

POA NOTEBOOK

Member of
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Police & Sheriffs

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

To Promote the Ideals, Policies and Accomplishments of the Association and its Members

VOLUME 30

SAN FRANCISCO, DECEMBER 1998

NUMBER 12

POA Officer of the Month

Officer Frank McKee; Senior Defensive Tactics Instructor, Police Academy

By Ronald E. Banta,
Bayview Station

As a recruit in September of 1986, I walked into the Academy and was introduced to officer Frank McKee, who was a member of the defensive tactics staff. I thought the same thing the rest of my classmates were thinking: I never knew that Barney Rubble was this tall in real life!

Little did I know then that I was face to face with the most important officer in the San Francisco Police Department

During my time at the academy, McKee taught us the basics of defensive tactics, from hand holds to stick work, carotids to where to stand during a booking-counter search. His style wasn't like the other instructors that we had. McKee talked to us in plain, sometimes colorful, English. "You are doing it wrong and that will get you killed on the street." and, "This can save your behinds, so pay attention." and, my personal favorite, "Banta, you're an idiot and you are doing it wrong."

We took all abuse and advise in stride because we knew that what McKee taught, he strongly believed in. We all knew that McKee was not just teaching us how to be cops, but how to stay alive in the cold, cruel world. I was left with the impression that he really cared what would happen to us after the academy. We didn't really know what the real applications of this training was until



Camera-shy Frank McKee dislikes the spotlight and refused to pose for a pic.

we hit the streets in field training and it came in handy. I would go home at night and thank God that I paid attention to McKee.

So the years go by and I get sent to the academy for advanced officer training a couple of times and other arrest and control classes. I thought McKee would go lighter on us due to our "advanced officer" status. Nope. The same level of commitment and dedication to saving our collective bacon as before.

I admit I had picked up some bad habits since the academy and they were quickly dropped once McKee spotted them. "Banta, you're still an idiot".

(See McKEE, page 18)

A greeting from the Vice-President

State of the Association

By Gary Delagnes

Another holiday season is upon us, and an exciting year in the history of this association draws to an end. Life runs in cycles, and so does the business of running an association! There is good news after a couple of tough years. We have turned the corner, and the future is bright. Now we are in a position to pause and look back.

Remember that as recently as 1990 we had no health benefits for our families, no family dental plan, an inequitable two-tiered retirement system, and an unstable 10-hour day that was constantly in a state of "review."

With the passage of Proposition D in 1990 we were able to obtain "Collective Bargaining" which finally opened the door for good faith negotiations between our association and the City and County of San Francisco.

The strides we have taken since the 1991 negotiations have been incredible. Total compensation for our members has inched up to a reasonable standard. We have also been able to stabilize the 4-10, which is the prevailing work schedule in law enforcement. This has allowed us a few more weekends with our family and friends each year. Under previous police administrations the 4-10 plan was in constant jeopardy, however that issue has stabilized under Chief Lau, and we are grateful to him for that.

The 90's have proven to be a decade of growth and development, for both the Department and our Association. The advancements and development have been good for the Association. But, 1996 and 1997 were tough years. We took a calculated risk with the Prop E campaign and we lost. But we remained united through some very demoralizing incidents, and we can each take pride in the fact that we never shirked our responsibility to stand-by each and every one of our members. That very unity proved to be our strength and, fortunately, most of the cases had a favorable resolution for our members.

In 1997 we hired Sean Connolly as our General Counsel. Sean has been instrumental in helping to overhaul our system of representation, thus making it more efficient and more



effective. Sean compliments the hard-working and diligent unit and station rep's as we strive to furnish each of you with top-flight legal and administrative representation.

Also in the nineties we bolstered our relationship with organized labor. We are proud that we were one of the first organizations to get on-board with the San Francisco Labor Council's Labor/Neighbor program, which has become a model throughout the state for political action.

Then, of course, in November of 1998 we assembled a first-rate campaign team which, after a lot of hard work, resulted in the passage of proposition A.

The election of Mayor Willie Brown has also given us a tremendous boost. We finally have a Mayor that understands the needs of the working people in this City, and has been tremendously responsive to our problems. The administration of Chief Fred Lau has also enabled us to work cooperatively on a number of important issues that affect us all.

The picture looks bright but there will always be an issue to resolve, a negotiation to agree upon, and a sorrow to suffer collectively. There is much work yet to do.

One of the issues facing us in the near future will be to resolve the rising costs of the Health Service System. This is a complex issue that will effect all city workers, and we will join them at the table on every occasion. We will continue to work on your behalf and you should all know that we do not take our responsibilities lightly.

I hope that all of you enjoy a happy and prosperous holiday season!

I believe we can all look forward to the New Year with optimism and pride.

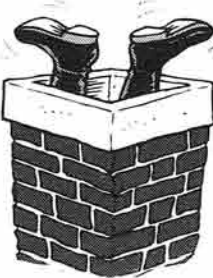
Santa Needs A Helping Hand

Once again the Captain and officers of Mission Police Station will join with St. John's Educational Thresholds Center and the Mission Neighborhood Health Center to provide toys to Mission District children. For the past 5 years this partnership has made it possible for thousands of kids to meet Santa and receive some great toys.

This effort is carried out, for the most part, by volunteers from the three organizations. All the toys are donated, or purchased with contri-

butions from the community.

Santa needs all the help he can get. Please contact his good friends, Officer Russ Gordon (at Mission Station) 558-5400 or Ethel Newlin (St. John's E.T.C.) 864-5205 if you would like to donate a new toy or money to buy one for a child in The Mission.



Widows and Orphans Aid Association

The regular meeting of the Widows' and Orphans Aid Association was called to order by President Frank Forenich at 2 pm Wednesday Nov. 18, 1998 in the conference room of Ingleside Station.

ROLL CALL OF OFFICERS; All present with past presidents Robert Mc Kee, William Parenti, Robert Kurpinsky and Michael Kemmitt in attendance. Also attending was Al Aguilar.

MINUTES OF THE OCTOBER MEETING; Motion by Fontana seconded by Gartity that the minutes be approved as published.. Motion carried.

APPLICATION FOR NEW MEMBERS AND SUSPENSIONS; Under article III, section Four President Forenich dropped Richard Arzave and Evan Lammers from our membership for failure to pay dues for a period of six months.

BILLS: Treasurer Jim Sturken presented the usual bills.

Three Deaths were reported during the past month.

THOMAS F. RYAN, was born in San Francisco in 1922. Grew up in the area of Rolph Park at the foot of Potrero Hill. Attended Sacred Heart High School where he was a stand out on the Football team and was given the name of "TAIL SPIN", a name that stayed with him during his Police Career. Tommy Ryan was a three letter athlete at S.H. and was elected to S.H. Hall of Fame. Military service saw him serving as a member of the Fighting Coast Guard. After the war he was employed as a teamster before entering the Police Academy in 1947. His first assignment was Ingleside, then to Co. K, Co. A, and then finding a home in the Juvenile Bureau.

Promoted to the rank of Inspector and assigned to the Intelligence Unit. Awarded two Silver and two Bronze medals of valor. Retired in 1976, and passed away in S.F. at the age of 76.

FRED H. THAYER: Born in San Francisco in 1924. Grew up in Miraloma Park and Attended Poly High. Served with the Army Air Corp. in the European Campaign and was involved with the Normandy Invasion, Northern France and the Persian Theatre. After the war he returned home and worked as a machinist at the Hunters Point Shipyard. Entered the Police Academy in 1949. His first assignment was Taraval Station and then to his real home Co. K solos. Were he served from 1951 to 1964. While assigned to

the solos he made several o/v arrests of 211 and 459 suspects and was awarded a Bronze Medal of Valor for his efforts. Fred lived in Hidden Valley and passed away in Middleton, Ca. At the age of 74.

CHARLIE PETERSON; Born in San Francisco in 1924. Grew up on Potrero Hill and attended Mission High School. Military service saw Charlie serve in the U.S. Navy. After his return to San Francisco he took the SFFD exam and worked as a Fireman prior to entering the Police Academy in 1948. His first assignment was Co. C and then to Co. K (APB), then back to Co. C then he was detailed to the Warrant Detail and then back to Co. C. When the Station was closed Charlie went to Co. H and requested a transfer to Co. B and immediately found a home. On the greatest day watch in the Department. Charlie passed away in S.F. at the age of 76.

COMMUNICATIONS; Thank you from Linda Lee Nutting for services rendered her in the Death of her Father Fred Thayer. Also thank you from the family of Rudy Tham for the services rendered by Co. K solos.

REPORT OF TRUSTEES; Trustees introduced Mr. Joseph Martin who just finished our Actuarial Valuation and stated that we were in very good financial shape and could raise our benefit if we so desired. We could raise our benefit to \$17,000.00 and still have \$800,000.00 as surplus in our account. There are many variables that were discussed and a Motion was made by Kurpinsky and seconded by Parenti that we raise the benefit to \$16,000.00. This is the first reading and will be followed up at our Dec. Meeting.

Nominations for officers; President Bill Hardeman; Vice President Joe Garrity; Sec. Mark Hurley; Trustees Jeffery, Fontana; and Kemmitt. Motion made by Dempsey that the nominations be closed; seconded by Garrity Motion carried.

GOOD OF THE ASSOCIATION; Our account has surpassed the \$9,000,000.00 mark in our investments The trustees called a special meeting with the Bank of America for Thursday Nov. 19, 1998 at 6 pm.

Adjournment; There being no further business to come before the membership, the meeting was adjourned at 3:25 pm in memory of our departed members.

Fraternally,
Mark Hurley, Secretary.

Actual event in San Diego...

The FBI Orders Pizza

Submitted by Ethel Newlin
POA Friend and Supporter

FBI agents conducted a raid of a psychiatric hospital in San Diego that was under investigation for medical insurance fraud. After hours of reviewing thousands of medical records, the agents had worked up quite an appetite. The agent in charge of the investigation called a nearby pizza parlor with delivery service to order a quick dinner for his colleagues. The following telephone conversation took place and was recorded by the FBI because they were taping all conversations at the hospital:

Agent: Hello. I'd like to order 19 large pizzas and 67 cans of soda.

Pizza Man: And where would you like them delivered?

Agent: We're over at the psychiatric hospital.

Pizza Man: The psychiatric hospital?

Agent: That's right. I'm an FBI agent.

Pizza Man: You're an FBI agent?

Agent: That's correct. Just about everybody here is.

Pizza Man: And you're at the psychiatric hospital?

Agent: That's correct. And make sure you don't go through the front doors. We have them locked. You'll have to go around to the back service entrance to deliver the pizzas.

Pizza Man: And you say you're all FBI agents?

Agent: That's right. How soon can you have them here?

Pizza Man: Everyone at the psychiatric hospital is an FBI agent?

Agent: That's right. We've been here all day and we're starving.

Pizza Man: How are you going to pay for all of this?

Agent: I have my checkbook right here.

Pizza Man: And you're all FBI agents?

Agent: That's right. Everyone here is an FBI agent. Can you remember to bring the pizzas and sodas to the service entrance in the rear? We have the front doors locked.

Pizza Man: I don't think so. Click.

Editor's Note: Although the person who submitted this humorous piece maintains that it was a documented incident, The Notebook was unable to independently verify the story.



Editorial Policy

The *Notebook* is the official newspaper of the San Francisco Police Officers' Association and is published to express the policies, the ideals and the accomplishments of the Association. It is the Notebook's editorial policy to allow members to express their individual opinions and concerns within the necessary considerations of legality and space. Submissions that are racist, sexist, and/or unnecessarily inflammatory or offensive will not be published. Contributors must include their names with all submissions but may request that their names not be printed. Anonymously submitted material will not be published. The SFPOA and the *Notebook* are not responsible for unsolicited material. The editors reserve the right to edit submissions to conform to this policy.

The San Francisco Police Officers' Association

NOTEBOOK

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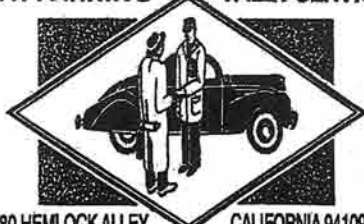
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GET WELL SOON!!

Around The Department

by Al Casciato



... HMO Stand-off:

This past July 1st Health Premiums for all City health plans increased significantly; in some cases by over \$1000. for family coverage. As you read, meetings and intense discussions are taking place as our Association leaders along with the representatives of all City Unions try to convince the Health Service System Board to not raise premiums — word has it that current proposals (behind the scenes) call for increases of up to \$100 per month. These premium increases are eroding any gains realized by raises for actives or cost of living adjustments (COLAs) for retirees: See letters to editor for a look at the PERS/Kaiser state of affairs...

...Birth:

Mission Station's **Jake and Heather Fegan** welcomed their second son on October 22, 1998. **Bailey Walker Fegan** 7 lbs. 7 oz. 20 1/2 inches long was greeted by big brother **Joey**.

John and Karen Cagney, Northern Station welcomed their second child on November 16, 1998. **Melissa Mae Cagney** 6 lbs. 4 oz. 19 1/2 inches joins older brother Kyle, 3 1/2 as mom and dad's joy. Everyone is doing great.

Congratulations to all. May the future bring you success and happiness...

...Embarrassment:

Heeding the pleading our subject will not be identified. The tale has it that an elaborate sting was orchestrated and the novice of the unit was entrusted with the mission and the cash. The savvy suspect quickly relieved the novice (**not rookie**) of the cash and disappeared "into thin air". A learning experience and a tale that will be shared in detail at a not too distant retirement function...

...E-mail:

Last month we mentioned that former SFPD K-9 Officer **Ray Bosnich** was now with the Placerville PD and listed his e-mail address. Northern Station's Captain **Walt Cullop** made contact and now has a "local" in the Gold Country helping him look for a summer home...

...Higher Education:

Retiree **Dennis Bianchi** is coordinating the Criminal Justice Program at San Francisco State University. If you are interested in pursuing a degree give Dennis a call at 415-338-7494. Remember that the more units you take the sooner you move up the POST certificate ladder increasing your pay and eventually your retirement rate...

...Parallel Universe:

Received a letter recently from OCC — Office of the Comptroller of Currency. Met a fellow who works for SFPD — Bethel's San Francisco Power Division...

...First Time Home Buyers:

The City in conjunction with the AFL-CIO Housing Investment Trust is offering a program to help city employees purchase a home in San Francisco. Call 415-554-4663 for details...

...Buzz the Fuzz:

On Tuesday 12/8/98 @ 1145 hours, the Buzz -The -Fuzz Committee presented to **Maureen Logan**, Director of California Law Enforcement's Wish Upon A Star Foundation, a check for \$85,000. This represents the proceeds from the 1998 Buzz-The-Fuzz Charity fundraiser. Great work and a big thank you to all who contributed and volunteered their locks for buzzing...

...Turkey Shot:

The **Range Staff** points out that when we shot with revolvers, 5 out 10 officers put 2 wad cutters on the "Lucky" target. Now that we use automatics the ratio of officers hitting the target has fallen to 2 out of 10...

...North Coast of Venezuela:

Thanksgiving and Holiday greetings from the retiree from Co. K who is currently sailing the Atlantic. He will be spending Christmas at the Trinidad Yacht Club before pushing on. He writes that what he misses most about S.F. is the House of Prime Rib. Owner **Joe Betz** and Host **Gus Stravos** always inquire how "The Man" is doing and wonder what possesses him to sail the seven seas...

...Santa Helpers Needed:

Volunteers are needed to help with the 14th Annual POA Christmas Hospital/Community Center Visits with Santa on Monday December 14, 1998. Volunteers will meet Santa at 1130 hours at the Mission Police Station 17th St./Valencia. Call 415-861-5060 and leave a message for **Steve Johnson** or **Jennifer Forrester** to confirm your availability. Class A uniform requested (long sleeve shirt and tie). All others dress as elves/Santa's helpers...

...Crash Tests:

Joe Finnegan, Southern Station, wonders out loud as to why we spend so much money on crash tests when all we really have to do is collect the data from the 518/519's (non-injury

and injury accidents) in the South of Market. He has a point...

...Academy:

Where will the Academy move to next? Treasure Island or the Presidio? Since 1968 the Academy has been located on the 5th floor of the Hall, Treasure Island, at a surplus school at Silver and Revere St., and at the current location on Diamond Heights. What do you think? Which proposed location is more practical?...

...We Wish Them Well:

This past month Bureau of Investigations Lieutenants **Tom Carew** and **Tom Lang** worked their last watch and began the transition into retirement. We wish them and their families all the best in retirement...

...Confidential:

To **Frank Parenti**. I'm glad I didn't print the entire story. The source is on the watch list. ...

...Wedding Bells:

Central Station Sgt. **Donna Leonard** and Ingelside Station Sgt. **Dennis Meixner** exchanged vows November 6, 1998 aboard the Celebrity Cruise Ship Horizon, while docked at Fort Lauderdale Florida. The wedding was attended to by Dennis' Dad who was the Best Man, his sister served as the Matron of Honor, and Donna's brother gave her away. The happy couple honeymooned for 10 days aboard the Horizon as it sailed the Caribbean. Congratulations...

...Discount Ski Tickets:

Matt Castagnola has POA discount Ski tickets available for Northstar, Sierra at Tahoe, and Squaw Valley. Depending on use, savings can be substantial. If interested call 553-1278 or 861-5060 and leave a message for Matt as to where he can reach you between 1700 and 2000 hours...

...Thoughts at Large:

• The Court of Public Opinion is manipulated by the unethical.

• We reach an age where everyone looks familiar.

• Greed: the source of our troubles.

• If you owe the bank \$1000. And can't pay you are in trouble. If you owe the bank \$140 million and you can't pay the bank is in trouble...

...Asbestos:

Notice all the recent phone work in the Hall. Well one workman explained that because of all the asbestos. old phone wires, which were installed in 1958, have to be left in place and new wires threaded in between so as to not contaminate our work spaces. Gee thanks. Scary...

...Credit Union 10:

The Credit Union has reinstituted the program of printing 10 account numbers in the Call Box newsletter. If readers find their number in print and call in, their account will be credited with \$25. The November issue of the Call Box has arrived. Have you been able to find all ten numbers? We found them all and in the process read carefully the entire Newsletter; which is the point of the exercise...

...Happy Holidays and a great New Year to All...

Announcements, notices or tidbits can be e-mailed to AlCasciato@lycosmail.com, faxed to 552-5741, or mailed to Around the Department, 510 - 7th St., S.F. CA 94103.

Retirement News

Sergeant Philip Toland, Park Station

On behalf of the San Francisco Police Officers' Association I would like to congratulate Phil Toland and wish him a long and happy retirement. Every time a veteran officer leaves for his or her well-earned retirement the Department loses a valuable resource of experience and knowledge, and that is certainly the case with Phil as well.

So long, Phil. Enjoy your life, and remember to stay in touch with all of your old friends here in the Department.

— Chris Cunnie

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Happy Holidays from the Falzon Family!



Kevin, Stephanie, Christina, Davey, Frankie & Catherine Bridget (just a little camera shy)
Hope all your Holiday Wishes Come True!



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SFPOA Seminars Introduce Aetna Retirement Services

At its meeting of September 8, 1998 the Retirement Board selected Aetna Retirement Services to administer the San Francisco Deferred Compensation Program. This decision was made after an extensive search and the careful evaluation of ten proposals. The Retirement Board's consultant, Watson Wyatt, has projected that DC participants will save a minimum of \$3 million in fees annually and will experience a significant increase in total investment performance over an average career as a result of the selection of Aetna. The selection of Aetna reflected the first change in administrator for San Francisco's DC program since its inception in 1979.

During December 1998 and January 1999 Aetna and the CCSF Retirement System will be conducting group meetings to provide information relating to the transition from Hartford to Aetna as well as the investment options available through Aetna.

The first of these group meetings will be held at the POA.

Date: Tuesday, Dec. 22, 1998

Time: 1:30pm (1330 hrs)

**Place: POA meeting hall
510 Seventh St.**

Attend this meeting to hear about Aetna's 22 different investment options in 8 asset classes across the risk-return spectrum. Aetna will use 11 mutual fund families including: Aetna, Janus, T. Rowe Price, Fidelity, Scudder, Franklin, and Ariel.

Have your questions answered regarding this historic transition from Hartford to Aetna. Questions concerning: fund mapping strategy, blackout period, fees and expenses, fund performance, account representatives, and distribution options.

This group meeting will last approximately 1 hour. For further information concerning this group meeting, contact POA Welfare Officer, Mike Hebel at 861-0211.

Retirement Planning Seminar

Two Days In Burlingame

By Mike Hebel,
Welfare Officer, CFP

The Embassy Suites Hotel in Burlingame hosted the SFPD-POA semiannual pre-retirement seminar. For the third time since its inception

retiree 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.



Participants in the Pre-retirement seminar held in October

in 1984 the seminar lasted two days (October 19 and 20), members and their spouses/partners stayed at the Embassy Suites, and the program was expanded to include a discussion of Social Security and Medicare benefits, deferred compensation benefits, Health Service System benefits, retired/veteran employee organizations, and critical psychological issues presented by retirement.

Special thanks to Chief Fred Lau, Assistant Chief Earl Sanders, and Captain Dan Lawson for providing the necessary funding to expand the seminar subjects and to allow members and their spouses/partners to reside at the Embassy Suites.

Fifty participants attended this lively and informative seminar which was coordinated by retired officer Mike Sugrue and his wife Kass. Officer Bill Bray from the Police Academy provided excellent on site assistance.

The seminar was honored to have in attendance Deputy Chief William Welch and his wife Allison. Bill received the seat of honor which is reserved for the most senior member in attendance. Bill is a member of the 104th recruit class (October, 1966) and has completed 32 years of dedicated service.

The seminar presenters made a promise to the attendees that no question would go unanswered. However, four questions required much discussion.

From Rene LaPrevotte: "Was retirement credit earned during the 3 day undeclared holiday in August 1975?" (answer, no).

From Duane Collins and his wife Lizette: "Using the rule of 72, how long will it take to double your monthly pension with Prop. C's 3% compounding annual cola?" (answer, 24 years).

From Jay Parashis: "What is an ROD?" (answer, retired on duty).

And from Charlie Coates: "Will the Ventura case soon result in increased retirement benefits?" (answer, not soon — a lawsuit has already been filed for miscellaneous members, and suits by police/fire will surely follow).

The following rumors were clarified by class participants. Terry Collins is not going to work for Fidelity as a mutual fund manager. Kass Sugrue is not entering the next police academy class despite the encouragement of her spouse, Mike. Rene LaPrevotte does have a domes-

tic partner (congratulations!). Roy Sullivan does not plan to achieve a 40 year SFPD seniority award. Joel Harms was happy to learn that Aetna will continue to offer the Janus Twenty fund through deferred compensation. Chief Lau now gives every

Chief Lau now gives every retiree his/her police officer star as the Department's recognition for a job well done

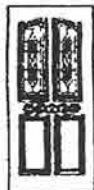
Claire Zvanski, our Health Service System board member, made several important observations. For Kaiser/Permanente medical coverage out of the state of California there is a requirement that the member have been a Kaiser member for 1 year before retirement. Get your 40 Social Security quarters to become eligible for Medicare and thereby help keep your individual HSS plan rates low. The City health plan (aka, plan 1) is still working on past due billings; this health plan is not adequately sustaining itself and now has only a 4 month payment reserve.

Also attending with their spouses were Howard Bergmark, Curt Cashen, Leon Crouere, Jim Dougherty, Nick Eterovich, Bill Faust, John Fowlie, Armand Cordon, Joel Harms, Ken Hartmann, Janice McKay, Jay Parashis, Gary Pisciotto, Ron Rhoades, Dennis Schardt, Jessie Sims, and Roy Sullivan.

It was a most informative and entertaining two day experience. All eligible department members should not miss the next offerings.

The next retirement planning seminar is tentatively scheduled for April 19 and 20, 1999 — it may be extended a third day. The second offering in 1999 will be scheduled in October 1999. The seminars are available to the first 50 people, members and spouses/partners, who contact the POA after the announcement is sent to all members with 25 or more years of service. Preference is given to those members who have already contacted the Retirement Board for their retirement dates. The seminar fills up quickly so don't delay.

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Proposition A

Tier II Upgrade Comparison

On November 3, 1998 the Police Officers' Association accomplished its highest priority — an improved pension system for members joining the Police Department after November 1976. 105, 666 San Francisco voters (58% of votes cast) affirmed that their guardians of public safety deserved a

better pension system. The Tier II upgrade is better than the prevailing service retirement benefit (2% at 50) for California public safety retirement plans. An explanation of the improved, upgraded Tier II pension system follows along with a comparative example of pension benefits.

BENEFIT	TIER II	TIER II (upgrade)
maximum benefit for service retirement	70%	75%
service retirement benefit calculation	50% at 25 years; 3% for every year thereafter	larger of: (a) 2% for first 25 years and 3% for every year thereafter or (b) range of 2% per year at age 50 to 2.7% per year at age 55***
age at retirement	minimum 50 (age not a factor calculating benefit)	minimum 50 (age is a factor in calculating benefit)
final compensation calculation	highest 36 consecutive months	highest 12 months
industrial disability retirement benefit	50%	50% to 90%, as determined by WCAB
member contribution rate	7.5%	7%
cost of living adjustment	2% annually or 3% if Prop C reserve is sufficient	2% annually or 3% if Prop C reserve is sufficient
compensation for pension purposes	monthly compensation excluding overtime	monthly compensation plus add-ons, excluding overtime, as defined in collective bargaining agreement
POST certificates	4 years for inclusion in retirement calculation	4 years for inclusion in retirement calculation
survivor continuation benefit	50% — service 75% — industrial disability	50% — service 75% — industrial disability
effective date	November 2, 1976	effective upon certification by Board of Supervisors and filing of this charter amendment with the Secretary of State

*** California highway patrol formula

Years of service times age factor		
Age: 50	2.0	
51	2.14	(The age factor increases by 0.035 every 3 months to a maximum of 2.7%)
52	2.28	
53	2.42	
54	2.56	
55	2.70	

COMPARATIVE EXAMPLES OF SERVICE PENSION BENEFITS

FINAL SALARY			ANNUAL PENSION BENEFITS		
Annual salary, Q2 — step 5:			Salary used for pension computation:		
7-1-96	\$51,714		Tier II	Tier II upgrade	
7-1-97	\$53,534		\$ 53,631	\$55,645	
7-1-98	\$55,645				
starting age	age at retirement	years of service	Tier II	Tier II upgrade	increase
22	50	28	\$31,642 (59%)	\$32,831 (59%)	\$1,189
22	52	30	\$34,860 (65%)	\$38,061 (68.4%)	\$3,201
22	53.7	31.7	\$37,542 (70%)	\$41,734 (75%)*1	\$4,192
25	50	25	\$26,816 (50%)	\$27,823 (50%)	\$1,007
25	54	29	\$33,251 (62%)	\$41,456 (74.5%)*2	\$8,205
25	56	31	\$36,469 (68%)	\$41,734 (75%)*2	\$5,265
29	54	25	\$26,816 (50%)	\$35,613 (64%)*3	\$8,797
29	57	28	\$31,642 (59%)	\$41,734 (75%)*3	\$10,092
29	60.7	31.7	\$37,542 (70%)	\$41,734 (75%)*4	\$4,192
*1 maximum service retirement at age 53					
*2 maximum service retirement at age 54.3					
*3 maximum service retirement at age 56.8					
*4 maximum service retirement at age 56.8					

NOTE: GENERAL PROVISIONS

- A. When you retire, you will have your choice which formula your pension will be based on. For some people who joined SFPD at an early age and who want to retire at 50, the old plan may be better because the new formula would calculate each added year of service after 25 at less than 3% per year.
- B. Survivor continuation benefits remain the same in terms of percentage of continuation, but will be based on the last 12 months' compensation instead of the last 36 months.
- C. You need both 25 years of service and age 50 to receive a service retirement.

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POA Mourns For 26-Year Veteran

Sgt. Tom Perdue Killed in Motorcycle Collision

Compiled by Tom Feledy,
Fraud Detail

The San Francisco Police Officers' Association mourns the loss of Tom Perdue on Thursday, Nov. 12. Tom was riding his motorcycle on upper Market street around 9:30 PM, when a car turned left in front of him, and he ran into the side of it. He was sent flying off his motorcycle approximately 30 feet, and died at the scene, apparently upon impact.

Tom served with distinction in a number of units, including Richmond Station as a Sergeant, and the Fraud Detail, where he was working as an investigator at the time he was killed. He was also considered an expert on Asian gangs, by virtue of his considerable experience and training in this area.

In 1976, Tom was awarded a Gold Medal for saving the life of fellow officer Michael Manley on July 8, by pulling him from a burning car and beating out the flames that covered most of his body.

Tom had 26 years on the force.

A funeral mass was held at St. Gabriel's Church, 40th Ave. & Ulloa, on Wed., 11/18/98. Five eulogies were spoken for Tom, including the following one, by William Kincaid.

Author William Kincaid and Tom Perdue were friends for 20 years. Mr. Kincaid used to work in the intelligence profession, and also used to live in San Francisco, but, as he feels he did something terrible in a former life, he is now living in Southern California by way of punishment. He has published several books. Although he is pleased to share his eulogy with us, he asks that we not forget the heroic efforts of such persons as Det. Sgt. Michael Watson, of the Australian Federal Police, who flew to Tom's funeral all the way from Sydney, Australia on a moment's notice. And other notables came some distance to speak on Tom's behalf, such as his good friends, Lt. Jack Willoughby, New Orleans Police (Ret.)

who flew in from Alabama, and Dave Kaplan, a senior editor at U.S. News & World Report, who came in from Washington, D.C. As testament to Tom's widespread reputation, Mr. Kincaid also received messages from police officers in Japan, Hong Kong, and elsewhere in Asia.

Following the service, Tom's remains were cremated and his ashes scattered at sea.

The family requests donations be made to the Police Association.

— Tom Feledy

Editor's note: Those of you who were unable to attend Tom Perdue's funeral should treat yourselves to the reading of the eulogy that follows, although, in a broader sense, it is more than that. It was written and read at the Mass by Mr. William Kincaid. Once read, you will no doubt agree that the POA Notebook does recognize and appreciate fine and noble writing.

Transcript of Eulogy for Sergeant Thomas E. Perdue

By William Kincaid,
Author and friend

Tonight it is my responsibility to give one voice to the emotions we all share and briefly address you in honor and loving memory of Tom Perdue, and with your help, your patience, and your understanding, I fully intend to discharge that responsibility the best I am able.

Tonight, and in the days to come, we are going to share individual tears and laughter because that is what Tom shared with us.

Tonight we are going to remember why we love each other, and we are going to remember how to love each other, and when we leave here, we will leave with the strength and the confidence that comes from knowing the tears and laughter we all share—whether inwardly held or outwardly expressed—can never be in vain.

We are all human. We all share the same opportunity of birth. We all share the same inevitability of death. In this magical dream of a city, where heaven touches earth and we struggle with ourselves to put sense to suffering, we now think on Tom Perdue and we realize that there really are burly angels who walk along the misty streets, wearing Hawaiian shirts in the middle of winter, telling us, you only think this is San Francisco but it could be Paradise.

Tom Perdue achieved what few men are able to achieve. By the absolutely correct accumulation of an ocean of meritorious acts that came spontaneously from an unselfish, loving heart, he truly became a legend in his own time. In the wake of his passing, quite literally hundreds of people, from all walks of life and from all over the world have contacted us to give tribute and respect. In the wake of his passing we clearly see the long, long reach that single acts of loving kindness can have.

Loving kindness was his virtue. Compassion was his virtue. Patience was his virtue. Unselfishness was his virtue. I have known many priests from many faiths but I rarely saw Heaven's hand more clearly than in Tom's smallest gesture. And we might now ask ourselves, how did this come to pass?

Thomas Earl Perdue was born crippled, and spent the first two years of his life in a cast from the waist down. You can just imagine what that was like, at that age, particularly, and you can also understand why his parents came to be over-protective. As he passed through childhood, while the other boys were out and about, there was little he could do but read books, and from time to time he would sit near a window so he could look at the people passing by.

He told me about the books he read, and the sights he saw, and the way he felt, and I understood that these became his dreams, and when he got out of that situation the rest of his life was an exercise in making those boyhood dreams come true.

He went to the beach, he sailed on the ocean. He went to the schools, and the military, and he came to the service of police. He dreamed of far-away people and places, but he also knew where he was and he embraced the people of the City of San Francisco.

Because of what he was, and the things that shaped him, he touched us in a special way. This boy of noble dreams, inquisitive mind, and a lonely heart who sat immobile, apart from us, grew into an active giant of a man who embraced us with the whole of his being.

We all know that Asia and the Asian communities of our nation were a big part of Tom's life. Once, I asked him how that all started and he told that he was walking down a street in Chinatown and he saw an old lady sitting in a chair, looking out the window, and she smiled at him, and he said he knew what it felt like to be a prisoner of a window. He said he wished he knew how to tell her what it felt like to be free.

Tom Perdue became professionally successful because he became one of the finest practitioners of Asian-American cross-cultural policing in the United States. Through

his studies, his writings, his lectures and his classes, he became known and respected throughout the world. He made time for everyone who approached him with a question or a problem, and for police officers everywhere, he came to symbolize San Francisco's attitude and special style.

He has a tattoo on the arm, in Chinese characters. And we told him that it was because he got tired of ordering off the menu when he was buying lunch in Chinatown. But the translation of those Chinese characters is "Still Water", and as we all know, still waters run deep.

He was the sort of man who felt at ease on any ocean, and now, in the storm of suffering his death has raised, we should honor his memory by finding a moment of stillness ourselves, and knowing the deep love he shared with us all.

We are going to say good-bye to Inspector Thomas E. Perdue, who has retired now, and is enjoying a reward greater than any temporal measure could possibly afford.

We are going to walk out of here, and keep on living as long as we are fated, and we are going to remember what he taught us. Yes... what he taught us, because Tom gave an individual lesson to each of us.

We don't have to cry for Tom, we don't have to worry for Tom, whether for us, individually, he was a husband, father, friend, colleague, companion, savior, or saint, or just a city cop that rolled up when we were crazy.

This was a substantial man who personified greatness, and now we have to stop fighting life, we have to stop questioning death; we have to start loving, giving, caring, and understanding, and we have to believe in and trust each other.

Every time you talked to him, what, in essence, did he tell you? Did he ever tell you anything different?

Last time I talked to him was just a few hours before he died, and I am here to tell you that he was happy, he was confident, he was never at more peace, he was ready to help, he was never more patient, he was never more understanding.

If it is any comfort, let us think this: It was autumn in San Francisco, he was going up Market Street on his new motorcycle, with belief in the crispness of understanding a change of seasons. The air was moist, he was happy, and there might always be tomorrow.

I am a poor voice to put poetry to a great man's life and death, but I think that a jewel is a rock shaped by oceans, that we find in still water.

And I must ask you to forgive me... I know I am in a Catholic Church, but as it happens I am of the Buddhist faith, as are many of Tom's friends here tonight, and I want to briefly address this matter in familiar terms.

In the Buddhist religion we refer to wisdom and compassion through the symbolism of a thousand arms, a thousand hands, a thousand eyes. Perhaps you have seen the thousand-armed statues, and each one of those arms symbolizes the perfected activity of Buddha's wisdom and means.

Tonight we now know that his was one of those arms.

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Wishing all SFPOA/SFPD a Safe & Joyous Holiday Season!

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POA Elections In January

FROM: Layne Amiot, Chair Election Committee

The election of the San Francisco Police Officers' Association Officers and Board of Directors will take place between Monday, January 25, 1999 and Friday, February 12, 1999. Ballots will be counted on Tuesday, February 16, 1999.

Any active member of the Association who has been a member for at least one year is eligible for election. Those members wishing to submit their name in nomination may do so by sending written correspondence to the General Election Committee at the POA office by December 15, 1998. Nominations may also be made at the General Membership meeting scheduled for Tuesday, December 15th, 2:00 p.m., at the POA Building, 510-7th Street.

POA officers (President, Vice-President, Secretary and Treasurer) serve a 3 year term. All other POA Board members, elected as representatives of various units, serve a 2 year term.

At the POA Board meeting of December 15, the election committee will present a report regarding the entire election process.

Any POA member running for the Board of Directors wishing to submit an article for his/her candidacy to be included in the January 1999 issue of the "Notebook" should turn in his/her copy to Ray Shine at the POA office no later than January 5th.

ABC/Disney Unfair to Labor and Workers Rights

The San Francisco Police Officers' Association extends its solidarity and support to the men and women of the local NABET-CWA union in their struggle to resolve their labor dispute with ABC/Disney corporation.

Having worked for 19 months without a contract, these long-suffering workers have had their health benefits slashed, been locked-out of their work places, and have had their positions filled with temporary workers. These and other unfair labor practices have resulted in widespread support for the communication workers and broadcast techni-

cians, including support from Governor-elect Gray Davis, Mayor Willie Brown, and boxing champ George Foreman.

The executive officers of this association urge ABC/Disney to return to the bargaining table in good faith, end their lock-out of qualified and deserving union employees, and stop unfair, union-busting labor practices. We also encourage all San Francisco Police officers and their families to boycott ABC/Disney (Local stations KGO) until this dispute is resolved with a viable and fair contract for all NABET-CWA members.

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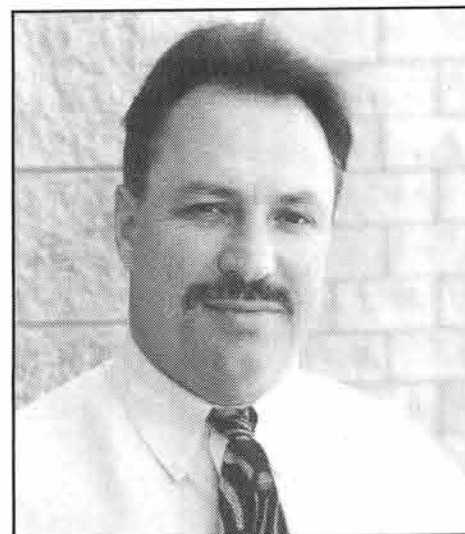
Civil Service Rules Update

Under the leadership of Mayor Willie Brown, Chief Fred Lau, and Deputy Chief Earl Sanders, in cooperation with the San Francisco Police Officers' Association, the OFJ, APOA, LPOA, WON, and the GSPOA, the Federal Consent Decree has come to an end.

All the parties had agreed that the Decree would be replaced with Civil Service Rules that would govern future police department promotional. We then asked the City for their proposed Rules and the changes that they would be suggesting.

When we received the proposed rules, a sub-committee of the POA's Federal Litigation Committee was formed (consisting of: Vince Catanzaro, Tom Shawyer, Dean Sorgie, George Rosko, Steve Morimoto, Dominic Yin, and Judy Riggle, and myself along with our legal counsel of Vincent A. Harrington, Jr. of Van Bourg, Weinberg, Roger & Rosenfeld Law Firm) and the Meet and Confer process began. We met with Gene Rucker, labor negotiator for the City and County of San Francisco Civil Service Commission, Deputy City Attorney Lori Giorgi, Julie Gonzalez, Director of the SFPD Exam Unit, Deputy Chief William Welch, along with several other members of the Department's command staff.

The Civil Service rules encompass an assortment of various issues including Examination (both entrance and promotional), Appointments, Probationary periods, Leaves of Absences, Resignations, ADA issues, etc. We had some issues with the way some of the Rules were written and we are working on changes that will, we hope be agreeable to both sides. We found phrases in the Rules that needed clarification and we were able to get this clarification written into these Rules. One of the Rules discussed is the "Rule of Three Scores." The "Rule of Three Scores" deals with the certification and selection process when a Civil Service examination is given. We will have further information detailing how this process works in a future bulletin.



We have also had some side meetings to discuss some of the professional standards that we would like to see set in place so that candidates can have a role in determining their own destiny. We are working with the Department to have Promotional Criteria standards put into writing (i.e., College Units/Degrees, POST certificates, FTO Service, Department Seniority, STEP program participation, etc.), in advance of testing, all employees would be able to plan accordingly.

The Meet and Confer process is ongoing, but we hope to conclude discussion shortly. The City has said that the Rules constitute a document that can be modified as issues arise. We feel that we are working on a set of Rules that will be fair for all members of the SFPD.

When we have more information, we will be providing it to you. When a final draft of the rules becomes available, it will be reviewed by the entire POA Board of Directors.

I am pleased with the hard work done by this POA Committee on behalf of the entire membership.

I also want to wish all of you and your families a happy and safe holiday season and a promising New Year. Thank you for the confidence you have displayed in me and the Board of Directors, and for all of your help and support throughout this busy and exciting year. I look forward to working for — and with — all of you in the coming year. Best wishes to all.



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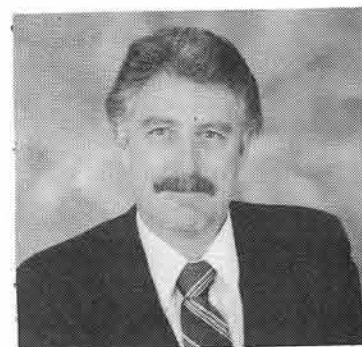
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SFPD Operation Dream Holiday Toy Patrol

The San Francisco Police Department's Operation Dream, comprised of members of the SFPD's Housing Task Force who help enrich the lives in public housing, is once again sponsoring a city-wide holiday toy donation drive for these children at various location and times in the city.

Holiday presents are often a rarity in public housing households. The police members of Operation Dream are encouraging everyone to make a difference in the lives of these kids this year by donating a toy that will be duly distributed by Operation Dream.

At press time, the remaining drop off point is on Monday, December 14 at the 49'er Football Game, 3Com Park, 2:00 p.m. to 7:00 p.m.



Guidelines for the toys:

New, unwrapped, no toy guns, toys should be for children 12 and under. Checks gratefully accepted (please make payable to Operation Dream Toy Patrol). For further information, please contact Officer Charles McCullar, 671-3156.

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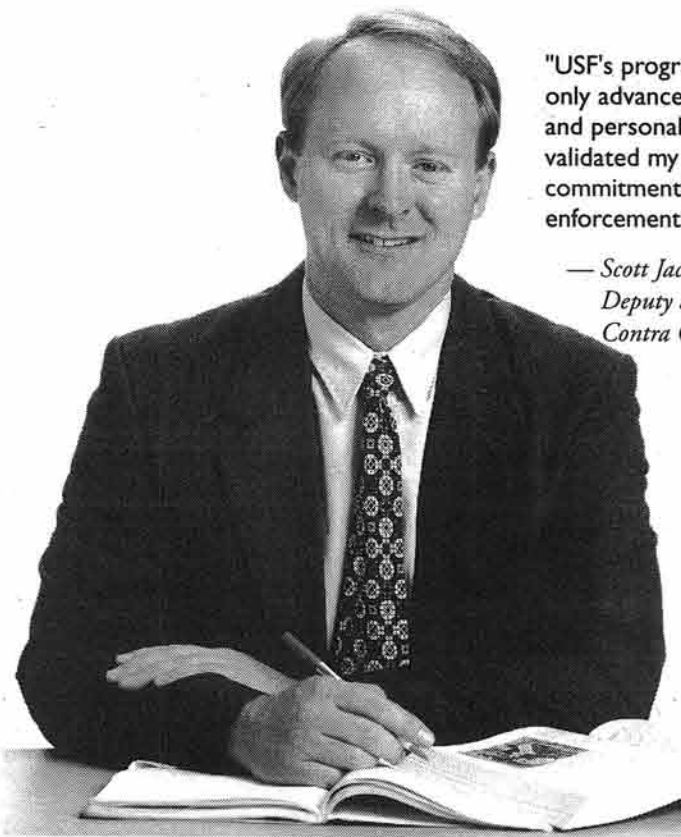
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POA Members Author Great Stocking-Stufflers

By Ray Shine

Several members of the San Francisco Police Department are published authors. Any one of their books would make a great holiday gift for that special active or retired officer in your family. And one doesn't need to be a police officer at all to enjoy these books and learn something about the unique world of law enforcement in the process. Here are the titles to look for:

Mark Hawthorne, Crime Scene Investigations, has written a field manual for all current and would-be evidence collectors. The book is titled *First Unit Responder — A Guide to Physical Evidence Collection for Patrol Officers*. The book can be ordered through the CRC Press' web site at www.crcpress.com/catalog/0023.htm, or by contacting Mark at CSI for your own signed copy! The price of this book is only \$19.95.

Captain Rick Bruce, Ingleside Station, has written a definitive text titled *The Peace Officers' Guide to California's Dangerous Weapons Law*. The book is published by Copperhouse and sells for just \$9.95. Rick can not take orders for his text, but a quick visit to the publisher's web site will have the book delivered to you in no time. The address is www.copperhouse.com.

Retired Captain Thomas Dempsey has two interesting books available. The first is a solemn compilation of the record of sacrifice made by all San Francisco police officers who have died in the line of duty. *Men of Courage* sells for \$16.00 including shipping and handling.

Captain Dempsey's second book is of a decidedly lighter note. *True Stories That Cops Tell to One Another* captures the humor and comic wisdom of the "sanctum sanctorum" that is the insider's world of police work. The book is a great bedside read and costs just \$16.00.

Both of these books can be purchased directly from the author by mailing a check payable to Tom Dempsey, PO Box 320777, San Francisco, CA 94132

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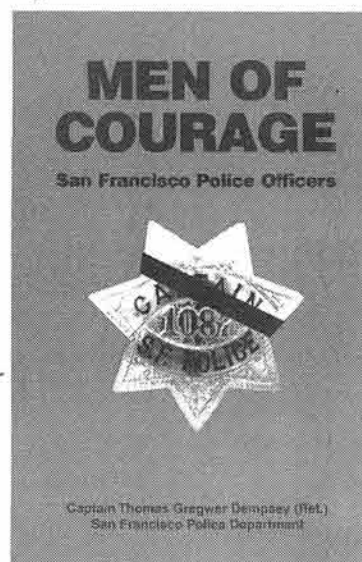
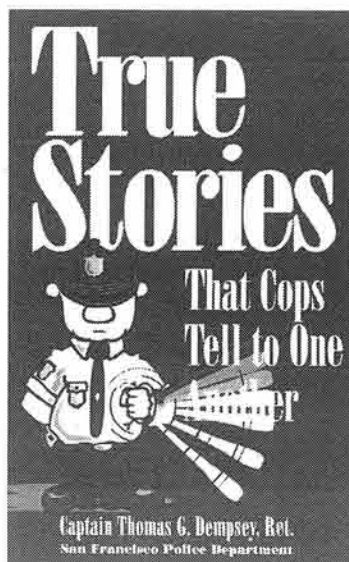
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CyberNews

By Glenn R. Sylvester

Happy Holidays

November 30th marked the end of computer training at the Police Academy. We now prepare for the new '911' training to be delivered from four (4) computer classrooms simultaneously, 7 days a week, 16 hours a day. If you want to get ready, hone up your skills in Win 95. Talk to other members and practice. Remember the laptops that I spoke of? I wonder how the members at Co. E are doing with them.

I had the opportunity to try the beta version of the new police reporting software (UCS). Looks promising and more work is needed. Keys have to be remapped for functionality and navigating through the program without a 'mouse' will indeed be a factor. I had a few problems, but you can overcome them with thought, practice, and good finger habits.

Last year I wrote of an on line database called Lexis-Nexis. I explained that it maintains information obtained from public records. Here is a sample of the article: "LexisNexis (Legal Exchange Information Service/News Exchange Information Service) maintains an extensive searchable database (called 'PTrak') containing names, home addresses, phone numbers and dates of birth. This information is compiled from legal documents such as purchase contracts (homes, automobiles, etc.) provided to LexisNexis by a national consumer reporting agency. Chances are, if you have purchased a home, car, or any other item requiring a sales contract, your personal information is contained in the PTrak database, and the information is available to any legal practitioner for a fee. This poses a serious security threat to law enforcement officers, as many outlaw biker groups, militia groups, etc. retain lawyers to represent them, or have lawyers within their ranks who could easily access this information. To my surprise, I found that after submitting a letter



and receiving a confirmation of removal, my information was still there!!!. Lexis-Nexis claims that if you have changed your address or applied for credit, your information may show again. These updates are done each quarter. You might want to send them a letter and ask them to remove you.

Members wishing to have their information removed from the database can access a form for doing so at: <http://www.lexisnexis.com/lnc/about/index.html>. If you don't have INTERNET access, find someone who does.

Time to send out those Christmas cards. Want to do it via E-mail (Electronic greetings), save time, stamps and learn while you do it. Go to the Yahoo search engine at: <http://www.yahoo.com> and enter 'Christmas Cards' into the SEARCH Box. For a list of sites. Some of them will charge to send a card, but there are some nice free sites out there. So, get your E-mail list ready and surf to these sites: <http://www.blue.mountainarts.com>; <http://www.care.mail.com/send/catxmas1.html>; <http://www.123greetings.com/christmas/>

With all the hype about the Internet, how about shopping on line. You don't have to worry about the crowds, taking on the cold and rain. Why not sit at your computer; sip on some hot apple cider by the fireplace and shop.

Here are a few more sites:
<http://shopping.yahoo.com/>
<http://store.us.dockers.com/store/>
See you in 1999!!!

Email: glennsyl@pacbell.net
glennsyl@aol.com
homepage: <http://members.aol.com/glennsyl/glennsyl.htm>
ICQ: UIN# 2089369

WWW . . .

By Ray Shine, Editor

Send an on-line Holiday greeting:

www.hallmarkconnections.com/ — send a Christmas card, flowers, candy, or a special gift by ordering from this site. There are over 1500 free, animated on-line cards available to send along with a purchase of a gift for that special someone. Spam your friends and family with e-cards.

A favorite of Dennis Moody, Richmond Station:

www.ebay.com/ an immense, on-line auction site where you can bid for just about anything. At any one time there are as many as 900,000+ items being sold at auction by individuals around the world. The site has a great search feature, and there are some real finds for those who spend the time paging through the collection of items.

A recent hit with Kathy Shine, lovely wife of Editor Ray Shine:

www.kitchenconnection.qpg.com/ — A great site to visit to locate some hard-to-find, discontinued patterns of dinnerware that she needed to replenish her collection before the family dinners during the holiday season. Great on-line service with prompt, business-like response.

Some more favorites from Tom Feledy, POA Webmaster:

www.prescientsys.com/ — Site for "Gotcha", a PC-based video security system. Trial version available for download.

www.sco.ca.gov/col/ucp/ — State Controller's website for Unclaimed Property. See if something you lost is waiting for you to come get it. (Editor's note: This site is for real. I have found some long-lost property on this site, as have several of my family and friends. Check it out.)

www.vote98.ss.ca.gov/Returns.htm — Secretary of State breaks down election returns by county, etc. for each candidate and issue. A good example of government giving information BACK to the citizens.

www.lotus.com/home.nsf/welcome/government — Under State/Customer Stories, read about how Plano Texas used Lotus Notes to set up a Gang Activity database, to help officers identify drive-by shootings and burglary suspects, in 30 North Texas cities and four other agencies, and better handle sex crimes, case tracking, informants, police applicants, narcotics, stolen vehicles, robbery cases, and homicides.

www.polaroid.com/work/law_enforcement/index.html — Polaroids have only been around for about 30 years now, but our department is just beginning to use them regularly. The Photo Lab hates them, but they can be very useful in police work. Find out how at this site ...and get a free video!. (PS: Do you know where YOUR station camera is? Every District is supposed to have TWO Polaroid crime scene kits.)

Songster Paul Schlotfeldt, Co. K Solos, hums along at:

www.hooked.net/~flubble/merry_christmas/ — a wonderful seasonal site that offers catchy tunes and carols from an on-line Christmas songbook. Paul, an aficionado of early American spirituals, loves to sing along with the marvelous chorus and solo pieces during this special time of the year.

Do you or someone in your family have an interesting or useful web site that you can recommend to our web-savvy members? Forward the address and a brief description to me or to Tom Feledy at office@sfpoa.org.



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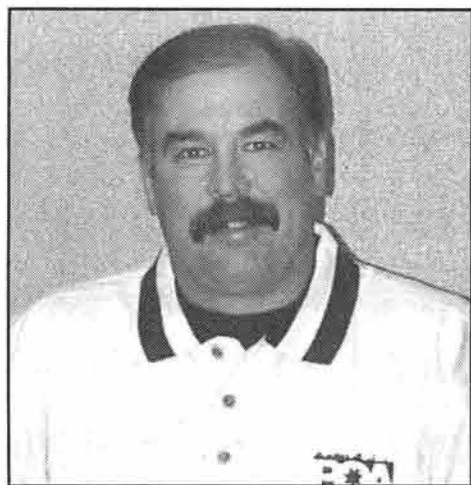
A message from the Treasurer

By Jack Minkel

Fiscally speaking, this was a good year for the POA. We managed to achieve all our fiscal goals, do in large part because of the confidence all of you expressed by approving the dues increase. As we promised when we asked for the increase, we made no request for an assessment for the Prop A campaign.

Another reason we were able to end the year on target is because we adhered to our budget and kept a close eye on our legal expenses. The caps we imposed on the legal costs appear to be working. Of course, we were blessed with a relatively quiet year in terms of incidents occurring that needed a lot of legal attention. Our General Counsel, Sean Connolly, has done everything we expected of him, and more. He has stepped in and assumed most of our legal representation, and that has saved us a significant amount of money in outside attorney fees. Another big factor is that we have a first-rate team of board rep's who are doing a tremendous job handling most of the OCC, MCD, and other admin hearings. That is a big help, and we all owe our Board of Directors a debt of gratitude.

I expect to continue that same



fiscal policy into 1999. We are putting the final touches on our '99 budget, and it will be presented to the full Board at our January General Membership meeting. If you have any concerns or requests about next year's expenditure plan, please contact me at the POA office, or pass the word along through your unit or station representative.

Thank you all for your confidence and support. We work hard over here at 510 7th Street but, in the end, we are only as good as our membership. I guess that's why we're doing so well. I hope all of you and your families have a great holiday season and a safe and happy New Year.

Late notice

Charges in Garcia Case Dismissed in Superior Court

Notebook Staff Report

On Friday, December 4, 1998, San Francisco Superior Court Judge David A. Garcia dismissed the wrongful-death lawsuit brought by the family of Mr. Daniel Garcia who died in San Francisco police custody in 1996.

The suit had charged the officers with neglect of duty and assault and battery following a pepper-spraying incident used to take the large, combative Garcia into custody.

In dismissing the law suit, Judge Garcia stated that the officers had conducted themselves properly due to the circumstances of the situation. The San Francisco Coroner determined that Mr. Garcia died from a heart attack induced by a cocaine overdose.

Deputy city attorney Hajime Tada defended the a city and said, "The

officers acted reasonably, and they were doing the best they could to save this poor man's life."

Police Chief Fred Lau was also pleased. "I'm happy that the decision was in our favor," he commented after learning of the dismissal.

All of us in the POA are happy that the named officers have been vindicated by the Superior Court, which effectively reverses the findings of the OCC in the same case. We extend our thanks to Judge Garcia for his fair and rational decision. Our hope is that each of these dedicated and conscientious officers can now regain some peace in their lives as the Holiday season comes upon us, and that each will be comforted by the decision, and be enabled to enjoy the holidays with their families and friends.

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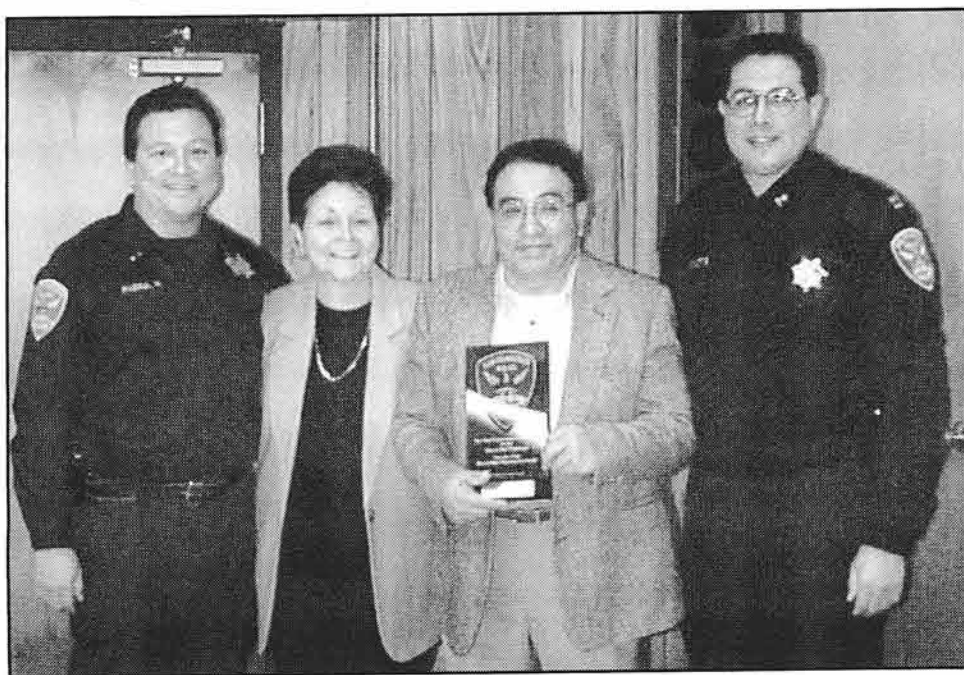
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Prop A Booster Honored



Lt. Henry Parra, Mr. & Mrs. Henry Parra, Sr., and Captain Anthony Parra.

By Steve Johnson,
SFPOA Secretary

If you were driving down the 1000-3000 blocks of Carroll Avenue during the months of August through November, you would have noticed that every telephone pole in the area was covered with "Yes on Proposition A" signs. It was such a professional job that you'd think the signs had been placed in these locations by a polished, savvy marketing company. But they weren't.

The posters were affixed to heavy cardboard and then nailed to the poles by Mr. Henry Parra, Sr. Mr. Parra is the proud father of Captain Anthony Parra and Lieutenant Henry Parra of our Department and he was

a tremendous supporter for our ballot proposition that amended the disparity within our retirement system.

So it was only fitting that we would formally commend Mr. Parra for his efforts. However, according to his sons, he would never come to a POA Board meeting knowing of our intentions to thank him so we had to develop a ruse. We told Mr. Parra that we would be honoring his son, Lieutenant Parra, for all of his work with our EVOC Driver's Training Program. Mr. Parra showed up, and even brought a camera.

It was our privilege to present Mr. Henry Parra, Sr. with a plaque honoring his proactive efforts in passing a charter amendment that was simply a matter of equity.

POA Honors Nick Dutto

Notebook Staff Report

In November, the Board of Directors also honored Mr. Nick Dutto, owner of the Metropolitan Electric Company. The presentation was made by Treasurer Jack Minkel, a long-time friend and associate of the honoree.

Mr. Dutto was recognized for his service and support to this Association and to the Police Department. Most recently, Mr.

Dutto's electrical contracting company was co-sponsor, along with AFLAC Insurance, of our POA Golf Tournament at the famed Olympic Club. Metropolitan Electric also donated their services to the Department by upgrading the electrical service in the building that now houses the Narcotics Division. Mr. Dutto also authorized some donated work on the wiring in the POA building earlier this year.

Mr. Dutto is a San Francisco native, and long-time friend of police officers. The presentation by the Board is only a token of the gratitude we have for him, and it was our way of saying thanks for being our friend.



Treasurer Jack Minkel with Nick Dutto.

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#5 - "Oh yeah... how about closing 2 sales for Rich Corriea of M.C.D.?"

#4 - "Well... what about the 2 Sales, 4 Refi's, & 8 Referrals for Fred Crisp (Co. A)?"

#3 - Coincidentally, John & Vince now Need Money for Intensive Electro-Shock Therapy

#2 - Vince needs to sell 6 homes... just to afford the POA Golf Tourney (yeah... like he thinks he can win!)



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First-Responder role is crucial

San Francisco Initiates Training For Potential Terrorist Attacks

By Eric Perez,
Bayview Station

As police officers, we all understand the risks inherent in urban police work, and we are trained to handle threats posed by guns and knives and other common hand weapons. But what about the threat of a terrorist attack, of a single device emitting poisonous gases and germs that could kill hundreds or even thousands? Somewhere out in San Francisco could be Biochemistry's version of a Kaczynski or McVeigh or some other psycho who, with the right chemical agent and windage, could make the number of casualties suffered in the Oklahoma City bombing pale by comparison.

"Biological terrorism . . . requires the utmost coordination at all sectors to protect the first responders, who are the heroes and heroines of our emergency response."

With this grim scenario in mind, and the ongoing tensions playing out in the Middle East regarding Iraq's stockpile of chemical weapons, it is a fitting to reflect on the Domestic Preparedness Program course of instruction recently taught to the majority of the San Francisco emergency response personnel.

The United States Department of Defense established the course in regards to Domestic Terrorism and Weapons of Mass Destruction, also referred to as Nuclear, Biological and Chemical (NBC) Terrorists Incidents. Coordinated by SFPD Rangemaster Sgt. Michael Griffin, the course was taught at the S.F. Fire Department E.M.S. Academy at the Presidio and utilized a "team teaching" approach, using Police, Fire and Paramedic instructors.

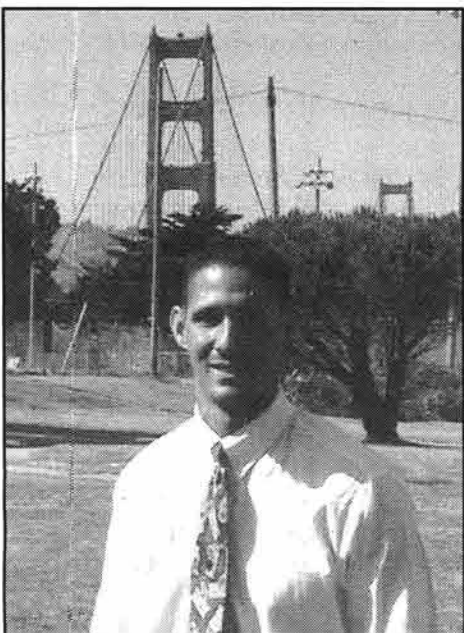
I was fortunate enough to be on the instructor team. My own interests were based on my experience with a United States Marine Corps infantry unit during NBC-conscious Operation Desert Storm. Many of the other instructors came from HAZMAT, E.O.D., and Medical backgrounds and offered classes based



Marine Eric Perez, center, at the Kuwait/Iraq border.

on a wide array of expertise.

For those police officers who attended there were three basic course goals: Learn to recognize potential NBC terrorists threats; attempt to perform the proper responder actions; and most importantly, protect yourself by keeping a safe proximity from the threat based on your level of protective equipment.



Eric Perez in a less hostile scene.

First Responder Awareness

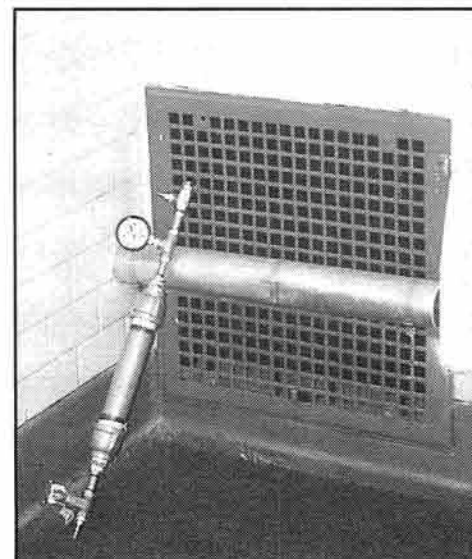
The highlights of the awareness training focused on identifying the different types of Chemical and Biological Agents domestic terrorists are likely to employ, and the unique challenges such an incident would pose to all first-responders. These include;

the local "911" system being initially overwhelmed, the requirement of mass decontamination, and the presence of secondary explosive devices designed to seriously injure first-responders. This portion of the course also addressed the likelihood that an NBC incident would initially be interpreted as a HAZMAT incident and how we as first-responders can begin to differentiate between the two. The Awareness training ended with some actual examples of agent dissemination devices.

The First-Responder Actions training gave SFPD members an outline of what types of responsibilities Police first-responders have, and how these duties are limited by our lack of personal protective clothing. Initially Police will assist in isolating the threat area, including moving upwind and maintaining a perimeter outside the "hot" and "warm" zones that would be established by the Fire Department. SFPD members will also make notifications to superiors, operations, Fire-HAZMAT, local hospitals and the S.F. Office of Emergency Services. Duties will also include crowd control and crime scene security. All NBC Terrorists incidents are considered a federal crime scene.

It is the job of the FBI to track domestic terrorists, but if one fringe group or a single rogue terrorist were to act out undetected, the ensuing aftermath would initially be our responsibility. In 1995, the world got two wake-up calls: The Japanese religious sect Aum Shinrikyo's Sarin gas attack in a Tokyo subway and the bombing of the Oklahoma City Federal Building. These incidents prompted President Bill Clinton to sign Presidential Decision Directive 39, which states that the United States has no greater priority than preventing a domestic NBC attack, and started a flow of federal funding to train local first responders. SFPD is currently working with the FBI to identify potential domestic terrorist targets.

According to Frank Young M.D., a Clinton advisor and former Food and Drug Administration chief, "disarray is to be expected in a very complicated medical event" and "biological terrorism is primarily a medical event



A typical NBC device planted near a ventilation screen.

that requires the utmost coordination at all sectors to protect the first responders, who are the heroes and heroines of our emergency response."

Police, Fire, Paramedics and Health Professionals are going to respond because we are dedicated to our humanitarian cause. In order to prevent ourselves from becoming victims of our own response, we must continually rely on our training. The Domestic Preparedness course stressed the unusual and severe hazards involved in responding to an NBC terrorists incident, but those who attended were also shown how such incidents can be managed and casualties reduced through identification, proper response, and most importantly, being aware of your personal protection and proximity to the threat.

For more detailed information about the course, refer to the pamphlet "MANAGING THE CONSEQUENCES OF A CHEMICAL ATTACK" by the S.F. Mayor's Office and Office of Emergency Services. Federal information can be obtained by calling 1-800-368-6498 or <http://WWW.nbc-prepare.org>

Editor's note: Eric Perez has firsthand experience in this critical subject. He served in Operation Desert Storm with a Special Services detachment to the 1st Battalion, 8th Marines whose duty it was to identify and neutralize NBC agents.

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Managing the Consequences of a Chemical Attack

...a Quick Reference

to assist first responders in the management of a terrorist incident involving chemical warfare agents

July 1998 • City and County of San Francisco — Mayor's Office of Emergency Services

Chemical Warfare Agents (CWA)

* Nerve Agents

GA Tabun
GB Sarin
GD Soman
GF (no name)
VX (no name)

+ all are heavier than air and can be absorbed through eyes/lungs/skin

Major signs/symptoms of exposure

pinpoint pupils (miosis)
runny nose/salivation
tightness of the chest, coughing
jerking and twitching
difficulty breathing
nausea/vomiting/diarrhea
sudden loss of consciousness
convulsions/apnea

* Blood Agents

AC Hydrogen Cyanide
CK Cyanogen Chloride
+ AC is lighter than air and CK is heavier than air

Signs/symptoms of inhalation exposure

headaches
strong stimulated breathing
loss of consciousness
convulsions, apnea
(Note: normal pupil size/no secretion)

Besides these effects, CK may cause burning/stinging on contact with eyes, exposed skin or respiratory tract.

* Blister Agents

HD Sulfur Mustard (delayed)
HN Nitrogen Mustard (delayed)
L Lewsite (Effect immediate)
+ all are heavier than air and can be absorbed through eyes/lungs/skin

Signs/symptoms of exposure

reddening of eyes/gritty irritation
reddening of skin
severe itching/burning of skin
blisters with/without pain
sore throat, hoarseness
dry cough/nausea/vomiting
Note: signs/symptoms may not develop until 2-24 hours after exposure to Mustard agents

* Choking Agents

CG Phosgene
PS Chloropicrin
Cl Chlorine
+ all are heavier than air

Signs/symptoms of exposure

mild irritation of eyes, nose, throat (immediate)
Shortness of breath, coughing, frothing secretions (2-24 hours later)
nausea/vomiting
pulmonary edema
Caution: Riot control agents have more severe irritant effects on the eyes, nose and throat, with some shortness of breath and coughing immediately after exposure.

Following a declared emergency by the Mayor of the City and County of San Francisco, all City Employees, by law, become Disaster Ser-

vice Workers, as per California Government Code, Sections 3100 and 3101.

Points to Remember

1. Be aware of potential terrorist targets.
2. Nerve, blood, blister and choking agents are heavier than air, except hydrogen cyanide.
3. The respiratory tract and eyes are particularly susceptible to chemical agent exposure. Pinpoint pupils, dimness of vision, pain above the eyes, and tightness in the chest are signs/symptoms of nerve agent exposure.
4. The immediate and ongoing use of SCBA (with minimal skin protection) will ensure survivability in a vapor hazardous environment.
5. An incident involving a chemical agent is still a hazmat incident.
6. Plan for decontamination of mass casualties; however, vapor exposure requires only the removal of clothing in a clean environment.
7. Consider the benefit of using PPV, and/or foam to dilute or suppress a chemical agent.
8. Remember, a terrorist-related incident is a crime scene. Coordinate activities with law enforcement officers in interest of safety, security, and preservation of evidence.
9. Coordinate/manage outside resources.

ON SCENE

1. Place apparatus upwind/up-grade.
2. Use SCBA & wear protective clothing.
3. Be alert for signs of secondary devices.
4. Avoid contact with any pool of liquid.
5. Isolate/control/deny entry to the area.
6. Observe/report signs symptoms of agent exposure. Ask victims

about symptoms experienced and what happened.

7. Triage/decontaminate/treat victims.

8. Alert hospitals immediately of possible mass casualties.

9. Decontaminate victims exposed to a **liquid agent** by removing all of their clothes and/or applying copious quantities of water or household bleach solution diluted to 0.5%, *whichever is practicable. Protect eyes and face of the victims. (Use bleach for nerve and blister agents only.) If bleach is used, rinse off solution thoroughly with water after 10-15 minutes.

For vapor exposure only or as a precautionary measure, remove victims' clothes to at least their underwear (i.e., women, bra & underpants; men, underpants).

* The use of 0.5% bleach solution is noted in the Medical Management Chemical Casualties Handbook, 2nd edition, September 1995. Aberdeen Proving Ground, MD.

10. Remember a terrorist attack is a crime scene. Preserve evidence where practical.

11. Request the Fire Department Hazmat Team if it has not already been dispatched.

12. Request more resources immediately if the incident has already exceeded the capability of on-scene resources or is likely to escalate.

13. Consider activation of the SF Metropolitan Medical Task Force (MMTF) and the City's EOC.

Review this reference periodically to improve information recall.

The primary reference material used in this brochure was provided by the Department Of Fire and Rescue Services, Montgomery County, Maryland

**prepared by
Sergeant Michael Griffin, SFPD
with the assistance of the CCSF,
MMTF Training Committee**

Firearms Safety Class for SFPD Families

Submitted by Mickey Griffin
SFPD Rangemaster

Since August, the SFPD Range staff has been offering a unique Firearms Safety Class to officers and their family members. The SFPD is one of the first police departments in the nation to offer a safety class to officers' families, and to provide officers with a trigger lock for their department issued handgun.

The main focus of this training is to address the issue of firearms safety at home, especially around children and young adults. The course covers a variety of safety issues, including current legal requirements, basic firearms safety rules, safe storage procedures, and security devices.

Attending family members have really enjoyed the class. They all agree that the time invested in this training may help save a life.

The two classes are held monthly on a Saturday, once in the morning and once in the afternoon. Members just have to call the Range

Staff to enroll their family members (Refer to Department Bulletin 98-155 for details).

Firearms Safety Course Schedule, January - June 1999

All Officers are encouraged to bring their family members with them. The minimum age to attend this training is 10 years old.

Location:

Lake Merced Range
700 John Muir Drive
San Francisco, Ca 94132
(415) 587-2274

TIMES:

0800 to 1200 hours
1300 to 1700 hours

DATES: SATURDAYS

01/30/99 02/27/99
03/27/99 04/24/99
05/22/99 06/26/99

Please notify the range staff as to which class you would like to attend along with the numbers of family members.

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First 'Buzz The Fuzz' A Success

By Michael Favetti,
Tactical

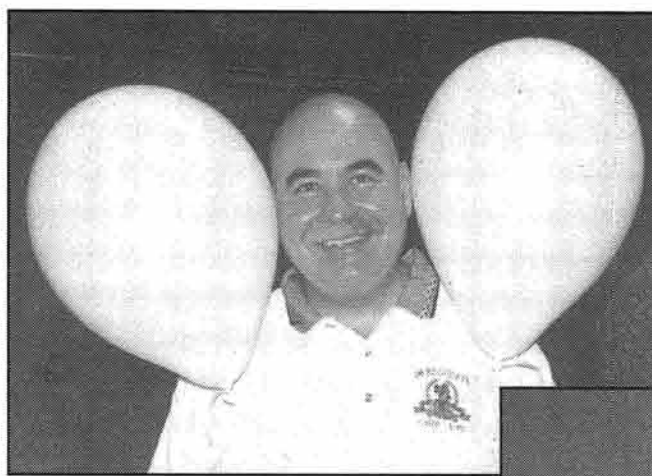
Well the big event finally arrived on October 24. When I was driving to "City Lights" (formerly called the "Sound factory") early on that morning, it had just finished raining and the sun was peeking through the gray skies overhead. This was going to be a great day.

For those of you that don't remember, this whole idea started about a year ago when Mike Siebert, Phil Fee, Rene LaPrevotte and others got back from Australia. After getting their heads shaved for their "Crop-a-Cop" event, they decided that us Yanks could put on a similar head shave to benefit our kids that were afflicted with cancer. They thought that they could get hundreds of cops here to volunteer to shave their heads after raising \$1000.00 each to donate to cancer research, and at the same time, throw a wild party. Well, the little wheels in their brains started spinning and they became more fo-

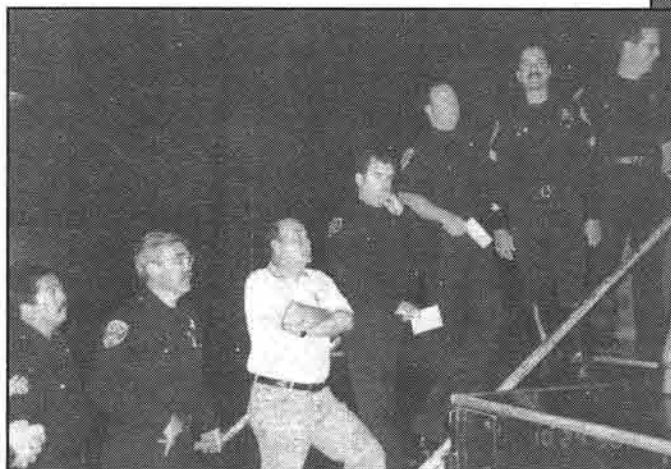
cused on this than the President was on Monica.

The first thing these guys needed to do was form a committee. So they thought, who do we know that likes to party, yet would be dedicated enough to help organize this overwhelming project? So they thought and thought and finally said, "Aw, let's just get the same old guys we always get." As a result, Pierre Martinez, Mike Flynn, Dave Hamilton, and Bill Bush came on board. Kate Devoe, stylist extraordinaire, was also assigned to the committee as the stylist consultant. Now, with the pieces in place it was time to raise a little cash.

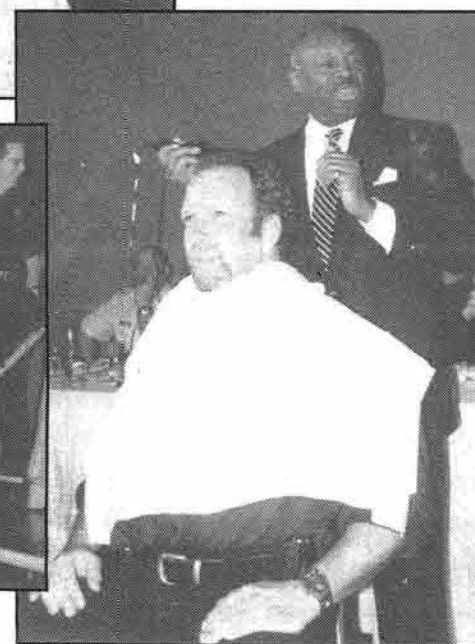
The committee decided, instead of relying on the main hair cutting event to raise all the money, they pondered this thought: Who are probably the



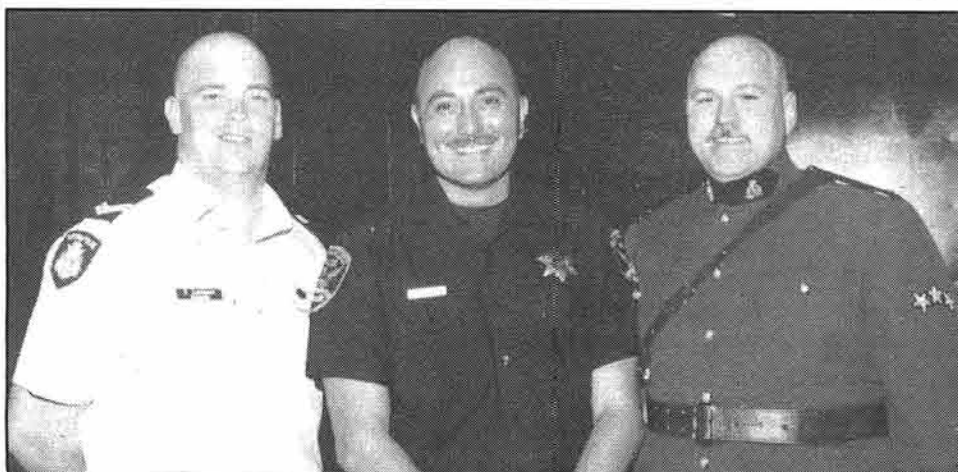
No Comment
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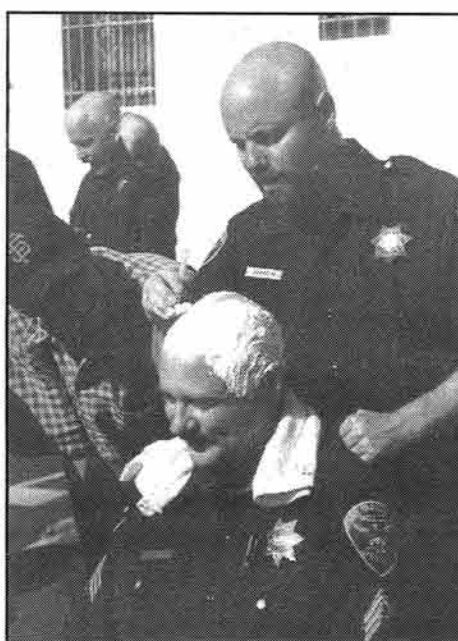
This line to public humiliation was long and distinguished



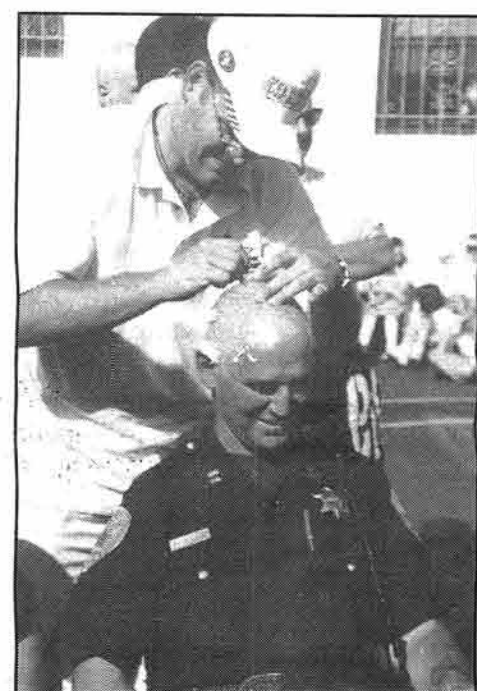
Mayor Brown finally gets even with the P.O.A.



Baldness from three continents



Siebert is an old pro at this



Don't nick Rick!

most giving, generous, benevolent people in the world? This is a no-brainer. Tavern patrons!

With that they set up a series of hair shaves at local pubs and taverns where the favorite bartender at each establishment would shave their head and donate the money they raise to the Buzz-the-Fuzz. This would occur on a normally slow weeknight, but when word got out these bars were packed. Everybody wanted to donate money to help children who had cancer.

At each of the following bars, the bartender/headshavee raised well in excess of the \$1000.00 goal. The Buzz-the-Fuzz organizers would like to thank the following taverns for their generous participation in this campaign to end cancer in children:

The Horseshoe Delaney's
The Bus Stop Uncle Jack's
Windows Kezar Pub
Marina Lounge

There were also other promotional events planned to raise awareness and cash for our goal. One person needs to be singled out for selflessly volunteering his scalp to help our cause. Captain Walt Cullop, Commanding Officer of the Northern District, sat on the steps of City Hall, in full view of the public and covered by local media, and allowed his locks to fall on the ground below. This was the first time that the entire Bay Area was informed about what we were trying to accomplish. Captain Cullop was the first member of the command staff to sacrifice his coif, and in

the process raised over \$4000.00 for kids with cancer.

Leading up to the day of the head shave, a couple of headshavee's were featured on the television shows "Evening Magazine" and "Mornings on 2". On KTVU, Jeffrey "Skippy" Skover was cropped by his daughter while the TV host of the segment, Brian Copeland, looked on. Copeland vowed to shave his head also if he could raise \$10,000.00 for the cause. This would be a paltry sum for a man of his stature and position. Sadly, Mr. Copeland still has a full head of hair and we are still awaiting donors for his goal. We do, however, greatly appreciate the exposure we received on these two shows.

St. Brendan grammar school's men's club helped us raise cash by arraigning to hold a head shave in their school yard. Sister Diane, principle of St. Brendan's, allowed the entire student body to take a break from class in order to witness this event. Several St. Brendan alumni/police officers and parents/police officers sat in the middle of the school yard to get their heads shaved while the kids cheered. First up to get clipped was Sgt. John Halisey (Narcotics). His daughter Katy did the honors. After she practiced on her dad, she also clipped her dad's good friend, Capt. Rick Bruce. Also getting clipped that day were St. Brendan alum's Capt. Greg "hair, what's hair?"



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I OUTSIDE TWIN	\$4404	\$3008	
J LARGE INSIDE TWIN	\$4108	\$2858	
K INSIDE TWIN	\$3808	\$2658	
L INSIDE TWIN	\$3608	\$2608	
N INSIDE TWIN	\$3208	\$2508	
O INSIDE TWIN	\$3108	\$2468	
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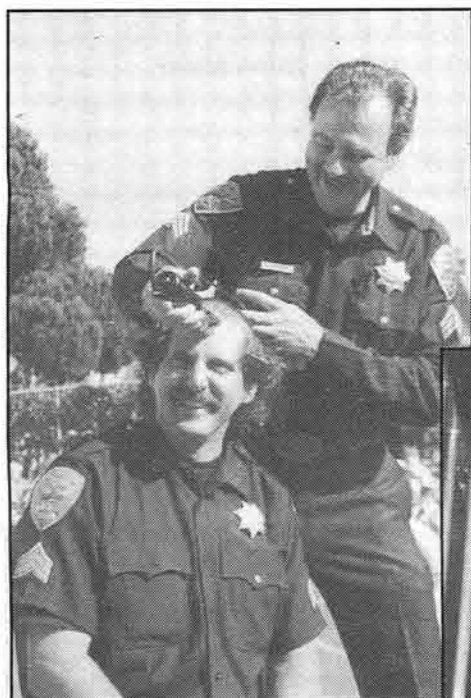
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JUNE	PORT	ARRIVE	DEPART
19	Barcelona, Spain		7:00 p.m.
20	Palma, Majorca, Balearic Islands	12 Noon	6:00 p.m.
21	Marseilles	9:00 a.m.	6:00 p.m.
22	Livorno (Florence/Pisa)	7:00 a.m.	6:00 p.m.
23	Naples	8:30 a.m.	7:00 p.m.
24	Olbia, Sardinia	9:00 a.m.	6:00 p.m.
25	At Sea		
26	Barcelona	8:30 a.m.	7:00 p.m.
27	Villefranche (Monte Carlo)	10:00 a.m.	11:00 p.m.
28	Ajaccio, Corsica	8:00 a.m.	6:00 p.m.
29	Civitavecchia (Port of Rome)	7:00 a.m.	7:00 p.m.
30	Messina, Sicily	12 Noon	6:00 p.m.
1	Valletta, Malta	8:00 a.m.	6:00 p.m.
2	At Sea		
3	Barcelona	8:00 a.m.	

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SFPD-9-98.CDR



Hey Moe, Hey Larry...

Suhr, Sgt. Kurt "I have pretty hair" Bruneman, and Parents Brian "cranium gargantuan" Olcemendy and Brian "Inspector" Delahunty.

On Friday, the day before the main event, the POA graciously sponsored a welcome dinner at the Irish Cultural Center. Seventeen Australian and five Canadian police officers that hosted members of our department for their head shaves were now here to help us with ours. The highlight of this evening was when Mayor Willie Brown shaved the vice president of the POA, Gary Delagnes. This was something that DA Mayor has wanted to do for a long time.

Saturday 24 October 1998 was the main event. The first San Francisco Police Officers international Buzz the Fuzz head shave sponsored by Game Pro magazine to benefit kids with cancer. With chief stylist Kate Devoe and her merry band of stylists, over one hundred people from around the world and across the United States shaved their heads that day at City Nights. Ol' Blue Eyes crooned from the sound system, the bar opened, and lunch was prepared by the department's ambassador of culinary services, Officer Steve Caniglia. Two beautiful young ladies from a modeling agency in Chicago flew in, contributed their \$1000.00 and shaved their heads. Afterward, they were seen modeling SFPD uniform shirts for the entire afternoon.

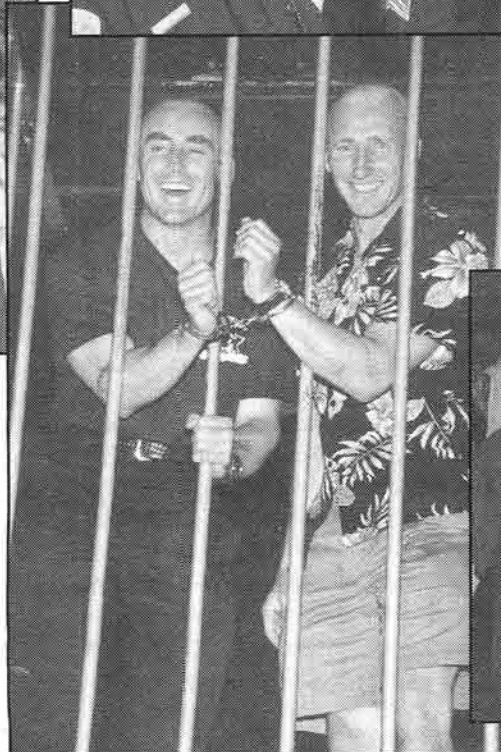
Some of the highlights of the day included:

- face painting for the kids and magic tricks performed by Dave the Magician

- Officer Chris Knight and his wife Officer Laura Knight shaving their heads. This was no big deal for Chris, he's almost there anyway, but for Laura this took a lot of courage. Her



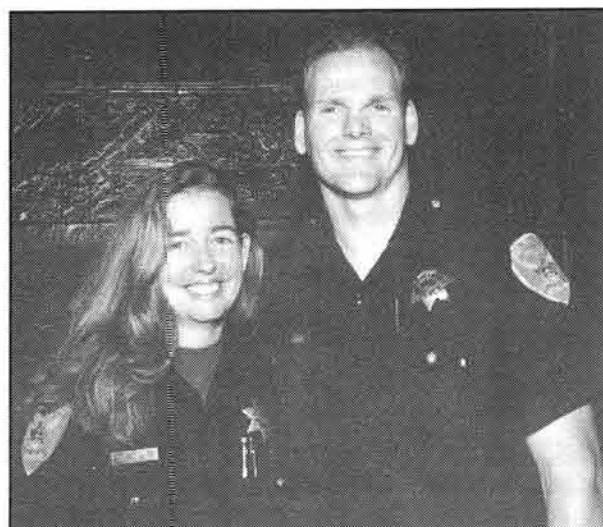
The kids at St. Brendan's get even with the cops



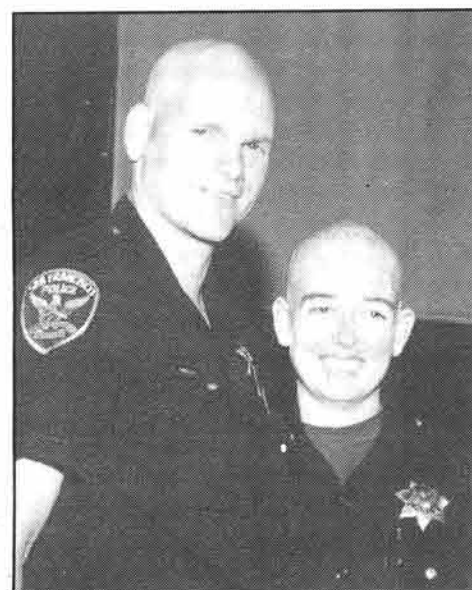
Baldies bail revoked



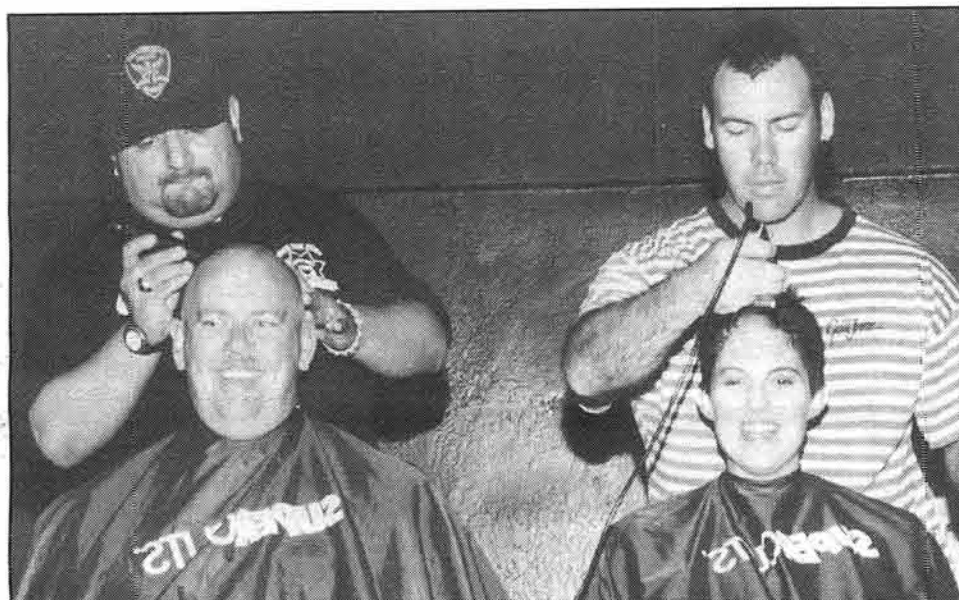
Uncle Fester, Morticia and Gomez mug-it-up



Chris & Laura Knight sacrifice their locks, because fate gave them healthy kids—before



Chris & Laura—after



A brother cop from Australia and a sister from Vancouver

hair was previously down to the middle of her back.

- Police dispatcher Carol Sheer sheared her locks.

- Captain John Newlin bravely shaved the rest of his hair. I have no idea why until now he only shaved the top part off.

Up on stage, where the hair cutting took place, there were ten chairs but there was still a long line to be seated. The newly shaven were milling about rubbing their skull and commenting on the long unseen scars bumps and other oddities of their fellow hairless friends.

After this event wound down and photographic evidence was taken, it was time to prepare to celebrate.

There were only a few short hours to kill before **"The Baldy Bash"** featuring the latest music sensation that's sweeping the nation, the band **RWS!** For those that are unaware, RWS is a rock & roll musical ensemble featuring SF police officers John Garity, Mike Morley, Kevin Martin, Mary Dunnigan and others. The venue for this show was Bimbo's 365 Club in North Beach. It was a huge success. The Lady In The Fish Bowl, a Bimbo's tradition, was also in attendance.

On behalf of the organizers and committee, I'd like to mention and thank the following people for their special contributions that made the event a success:

- All the Captains that participated.

Your leadership by example was appreciated.

- Jeff Skover, Bill Roualdes, and Kevin Martin who raised much more than their \$1000.00 goal.

- Members of our department's Airport Bureau who had exceptional participation in numbers. Especially Matt Mason and Mike Etcheverry.

- All the women who shave their heads. The courage you showed was especially commendable.

Again, it is important to remember that the reason we are doing this is for children who are living with cancer. As we all know cancer is one of the most horrible diseases known to our society. It is indiscriminate and may afflict any of us. It is particularly horrible when it afflicts our young. The good news is that the medical community is making progress every day to beat cancer. Today there are more people with cancer who are alive but who would not be years ago. This is because people like you care enough to fund organizations that work to defeat cancer. I am proud to announce that we raised over \$100,000 to present to the **"Wish Upon A Star"** organization to support their efforts in helping children living with cancer.

The next Buzz the Fuzz is being planned. Start growing your hair now...

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New Inspectors may ask . . .

Why Should I Choose to Work in Fraud?

By Tom Feledy
Fraud Detail

With the pending promotion of new inspectors to the Bureau, there will be an unprecedented number of us — 135 to be exact — who will have to choose where we want to work. I want to share with you why I asked to work in Fraud, and why I think you should consider it, too. Here are my reasons.

First of all, Fraud is a challenge. These crooks are clever. They exploit the cracks and loopholes in our financial systems to steal. They know people believe and trust in each other and use that trust against us. They are resourceful. Using computer technology, they can take your garbage and turn it into money — and I don't mean recycling! They work in organized teams, so they can steal more efficiently, and bail each other out when they get caught. When they steal, they know how to "reinvest" their money into their "business", or even hide their loot "offshore" so you'll never find it.

The victims run the gamut, from "little old ladies" who've lost their life savings and can't identify anyone, to big banks and insurance companies who write off frauds as a mere business expense. The resulting caseload can make working in other units look like a walk in the park. You learn to manage your caseload or you go under pretty quick. You learn to get along with bureaucracies all across the country, and all too often, you never get the evidence you need. You learn to prioritize your actions every day you come to work. And you learn to say "no" a lot — not because you want to, but because when you work in a unit that gets 7,300 reports a year and has 8 people doing the work of 24, you have no choice. And, throughout it all, you get some damn interesting cases — no two are exactly alike. If you enjoy puzzles, you'll like Fraud.

Fraud crimes are important. Fraud is a rapidly growing trend that threatens our economy. Crooks are learning to use the same kind of computer you got for your kids last Christmas to counterfeit checks, credit cards, ID's and pretty much anything else they want. Imagine someone being able to impersonate you at will. Banks and merchants call you and write you letters for months or even years about accounts you never heard of. You start to ask yourself, is the check you got when you sold your car any good? Is the cash dispensed from your ATM real? Can you get credit any more to buy a car or a house? "Speeders" with laptops, digital cam-

eras, and laser printers are working hard in motel rooms and copy shops to pull the financial rug right out from under you.

Or, what about business owners, who work hard for years to get started and build up sales, all the while providing employment opportunities for the community — only to discover that a "trusted" employee has stolen it all to feed a gambling habit. Unless you're willing to take the time to send these crooks to state prison, they just move on to another business, and start their embezzlements anew.

And consider the elderly, who are preyed upon both outside their homes, by "Pigeon Drop" and "Jamaican switch" con artists, and inside their homes, by thieving caregivers. Who can they turn to when they've lost their life savings, and sometimes, even their very homes, in a "gypsy sweet-heart" scam?

Sure, you might want to work elsewhere, a unit where you don't have 25 open cases at a time, where you can afford to spend the time on your case to wrap it up nice and tie a pretty bow on it, a unit where the courts give the crooks consecutive sentences with long prison terms, instead of "probation on top of probation" or a "slap on the wrist", like here in liberal SF. After all, Fraud crimes are "non-violent". There is certainly more glamour and far less caseload in units like Robbery or Burglary, but their financial losses don't hold a candle to what Fraud victims suffer.

As for overtime, Fraud can't offer you much. Fraud doesn't have "on-call" inspectors, and doesn't get OT for weekend duty. In spite of it all, Fraud inspectors enjoy their work. At Fraud, you won't have to worry about being isolated. You'll learn that the only way to make cases against organized, persistent, repeat offenders is to work together. Outside the unit, professional associations get you involved with your counterparts in the Bay Area and around the country. (Keep track of your professional contacts, they'll come in handy on your next case, Inspector!)

Not only does Fraud need you, but so do financial institutions and the nation's businesses. Unlike "graduates" of some other units, Fraud inspectors have marketable skills. Many have found great second careers at banks and insurance companies upon retirement. The technological revolution is fueling the need for experienced fraud investigators in all businesses.

So, when they ask you where you want to work as a new inspector, please don't "write off" Fraud.

Plastic, Checks, or Cash?

Fraud Risks For Season Shoppers

By Tom Feledy,
Fraud Detail

This article is not about using or abusing credit. It's about how you choose to pay for things when you shop, and the fraud risks associated with your choice.

You have three choices today: **paper** (checks), **plastic** (bank cards), and of course, **cash**. Cash is the easiest for small purchases, while cards and checks are used for larger purchases. Since most banks don't charge interest as long as you pay your credit card bill each month, the cost of using checks or cards is about the same. Actually, checks cost more, because you have to pay for them, while cards are sent to you for free.

Those of us who grew up in the 60's and 70's remember when bank cards were a new thing. There was a time when very few people had them, or checking accounts, either. Now everyone has checks and cards. Before credit cards became popular, you paid for things by saving your money and paying with cash or a cashier's check. Ah, the good old days!

Today, almost everyone has bank cards of one type or another, and at least one checkbook. Odds are, that sooner or later, one of your checkbooks or cards will get stolen. Or, you'll lose them, and they'll end up in the hands of a thief.

Before we look at the risks of each, let's compare how checks and bank cards work.

Checks were the first popular non-cash method for payment. With the exception of the MICR (funny numbers on the bottom of your check) checks are still processed today the way they were in the fifties — before computer and phone networks were available to instantly determine the status of your funds. It takes several days for your check to go from the merchant to your bank, and for the money to flow backward from your bank account to the merchant. This "float" and the paper handling associated with it, create a lot of loopholes that crooks have learned to exploit over the decades, causing many problems for merchants and consumers alike.

Bank cards, on the other hand, cannot be used with a guarantee of payment unless the merchant first connects to the card network and gets an authorization. The process takes only seconds. There are loopholes in this system, too, but they have very little impact on you, the consumer.

Now, let's compare what happens when bank cards and checks are stolen.

Stolen Bank Card. As soon as you call the 800# to report your card stolen, it is dead. No merchant can

accept payments on it. The information is available world-wide.

Your card actually belongs to the bank, and they become the victim, once you report the card stolen. The bank will pay the merchants for all the purchases made by the crook which were authorized by their card network. Neither the merchants nor the banks will ever hassle you about the purchases crooks made on your card. The bank may ask you to fill out an "affidavit of forgery" and return it.

Stolen Checkbook. Reporting your checks stolen is a different matter. There is no single 800# to call. You have to call your bank, usually during business hours. To get your bank to take the loss, you fill out an "affidavit of forgery" form for any checks used fraudulently and return the form to your bank. And that's where the information stops.

Banks do not talk to each other about fraud losses. Only your bank knows your checks are stolen. Banks other than your own are not told unless they get one of your stolen checks and try to have your bank pay for it. Merchants aren't told until they try to present your stolen check for payment at their bank. Some merchants may contact you, asking for payment, assuming that you're the one who passed the check. Merchants may even turn your checks over to a collection agency to go after you.

Many merchants do not have a check verification service, as they do for cards. Thus, merchants will still accept your checks, because they have no way of knowing your checks are stolen, until they "bounce".

Larger merchants who can afford it will use a check verification service like Telecheck. There are presently 7 such services, none of which talk to each other — and none of them talk to the banks. So the only way any of them find out your checks are stolen is by approving one, and then being forced to take the loss when your bank refuses to honor it.

By the way, if your stolen driver's license was used in passing your stolen check, your DMV # may also be listed by the check verification service. You may never be able to have a check accepted by stores that use that service again — unless you get a new DMV #. At present, DMV is reluctant to issue new #'s to victims, but I'm told they're improving.

Recommendation. Choose "plastic" over "paper". Leave your checkbook at home. Use checks only to pay your bills. Mail checks in blue US Postal mailboxes or at the Post Office. Do not leave checks to be mailed in your house or apartment mail box. (When ordering new checks, do not have your telephone #, your driver's license #, or your Social Security # printed on your checks.) Do not have new checks mailed to your home, unless the check box will fit completely inside your locked mail box. It's much safer to have your new checks mailed to your bank, and pick them up there. When you leave home, carry only your bank cards. Don't leave your purse under your desk at work, on the chair at the restaurant, or in the parked car. Better yet, don't carry a purse at all. Make a list of the 800 #'s to call if your bank cards are lost or stolen. Keep this list in a safe place at home and at work. Be smart and safe for the holidays!

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Commentary from the Editor

DPT Czar Misunderstands the Concept

By Ray Shine,
Traffic Company

In the November 30th San Francisco Chronicle there appeared an article written by columnists Matier & Ross that made much about how the SFPD now issues red light Camera citations. The article explained that, effective December 1, 1998, all such citations shall be signed by the issuing officer regardless of the photo clarity or ability of the officer to reasonably identify the driver.

...we understand [the concept] better than most, and better than some would want us to.

This is a serious departure from the past practice of issuing the citation only after making a reasonable ID., and it is a departure designed to placate persons outside of the Police Department who are frustrated by the number of citations actually being issued, and who are hand-wringing over the low numbers of those that end in a fine-generating conviction.

But the most disturbing part of the article was the quote attributed to DPT Director Stuart Sunshine (No distant relation) who complained that the low numbers generated by the project were a direct result of capricious cops working in the SFPD Traffic Administration. "The cops didn't

quite understand the concept of the program." Mr. Sunshine said, explaining the new throw-them-on-the-wall-and-see-if-they-stick citation issuance policy.

Having worked on this project myself, and knowing well those who work it on a full-time basis, I must disagree with Mr. Sunshine's comment. We cops absolutely do understand the concept, particularly the way it is currently structured. In fact, we understand it better than most, and better than some would want us to.

The "concept" is this: generate as much revenue (and, thus, as much commission for the project vendor) as possible by citing and fining motorists at the expense of basic tenets of probable cause and due process.

Indeed, I am beginning to think that Mr. Sunshine — and others — are the ones who don't appear to completely understand the concepts — especially those most-noble of ideals outlined in the Bill of Rights.

But we get it. Unlike Mr. Sunshine, we are law enforcement professionals. We have been trained to use our discretion judiciously. And we also understand those ideals as a layman might, having long ago learned the "concepts" of fair-play, even-handedness, and benefit-of-the-doubt. We were taught that discretion is the better part of valor way back in the second week of basic Academy training in a course called

Public Relations 101.

We have been told our entire careers that traffic quotas are illegal, that we are in the business to keep the peace — not to raise revenue. We have been taught that infractions are

just that — minor breaches of the law. That is why the "concept" as posed and implemented by DPT officials and the commercial vendor of the camera project is so abhorrent to career law enforcement officers. It is contrary to all our training, experience, and institutional beliefs.

Boosters of the Red Light Camera program

will argue that those "minor" infractions cause mayhem and death on our city streets. They would be correct in saying so. Red light running is epidemic and needs urgent attention — attention best rendered by uniformed police officers with training and experience in traffic enforcement.

The officers in the SFPD Traffic Division are not against the notion of using these cameras to augment their enforcement efforts. But they are opposed to the indiscriminate railroading of motorists that results from wholesale signing of camera citations even when the photo is of inferior quality and unreasonable resolution. The truth of the matter is that the cameras are not as technically



DPT will now require that this driver be cited even though SFPD finds insufficient I.D. for probable cause.

proficient as the vendor would have us believe. The technology needs to develop further before we can completely rely on the cameras. But as we approach the next millennium and its looming Y2K cataclysm, let us also hope that our run-away technocracy does not vault us so far ahead that we land hopelessly into the middle of 1984.

Most people involved in this project — be they from DPT, DPH, or elsewhere at City Hall — are sincere in their desire to abate red light running. But an influential few are motivated more by money and business contracts than by a desire to enhance public safety. Perhaps city officials should consider removing all enforcement operations — including the camera project — from DPT and place them under the professional leadership of Police Chief Fred Lau's administration.

After all, real police officers should enforce the law, not pole-mounted cameras run by a commission-based business enterprise.



Male or female? DPT does not care — "cite 'em."

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Department Bulletin #98-220 Commendation To Department Members

The apprehension of Joshua Rudiger, the slasher suspect in at least one homicide and three assaults, is a model example of what can be accomplished through coordination and cooperation in our Department. Deputy Chief Holder has informed me that the arrest of Mr. Rudiger resulted from Inspectors Ed Wynkoop and Mike Johnson rapidly and expertly following up on investigative leads, and the quick action of Central Station officers. Officers Steve Mathis, Gregory Huie, David On, and Elaine Baca were able to detain the suspect based on a description provided by the friend of the suspect's latest victim, who was injured in the attack.

I am proud to acknowledge this collaborative effort between the Investigative and Patrol bureaus in successfully removing a dangerous person from our city's streets. The collaboration is made complete when I add community involvement, in this case the readiness of the latest victim's friend in immediately seeking the police to provide information.

I heartily congratulate all of our Department officers who have worked so successfully in these crucial first steps toward resolving this extremely high-profile case.

Fred H. Lau
Chief of Police

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*For More Information Please Call Warren
President of the 80th Recruit Class SFPD Academy*

McKEE

(continued from page 1)

McKee was right. Just like some other officers in my classes had to admit, we picked up some bad habits that could jeopardize our officer safety.

So a couple of more years go by and McKee is still at the academy teaching the recruits and the advanced officer block. He has been doing this since 1982. During that time, he became an expert witness in federal and state courts regarding the use of force, and a Department training advisor regarding use of force and crowd control for the Police Commission and Office of Citizen Complaints. He is also a training expert in tactics and use of force for the California Peace Officers Standards and Training. It is safe to say that McKee is one of California's top academy instructors in the area of defensive tactics and the use of force.

I was at the booking counter the other day and I saw that a newer officer was having difficulty with a combative prisoner and before I could pull the donut out of my mouth, the kid does some karate-type move on the prisoner, effectively stopping him from being bad.

I asked the officer what type of martial arts that was. The kid says "It was a figure four control hold to a rear take down and prone Handcuffing."

It was a what???

Then the kid adds, "McKee taught me."

So that got me to do some check-

ing. McKee has taught it to every officer assigned to Bayview Station during their basic course with the exception of the Captain and five dinosaurs on the day watch. But he did teach those six during advanced officer training.

So without checking everybody's training records, I am guessing that he has personally taught most of the members of the Patrol Bureau during their basic course and the rest of the department during advanced officer training.

Why is that important you ask? Because McKee is with you during every arrest you make.

Imagine the last time you handcuffed someone and they started moving around. Did you flashback to some class McKee was teaching, with him in your face, watching how you took care of business? How about the last time you did a prone search? Did you say to yourself, now how the heck did Frank say to twist the arm? I'll admit it. Every time I go on the street, I take "Barney Rubble" with me.

For officer Frank McKee's nearly 30 years of dedicated service to the city of San Francisco and overwhelming commitment to instilling officer survival skills to the members of this department, I nominate him to be the Police Officers' Association Officer of the Month.

And in my opinion, the most important officer in the most important job in the San Francisco Police Department.

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Wanted: Adventurers To Tour Ireland And Walk In The Saint Patrick's Day Parade In Cork, San Francisco's Sister City

By Patrick Burke,
Northern Station

After a magnificent first S.F.P.D. Trip of a Lifetime to Ireland for Saint Patrick's Day in March 1998 one wonders how such a memorable trip could be improved on. Well, the 1999 Circle of Ireland Tour is set up to do just that. The one complaint about this year's Tour was that it was too short and hectic and we did not have enough time to enjoy the beautiful hotels we stayed in. The 1999 Tour has been extended to twice as long, fourteen days. We will be staying in first class hotels in Cork, Galway, Donegal, Belfast and three nights in beautiful Clontarf Castle in Dublin.

The First Eighty Adventurers Signed up will have the following itinerary.

March 15- Depart San Francisco on British Airways at 6:45 PM. Dinner will be served shortly after departure.

March 16-Arrive London Heathrow at 1:00 PM. We will transfer to Aer Lingus and depart for Cork at 2:30 PM, arriving in Cork at 3:55 PM. We will be transported from the airport to the hotel in a Deluxe Coach. Dinner and Overnight will be at a luxurious international hotel, which is across the street from the Saint Patrick's Day Parade Reviewing Stand.

March 17- **Saint Patrick's Day and we are in Ireland.** After a full Irish breakfast in the hotel we will

join, for the first time ever, the **Saint Patrick's Day Parade** through Cork City. We will partake of the many festivities of Saint Patrick's Day. Dinner and Overnight in the hotel.

March 18- after breakfast we will go on a day tour, through the green fields and rolling hills, to the **Lakes of Killarney**. We can stroll the around beautiful downtown Killarney, or perhaps take a jaunting car ride to the famous Muckross House and it's beautiful gardens. On the return to Cork City we will travel along a portion of the Ring of Kerry through Kenmare and **Glengarriff on Bantry Bay**. Dinner and overnight in the hotel.

March 19- A drive north to **County Tipperary** for a visit to the imposing **Rock of Cashel**. There will be an audio/visual presentation and time to explore the grounds. Then on to Waterford for a tour of the famous **Waterford Crystal Factory** and a visit to it's magnificent showrooms. Return to Cork City for dinner and overnight in the hotel.

The above is just a barebones itinerary as many entertainment activities will also be scheduled.

It is very important that you phone Pat Burke immediately, (650) 755-2299, to hold a spot on this wonderful Tour as space goes really fast and we can only guarantee the above itinerary to the first 80 with their deposits in. We expected 60-80 this year but 120 ended up going.



PHOTO BY ROBERT KIM

Over 45 ambassadors from San Francisco prior to the 1998 St. Patrick's Day Parade in Dublin.



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Special Luncheon: **Wednesday, February 10, 1999**

Time: **1200 hours**

Location: **Police Officers' Association
510 — 7th Street, (7th and Bryant Streets)**

Guest Speaker: **Pastor Jeff Alaways from Nevada County**

Pastor Jeff Alaways has a powerful testimony to share with all of us. He has been a Youth Pastor for the past 3 years, working with 90-100 Middle School Students. Pastor Alaways lives with his wife Lori, son, Christopher (14) and daughter, Sara (10), in Nevada County. A former Nevada County Deputy Sheriff for over 11 years, Pastor Alaways was heavily involved in his role as a narcotics officer, living his life on the edge. His short career ended when he sold Methamphetamine to a Federal Agent which resulted in Jeff's arrest and conviction. While in Jail, Jeff asked Jesus Christ to forgive him for all that he had done and the hurt he caused to those around him.

I believe this luncheon will bring a higher awareness to all of us as human beings falling to temptations. Please help me welcome Jeff to our beautiful city.

Reservations:

Cost: The cost for the luncheon is only \$10.00 (ten) per person. You must pay in advance for this luncheon (**Not Tax Deductible**).

If you pay by check make it payable to: Daniel Hampton and send the check to Daniel Hampton, Planning Division, 850 Bryant Street Room 500, S.F., CA 94103. If you pay by cash hand deliver it to Dan.

There are no refunds for this luncheon, the caterer must be paid in advance to prepare for the meals. Bar-B-Que Ribs, Beef, and Chicken will be served by Brother-In-Law (a private vendor).

PLEASE REMIT WITH \$10.00 (TEN) DOLLARS. NO REFUNDS.

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**San Francisco
Fellowship of
Christian
Peace Officers**

Marriage Maintenance

By Daniel Hampton

I received another phone call from the wife of a police officer who has left her and their two children. She thanked me for writing the article advising her husband to come back home. She told me that he read the article, which made him feel guilty, and advised me of the particulars of the affair her husband is currently involved in. Though it might seem I'm one sided in my response to this errant husband, I want to address him, if at all possible, to save their marriage:

Sir, the lady you are currently living with needs counseling from the Behavioral Science Unit, and so do you (It's free for both of you). The trouble you are having with this lady is caused by guilt because of the adulterous affair you are involved in. The guilt is shared equally between both of you and the consequences can easily lead to domestic violence. You are jeopardizing your job and the livelihood your current wife and children depend upon. They are the innocent ones as are the children of your lady friend. Listen, if this lady holds over your head a convicting offense, blackmailing you to remain with her, do the following: 1. Seek a mediator from the Behavioral Science Unit. 2. Seek advice and help from the Police Officers' Association President. 3. Approach the Chief of Police with the B.S.U. mediator, P.O.A. representative and appraise him of your problem. 3. Immediately, move out of your lady friend's home and seek counseling so you can reconcile with your wife and children. 4. If there are consequences for the charges of your lady friend, it may be lessened because of your candidness

and repentance. I'm praying for you, that you make the right decision.

Yes, I am deeply concerned for this couple and all officers having problems with their marriages. I pray that couples reconcile and keep the family together. I pray for the children of all our officers, and that families will not be torn apart because of divorce. Heavenly Father, keep our families together. Let not the evil one and our self interest bring division, anger, and hate. But let the teachings of Jesus Christ Our Lord, keep our families in Christian unity and Godly love. Amen.

Pastor Ralph Huddleston has started his Marriage Maintenance Series at Church of the Highlands, located at Sneath Lane and Skyline Blvd, in San Bruno. They are held once a month on Fridays starting at 7:00 P.M. The dates are: 12/18, 1/15/99, 2/19, 3/19, 4/16, 5/21, and 6/18 with the summer off. This "Marriage Renewal Series" will address Communication, Holding on to Romance, and Speaking Your Spouse's Language. A fine-tuned marriage requires on-going maintenance, so be sure to join us! If you have any questions, please call Melissa at 650-873-3100 X412.

Starting January 1999, I would like to start a prayer and Bible reading group. It would be held every day at 1200 hours in the Planning Division's Conference Room. It would involve praying for all our officers and their families, the Department's Command Staff, our city and its leaders, our country and its leaders, and individual prayer requests. We will begin by reading a chapter a day from the Gospel of Saint John. Length of time would be approximately fifteen minutes. This will leave ample time for lunch. Please call me at 553-9565 and leave a message that you will be joining me. I would like us to pray and read moving into the year 2000.

Prayer Watch: Michael Duffy, Dirk Beijen, Frank Mosqueda, and Henry Kirk and family. Keep these in your prayers.

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SFPD Chaplain Corps

Notebook Staff Report

The San Francisco Police Department has one of the most innovative and comprehensive employee support programs in the country. The Behavioral Sciences unit has been creatively developed, and continues to expand to meet the demands of 21st century police work. But the foundation on which this unit is being built is an old and traditional law enforcement service — the Chaplain Corps.

The Holidays can be an especially trying time in people's lives. If any of you, officer or family member, should feel the need to speak with a member of the SFPD Chaplain Corps phone the Behavioral Sciences Unit at 837-0875 for more information.

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Chinatown Resource Center
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Holidays Particularly Good Time To Donate Sick Time

Condensed and reprinted from an article by Dave Tussey, Behavioral Science Unit

Editor's note: There are police officers in need of donated sick time. In the spirit of holiday giving I thought it would be appropriate to run the following article.

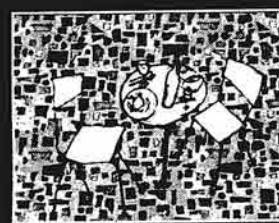
Since its inception, the Catastrophic Illness Program has been one of the most valuable assets that the department has ever instituted for its members. I occasionally receive complaints from officers who have donated hours and are disappointed when they are not taken from their accounts in time resulting in the their being lost. These folks are deservedly dismayed, as there is no greater waste than to give hours back when people in need could be utilizing them. There are ways to minimize the likelihood of this happening. I'll try to list a few of them now.

First, the most important thing to remember is to send the donation forms to the Behavioral Science Unit, in care of the Chief's Office. This way we can walk the forms through City Payroll and help expedite the process. We will also be able to assure that the forms won't get lost in the maze of city departments. Our unit also tries to keep track, as best we can, with the numbers of hours each recipient has in their account at any given time and try to anticipate their needs so that they don't fall short.

Secondly, if you are approaching the sick time maximum or are antici-

pating retirement soon, by all means take the time to send in your excess hours NOW! Don't wait until the last minute. There is often a substantial time delay before the donated hours will be deducted from your account. The lag time varies depending upon different circumstances and cannot be anticipated.

Before sending in the form, please be sure that you understand the rules of the program and that the form is filled out correctly. These rules are clearly printed at the top of every CIP donation form. Hours can be donated in **8-hour increments only to a maximum of 80 hours per pay period. (8, 16, 24, etc.)** Call me and I will personally pick up your donor form and push it through the system. **Dave Tussey Behavioral Science Unit 837-0875**



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Letters

Thoughts of Tom Perdue...

To the members of the SFPOA -

You guys lost a great cop when Tom Perdue was killed; I lost a best friend. We traveled together, lectured together, and shared interests in Asian culture, history, and crime.

Tom had hoped to join my wife Judy and me at our new home in Northeast Alabama, for Christmas. He has, many times in the past, shown us his lovely San Francisco, and we wished to show him the mountains and lakes of the South.

I have been to San Francisco often, usually staying with Tom, and the last trip, made to attend his funeral, was the first I haven't enjoyed. It was good to see my friends on the S.F.P.D., but the reason was unbelievable. As a cop in Southern California said, "Tom shouldn't be dead. Tom was supposed to be bullet proof, like Superman. Superman shouldn't get killed on a damn Harley!"

I agree. Sergeant Perdue was special; special to his friends, special to those he helped, special to his fellow members in the International Association of Asian Crimes Investigators, and special to every cop who ever met him. He helped us all. He was a great teacher, not to mention his services as a tour guide to us poor Southerners, who so easily get lost in the big city.

My retirement years will be filled with lectures, writing and watching my wife work in the garden (I hate dirt). It would have been fun to spend some of it with Tom, traveling to new places and getting into new trouble. Your department has my sympathies. He so loved San Francisco, and was so proud to serve her by being a cop.

Your fellow officer,
Jack Willoughby
New Orleans.P.D. (Ret.)

The old ball parks...

Nick Shihadeh, Sports Editor -

Enjoyed your article on the Wrigley Trip.

In case you didn't know, 1999 will be the last opportunity to see Tiger Stadium. Detroit's new park opens in 2000, only 3 hours from Jacobs Field.

I went to Camden Yards last year with my daughter. The guy next to me said that the last game at Memorial Stadium had twice the electricity and emotion of the first game at Camden Yards. The Giants are scheduled to wrap up at the Stick on a Tuesday Night, Wednesday Night and Thursday Day game versus the Dodgers. The Giants are expecting the biggest three game attendance in their history. To achieve this, they are going to remove the left field bleachers and make it standing room only. This will definitely be a hot ticket.

Box seats at Pac Bell will jump to \$36 from their \$21 price last year. The Pac Bell bleachers are now being sold on a season ticket basis. \$250 deposit and no PSL is all that is required. Those tickets will be \$10 per game — expensive but not bad if you want to lock up the season.

Lou Barberini
Tenderloin Task Force

Thanks, Solos

Editor -

My family and I would like to extend our deepest gratitude to the following officers from Co. K for their assistance during my mother's funeral on October 27th, 1998:

Capt. Roy Sullivan; Gary Elsenbroich; Peter Godbois; Anthony Carreon; James McKeever; Edward O'Toole; Thomas Velone; Marty Way.

Your presence honored my mother and made me very proud to be a part of the San Francisco Police Dept.

Thank you.
Officer Stan Williams
Airport Bureau

Thank you

Dear SFPOA Members -

We want to thank you from the bottom of our hearts for all the thoughtfulness and support that has been extended to us from all of you.

Everyone did an outstanding job at Kenny's funeral and we were so grateful for all the love and generosity also shown at the dedication at Boeddeker Park. Your kindness will never be forgotten.

Sincerely,
Sandy, Vince, and Brittany Sugrue



Dear Mr. Cunnie:

On behalf on our entire organization, I want to thank you and the San Francisco Police Officers' Assn. for your generous \$100 Annual Fund contribution.

As you know, San Francisco Suicide Prevention was founded in 1962. Its telephone service, the first in the nation staffed by trained volunteers, originally caused tremendous controversy. It is now one of the most replicated models of cost-effective crisis care in the world. In 36 years, with the help of many thousands of community volunteers, San Francisco Suicide Prevention has answered the telephone over one million times.

Now, with your help, we can anticipate another 36 years of community service.

As more is understood about suicide, and as new ways to prevent pain and isolation are developed, San Francisco Suicide Prevention will continue to teach ordinary people how to help those who need them the most.

Thank you for joining us in the innovations that lie ahead.

Sincerely yours
Eve R Meyer, Executive Director
San Francisco Suicide Prevention



Dear Mr. Cunnie,

The October 16th "20th Anniversary Gala" was a success because of you!

The San Francisco Police Department Senior Escort Patrol Crime Prevention Services would like to thank you for your support of the event. We truly appreciate your donation and (or participation).

We're delighted that the event was well attended and a very joyous and happy occasion. We are pleased that we were able to celebrate the past as well as prepare for the future. The funds raised from the event will assist our efforts in the purchase of new communication equipment for the agency.

Thank you for your support of the SFPD Senior Escort Services.

Rochelle Frazier,
Executive Director
San Francisco Senior Escort Patrol



Chris -

A quick note to thank the POA for the \$250 contribution to the Veteran's Day fund-raiser for the U.S.S. Iowa.

We very much appreciate SFPOA support of our effort to bring the battleship to San Francisco as a memorial and museum. The ship could also be used for an alternate command, control, and shelter in the event of a disaster.

Our proposal to the Navy includes the offer of the use of the two thousand beds onboard for use by emergency personnel that might be called in to help in an earthquake or other emergency.

Additionally, helicopter landing pads and communication gear on the ship could assist the City's Office of Emergency Services if needed.

Again, thanks for your support.
Fraternally,
Joel Harms,
Muni Transit Division



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Letters

Dear Chris -

On behalf of Sandy, Vincent, Brittany, and both the Sugrue and Simpson families, we wish to extend our sincerest thanks for all the caring and support that you and the Association offered the family during our time of mourning. In addition, we would like to thank Chief Lau for his assistance with the notifications and arrangements of Kenny's memorials and to Mike Hebel who was a tremendous asset to Sandy during the processing of Kenny's disability and retirement benefits. Lastly, we would like to thank all the members of this Department who shared their thoughts and memories of Kenny with the family. Your responses will never be forgotten.

Sincerely,
Vincent G. Simpson
Taxicab Detail

Dear Mr. Cunnie -

Thank you for your contribution of \$100 to the San Francisco Boys & Girls Club 1998 Annual Fund.

Your contribution helps support our five core program areas. These core areas include programs that build character and teach leadership and life skills. We also provide after-school tutoring, arts and crafts, sports and fitness. We base our programs on the physical, emotional, cultural and social needs and interests of our youth.

Our programs not only provide positive opportunities for fun and recreation, but they help instill a sense of usefulness, competence and belonging in our members. The Boys & Girls Club's ultimate goal is to enhance our youths' self-esteem so that they might achieve their full potential to help them grow and develop.

Again, thank you for your thoughtfulness and generosity in supporting the San Francisco Boys & Girls Club.

Sincerely,
Robert P. Langseth Executive
Director
San Francisco Boys and Girls Club

Dear Chris -

Thank you very much for the San Francisco Police Officers' Association contribution to my campaign for re-election to the San Francisco Board of Supervisors. Your generous support and endorsement means a great deal to me.

Thank you also for your help in making me the Number One vote getter. We had a wonderful "people's campaign" where so many stepped forward to offer whatever assistance they could. I am proud I was able to keep my campaign focus on important issues.

I will be sworn in President of the San Francisco Board of Supervisors on Friday January 8. In that position, I will be able to make

committee assignments and play a leadership role in shaping the City's direction for the next two years. Please mark your calendar now. We are planning a party. This is a time to Celebrate!

With you by my side, I will continue to fight the good fight!

Warmest regards,
Supervisor Tom Ammiano

Editor -

Enclosed is a donation in the amount of \$250.00. This donation is made in appreciation of the police escort services that were provided for the funeral of my wife, Maralyce McCarville, who passed away on May 1, 1998. The officers did a fine job directing traffic and assisting the procession to the cemetery. We are very thankful.

Sincerely,
David McCarville

Dear Chris,

On behalf of the City of Millbrae, I would like to convey our sincere appreciation to the San Francisco Police Association for their generous donation of \$1,000.00 in honor of Dave Chetcuti.

The Hwy 101 sign dedication ceremony, held on Saturday, October 31, 1998, was a time for the Millbrae Community to come together and remember Officer Chetcuti.

Again, please extend our heartfelt thanks to the San Francisco Police Association.

Sincerely,
Karla McElroy
Director of Parks and Recreation
City of Millbrae

Many thanks. . .

Editor -

A very belated but heartfelt thank you to our extended police family. There are many people to thank, beginning with Chief Fred Lau for his many hospital visits.

We especially appreciated a Christmas visit when the Chief took time from his own family to be with us.

We also thank Deputy Chief Rich Holder for his many personal cards to Kate. Also to Captain Jack Gleeson and the Narcotics Unit for their constant support.

Then, of course, Steve Johnson — a one-man support system. His many visits, phone calls, and especially his "mail calls" were the highlight of our days. We were overwhelmed by Steve's thoughtfulness. He is Human Nature at its very best.

Thanks to John Tursi who also made dozens of hospital visits. John always knew the right thing to say, or was there with open arms when there were no words.

And Rick Bruce — our true friend, who had the unbelievably difficult experience of always being present during our worst crises.

And Dan Linehan — Kate's devoted Godfather — who made late-night visits to sit with John. Nights were always the most lonely and difficult time.

Thanks to Maggie Ortelie and Jennifer Lee who made life easier for us in countless ways.

Thanks, too, to Denny McClellan — the first person to send us "department mail" with a picture of his horse wearing a police hat. That picture stayed next to Kate's bed and was one of the first things we showed her when she was well.

Thanks to Richmond Station — the first to send a wonderful get-well poster with many comforting, familiar faces to John, including his academy classmate Captain Rich Hom.

We can't forget: Jim Drago and the Range staff; Mike Slade and Housing Task Force; the CHP and their dispatch for their letters, photos, and gifts.

And thanks to Chris Cunnie, Charlie Coats, Brian Delahunty, Kurt Bruneman, and the Solos who made the St. Patrick's Day Parade an unforgettable day for us.

Thanks to the SFFD and Sally Casazza for including us in their extended family and for their hard work on Kate's fund-raiser.

Thanks to Mike Boyd for his selfless and touching gift of his

Gold medal to Kate. She wore it to the hospital for her amputation and it gave us all strength.

Again to the Narcotics Unit and especially Gary Delagnes and Dorothy Shurtleff for making our homecoming and belated Christmas celebration so wonderful for Kate and our sons.

Thanks to everyone for all your kind words, presents, visits, thoughts, and prayers.

The John Hallisy Family,
John, Julia, Dan, Kate, and Kevin

About those HMOs. . .

Dear Al [Casciato] -

In response to the question posed in your November 1998 "Around the Department" column — Yes, Kaiser rates will increase, and they will continue to climb. You may remember me, I'm an annual B&B Golf Tourney attendee who retired from San Rafael PD and served in the National Guard with Bennett, Griffin and Fulton.

Like you, I too am very concerned about rising health care costs: Kaiser Permanente-Northern California raised its Cal PERS rates 10% in September 1998 and in 1999 it will increase its premiums 10.75% Other HMOs are expected to follow Kaiser's lead.

I've enclosed copies of my correspondence to the San Rafael Police Association's leadership addressing this critical issue. I recently met with John Dineen, PORAC's General Manager, to warn him about ever increasing health care insurance costs and its devastating effect on our retired officers. He was alarmed by the increases and promised to raise the issue with his Board.

Thanks for addressing the Kaiser issue with your membership. For the past decade our retired members have suffered a net decrease in their standard of living because of increasing health care costs.

On another issue — I'd very

(See LETTERS, page 16)

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Letters

(Continued from page 15)

much like to play in the next SFPOA golf tournament. Please let me know well in advance when it is to be played so I can get my money in on time. Last year I learned about it too late to get in. Thanks.

Faternally,
Dave Griffiss
Law Offices of Reid, Axelrod,
Ruane & McCormack

So long, Hartford . . .

To Deferred Comp participants -

Recently, we achieved improved retirement benefits not only from the San Francisco voters, but also in the deferred compensation arena. Effective January 1, 1998, Aetna replaces Hartford as manager of the City's gigantic \$500+ million deferred compensation plan. Aetna, with a superior investment track record to Hartford, will provide their service at significantly reduced fees to us.

In February, Rich Quesada (Academy), Sgt. Greg Lynch (Co. C) and I approached Chris Cunnie voicing our concerns over a recent negative article on Hartford's excessive expenses that appeared in MONEY Magazine. Through our research, we brought to Chris Cunnie's and Mike Hebel's attention, the news that Hartford was the subject of a class action lawsuit claiming that Hartford had made misrepresentations to other California cities' deferred compensation investors. We voiced our opinion that, for the good of our membership, the Association should look more closely at our relationship with Hartford and become involved in the City's selection of deferred compensation providers. Fortunately, Chris Cunnie recognized the seriousness of these issues and moved to establish a POA Deferred Compensation Committee composed of

Rich Quesada, Greg Lynch and myself. The committee was later expanded with Mike Hebel, Dave Fontana and Duane Collins.

In April, I learned that the Hartford General Account, an account whose principal should operate like a bank account, might be missing money. At the April 27th Hartford presentation at our association Hall, I asked Hartford's Peter Belardinelli several questions on whether there was potential for us to lose money out of this "guaranteed account." Mr. Belardinelli never directly answered my questions and to my surprise, several association members (by coincidence all sitting next to each other) tried to stop me from getting information.

After the April 27th incident, I continued to research the General Account issue. I eventually learned that Hartford was going to retain an outrageous, \$10+ million, or an average of approximately \$667 per participant, of our money out of the General Account. Despite one of the greatest bond markets in history, Hartford claimed they lost money investing our general "guaranteed" account money in bonds. This was in addition, to \$4.5 million (average of \$333 per participant) Hartford was going to charge us for replacing them with a new financial institution.

Several times during the bidding process, SF Retirement Board members complimented the technical sophistication of Rich and Greg's questions. Greg Metzger, of the City-hired independent consultants from Watson Wyatt, told me that he was going to use my analysis that asserted that Hartford's insurance fees provided our investors with no benefits. This ultimately forced Hartford to lower their insurance costs by approximately \$1.5 million per year just to remain in the bidding process.

Hartford had two distinct advantages in the bidding process: 1) it was their contract to lose, and 2) all of the other bidders had to pay Hartford \$15 million (\$10+ million General Account loss + \$4.5 million in surrender fees) just to get

the new contract. Several low-cost financial service companies dropped out of the bidding process, deeming it too expensive to pay Hartford. Despite their \$15 million handicap to Hartford, eight of the nine finalists still underbid Hartford's new and improved contract proposal, in terms of fees. In investment performance, the City-hired independent consultants ranked Hartford in last place amongst the nine contenders.

In the September POA Notebook, it was stated that the \$15 million payment to Hartford will "not be borne by participants but will be the responsibility of Aetna." This simply is not true. All of the competitors had to factor in the \$15 million payment into their bid, which is ultimately passed on to us. T. Rowe Price dropped out of the competition rather than pay this outrageous charge. Would we have been able to get a less expensive bid if there was no \$15 million exit charge? Of course! A separate class action lawsuit is being heard in a California court claiming that Hartford's exit fees are unconscionable.

When the Deferred Compensation Committee met to make our final recommendation to the POA Board of Directors, one of our main issues was which financial institution would provide the most equitable solution to the \$15 million Hartford payment. Should the \$15 million be spread amongst all investors, even those that never invested in the "guaranteed account?" Should future recruit classes have to pay higher expenses attributable to the Hartford charge, even though they never invested in Hartford? While we are pleased with Aetna as our new low-cost provider, Fidelity structured what we felt was the most equitable plan for distributing Hartford's costs. Fidelity proposed assessing the \$15 million Hartford payment proportionally to those that had previously invested in Hartford and to those that had invested in Hartford's "guaranteed account."

The Deferred Compensation Committee prepared a written recommendation to the POA Board of Directors that Fidelity provided our association with the fairest and best opportunity for our members. I had anticipated that our recommendation would be approved by the POA Board or sent back to committee for changes. I was disappointed that a completely new recommendation was prepared by our association and sent to the City Retirement Board. No mention of our Deferred Compensation Committee's Fidelity recommendation and the many reasons supporting our recommendation, were included in the POA recommendation.

The SF Retirement Board was forced into a situation where they had to decide whether to keep Hartford as a mediocre performing, expensive provider or trigger the \$15 million Hartford payment and obtain a more efficient, better performing provider. The easy way out would have been to keep Hartford and leave the \$15 million charge as a legacy for a later administration. Our City Retirement Board had the courage and foresight to "bite the bullet" so our City employees, over the long term, can enjoy a much less expensive provider and have their account

grow more. The Board made the right decision for us and they should be commended.

The new Aetna era provides our association with a fresh opportunity to review our relationship with our deferred compensation provider. I had concerns that perhaps certain members had become too cozy and trusting of Hartford. Perhaps it was this close relationship with Hartford that compromised our independence and made us so slow to question Hartford's high expenses, the \$10 million "guaranteed account" charge, and uncover the pending class-action fraud suit.

In this new Aetna era, it is clearly in our association's best interests for us to be independent of Aetna. For example, when I read the semiannual Hartford presentation in the POA Notebook, I had a hard time distinguishing between what was Hartford advertisement and what was our association endorsement of Hartford. In the private sector, a corporate employee would never be allowed to tout stock market investing on corporate letterhead, such as our POA Notebook. If another employee lost money investing in their pension plan, they would be able to sue the corporation. A lawsuit whose outcome would rest on the same laws our association is subject to.

Another advantage to drawing a distinction between our association's area of expertise and Aetna's, is that it would transfer all compliance with securities laws to Aetna. Unlike Aetna, our association is not staffed to keep current with the constantly changing security regulations. Currently, our POA Notebook fails to even disclose the standard, required disclaimer that: "investing involves risk, the potential to lose money and that a prospectus should be read before investing." If Aetna assumes complete responsibility for presentations in our Notebook, we will transfer compliance with securities law to them and insulate our association from liability.

Another advantage to letting Aetna take responsibility for presenting their product is that it would make it easier for us to bill for advertising in the POA Notebook. Aetna's presentations would be clearly their representations; not to be confused with our association's input. Thus, the presentations would clearly be Aetna's bill. The more we invest in Aetna, the more they make. It behooves Aetna to assume responsibility for marketing.

I make the above suggestions as a member of our association, and from my training and experience as a Certified Public Accountant. These are basic control standards accepted by all industries, designed to prevent mishaps and insure objective evaluation.

My best wishes go out to Aetna and I wish them a successful relationship with the City and its employees. I would also like to thank the City Retirement Board and CEO Clare Murphy for their patience and integrity in the selection process. My personal thanks go out to Rich Quesada, Greg Lynch and Chris Cunnie. Their support, effort and time were greatly appreciated in this victory we all achieved.

Lou Barberini
Tenderloin Task Force

John Payne (SFPD) of

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GHB: The Silent Killer

By Ron McGlashan
Office of Public Affairs
Volunteer in Policing

In 1991, hospitals throughout the country were confronted by a new frustration in emergency medical care. A number of athletes were rushed into emergency rooms suffering from some strange and frightening symptoms. Shortness of breath, irregular heart rate or arrhythmia, and seizure activity were becoming alarmingly common place amongst the ER patients. For a number of the victims the end result was death from respiratory arrest.

At the time, the body-building craze was in full swing. Many of the weightlifters were using a new supplement from the drug store shelf known as "GHB", or Gamma Hydroxy Butyrate. This new chemical allegedly would help in the reduction of fatty tissue and assist in the production of lean body mass. The bottle or package in which GHB was sold had a cautionary that warned, "THIS CHEMICAL MAY CAUSE DROWSINESS." In Europe, GHB is used as a general anesthetic for minor surgical procedures. Could this explain the peculiar high one encountered with this stuff affectionately known as GABA? All of the patients seen in the emergency rooms had ingested GHB. As quickly as this drug made its debut, the FDA had it removed from the market and it was banned from over-the-counter sales.

In the month of February 1997, The SFPD Narcotics Division proved that GHB was very prevalent in San Francisco. For some time, an alarming number of young people from the Rave Party Crowd were being rushed to the Poison Control Center at the San Francisco General Hospital. The symptoms were the same as the symptoms displayed in 1991. This time however, the incidents were all together too frequent. As many as 15 kids in one weekend were being rushed to the San Francisco General by ambulance.

Lt. Kitt Krenshaw and the men and women of the Narcotics Division were combing the streets to find the source of this new flow of GHB. On Feb. 10, they soon had at least one answer. A unit out of Park Station had responded to a domestic dispute on Lyon St. When the officers arrived at the residence where the dispute took place, they noticed a strong chemical odor coming from within.

In a matter of a few minutes, they

not only resolved the dispute, but also had discovered one of the largest GHB labs ever found. Within an hour, the area was crawling with SFPD Narcotics agents, Fire Fighters, officials from HAZMED (State of California) and DEA agents. The Fire Department was there to remove a huge container of 200 proof alcohol. This is used as a purifying agent in the production of GHB. This could have been disastrous for the building residents and half the block if there had been an explosion or a fire.

According to Krenshaw, "There was enough GHB in the residence to do half of the city." There was a total of 10 gallons of GHB found in sports bottles, which is the most common way to carry this chemical on the street. There were buckets and beakers of GHB all over the kitchen and the chemicals needed to make much more. Krenshaw adds, "Kilos of Gamma Butyl Lactose and Sodium Hydroxide were confiscated and marked for exhibit. There were bottles of vanilla extract used to cut the chemical taste of GHB. This was a new chapter in Narcotics history."

A year has come and gone since the visit to Lyon St., and during that time some changes have been made. The office of the DA has expedited the Lyon Street case. The warrant has been served, but the female resident/suspect hasn't received a date to appear. The GHB problem still exists, but because of the energy of the men and women of the Narcotics Division this drug is now a focus of local drug enforcement. It is also listed as a controlled substance under Schedule Three by the Federal Government.

The Emergency Rooms still get GHB users regularly, but the SFPD is doing all that it can to educate and discourage its use. In January, the SFPD will be hosting public seminars that are designed to educate the public regarding GHB. Dr. Joanne Whitney, a Professor of Pharmacology at UCSF will join forces with representatives of the San Francisco Fire Department, Paramedic Division and our friends from Demand Reduction, DEA to address groups of young people.

The goal is to educate and let one and all know that the drug GHB is not only illegal to possess, but is also the Silent Killer. The SFPD Narcotics Division and Office of Public Affairs will host the seminars. Take the time to attend and, what ever you do, bring the kids.

Foster Care Saves Lives

Melissa Flower,
Community Affairs Coordinator

Katie Dineen,
Animal Care Supervisor
SF Animal Care & Control

Home care for some of our animals with special needs is now making it possible for us to save even more lives. Every year, hundreds of animals arrive at the Animal Shelter with a minor condition, which precludes them from being made available for adoption immediately. A dog may have a cough, or a kitten might come in who is still just a baby without her mom. Specially trained volunteers who have the time and patience to nurture these animals take them home and care for them until they can be placed for adoption. With limitations of space and resources, we are not always able to afford these animals the luxury of recovery time or focused socialization in our shelter environment. But

we are building our foster program slowly, always remembering that we are the agency responsible for euthanizing unwanted, sick, injured, and behaviorally challenged dogs, cats, and others. Since the inception of our foster program, we have been able to save dogs who have a cough or are sneezing, very young kittens, and even a couple of frightened dogs who just need more time and one-on-one care to boost their confidence. Our volunteers work tirelessly, sometimes sitting up during the night for feedings, sometimes helping a dog feel less shy, always committed to helping these animals find a new life in a loving home.

Reprinted from Tails of the City,
the Newsletter of the San Francisco
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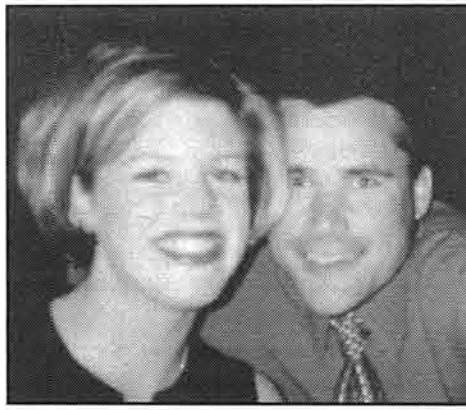
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Local nurse runs to honor stricken child

Marathoner Seeks Funds For Leukemia Research

By Kirk Edison,
Northern Station

A very dear friend of mine, Theresa Rooney, is training with the Leukemia Society Marathon Team for an upcoming marathon/fund-raiser. As her memo explains, she needs sponsors to help her with a personal goal and very worthy cause. Please take a moment to read her plea for donations, then give what you can to support her in this effort. - KE



Theresa Rooney and Kirk Edison

Hello. My name is Theresa Rooney. I am a nurse at St. Mary's Hospital in San Francisco. On March 21, 1999, I will be running in the Maui Marathon. I have been very fortunate with my health, my life and career and would like to give something back.

I have joined Leukemia Society's Team in Training program. I have a coach, a training program and over 100 team members with a common goal and plenty of support.

The most valuable part of the program is that you have a child that you sponsor as your honoree. My honoree's name is Robby. He is 4 years old and was diagnosed with leukemia a year ago. I have had some time to spend with Robby and his family. He is a very happy child who doesn't quite understand what the disease is, but at age 4 thinks a bald head is pretty cool. Today, Robby receives his treatment through a catheter tube in his chest. Somehow he has managed to be careful with it, despite his constant running and

jumping.

I am also running in support of my mother. Mom was diagnosed with cancer in 1996. Like Robby, she, too, undertook intensive chemotherapy and lost her hair. It is the research that has been the catalyst for effective treatments, such as chemotherapy, that have allowed my mother to live cancer free for 2 years. Now, on the threshold of a new era, the hope is that with accelerated funding for research, all leukemia's and related cancers will be curable early in the next century.

I have committed to raising \$3,100 to support the Leukemia Society in its battle against leukemia, which is the number one cause of death in children between the ages of one and fourteen.

Please help support me in this project by contributing to the Leukemia Society. 75% of all funds go directly to research. Your contribution will fund the research being

Robby is a very happy child who doesn't quite understand what the disease is, but at age 4 thinks a bald head is pretty cool.

done to find the cure to this disease and other leukemia related cancers.

Training for a marathon will be a challenge. But my challenge is nothing in comparison to the challenge that Robby or my mother have had to overcome on a daily basis battling cancer. Please join me in spirit by

contributing. Whatever you can give will help-it all adds up. Please complete the enclosed pledge form and send in your tax-deductible contribution by January 1, 1999. I really appreciate your support.

Many thanks!

Combined Charities 1998

When You Wish Upon A Star

By Rene LaPrevotte Co. K

The time is again at hand when the City solicits its employees to donate to the Bay Area Combined Charities campaign. I am once again asking for your consideration, and seeking your support for California Law Enforcement's Wish Upon A Star Foundation.

Wish Upon A Star is an endeavor by the California Law Enforcement Community to help seriously ill kids with a "wish" that their parents might be financially unable to grant.

If you look in the Combined Charities

handbook, you'll note that Wish Upon A Star is not listed nor assigned a recipient number. If you care to make your annual donation to this charity, you must use the "write-in" portion of your donor sheet and fill in the following...

Wish Upon A Star Foundation
PO Box 4000
Visalia, California 93278
(800) 821-6805

If you are not a big fan of the Combined Charities, send a check payable to Wish Upon A Star to me at Co. K and I'll forward your donation directly to the foundation.

SPONSOR FORM

YES! I would like to contribute to the Leukemia Society and support you in your first marathon!
(Please circle the appropriate contribution below)

- \$26.20 "A buck a mile, that's not too bad!" Division
\$35.00 "Let's see if she can finish" Division
\$50.00 "She better bring me back a lei" Division
\$75.00 "Thank Goodness I'm healthy" Division
\$100.00 "I'll never hear the end of it if I don't write a check" Division
\$200.00 "We haven't heard from her in years and now all she wants is money" Division
\$_____ "Be creative, make up your own" Division.

Please make checks payable to The Leukemia Society of America and mail it back to me by January 1, 1999.

Theresa Rooney
c/o SFPOA
510 7th Street
San Francisco, CA 94103

If that isn't possible, we will gladly accept your donation after that date! Your contribution is 100% tax deductible

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email: wishstar@lightspeed.net
<http://wishuponastar.home.ml.org>

Granting wishes
for high-risk and
terminally ill children



SPORTS



Nick's Notes

By Nick Shihadeh,
POA Notebook Sports Editor

CHECK IT OUT: What a weekend I had on November 7th and 8th — it started out with attending the Stanford/USC football game down in Palo Alto on Saturday with some friends. The pre-game tailgate party was great, the game was entertaining even though Stanford got crushed by USC, and the post game tailgating was great as well. It was what we did next that really was a blast.

Because of old ties from high school, we ended up in Atherton at the luxurious home/estate of Mike Homer who is the vice pres of marketing of Netscape. He and his family were very gracious hosts to us especially when the men were able to gather in the east wing billiard room for a few games. We ended up drinking age old scotch and smoking fine cigars (some rumored to be from Cuba), as well as laughing about old times.

It was a great day enjoyed by all, and the main players who I accompanied on this adventurous excursion were Steve "Hoover" Roche, his father-in-law Pete "I'm a Retired Fire Capt" Cornyn, and the infamous Mike "Bert" Siebert. As far as the impact of our visit was concerned, let it be noted on the next day of business in the stock market that Netscape went up four dollars a share. Also, it was a few weeks later that the news came out about Netscape being bought out by AOL. Believe me, we had nothing to do with any of it, really...

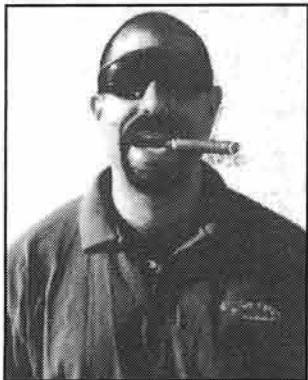
The weekend continued for me on Sunday when I was to attend the Niner/Carolina game as the guest of Lloyd Winston who recently retired out of the department from Northern Station. As some of you may remember, I did an article about Lloyd a few years back about his playing days in the NFL. Lloyd played for the Forty-Niners as a fullback in the early 60's and even had a cup of coffee with the Raiders for a year. Well, that Nov. 8th game at The Stick was to be 49er

Alumni Day and things would start out at the Crown Plaza Hotel by SFO for a pre-game brunch for all the former players in attendance as well as their guests.

It was a great experience for me to meet some of the older players who were Lloyd's teammates way back when. These included Abe Woodson, Charlie Krueger, Leo Nomellini, Charlie Johnson, Kermit Alexander, Dan Colchico, Billy Wilson, Len Rhode, and of course R.C. Owens (who runs the Niner Alumni Association and is one of the nicest guys around). I also met a gentleman named Earle Parsons who played back in the 40's, which was a time when the players played on both offense and defense (many played on every play of the game). He couldn't believe how the game has changed with specialist positions, the money being made, the cocky attitudes, the whole thing.

As far as some of the more current alumni were concerned, present on that day were the likes of Tim Collier, Bobby Leopold, Tory Nixon, Eric Wright, and even Jesse Sapola. I got to meet and hang with all of these guys during the brunch, got to walk into the NFL Alumni section of the parking lot with them, and then eventually I was able to sit with them during the game in section 19 lower reserved. At half time they were all out on the field being introduced to the crowd; when it was Lloyd Winston's turn to be announced I rallied as many people in the section as I could to cheer loudly for him.

As far as the game was concerned,



it was another Niner game that was more exciting than it should have been as the Panthers wouldn't go down easily; but, the present Niners won and the former Niners were happy about it making the day a complete success as far as I was concerned. Well, maybe almost a complete success — if only I would have remembered to bring a camera in order to get pics with many of these guys; now that would've been the icing on the cake. Maybe next time.

I'd like to congratulate Ed Reinfeld of the Airport Shooting Range for his share in coaching the A.P. Giannini Jaguars to their fifth baseball championship in six years. They recently crushed the Aptos Tigers by a score of 22-2 to complete an undefeated season (17-0) in the SF Middle School Baseball League. The head coach of the team is Klause Wailblinger and Reinfeld has been helping him run this very successful program for the past six seasons (they have won 85 out of 86 games in that span with the only loss being in the '96 championship game).

The Jaguars are like the "De La Salle" of middle school baseball in the Bay Area and boasts as being the only club around where the coaches wear uniforms along with the players. So not only does Reinfeld per-

form hitting and pitching instruction to go along with coaching first base, he looks good doing it.

Ed started with Giannini back in 1993 so that he could help coach his son Tim Reinfeld who was playing at the time. Tim played in '94 as well and both father and son were very happy to share in the team's early successes. Ed does his assistant coaching on a volunteer basis but he does look forward to the end of every season when he's treated to a great dinner at House of Prime Rib by Wailblinger. Keep up the good work Ed, and good luck next year.

As far as department sports is concerned, it looks like the basketball season has finally gotten under way. As usual, I welcome any articles about the on going league especially from my good friend young Ed Del Carlo.

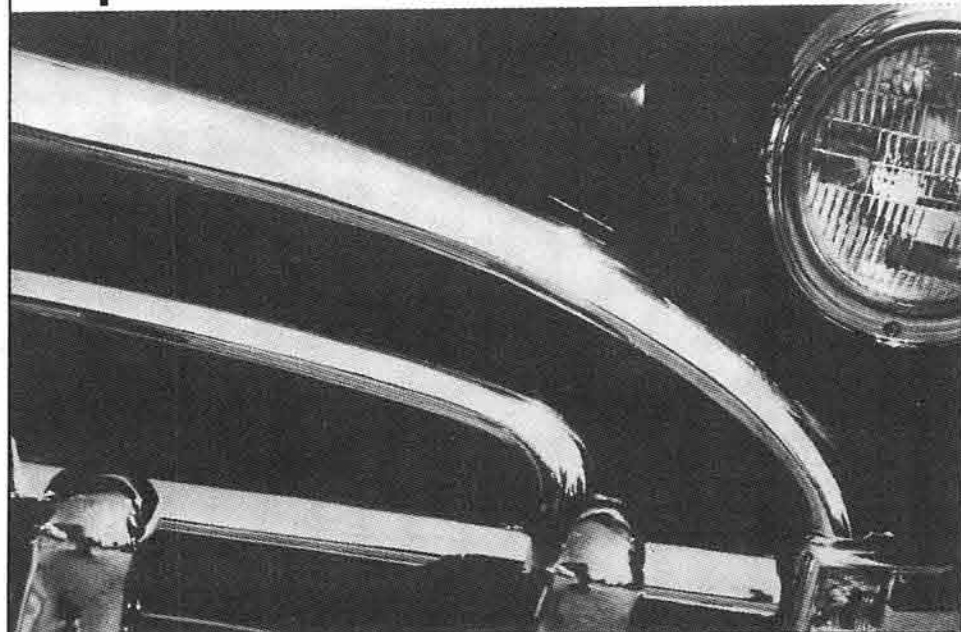
I next would like to acknowledge Jerry Donovan (Hondas) who retired recently. He's now enjoying a fruitful political career as the mayor of Half Moon Bay. Little do the people down there know about Jerry, is that he was one of the most feared left handed softball hitters in department history for many years. That big bat is definitely going to be missed. Enjoy your retirement Jerry...Otherwise, happy holidays to everyone....So see ya next year....

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Close Encounters

By Steve Johnson, SFPOA Secretary

The woman cuddled in the Mission District doorway sleeping on the narrow street at 3:00 a.m. was no real threat to anyone. She was the type of person you'd drive by not giving a thought as to why she was there. It's not because you don't care, it's really because there are just too many people like her sleeping in doorways doing the best they can to get by. The woman slept in the same place every night, a heavy, dark green blanket her only protection. Unfortunately, the blanket didn't stop the insane man with the knife. He walked over and slit the woman's throat from ear to ear and then left his mark, a cryptic symbol, written in the woman's blood on the sidewalk where she was now left to die.

A passerby noticed the pool of blood and called 9-1-1. **Officer Lisa Frazer** and **Officer Tess Escobar** arrived at the woman's side only seconds after they received the call. They held the woman's blanket to her wound trying to stop the bleeding. They called for emergency medical help. They felt a pulse and talked to her the entire time they were by her side encouraging her to hold on, reassuring her that the ambulance was only a few blocks away. But even with the best trauma team in the world the wound was simply too vicious to fix.

The individual who showed such little regard for human life struck again a few nights later, slashing the throats of two other individuals. **Sergeant William Scott**, Central Station, was the first to arrive at the scene. Will set up a perimeter search and obtained a description of the suspect that was broadcast over all channels. **Officer Alane Baca** and **Officer Greg Huie**, working off the description, captured a man who later claimed to be a vampire, telling the officers that he needed the blood of his victims to survive. He's in jail, there's no blood on the menu, and hopefully we can take this act off our streets for a while...

People are creatures of habit. At least it seemed that way the other night when **Officer Pete Richardson** and **Officer Leo Sevilla** were working a plainclothes car. They just happen to notice an individual standing on the corner of 15th/Mission Streets firing his gun. Pete took to the street, Leo followed in the car and they corralled the armed suspect a block away. The officers removed the loaded gun from the 20-year old and escorted him to the station. A computer check revealed that the suspect had a warrant for, yep, an ear-

lier case in our City where he was captured with a loaded and concealed gun.

And how many times do we have to remind people who are on parole that they are not allowed to walk around with loaded, 12 gauge shotguns? **Sergeant Lou Perez**, **Officer Mike Androvich**, and **Officer Moses Gala** took that responsibility on themselves when they apprehended a member of their local gang in the Ingleside in just such a predicament.

Probably not a good idea to draw attention to yourself by driving with your high beams on when you're passing a police car, especially when you're transporting a few loaded guns and narcotics like the individual **Officer Carl Fabbri** and **Officer Robert Canedo** noticed at Hayes and Steiner. The officers conducted a traffic stop on the overlit vehicle and, while the driver was looking for his nonexistent insurance policy, the officers' flashlights found the handle of a loaded 9mm semi-automatic sticking out from the suspect's pants pocket. The search for the insurance policy was now a minor consideration. The search of the vehicle was more important, especially when the officers also retrieved a loaded, 12 gauge shotgun.

Officer Vince Etcheber and **Officer Kevin Murray** attempted to stop an individual in the area of Eddy and Buchanan when the subject took off running. Officer Murray, a member of the SFPD soccer team, was right behind the young man and stayed up with him, figuring he could tire him out with Officer Etcheber following in the police car. This was probably a good plan until the suspect turned into a courtyard with Kevin right behind him, but before Vince could make the corner. And the original plan got worse when Kevin saw the suspect he was still pursuing was now running with a gun in his hand. Officer Murray decided to tackle the armed suspect which resulted in a wrestling match for the fully-loaded, 9mm semi-automatic handgun. At one point the suspect had the gun pointed directly at Officer Murray's face. Kevin managed to gain control of the gun, which was the most important part of that match, but the suspect managed to wrestle free and started running again only to be tackled a second, and final, time by **Officer Mark Hutchings** and **Officer Matt Inocencio**. A follow-up investigation at the suspect's residence revealed another loaded, 9mm semi-auto-

matic. The suspect was already on probation and was not supposed to be walking around with the loaded weapon which, the officers found out, had been reported stolen.

It was an early Sunday morning when **Officer Steve Kirwan** was sent to a possible robbery at the Safeway store at 30th/Mission Streets. It's not unusual for a robbery alarm to be set off accidentally by morning workers but, then again, you never know. So Steve approached the call with appropriate caution and, it's lucky he did. Officer Kirwan parked away from the entrance of the store and, as he approached on foot, two individuals wearing ski masks came running out of the front doors of Safeway, and both of them were armed with assault rifles. The suspects saw Steve and split up. Steve chased one of the suspects and managed to tackle him a few blocks away. There was a tremendous fight for the assault rifle with the suspect managing to point it directly at Steve. Officer Kirwan managed to overcome the suspect and placed him in custody. The other suspect was eventually caught and it turned out he was a former security guard for the store and knew the routine of when the safe would be open.

The Mission District was rocking pretty good the other night with 4 drive-by shootings in 24 hours when **Officer Glen Ortega** and **Officer Jose Lopez** had a car race by them driving the wrong way on a one-way street. The officers gave pursuit following the suspect vehicle out 25th Street towards LaRaza Park. The suspects were obviously in the wrong place at the wrong time because the rest of the Mission Team was now in place, joining the pursuit: **Officer Ellina Teper**, **Officer Nancy Guillory**, **Officer Matt O'Leary**, **Of-**

ficer Brian Devlin, **Officer Herb Najarro**, and **Officer Mike Nelson**. The suspects failed to negotiate a turn at 25th/Potrero and lost control of their vehicle. They left the car, split up and started running through the park but the Mission Team was way ahead of them and had both of them in handcuffs within a matter of minutes. A search of the suspect's car revealed a loaded 12 gauge shotgun in the front seat. Meanwhile, a young man had been taken to Mission Emergency Hospital in critical condition from a shotgun wound that occurred as a result of a drive-by shooting that took place 1 block from where Officer Ortega and Officer Lopez first saw the suspect vehicle. Witnesses at the shooting scene positively identified the car that Glen and Jose had been chasing as the one involved in the shooting of the victim. Not a bad night, capturing 2 shooting suspects before a description was ever broadcast...

But, it was also very fortunate that neither Officer Ortega, Officer Lopez, nor any of the other Mission Station officers were injured in this pursuit and subsequent arrest because it was the exact same type of incident in which a young Los Angeles police officer was killed on Sunday, November 29, 1998. **Officer Brian Brown** and his partner were chasing 2 suspects who had just been involved in a drive-by shooting. The suspects opened fire on Officer Brown and his partner with assault weapons. Officer Brown, who never had time to get out of his police car nor time to draw his weapon, was struck in the head and died at a nearby hospital. One of the suspects was killed in the exchange of gunfire, the other was eventually captured.

Officer Brian Brown, 27, had been with the Los Angeles Police Department for only 3 years, and was raising his 7-year old son on his own.

Third LAPD officer killed this year

SFPOA Mourns For Officer Brian Brown

The San Francisco Police Officers' Association mourns the death of yet another California law enforcement professional. On Sunday, November 29, 1998 Los Angeles Police Officer Brian Brown was shot and killed by a heavily armed suspect wanted for a drive-by shooting. Officer Brown is the third LAPD officer to die in the line of duty this year.

A decorated Marine who served in Somalia, Officer Brown joined the LAPD three years ago. He was well-liked by his fellow officers, and dearly loved by his 7-year old son, Dylan, who Officer Brown was raising as a single parent.

Our hearts and prayers go out to the family and friends of Officer Brian Brown, and special condolences to his extended family in the LAPD.

— Chris Cunnie, President

Editor's note: Special funds have been established in the memory of Officer Brown and to assist his young son.

Tax deductible donations can be made in the name of Officer Brian Brown to:

Los Angeles Police Memorial Foundation
150 North Los Angeles Street,
#731
Los Angeles, Ca 90012

Donations for Dylan Brown should be made payable to the Brian Brown Trust. Send donations (which are not tax deductible) to:

Pacific Community Police Station (LAPD)
12312 Culver Boulevard
Los Angeles, Ca 90066

Seasonal decorations with a special meaning

Blue Lights Shine For Law Enforcement

By Forrest Fulton Ph.D.
SFPD Behavioral Science Unit

The Holidays can be a very stressful and lonely time for some of us. The stress and loneliness can be compounded for those families that have lost a loved one. Now is the time to pay special tribute to all the police families (both sworn and civilian) that have experienced a loss.

In 1988 Mrs. Dolly Craig of Philadelphia, PA, started putting blue lights in her window that holiday season. The lights would remember

her son-in-law, Danny Gleason, a Philadelphia (PA) Police Officer who was killed in the line of duty. Dolly's idea is now legacy, now thousands of blue lights shine nationwide during the holiday season to honor and remember those law enforcement officers who have given their lives in service to the profession. The blue lights also thank those officers who continue to work America's increasingly dangerous streets each and every day.

Decorate this holiday season with these tributes in mind.

POA Mourns for Milton Marks

The San Francisco Police Officers' Association extends condolences to the family and friends of former State Senator Milton Marks. Senator Marks passed away Dec. 4, 1998 at age 78.

Throughout his career in public service — one that spanned some four decades — Senator Marks was a friend and supporter of all police officers and law enforcement. He supported police labor issues and rights, and endorsed

nearly all of the SFPOA ballot initiatives. Most recently, Senator Marks supported our Association's campaign for Proposition A, and called to congratulate us a few days after our victory.

Police officers everywhere have lost another friend and ally, but San Francisco police officers in particular. He will be missed by us all.

— Chris Cunnie, President