa — *Cry of the Kalahari*, *The Eye of the Elephant*, and *Secrets of the Savanna*. She has won the John Burroughs Award for Nature Writing and has been published in *Nature*, the *African Journal of Ecology*, and *International Wildlife*, among many other publications. She lives in Idaho. *Where the Crawdads Sing* is her first novel. It has been the number one *New York Times Bestseller List* for more than 47 weeks.

Ms. Owens opens the book with a masterful description of a marsh in North Carolina. “Marsh is not swamp. Marsh is a space of light, where grass grows in water, and water flows into the sky. Slow-moving creeks wander, carrying the orb of the sun with them to the sea, and long-legged birds lift with unexpected grace – though not built to fly- against the roar of a thousand snow geese.

Then within the marsh, here and there, true swamp crawls into low-lying bogs, hidden in clammy forests. Swamp water is still and dark, having swallowed the light in its muddy throat. Even night crawlers are diurnal in the lair. There are sounds, of course, but compared to the marsh, the

swamp is quiet because decomposition is cellular work. Life decays and reeks and returns to the rotted duff; a poignant wallow of death begetting life.” What an opening. Upon reading the book to its surprise ending, one should go back to that opening and re-read it. Although it introduces the reader to the death of a young man from the nearby town, which leads to a murder investigation, what lies between that wonderful and educational opening and the final pages is an amazing story being acted



out by residents of the nearby town and a young girl who learns to live alone in the marsh. Way out in the marsh is where the crawdads sing.

The book moves back and forth in time, beginning in the early 1950s when a six or seven-year old girl named Catherine Danielle Clark, known as Kya, is abandoned by her siblings and mother, and moves forward to the early 1970s when a crime she has been accused of comes to trial. Her family left as they could no longer live with Kya’s alcoholic and abusive father. The family was residing in a small wooden cabin, maybe a shack would be more accurate, with no electricity or running water. Eventually her father leaves as well, leaving Kya with the shack and a small boat. Kya was never enrolled in school and didn’t know how to read. She did, however, know the marsh and how to live off the land

and the water. She sells fish and mussels to an older man who sells gasoline and some supplies to the people from the surrounding area. The older man and his wife, African-Americans, take an interest in her well-being but know better than to interfere too personally.

The book is a coming-of-age story about Kya, an ethical treatise about how humans classify people outside of their social circle (Kya is known to the towns people as The Marsh Girl, and not in a flattering manner), and eventually a murder mystery. It is a beautifully written story about nature and someone who paid close attention to her surroundings.

Kya meets a boy a few years older than herself who takes it upon himself to teach her how to read. She is a quick learner and can’t consume enough information about the science of waterways and what lives within them. The two eventually have a try at being in love. It not only fails, he moves away to college. Kya feels the pain of being rejected and left again. She becomes even more

protective of herself. As time moves forward, though, she meets another young man who the reader learns is the victim described in the beginning of the book. We also learn that this fellow, Chase Andrews, a former high school football hero and son of a prominent family in town, is a lothario. During the investigation, many people are revealed as possibly responsible for Mr. Andrew’s death.

This is not a book I would often seek out but the press coverage and the lure of reading a good mystery hooked me. I was impressed with much of it, particularly the author’s ability with words and her style. What was disappointing was the large gaps of continuity or explanation. How does a person so young manage to live by herself for so many years without more help than what the author provides her with? My recommendation for those who read this is be prepared to suspend your disbelief regarding Kya’s coming of age and enjoy the fine writing and the courtroom drama near the end of the book.

**Julia A. Hallisy, D.D.S.**  
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Wife of Sgt. John Hallisy — Narcotics Bureau, retired



## Please Remember BALEAF During the Upcoming Combined Charities Drive

By Robin Matthews  
BALEAF Vice President

Greetings one and all! I'd like to take this time to thank everyone who has supported the Bay Area Law Enforcement Assistance Fund (BALEAF) with your donations during in the 2018 City and County of San Francisco's Combined Charities Drive, and to encourage you to consider donating to BALEAF once again during this year's upcoming campaign.

BALEAF, as you may know, provides support to Bay Area law enforcement officers and their families, along with civilian members of those agencies, who have had members killed in the line of duty, who have suffered a serious injury, or who have suffered a catastrophic event.

BALEAF is a non-profit, 501(c)(3) organization that has been assisting Bay Area law enforcement



agencies since 1999. Annual Board member donations, and a few specifically earmarked annual donations, pay for all administrative costs of the organization. That means that 100% of your donations made to BALEAF go directly to assisting Bay Area law enforcement members and their families!

BALEAF has assisted San Francisco Police Department members at all stations and many of the units over the years, along with 58 other agencies. We hope that you never need us, but we're here if you ever do.

Thanks once again to everyone for your continued support of BALEAF! For those who don't participate in the Combined Charities Drive, but would like to support BALEAF, please send checks, made out to BALEAF, to P.O. Box 31764, San Francisco, CA 94131.

## PTSD Now Covered Under Workman's Compensation for First Responders in Idaho

July 8, 2019

IDAHO FALLS — As of Monday, post-traumatic stress disorder is now covered by workman's compensation for first responders.

In the 2019 Idaho legislative session, lawmakers passed a bill making PTSD in first responders coverable by workman's compensation. Governor Brad Little signed the bill into law on March 12. That law went into effect Monday.

"It's a good thing. When they start studying PTSD, and you look at some of our volunteers, and you look at all the firefighters in general, I can see where it's going to benefit some of the people," Central Fire District Fire Chief Carl Anderson said.

Before this law was passed, PTSD was only covered by workman's compensation if the first responder also sustained a physical injury as well. Now, they only need to show "clear and convincing" evidence of a psychological injury for worker's compensation to cover their

treatment.

"Clear and convincing evidence is a very high standard that's put to a licensed clinician when assessing a patient for an injury. In other words, they have demonstrated clear and convincing evidence that it was caused by the workplace," House Minority Leader Rep. Matthew Erpelding, D-Boise, said in a previous interview.

Anderson said first responders haven't had good avenues to be able to work through difficult calls they've taken or responded to.

"The PTSD Bill, I think, is a great avenue for first responders, firefighters, law enforcement and everything," Anderson said.

The law defines "first responder" as peace officers, firefighters, volunteer emergency responders, emergency medical service providers, 911 operators and dispatchers.

From [www.eastidahonews.com](http://www.eastidahonews.com)

# Police Body Cam Proposal Receives Pushback From State Officials

July 15, 2019

BOSTON — A proposal to develop a statewide code for the use of police body cameras, and to exempt their footage from public record, is meeting pushback from police groups and the state's top records overseer.

Rep. Denise Provost's bill, which had a hearing Thursday before the Public Safety and Homeland Security Committee, would create a task force to "develop regulations establishing a uniform code for the use of body-worn cameras by Massachusetts law enforcement officers, to provide consistency throughout the Commonwealth."

The task force — whose membership would include lawmakers and other state officials, law enforcement representatives, and members from the NAACP and ACLU — would develop minimum requirements for procurement and use of body cameras, and for the storage and transfer of their audio and video recordings.

Provost, a Somerville Democrat, said her bill would not require any law enforcement agency to begin using body cameras, but would set uniform rules for those that opt to do so.

"It should not matter where in the state an individual has a police encounter, how any body camera video footage is treated," she told the committee.

Charu Verma of the Massachusetts Bar Association said the association

unanimously backs Provost's bill. She said nine Massachusetts law enforcement agencies are now using body cameras in some form — including programs in Boston and at the State Police — and the association expects that number to grow.

"As more and more departments across the state start to use body camera technology, the Massachusetts Bar Association feels strongly that a baseline uniform statewide code needs to be developed and implemented," Verma said.

Larry Calderone, vice president of the Boston Police Patrolmen's Association, told the committee he did not think a uniform approach to body cameras would work, given the different populations, crime rates and municipal budgets of various communities.

"I urge you to consider that larger, urban communities differ greatly from smaller, suburban communities," he said.

"Areas such as Boston, Brockton, Chelsea, Worcester and Springfield have different issues and needs with respect to their citizenry, than communities such as Barre, Hadley, or Stockbridge. While all communities strive to protect their citizens and their rights, a one-size-fits all approach to body cameras is not the best answer."

The Massachusetts Coalition of Police also asked the committee to give the bill an unfavorable report.

The bill also contains a section exempting "any recordings made by a body camera, dashboard camera, or any other similar device by a law enforcement officer" from the state's public records law.

On Wednesday, Secretary of State William Galvin wrote to the committee chairs, Rep. Harold Naughton and Sen. Michael Moore, asking them to remove that language from the bill.

Boston Police Patrolmen's Association official Larry Calderone cautioned lawmakers Thursday against a one-size-fits-all approach to body camera regulation.

Galvin called the exemption "completely unwarranted and unacceptable," saying body cameras are intended to create more transparency in law enforcement. He said protections exist in state law to allow sensitive information that may be captured to be withheld — for instance, if it could be used to identify witnesses or victims.

"Allowing police departments to withhold any footage captured on these cameras would interfere with the public's ability to oversee their own government," Galvin said.

"This is an issue of particular importance to minority communities, and withholding videos of police interactions would only breed mistrust. This is an area where we need more transparency, not less."

During the hearing, Provost said she wanted to address concerns about the exemption and told the committee about an incident in Somerville "a few years back," during which a regional SWAT team came to make an arrest early one morning, and entered the wrong apartment while the woman who lived there was getting ready for work.

They handcuffed her and escorted her into the street in her underwear

before realizing they were in the wrong place, Provost said. They found the man they were looking for and brought him outside as well, along with two young boys in pajamas who had been in the apartment.

"If that incident had occurred in the age of body cameras, there is no reason why these individuals should have had their images splashed all over the internet in perpetuity, which is the kind of thing we have to realize could happen if there is public records access to these kinds of videos," she said.

Provost said body camera videos "are really meant to be evidence, not public entertainment," and that the identities of victims, witness, minors and bystanders must be protected.

The Reporters Committee for Freedom of the Press issued a statement voicing opposition to the proposed exemption.

"Bodycams and dashcams cannot be effective tools for accountability if the public can never see the images they capture," Bruce Brown, the committee's executive director, said.

Verma, of the Massachusetts Bar Association, said the legislation was developed by a working group that also included Jack McDevitt, the director of Northeastern University's Institute on Race and Justice; Donna Patalano, general counsel at the Suffolk District Attorney's Office; Segun Idowu of the Boston Police Camera Action Team; and Rahsaan Hall of the ACLU of Massachusetts.

Rep. Paul Tucker, a former Salem police chief, asked her if any law enforcement officers were included in the effort. Verma replied that she reached out to her law enforcement contacts, but none had been able to join, and that law enforcement would have multiple seats on the

From [www.wbsm.com](http://www.wbsm.com)



Working for you to keep you safe,  
working with you to protect our City.

  
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# One Bay Area Police Chief Taking Proactive Approach to Stopping Officer Suicides

July 30, 2019

PINOLE (KRON) — Nationwide, more than 100 police officers committed suicide this year and studies show more officers die by taking their own lives than all other on duty deaths combined.

The Pinole police chief is calling the problem an epidemic and he shares with KRON4's Philippe Djegal his new approach to keeping officers healthy and, more importantly, alive.

"These are humans behind the badge, they're not robots, you know, they have real emotions. They have, you know, real challenges just like everybody else," Chief Neil Gang said.

More than 25 years ago when he was an officer with another department, Gang learned in the worst way, that the combination of the job and the issues police have to deal with when not in uniform can became too much to bare for officers.

As was the case for his friend and fellow officer Asher Rosinsky, who took his own life in his patrol car with a single

gunshot wound to his chest.

"That's something that we need to change. We can't let this job continue to kill the good people and the men and women in this profession," he said.

Since taking over as chief five years ago, Gang has brainstormed ways to not only honor Asher, but also keep his officers healthy physically and mentally.

This year, he says 106 officers have committed suicide across the nation and that studies show one officer takes their own life every 44 hours.

Gang says incidents like one in New York, where officers were assaulted, weigh heavily on law enforcers.

"You can't unsee things and you can't unhear things," the chief said.

A few months ago gang developed the Asher Mode, a seven-point approach to a culture of wellness.

Fliers are posted all over the police department, promoting awareness, peer support, healthy habits and spirituality among other things.

He's upgraded the station gym, encouraging staff to keep fit.

"We exchanged things in our vending machines. We took out some of the non-healthy items. And, I get it, these aren't extremely healthy items, but they're better choices," the chief said.

Books are available for all station staff to check-out, focusing on emotional and physical wellness.

He's also teamed up with Cordico, a company that provides psychological training programs for public safety personnel, to develop a wellness app he rolled out a month ago.

Sergeant William Palmini was the first to use it.

"You never know what's going to be the call that affects you," Palmini said.

For Palmini, it was the recent cancer diagnoses in his mother that made him

realize he needs help.

That's where the app comes in.

"When you find out something about your mom, but yet you still have to be out on the street, you know it makes it tough — when you have to go make those decisions," he said.

The app gives him and all staff, access to resources to fight addiction depression and also the ability to reach out to therapists and a peer support network all day and every day.

"It's OK to not be OK. Creating an environment where we're taking those once prohibited conversations, if you will, out of the shadows and into the open," Gang said.

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From [www.kron4.com](http://www.kron4.com)

## 60 Law Enforcement Line-of-Duty Deaths in First Half of 2019

### Firearms-related fatalities decrease 13 percent over the same period last year

Washington —Today the National Law Enforcement Officers Memorial Fund issued a new 2019 Mid-Year Law Enforcement Officer Fatalities Report with preliminary data through June 30, 2019, revealing that 60 law enforcement officers have been killed in the line of duty in 2019—a 35 percent decrease over the same period last year (92).

Of these 60 officers, 27 were killed in firearms-related incidents, 21 were killed in traffic-related incidents, and 12 died due to other causes such as job-related illnesses.

**Key Facts**

- Firearms-related fatalities were the leading cause of law enforcement deaths for the first half of this year, with 27 fatalities in 2019, compared to 31 in the same period in 2018—a decrease of 13 percent. Notably, four of these deaths occurred while officers were responding to a robbery call, four officers were killed as a result of being ambushed and three officers were killed responding to domestic disturbance calls. Additional circumstances are included in the 2019 Mid-Year Law Enforcement Officer Fatalities Report.
- Traffic-related fatalities (21) decreased 25 percent in the first half of 2019 compared to last year (28). Five of these fatalities were the result of crashes involving another vehicle or fixed object; four were the result of single-vehicle crashes and 11 officers were struck while outside of their vehicles.
- Twelve officers died of other causes compared to 33 officers who died as a result of other causes during the first half of 2018. That represents a 64

percent decrease over the same time period last year.

- Texas leads the country in officer fatalities, losing six officers in the line of duty for the first half of 2019; Illinois lost five officers, Alabama lost four officers. Three officers died in the states of California, Florida, Georgia, Louisiana, and Tennessee. Three federal officers, two territorial and two tribal officers were also killed in the line of duty as of June 30, 2019.
- The National Law Enforcement Museum at the Motorola Solutions Foundation Building, a project of the Memorial Fund, opened October 13, 2018, in Washington, DC across from the National Law Enforcement Officers Memorial. The Museum's Hall of Remembrance provides a reflective space for visitors to remember those officers who have made the ultimate sacrifice.

**Supporting Quote:**

"While we're encouraged to see a 35 percent decrease in the number of line-of-duty deaths thus far, it's important to remember that even one fallen officer is one too many," said Memorial Fund Interim CEO Lori Sharpe Day. "The Memorial Fund's mission is to honor these brave men and women who have given their lives to keep all of us safe. We hope with a continued emphasis on training as well as programs that focus on officer safety and wellness, we will continue to see a decrease in officer fatalities."

A copy of the full report, "2019 Mid-Year Law Enforcement Officer Fatalities Report," is available at [www.LawMemorial.org/FatalitiesReport](http://www.LawMemorial.org/FatalitiesReport).

## Law Enforcement Suicides Up 24 Percent in 2019, Advocacy Group Says

August 5, 2019

When an off-duty New York City police officer shot and killed himself in his home on Staten Island as reported by WABC last week, it was the department's fifth suicide since June and the seventh this year — part of what law enforcement advocates are calling an increasingly disturbing problem nationwide.

According to statistics just released by Blue H.E.L.P. a nonprofit organization that tracks law enforcement suicides, 114 officers nationwide have taken their lives so far in 2019, as of Aug. 1.

Organization officials said that, so far, reported suicides are up 24% this year over last. Over the same period in 2018, law enforcement suicides totaled 92.

The latest suicide in New York was part of a "disturbing" trend for law enforcement, Karen Solomon, the founder of Blue H.E.L.P, told ABC News.

The organization goes through a painstaking process of calling families to verify the death was by suicide, and is currently the only database in the country that collects law enforcement suicide data.

"I think that the courage all of these families are showing coming forward is going to have a tremendous impact on stigma reduction and awareness," Solomon said. "When it's hidden, we don't know the scope of the problem and it's not being taken seriously."

Police departments around the country see law enforcement suicides as an ever-present challenge, including breaking through the stigma surrounding the problem.

"You smash the stigma, you save lives," said Jon Adler, a former police

officer and the director of the Bureau of Justice Assistance at the Department of Justice at an event in April.

The suicide numbers came in the same week that the National Law Enforcement Officers Memorial Fund released its mid-year line of duty death statistics showing that 60 officers nationwide have died in the line of duty so far in 2019.

"The numbers show twice as many police officers have taken their lives as [have been killed] in the line of duty, which makes this the number one issue for police departments around the country," Chuck Wexler, executive director of the Police Executive Research Forum told ABC News.

After the latest suicide in New York, NYPD Commissioner James O'Neil reminded officers that there is help available, in a message that resonated around the country.

"To every member of the NYPD, please know this: it is okay to feel vulnerable. It is okay if you are facing struggles," O'Neill said. "And it is okay to seek help from others. You may not know this, and it may be hard to imagine, but you are not out there all by yourself. More people than you know, who wear the same uniform as you do, share the same doubts and fears and struggles that you do."

"Seeking help is strength," he added. "Talking about your problems is strength. Acknowledging you need a place to turn is strength. There is no shame here — only a promise to provide you with the help and support you need and deserve."

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# Don't Blame Police Racism for America's Violence Epidemic

Written by Zaid Jilani  
Published on July 27, 2019  
By [www.quillette.com](http://www.quillette.com)

In political debates about incidents of police officers shooting and killing Americans, a consistent narrative has emerged: There is an epidemic of white police officers targeting unarmed African Americans—the reason being that America’s police forces are so racially biased that they value the lives of blacks less than they value the lives of whites. Given the horrifying history of racism in the United States, this was never a far-fetched thesis. This phenomenon is at the heart of Black Lives Matter, a movement that has pushed media and politicians to consider the issue of police abuse as a matter of racial injustice.

“Black men, unarmed, black teenagers, unarmed, and black children, unarmed, are being killed at a frightening level right now, including by members of law enforcement without accountability and without justice,” then-Texas Democratic congressman and now presidential candidate Beto O’Rourke told an audience last year. O’Rourke made the statement as part of a larger speech in support of NFL players such as Colin Kaepernick, who took a knee during the national anthem to protest racism and police brutality.

The definition of “frightening” is subjective, but as the Washington Post noted later, three unarmed black teenagers aged 18 and under were shot and killed by police between 2015 and 2018. During the same time period, “six teenagers and three children who were white or Hispanic—and unarmed—were fatally shot [by police].”

If you zoom out, and look at killings of African American minors outside the context of police actions, the picture is actually far more grim. “Homicide is the leading cause of death for non-Hispanic black male teenagers,” notes the Center for Disease Control, while accidents remain the top cause of death for teens from other racial backgrounds. The homicide rate in 2017 for black teens was almost 16 times higher than the rate among white teens.

Putting statistics aside, is it true that police killings of African Americans are driven by racial bias—by white police officers with a Jim-Crow mindset who

view blacks as less than human? A new study by a group of American researchers offers some insight, and suggests that the conventional narrative is misleading.

Lead researcher David Johnson, psychologist and postdoctoral fellow at the University of Maryland, led a team that analyzed police shootings in America by building a database of 917 fatal officer-involved shootings (FOIS) from over 650 different police departments in 2015. They looked at both the race of the police officers doing the shooting and the races of the individuals killed. If America had an epidemic of white-on-black police shootings, you would expect that white police officers would be more likely to shoot African Americans. But that isn’t what they found.

Instead, they found that when the data is sorted according to the race of the involved officers, “as the percentage of black officers who shot in a FOIS increased, a person fatally shot was more likely to be black...than white. As the percentage of Hispanic officers who shot in a FOIS increased, a person fatally shot was more likely to be Hispanic...than white.” It is actually more likely for black and Hispanic citizens to be killed by black and Hispanic police officers than by white officers.

This doesn’t mean that the black and Hispanic officers are more biased against fellow black and Hispanic residents. Instead, the researchers postulate that this may be due to “simple overlap between officer and county demographics.” Police departments in areas with greater numbers of ethnic minorities tend to have a more diverse police force. Indeed, the paper notes that “when county variables were included, the relationship between officer and civilian race was attenuated or eliminated....This suggests that the association between officer race and black and Hispanic disparities in FOIS largely occur because officers and civilians are drawn from the same population.”

In an interview, Johnson stressed that we shouldn’t conclude that just because racial diversity in a police force does not reduce lethal shootings doesn’t mean it has no value. “Another possibility is we might find that officer race matters more for other kinds of force, so baton use, Taser use, those sorts of things,” he said. “Our data is just about shootings that resulted in fatality....What I want

to be clear on, is we don’t find evidence for racial disparities, at least as tied to officer race. It’s not the case that white officers seem to be primarily responsible for these shootings. But we’re not at all trying to argue that the police are, say, free of racial bias. The data we have just don’t answer that kind of question.”

This isn’t the only research that shows that white officers aren’t more likely to shoot black citizens. Last year, a study from Rutgers University found that “white officers are no more likely to use lethal force against minorities than nonwhite officers,” in the words of lead researcher Charles Menifield.

But what of the disproportionate number of black citizens killed by police every year? As a Vox writer has noted, in 2012, 31 percent of all people killed by police were African American, while only about 13 percent of the total American population is black. Isn’t that a sign of racial bias?

The new study disputes the use of this metric as a means to prove bias. “Using population as a benchmark makes the strong assumption that white and black civilians have equal exposure to situations that result in FOIS,” it writes. “If there are racial differences in exposure to these situations, calculations of racial disparity based on population benchmarks will be misleading.”

The researchers found that the factor that most predicted the race of a citizen fatally shot was homicide rates for those groups in particular counties. For instance, in counties where whites committed a higher percentage of homicides, victims of police shootings are 3.5 times more likely to be white; in counties where blacks commit more homicides, victims are 3.7 times more likely to be black.

This suggests that violent crime rates correlate to—and perhaps may be used to predict—fatal interactions between police and citizens. The Washington Post’s police shootings database, which serves to document every fatal police shooting in the country, provides more evidence in this regard. Of the 505 fatal police shootings cataloged in 2019 as of this writing, only 20 involved a victim who was unarmed (although 12 of the victims carried toy weapons). If these victims were being targeted for reasons unrelated to their possible identity as criminal suspects, one would not expect that 96 percent would be armed.

This isn’t to say that all police shoot-

ings are justified or unavoidable. The state should never take any life if it has any alternative to neutralizing someone who poses a threat. (I oppose capital punishment under the same principle.) But it does suggest that police are using violence largely because they find themselves in dangerous situations, not because they are acting on racial animus.

The percentage of African Americans killed every year by police is tied to the homicide rate among African Americans. I am certainly not endorsing irrational and unscientific theories about some kind of “inherent” violent attitude among African Americans: The majority of African-Americans never commit any violent crime whatsoever, and homicides in the United States are highly concentrated among a few communities with high poverty, high levels of segregation, and inadequate policing (all of which are, of course, indirectly or even directly related to the country’s history of racism). Some prosperous African American communities, like Prince George’s County in Maryland, are relatively safe and see little of both common homicide and police brutality compared to, say, West Baltimore. And we shouldn’t forget that around half of the people killed every year by police are white, and that Johnson’s study found the same relationship between homicide rates and police shootings for whites as it did for blacks.

But we should recognize that policies such as increasing the racial diversity of our police forces won’t accomplish very much if non-white police officers are just as likely to use deadly force. Implicit bias training won’t stop police shootings if they are mostly occurring in dangerous situations in which the victim is armed and connected to some form of crime. Instead, a race-neutral approach may be the best way to lower the number of victims of police shootings.

Some parts of this approach are by now well-known. More and more police departments are being taught to de-escalate tense situations, so police can verbally calm down violent criminals as an alternative to using force.

But so long as parts of America have so much violent crime, police will inevitably respond with lethal force. We can’t keep writing articles noting that Norway’s police are far less lethal than America’s without noting that America

CONTINUED ON NEXT PAGE




Photo courtesy of Insp. Matt Perez (ret.)

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# Don't Blame Police

CONTINUED FROM PREVIOUS PAGE

has more guns than people and that there were a total of 25 murders in Norway in all of 2017. The city of Chicago, which has around half the population of Norway, on the other hand, lost 650 people to homicide the same year. It stands to reason that Norway's police simply don't have to deal with the same social problems and extreme rates of violence that Chicago's do, so of course they'll be using less force, and using it less often.

Progressives are quick to (correctly) note that the roots of crime are socially and culturally constructed. But they are more reluctant to accept the reality that one reason for the prevalence of police brutality may be that police are operating in brutal environments. Rates of post-traumatic stress disorder among police officers are much higher than among the general population; around one in four police officers has suicidal thoughts.

In the New Yorker profile of Darren Wilson—the police officer who killed the African American teenager Michael Brown in the city of Ferguson, Missouri, in 2014, setting off the Black Lives Matter movement—what struck me the most was how much violence Wilson had encountered before he ever met Brown. At one stop, he was met with the bodies of two dead women and a two-year-old child covered in blood crawling between them. It is possible that the anti-social or violent behavior by both common criminals and the police is influenced by the environments they live and work in as well.

In other words: If we want to reduce police shootings, we have to reduce violent crime. "The strongest implication from our data is if we can reduce those crime rates, we are going to decrease the number of people who are fatally shot by police," Johnson said.

There is no silver bullet for how to do so, but we do know of strategies that have worked in the past—ranging from reducing lead exposure, to reducing economic inequality, to increasing police levels (and training), to community activism and interventions based on changing the norms around violence in an area.

A recent study published in the journal Demography found that 17 percent of the reduction in the life expectancy gap between white and black men could be attributed to the reduction in homicides that occurred in the 1990s and early 2000s. For all of their righteous criticism of politicians such as Bill Clinton and Joe Biden—the architects of the '90s crime-reduction policy in the United States—Black Lives Matter activists are unlikely to admit that reducing violent crime has saved, and would continue to save, orders of magnitude more black lives than any number of police-focused reforms (and the lives of countless others).

Four years ago, the national media and liberal activists converged on the city of Baltimore, Maryland, following the shocking and unconscionable death of Freddie Gray, a man who died in police custody in 2015. Intense protests

and riots occurred in the aftermath, and the city engaged in a consent decree with the Department of Justice to reform itself. The government's investigations did indeed find corrupt and unconstitutional practices by some of the city's police force.

But as Baltimore engaged in much-needed reforms to prevent police brutality and heal relations with the citizenry, it also effectively de-policed much of the city. There were 39,654 arrests in Baltimore in 2014, compared to 25,820 arrests in 2016, while homicides increased from 211 to 318 in that period. By November 2017, gun arrests were down 67 percent from the previous year.

Reverend Kinji Scott, a community activist in the city, told me last year that he blames this de-policing for the spike in homicides. "We saw the police department arrest less during a period of high crime," he said. "So what happened is you have a community of emboldened criminals." The issue is personal for Scott: He lost a cousin to murder in Chicago, and his brother was murdered in St. Louis. In all three cities, the homicide clearance rate—the proportion of cases in which police are able to charge someone for a crime—is abysmal. Baltimore's clearance rate in 2018 was 43 percent; Chicago's police are solving fewer than 1 in 6 murders. It would be nice to see liberal activists expressing as much concern about these legions of lost lives as those few taken by police.

According to the Washington Post's police-shooting database, 223 African Americans were killed in police-involved shootings in 2017. Each of those deaths is a tragedy, even if police had no choice in many or most of these instances. Every one of us carries a precious soul from the moment of our birth to the instant of our death, and we should prioritize saving lives to such an extent that we shouldn't rest until the number is zero—for African Americans and everyone else. But that same year, we saw 7,851 black victims of homicide, according to the FBI's Uniform Crime Report. That's a 35-to-1 ratio of killings between the two tallies. Does it make sense that our outrage be guided by the identity of the shooter—whether it's the color of his skin, or the presence of a police uniform?

There's some good news out there, too. The New York Police Department shot 341 people in 1971 and just 19 in 2017. The city is much safer than it was then. In 1972, there were 1,691 murders in the city while in 2018 there were only 289. More sophisticated training and technology probably explain some of the decline in police shootings, but a much less violent ecosystem overall probably explains the rest. That should be the goal for the whole country—even if the dream of turning the United States into a place that's as peaceful as Norway might never be realized.

Zaid Jilani, a journalist, is currently on fellowship, studying political and social polarization at UC Berkeley's Greater Good Science Center. Follow him on Twitter @ ZaidJilani.

# Local Job Postings Pop Up As Nation Faces EMT, Paramedic Shortage

July 30, 2019

BRIDGEPORT, W.Va. (WDTV) — There's a nationwide shortage of EMTs and paramedics as job postings for the positions continue to pop up locally.

Those weak staff numbers could affect response times and could be the difference between life and death.

For those who risk their lives as first responders, the rewards and benefits outweigh their challenges, including Ben Tacy, a firefighter and lieutenant paramedic with the Bridgeport Fire Department.

"There literally has not been a single day I did not want to go to work," Tacy said. "I absolutely just love what I do."

You could say he was literally born to do this.

"My grandfather was a firefighter, my dad was a firefighter. It was in my blood," Tacy said.

He's also the program director of the Pierpont Community and Technical College's EMT Program – training the next generation of lifesavers.

The job obviously isn't for everybody, but in recent years, it's been difficult for departments across the country to find anybody.

A report in the Journal of Emergency Medical Services said shortages have impacted the ability to provide high-quality care and taxed response times.

"We will continue heading down this path until everyone is made aware of the problem and measures are taken to stave off impending disaster," the report said.

Locally just in the past 24 hours, multiple agencies have posted on Facebook seeking out qualified EMTs and

paramedics, including in Taylor County and Star City.

Tacy said Bridgeport only has one opening currently, but the fire department is unique to West Virginia.

Every Bridgeport firefighter is also EMS certified. 73 percent are parametrically certified. With its full staff, multiple EMTs often respond to calls throughout the city.

Not every department is in the same position as Bridgeport – with fewer resources and personnel.

The EMT shortage across the country and in West Virginia, Tacy said, could be a combination of a lack of interest, knowledge of what the job entails, or its pay scale.

"Our hourly rate is lower compared to some other jobs," Tacy said. "We're paid hourly differently. We work more than 40 hours a week. We work flexible, rotating schedules. For some people to see an advertisement for our hourly pay, that may not be as attractive as if they'd publish our annual salary."

According to the bureau of labor statistics, the national median pay for EMTs and Paramedics in 2018 was 34-thousand dollars, or \$16.50 an hour.

But for Tacy, the message he wants to send to future EMTs about the job that's in his blood is simple.

"It's the greatest job in the world," Tacy said. "I don't know why anyone would want to do anything else. Every day is different. You'll never be rich doing this job, but money is not everything."

From [www.wdtv.com](http://www.wdtv.com)

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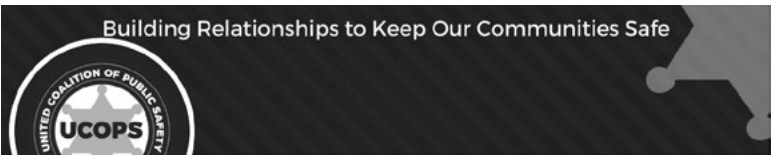
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# Boston EMTs Given Self-Defense Training After Two Attacks

August 12, 2019

BOSTON – One month after a Boston emergency medical technician was stabbed multiple times by a patient, their fellow EMTs and paramedics are getting specialized self-defense training at the union office.

Racing to a scene in an ambulance to help someone can be a dangerous job.

“They may be thinking, ‘this person isn’t trying to help me,’” said Michel Jean Juste.

EMTs and paramedics can be targets. Two EMT attacks last month prompted the EMS division of the Boston Patrolmen’s Association – a union – to hire Shawn Marando to teach a unique form of self-defense.

Marando, a Boston Police officer adapted portions of the Korean Martial art, Hapkido in a way that could be used by police, and first responders and began calling it ‘Copkido.’ It’s adapted specifically for police and first responders.

‘Copkido’ is designed to teach techniques such as breakaways to get away cleanly from someone you’d be able to strike.

“To use a baton against someone and actually strike them, I disagree,” Marando said.

“Being able to restrain someone, so they don’t hurt you and you don’t hurt them,” said Lt. Tania MacNeil of Boston EMS.

From [www.boston25news.com](http://www.boston25news.com)

# September Word Find

Created by Officer Michelangelo Apodaca, Airport Bureau

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

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

*Today’s cars have so many gadgets, buttons, and features. Step into the driver’s seat with this puzzle about cars and find as many words as you can!*

BATTERY	GASKETS	STARTER
BRAKES	GAUGES	SWITCHES
BUMPER	HOOD	TIRES
CARBURETOR	HUBCAPS	TRUNK
CONSOLE	LIGHTS	VALVES
DASHBOARD	RADIATOR	WHEELS
DOORS	RADIO	WINDOWS
ENGINE	SEATS	WINDSHIELD
FENDER	SHOCKS	WIPERS
FILTERS	SPRINGS	WIRING

C	A	R	B	U	R	E	T	O	R	W	I	M	H	E
H	E	B	R	A	K	E	S	A	O	I	M	O	O	V
S	W	S	U	O	G	K	E	P	T	N	O	G	D	G
K	G	D	R	A	O	B	H	S	A	D	R	A	O	L
C	P	S	U	E	T	O	C	W	I	S	N	S	O	S
O	R	G	T	H	P	T	T	Y	D	H	G	K	R	X
H	E	S	U	H	M	I	I	F	A	I	Q	E	S	D
S	F	L	Z	H	G	D	W	Y	R	E	T	T	A	B
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V	B	E	N	E	N	G	L	O	I	D	A	R	E	K
L	B	H	C	D	N	O	S	F	T	R	U	N	K	G
A	T	W	O	I	E	N	R	C	Y	T	I	R	E	S
V	C	W	R	R	O	R	D	Y	X	G	U	N	K	O
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# Oakland Officers Recommended For Termination Fight Back, Counter Sue City and Police Commission

August 13, 2019

OAKLAND, Calif. (KTVU) — Five Oakland police officers filed a lawsuit in Alameda Superior Court on Monday alleging that the city and Police Commission are overstepping their bounds and don't have the power to fire them.

These officers were exonerated by six separate investigations following the deadly March 2018 officer-involved shooting of Joshua Pawlik – a homeless man who lay sleeping with a gun in his hand.

And in all those investigations, the officers were told that their use of force was lawful, according to a statement by their attorney, Harry Stern, partner in the law firm Rains Lucia Stern St. Phalle & Silver.

He is representing Francisco Negrete, William Berger, Brandon Hraiz, Craig Tanaka and Josef Phillips. All have received termination notices by the chief of police and are on administrative leave.

"The court action filed today is a demand for justice," Stern said in a statement. "The City of Oakland and its Police Commission abandoned their own rules to unjustly terminate these fine officers. These officers' response to a citizen's call for help regarding an armed suspect in a residential neighborhood was admirable, reasonable and lawful. Their actions have been fully investigated and unanimously exonerated after over a year of review. The Police Commission ignored the findings of multiple

investigations, including their own, and in a blatant display of bias, trampled these officers' rights by unjustly firing them for merely doing their duty. We are going to court to right this wrong."

Added Oakland Police Officers' Association President Barry Donelan: "These officers were investigated, exonerated and then unjustly fired. It is disappointing that these officers have to go to court to force our employer to follow its own rules and do the right thing."

Police Commission chair Regina Jackson was not immediately available for comment on Monday. Neither was the city attorney's office.

The lawsuit alleges that the Police Commission does not have jurisdiction in this case, as per the city charter. That's because, according to the suit, the commission only has the right to terminate if its own investigative agency and the chief of police disagree, which they did not in this case.

Plus, the lawsuit contends, the Police Commission cannot rely on the federal monitor's opinion in making its own finding.

The police union cited these investigations, all of which exonerated the officers: the Oakland Police Commission's investigative arm, the Community Police Review Agency; the Oakland Police Department Internal Affairs Division; the department's Criminal Investigation Division; the department's Executive Force Review Board; the police chief and the Alameda County District Attorney's

Office.

Despite those six investigations, though, two powerful bodies with authority to discipline and even fire police officers found that the officer behavior on the night Pawlik was killed to be unacceptable.

In July, federal monitor Robert Warshaw and the Oakland Police Commission both recommended terminating the officers for what they deemed as excessive use of force.

Warshaw called the police chief's acceptance of the investigations "disappointing and myopic," adding that investigators took the officers' words at face value and did not dig any deeper. Warshaw said that because Pawlik was unconscious or sleeping at the scene, he did not pose an "immediate threat" to police, as they had claimed. Warshaw also said that when Pawlik woke, he moved "minimally....He was a live human being and any reasonable officer should not have expected him to remain perfectly still."

The Oakland Police Commission later unanimously rejected the findings by its own investigative body, the Community Police Review Agency, which exonerated the officers, calling that investigation "tainted." Her committee last month recommended firing all of the officers, saying that a video they watched of an officer's body camera showed that a police light shining in the sleeping homeless man's face as if to confuse him was the defining moment in helping them

make their decision.

The police officers' lawyers also put together an interesting behind-the-scenes timeline of what happened at their jobs following Pawlik's death.

Almost a year after Pawlik was killed in March of 2018, the five officers were placed on administrative leave on March 12. They were also suspended of their peace officer powers and their access was restricted within the department to private citizen.

On June 11, the officers' lawyers sent the chief a letter demanding their immediate reinstatement. The following day, the chief responded that she was "recused from this matter" and should not be included in any further communication regarding this shooting.

Chief Anne Kirkpatrick then stated she had forwarded the letter to "Chief Warshaw" and the city attorney's office. Again, the police officers tried to get their jobs back on June 28, but their request has been unanswered, the lawyers wrote in the suit.

On July 11, each of the officers got a letter signed by Kirkpatrick saying the city "intends to terminate" their employment as a result of the Police Commission's determination that their conduct was "out of compliance" and in violation of department rules. They were told they could schedule a Skelly hearing to counter the claims. So far, those hearings have not occurred.

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## September 27, 2019 San Francisco Police Reserve Appreciation Dinner

The San Francisco Police Community Engagement Division and the Guardians of the City Museum cordially invites you to an appreciation buffet dinner to celebrate the dedication and volunteerism of the San Francisco Police Reserve Officers.

Please reserve \_\_\_\_\_ tickets @ \$65 per person

Enclosed is my check for \$\_\_\_\_\_

Name \_\_\_\_\_ (print)

I regret that I am unable to attend but I would like to sponsor a buffet dinner for \_\_\_\_\_ Reserve Officer(s) at \$40 each.

RSVP by Date September 20, 2019

Please make check payable to Guardians of the City  
[Tax id #27-0251279]

Send c/o Reserve Coordinator Sgt. Kin Lee  
Community / Engagement Division:  
3401 17th Street, San Francisco, 94011  
415-558-5514

Time: 6:00-9:30 PM

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# Sports



## Nick’s Notes

By Nick Shihadeh,  
Journal Sports Editor

### Seals On Long Island

**CHECK IT OUT:** The SF Seals tournament softball team traveled to the east coast on the last week of July to participate in the 8th Annual Eastern Regional Championship (Big Apple) that was a charity event hosted by the NYPD Hounds softball team on Long Island. The event was over two days (July 26th and 27th) and guaranteed the team to play five games. The event allowed for

all law enforcement, fire department, correctionals and military teams to compete.

The Seals didn’t place very high at the end of the two days of play; but, they still posted a respectable 2-3 record with the losses being very close to very strong nationally ranked teams. The group included: “Mayor Mike” Alexander, Dave “Claw” Colclough, Kevin “Topper” Worrell, “Ray Ray” Biagini, Tim Brophy Jr, Will “Backpack” Palladino, Steve Filippi, Eric “Snatch” Barreneche, Jesse Montero, Tyler “TD” Dove, and Luis “Lois” Guitron.

These guys represented the department well in New York as they turned out to be the most popular, fun loving group of the whole tournament. The main thing though in these crazy times is that the team got back to the Bay Area all in one piece. With that said; congrats to the SF Seals for playing respectful ball at this renowned tournament in addition to showing good sportsmanship and camaraderie amongst all the first responders there.

**Brad Moody Memorial Tourney**

A somewhat similar mix of Seals ballplayers competed locally in the 10th Annual Brad Moody Memorial Softball Tournament on Friday, August 16th at the Martinez Softball Complex on Joe Dimaggio Drive. Officer Brad Moody served for the Richmond Police Department as a member of the K-9 Unit when he was tragically killed in a vehicle col-

lision in 2008. He had been an eight year veteran and was only 29 years old when this occurred. He left a wife and two young daughters (Emma and Madison), and the proceeds from the event were to go the girls’ trust account.

The Seals try to play in this tourney every year to support the Moody family as well as his Richmond PD family — close friend Andy Domenici had worked with Brad and continues to be the backbone of this fundraiser. When they are unable to attend, The Seals still send money from the club fund for this very worthy cause. As far as the Seals play on the field: after a slow start with weak performances in the morning, they raised things up a few notches in the afternoon and ended up in 3rd place out of a slew of strong teams.

The SF Seal players that day were: Kevin Worrell, Dave Colclough, Mike Alexander, Mike Hara, Tyler Dove, Will Palladino, Cedric Hood, Nelson Ramos, Shawn Phillips, Luis Guitron, myself, and civilian Rich Navarro (who also




Tim Brophy Jr. on first base.

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Tyler “TD” Dove driving one while at the plate.

LONG BEACH PHOTOS BY BROOKLYN-CAMERA 2014 ©



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Seals ballplayers at the Martinez Softball Complex for the 10th Annual Brad Moody Memorial Softball Tournament.





The SF Seals pose with the NYPD Hounds softball team.



Kevin "Topper" Worrell taking a big hack of his own.

CONTINUED FROM PREVIOUS PAGE

plays on the Seals City League team). It was a good showing for Seals softball recently; they hope to continue doing so as the summer ends and the fall descends upon us.



Dave "Claw" Colclough taking a big cut as "Mayor Mike" Alexander and Tyler "TD" Dove look on.

This And That

As far as the Seals SFPD Baseball Team is concerned, they traveled to Chicago to play in the 2019 Windy City Police and Fire World Series that took place from August 15th through the 18th. They were having a good tournament and just missed getting into the Gold Medal Game when NYPD's baseball team beat them on a "walk off" in the bottom of the last inning. The Seals were able to win the Bronze Medal though over the Dallas Fire Department, and the team was very happy with their overall strong performance that week. A detailed article with photos will be provided in next month's issue by Manager Mark Obrochta, so look for it.

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




"Mayor Mike" Alexander going over ground rules with a member of the NYPD Hounds.



The Seals with Philly PD's softball team.



The Seals with NYPD's finest bagpipers.



## Law Enforcement Appreciation Night with The San Jose Sharks

By Robin Matthews  
BALEAF Vice President

The Bay Area Law Enforcement Assistance Fund (BALEAF), is excited to announce that the San Jose Sharks will be teaming up with BALEAF for their Law Enforcement Appreciation Night this year! The game is going to be on **Tuesday night, November 5, 2019, against the Chicago Blackhawks!**

Tickets will be available for seating in both the upper bowl and the lower bowl areas of SAP Center (aka, The Tank)! The special ticket price for the game is \$52 for the upper bowl seats, and \$80 for the lower bowl seats. (Sections 219, 220, 222, 224, and 225 in the upper bowl, and Sections 120, 121, 123, 124, and 126 in the lower bowl). A portion of all tickets sold will go to BALEAF!

Along with your ticket price, attendees will also receive a special event baseball cap, a ticket to the Sharks minor league team, the Baracudas, game against the San Diego Gulls on November 10th at 5:00 p.m., and a photo op on the ice at Center Ice

following the game!

We anticipate that the block of tickets that BALEAF is receiving for the game will sell out quickly, so please make sure you get your tickets as soon as possible!

Tickets for this special event are **ONLY** being sold through BALEAF. Checks should be made out to BALEAF and sent to P.O. Box 31764, San Francisco, CA 94131.

Please include the number of tickets you would like, and whether you'd like upper or lower bowl seats. Also, include a cell number and email address so that we can contact you in case we have any questions, or in case the seating that you requested sells out and we can check to see if you want to have seating in the other bowl section.

Tickets are available now! For more information, or if you'd like to lock in on your tickets, please contact Robin Matthews at [RLM2214A@aol.com](mailto:RLM2214A@aol.com) or 415-794-1229, Candy Hilder at [cjh869@icloud.com](mailto:cjh869@icloud.com) or 510-604-6094, or Fabian Brown at [spacegirl1361@gmail.com](mailto:spacegirl1361@gmail.com).

Come out for some great Sharks hockey and to support BALEAF!

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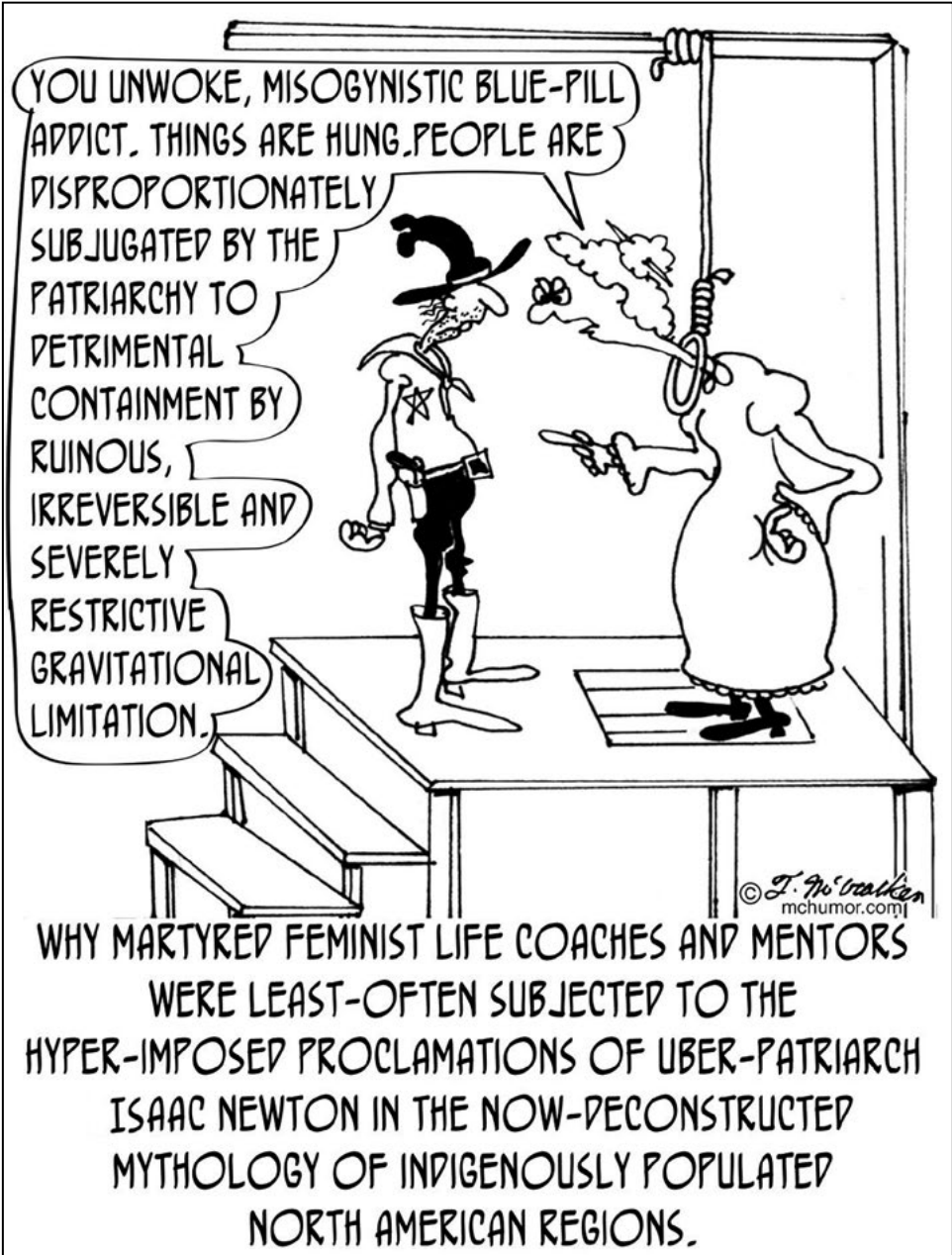


# Journal End Point: September 2019

## #SomethingSeemsToBeLostInTranslation

Original cartoon published before  
Journal staff became woke\*.

Same cartoon, but expressed in  
our new woke\* language.



Recent directives out of city hall have imposed new rules regarding the lexicon that city employees shall use in relation to a number of apparent social issues, some of which are words and phrases that might stigmatize felons and career criminals.

In the opinion of San Francisco’s Chief Language-Nanny, Supervisor Matt Haney, “people-first language” should be used so that ex-cons (now to be referred to as, “formerly incarcerated persons”), parolees (now to be referred to as, “persons under supervision”), and juvenile offenders (now to be referred to as, “young per-

sons impacted by the justice system”) will not be defined by their tarnished pasts.

Here at the *Journal*, we’ll try anything once. So, in the spirit of de-stigmatizing people and moving on, we are reprinting a cartoon we first published several years ago, and juxtaposing it with the same cartoon written in our new “woke” editorial mode. We hope it doesn’t lose too much in translation — especially the humor!

*\*Woke; a slang word; a verb that describes someone or something as being “with it”, particularly in reference to social justice.*



**San Francisco Police Officers' Association**

# Eighth Annual Texas Hold 'em Poker Night

**Friday, September 20, 2019  
6:00 pm**

A Benefit for the SFPOA Scholarship Program  
All money raised goes to the scholarship fund

POA Building, 3rd Floor Atrium, 800 Bryant Street, 6th Street Entrance

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