

**IAWP Conference**  
**August 31st - September 5th, 2003**  
See pages 12-16

# JOURNAL

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**SAN FRANCISCO**  
**POLICE OFFICERS' ASSOCIATION**

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www.sfpoa.org

*Monday, September 8th, 2003*

## 12th Annual SFPOA Golf Tournament

The prestigious StoneTree Golf Club in Novato, California will be the site of this year's event. The 7,000-yard, 18-hole championship course is a handcrafted classic, created by the Masters and features impeccable playing surfaces, stunning aesthetic richness and a remarkable sensitivity for strategic play.

This year's tournament is a Scramble Format, with a Shotgun Start. Prizes will be awarded for both Low Net and Low Gross; Hole-in-One prizes on selected holes, include a BMW and Spaulding Irons; and, Longest Drive.

Fabulous tee prizes and raffle prizes will also be featured.

Tournament activities include a Chipping Contest, a Barbecue lunch, refreshments on the course, concluding with the Award's Dinner in the classic "Old Marin" StoneTree Club House. This elegant craftsman design hosts spectacular views of Mount Tamalpais, Mount Burdell and the Coastal Range. Featuring the culinary talents of Chef Elaine Bell, complimentary wine will be served with dinner.

See page 17 for entry form.

## All's Well that Ends Well

Submitted by Eddie Dare  
Traffic Company, Solos

Richmond District Captain Sandy Tong called for motorcycles to help search for a missing elderly woman suffering from Alzheimer's. She was last seen in Golden Gate Park by those who had escorted her for an outing. A

tical, the primary search unit provided dispatch with a comprehensive description of the missing Alzheimer's patient. In turn, the woman's description and other pertinent information was broadcast throughout the city.

The Park district officers who had located the woman on Belvedere Street quickly realized that the woman they

were assisting was the same woman that was the subject of a search inside the park. They requested that officers from the Richmond district respond to their location and verify that the woman was the subject of the search. The Richmond officers respond and made the verification with the help of a photograph provided to them by the woman's escorts.



search dog picked up her scent near the Flower Conservatory. Captain Tong directed a search of the area using officers from her command, as well as from the Hondas, Mounted, and Traffic units.

A short time later a citizen who lives in the Park District called emergency dispatch to report an elderly lady who was walking aimlessly around the neighborhood of Waller and Belvedere Streets. Park Station officers answered the call and responded to the area. After a brief search, the officers located the elderly woman. She was disoriented and possessed no identification. Meanwhile, over on another PIC radio channel, the search was underway in earnest by units in Golden Gate Park. Of course, as soon as prac-



PHOTOS BY EDDIE DARE

## PRESIDENT'S MESSAGE

### The Ratification

The proposed contract was ratified by the POA membership with an 86% affirmative vote. I thank you for your vote of confidence and support. As the economic situation improves, I am convinced that each of you will see that your initial sacrifice will be rewarded over the long term with an equitable and fair increase in wages and benefits.

My thanks go out to Gary Delagnes and the team he put together to negotiate the contract. This was Gary's fourth contract negotiation, and his expertise and knowledge of the process reaped an enormous benefit to this organization. We can all be proud of the committee members. Their hard work and sacrifice has won the day for the POA. Thanks to them, we stand to enjoy one of the longest, most promising packages of any union or employee organization in San Francisco.

The work on the contract, however, is not finished. We still must have the proposal approved by the Board of Supervisors. That is where my focus has been. After Gary and Jack Minkel secured the proposal with the member's ratification vote, I began knocking on doors at City Hall. Nothing can be taken for granted. Although the fiscal health of the city is poor, I believe that I have secured enough votes to pass the contract through the Board. I am confident that we will have the contract that you ratified.

### Future Campaigns

The Board of Supervisors is attempting to make sweeping moves to revamp the SFPD. Our cooperative relationship with the individual Supervisors has served us well over the past several years, but a few of those members feel compelled to move forward with legislation that will significantly impact our working conditions and procedures.

The first proposal was by Supervisor Chris Daly. He thought that it would be a good idea to merge the SFPD with the Sheriff's Department, placing all of us under the direct control of an elected politician. His reasoning was that it would be a fiscally sound move, and that the accountability to the Sheriff would decrease the incidence — as he saw it — of misconduct.

From the start, this was a poorly devised scheme. Supervisor Daly did not do his homework. Even more importantly, he chose not to work with the POA to resolve his issues. Instead, he decided it would be best to jeopardize public safety by dismantling the



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## POA Mourns Death of Inspector Brian Olcomendy

Dedicated POA activist dies suddenly while on vacation

The men and women of the San Francisco Police Officers' Association extend sympathy and condolences to the family and many friends of Inspector Brian Olcomendy. Brian died on July 26, 2003, while vacationing with his children at Camp Mather near Yosemite Park. He was 43.

Brian will be particularly missed at the POA. He was a tireless POA activist. Elected to the Board of Directors representing Narcotics, Brian also served with Gary Delagnes on the contract negotiation committee. Generous to a fault, Brian also helped coordinate the SFPD campaign for Buzz the Fuzz, a charity that grants wishes to terminally ill children.

Brian was an avid sports buff. He attended City College and San Diego State University where he excelled at soccer. Brian brought his talents with him to the SFPD and

played on the police soccer teams for many years. He was also the commissioner of the department softball league.

For more than twenty-one years, Brian served the department with the same dedication and sense of duty with which he served the members of this association. Brian served at Park Station for many years. After promotion to Inspector, he was assigned to Narcotics, a detail that he relished.

All of us at the POA will miss Brian, and we extend our heartfelt sympathy to his family. He was a devoted family man, a great cop, and a POA member of unflagging loyalty.

A fund has been set up for Brian's children. Donations may be made to the "Olcomendy Family Education Fund" Acct.# 1359555 c/o SF Police Credit Union, 2550 Irving St., SF 94122.



## WIDOWS' AND ORPHANS' AID ASSOCIATION

July 16, 2003

The regular meeting of the Widows' and Orphans' Aid Association of the San Francisco Police Department was called to order by President Al Aguilar at 3:05 pm in the conference room of Ingleside Station.

**PLEDGE OF ALLEGIANCE:** Led by our President Al Aguilar.

**ROLL CALL OF OFFICERS:** President Al Aguilar, Vice President George Jeffery excused. Trustees, Joe Reilly, Dave Fontana, Rene LaPrevotte and Mike Kemmitt. Excused Joe Garrity

**MINUTES OF THE JUNE MEETING:** Motion by Reilly and seconded by Fontana that the minutes be approved as published. Motion carried.

**COMMUNICATIONS:** \$25.00 as a honorarium for one of our members taking part in a confidential survey.

**BILLS:** Treasurer Sturken presented the usual bills. Motion by Riley, seconded by LaPrevotte that the bills be paid. Motion carried.

**SUSPENSIONS:** Pursuant to Section 3 of Article III of the Constitution. (non-payment of dues for six months) Chad Butler, Roberto Salinas, Allen Siegel and David Baker. They will once again be notified by mail, if any other members knows these members you can have them call us at 415-681-3660. President Aguilar ordered their suspension.

### We had five deaths this past month:

**GEORGE T. JOSIFEK** 83 years. George was born Long Island, New York. He was employed as a mechanic before he entered the Police Academy in 1949. He worked the Traffic detail as his first assignment and after two years resigned. He moved to Oregon and worked as a mechanic and a sheep rancher. He often would fix up old trucks and give them to families that were down on their luck. He enjoyed a good life with his wife Dixie. When he was diagnosed with cancer and could not do all the chores in his garden, neighbors that he helped over the years would come by and get all the work done. What goes around, comes around.

**WILLIAM J. OSTERLOH** 87 years. Bill was born in San Francisco and grew up in Noe Valley. He attended Sacred Heart and U.C. Berkeley. He was employed as a Voting Machine Adjuster before he entered the Police Academy in 1940. His first assignment was Ingleside, followed by Central as a sergeant, then he made Lt. And was assigned to the Chief's Office, and taught at the Police Academy. He also worked in the newly formed Community Relations Unit. Bill was awarded a Gold Medal of Valor for his arrest of an armed berserk man. Also a Silver Medal of Valor for the arrest of an armed man who attacked his wife and mother. Bill was a Phi Beta Kappa graduate of U.C.

Berkeley with a Ph.D. in Criminology. He retired in 1970 and taught at Ohlone College in Fremont where he was Professor Emeritus. Bill was the king of the one line joke. Those of us who were in the academy can still remember him giving classes in the proper use of a Geiger counter. I still say we didn't find everything he hid.

**JOSEPH R. ALLEGRO** 87 years. Joe was born in Omaha, Neb. In 1939 Joe came west to San Francisco looking for work. He was employed at Shell Oil and the Kaiser Ship Yards. He was transferred to Honolulu ship yards. In 1943 he joined the Navy and served in the European Theatre until his discharge. He returned to San Francisco and entered the Academy in 1946. His first assignment was Taraval, followed by Mission, Richmond, Ingleside. He was appointed a L.T. Sergeant and worked the Big Lights of Central until he retired in 1974. Joe was known as a very sharp street cop and was awarded many Captains Comps. He also was awarded every Medal of Valor that the San Francisco Police Dept. offers. A Gold for the arrest of a prowler who stabbed a fellow police officer. A Silver for the arrest of two armed robbery suspects who just robbed a drug store. A Bronze for the arrest of an armed man with a rifle who threatened to kill family, officer and himself.

**RICHARD HALL** 76 years. Dick was born in San Francisco. He grew up in Hayes Valley and attended Commerce High and S.F. State. He served in the Navy aboard the USS Minneapolis and, upon his discharge, returned to San Francisco and entered the Police Academy in 1948. His first assignment was Park followed by Southern. He liked Southern and when a few of the so-called Station lawyers talked him into joining the Army reserve, "saying they will never take us as Cops, and look we get paid for doing hardly anything." Guess what, in 1951 he was off to Korea for a two-year tour. When he returned he went back to Southern and worked BSS for several years before he went back to Southern and City Prison. He retired in 1977. Dick was awarded three Silver Medals of Valor. One for the arrest of two men who robbed a yellow cab. One for the disarming a prisoner who went berserk and stabbed an officer. One for disarming a suspect who threatened to shoot a hotel clerk and officer before he was taken down. He also was awarded several Captains Comps. He retired in 1977 and enjoyed his life in Cool, Ca.

**ROBERT F. MUELLER** 77 years. Bob was born in Des Moines, Iowa. He served in the Navy during WWII. He came to San Francisco and entered the Police Academy in 1947. His first assignment was Taraval for one year and

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## A Reprint from Armed Forces News

Submitted by Rene LaPrevotte  
Co. K, Solos

*Christy Ferer is a 9/11 widow who recently was a member of a group of celebrities (including Robert DeNiro and Kid Rock, among others) that took an Armed Forces Entertainment Office and USO-sponsored trip to Iraq to show support for the soldiers, sailors, airmen and Marines still over there. Following is an e-note she sent her escorts about the experience. In her cover note, she said she intends to submit it to the NY Times for publication. It is really powerful, and very moving, and will make you proud that you have chosen to serve your country, and proud to be an American. — Brig. Gen. Ron Rand*

"When I told friends about my pilgrimage to Iraq to thank the US troops, reaction was underwhelming at best. Some were blunt. "Why are YOU going there?" They could not understand why it was important for me, a 9/11 widow to express my support for the men and women stationed today in the gulf.

But the reason seemed clear to me. 200,000 troops have been sent halfway around the world to stabilize the kind of culture that breeds terrorists like those who I believe began World War III on September 11, 2001. Reaction was so politely negative that I began to doubt my role on the first USO/Tribeca Institute tour into newly occupied Iraq where, on average, a soldier a day is killed.

Besides, with Robert De Niro, Kid Rock, Rebecca and Johns Stamos, Wayne Newton, Gary Senise Lee Ann

Wolmac who needed me?

Did they really want to hear about my husband, Neil Levin, who went to work as director of New York Port Authority on Sept. 11th and never came home? How would they relate to the two other widows traveling with me? Ginny Bauer, a New Jersey homemaker and the mother of three who lost her husband, David and former marine Jon Vigiano who lost his only sons, Jon, a firefighter and Joe, a policeman.

As we were choppered over deserts that looked like bleached bread crumbs I wondered if I'd feel like a street hawker, passing out Port Authority pins and baseball caps as I said "thank you" to the troops. Would a hug from me mean anything at all in the presence of the Dallas Cowboy cheerleaders and a Victoria Secrets model?

We arrived at the first "meet and greet". It made me weep. (why?) Armed with M-16s and saddlebags of water in 120-degree heat the soldiers swarmed over the stars for photo and autographs.

When it was announced that a trio of 9/11 family members was also in the tent it was as if a psychic cork on emotional dam was popped.

Soldiers from every corner of New York, Long Island and Queens rushed toward us to express their condolences. Some wanted to touch us, as if they needed a physical connection to our sorrow and for some living proof for why they were there. One mother of two from Montana told me she signed

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**EDITORIAL POLICY:** The POA Journal 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 POA Journal'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 POA Journal are not responsible for unsolicited material. The editors reserve the right to edit submissions to conform to this policy.

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

- Address letters to the Editor's Mail Box, 510 7th St., San Francisco, CA 94103.
- Letters must be accompanied by the writer's true name and address. The name, but not the street address, will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced.

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### San Francisco Veteran Police Officers' Association

On the second Tuesday of every month, you can visit with other retired police officers at the Veteran POA meetings. We meet at the Immaculate Conception Parish Hall, 3255 Folsom St. Parking is good in the lower yard. Arrive by 11:00 AM and be on your way by 1:30 PM.

Call the Secretary  
to join at  
(415) 731-4765,



or write to us at  
P.O. Box 22046,  
SF 94122.

The Veteran POA has 1045 members. Stay in touch!



# AROUND THE DEPARTMENT



By Al Casciato

## ...Vacation Sightings:

**C**olleen (Juvenile) and husband Peter Fatooh recently vacationed in the Aloha State. As they visited the various islands they couldn't help running into other SFPD members. Recently retired Solo, Doug Foss, was on tour as were Edith Lewis, PAL, and Jerry Neitz, Mission Station. The Fatoohs also ran into Kevin (Backgrounds) and Ann (EEO) Mannix touring their last island. Peter thanks Kevin for allowing him to utilize his bar bill so generously...

## ...Births:

Jason and Roxana Hui, Ingleside Station, proudly announce the birth of their second child daughter **Isabel Cosette Hui** 7 lbs. 15 oz. 19.5 inches born June 9, 2003 at the California Pacific Medical Center. Brother, **Zachary Ryan** 3 years is thrilled with his new sister.

Celebrating the birth of their second child are **Dan** (Tactical) and **Kris** (Bayview) **Simon**. Daughter, **Ella Marie Simone**, 7 lbs. 15 oz. 21 inches born July 7 2003 joins big brother **Daniel Jr.**, 2 years, as the pride and joy of the family.

Congratulations and best wishes to all...

## ...GrandParents:

**Mike and Lynn Mahoney**, Hit and Run, proudly announce the birth of their first grandchild, **Alyssa Lynn Blackwood**, 7 lbs. 6 oz. 19 1/2 inches was born April 17, 2003 0550 hours at Alta Bates Hospital to their daughter **Stephanie** and husband **James Blackwood**. All are doing great. Uncle **Dan Mahoney**, Staff Services, is beaming that his brother is now a "Grandpa"...

## ...Sworn In:

On Thursday July 10th, 2003 Captain **Gregory Corrales**, Mission Station, and Sgt. **Jeremiah Morgan**, Taraval Station, were sworn in as District 8 Officers of the American Legion at the War Memorial Building. Greg is the 2nd Vice Commander and is in line to assume the top leadership position within a few years. Jeremiah is the Finance Officer of the District administering the assets of D-8. Also sworn in that evening was **Violet Banta**, mother of **Ron Banta**, Tenderloin Task Force. Violet is the incoming Marshall for the District's American Legion Auxiliary. Congratulations to all and keep up the good work...

## ... 206th Recruit Class:

Lots of drama processing this class. First they were hired then they weren't. Staff Services scurried around getting letters and requisitions in place. Another drama that has taken place is the canceling of our college affiliation by San Francisco City College that credited 16 units to those successfully completing the academy academic requirements. Faced with the possibility of having an academy class receive no credit towards their post certificates Academy Captain **Jim Lynch** solicited community colleges statewide for help. Siskyou Collage stepped up to the plate and welcomed us with open arms. Also, after reviewing the academy curriculum, advised that they would grant 31 units of credit to graduates. Good job Jim you deserve some huge credit...

## ... 1.3 Million:

Retiree **Tony Novello** sends news clipping detailing that recent retirees **Dave**, **Ingelside**, and **Aida Maron**, Fiscal, traveled earlier this year with their 10 year old **Camille** to visit **Reno**, Nevada's Circus Circus Hotel and ski the nearby slopes. After a nice dinner, **Dave** gave **Aida** \$40 to play on the Wheel of Fortune machines while he took **Camille** to watch the attractions. When they returned they found a huge crowd around **Aida**. She had hit a mega jackpot worth \$1,309,906. Congratulations to the entire Maron family...

## ...More Reno News:

If the Reno beat cop looks familiar during Hot August Nights it might be that he is. Retiree **Bill Boniface** of Traffic Admin/School Crossing Program and Ingelside bike beat officer has been hired part time by the Reno PD. Reno P.D. has implemented a program of hiring retired officers to work in uniform on foot patrol during special events.

Retiree, "Uncle" **Tony Novello**, is travelling throughout the State of Alaska this summer. His two-month journey qualifies him as a reverse snowbird. What do they know? Snow is good...

## ...Loaner:

Lt. **Vicki Quinn**, Photo Lab, has still and video cameras available as loaners to use at retirement parties and other department special occasions. Vicki can be reached at 415-717-5636. Class act. Thanks Vicki...

## ...Suits, Shirts & more:

**Simpson Tailors** of Hong Kong will make a return trip to the POA this August. They will be conducting fittings and taking orders August 12 - 18 in the POA Hall. They will also have an exhibitor's booth at the National Asian POA San Francisco Conference August 19-22...

## No Way to Start a Retirement...

Soon after his June 30th retirement, editor **Ray Shine** packed his motorhome and headed for Davis Lake, Plumas County, for some well-deserved peace and quiet. He was surprised to find the campground nearly vacant, but proceeded to set up in a quiet, scenic spot and enjoy not working after thirty-two years. All went well for the first half of the stay. Ray hiked and swam, read and napped, etc. Then, over night, the campground filled to capacity. It seems that was the weekend that ESPN was sponsoring its annual three-day Field Dog Retrieving Competition in nearby a wetland. Competitors from throughout the west descended on Ray's "out-of-the-way"

campground bringing with them scores of excited and eager Black Labs, Golden Retrievers, and other sporting breeds. "Few handlers brought less than three dogs, and many had five or more!" Ray recounted. But, despite all the canine presence, it was surprisingly quiet, all things considered. According to Ray, the only thing really barking at him were his own two feet as he hobbled around the campground on blistered and cut insoles and heels. "I do see it'll take a while to get this retirement thing down just right." Ray mused. "But, I already know first-hand the meaning of a 'dog day afternoon'."

## Beneficiaries ...

Many members who have visited the retirement board come away dismayed to discover that the beneficiaries they had listed were outdated or inaccurate. Most of the designations

were made decades earlier when the retiree was still a rookie in the police academy! We are finding that Widows & Orphans and the POA experience the same problem. All members need to review the beneficiary information they have listed with these primary institutions and organizations. One stop shopping won't cover it. One must contact each organization separately in order to review his or her file. As I see it, start with the Retirement Board, then contact W&O, the POA (group insurance), SF Credit Union (group insurance), and any insurance company that is covering you or a group of persons to which you belong.

Announcements, notices or tidbits can be e-mailed to [mcasci2525@aol.com](mailto:mcasci2525@aol.com), faxed to 552-5741, or mailed to *Around the Department*, 510-7th Street, SF, CA 94103.

# TRAFFIC TIPS

by Rene LaPrevotte  
Co. K, Solos

## Fraudulent Temporary Operating Permits

**W**hen a vehicle owner is attempting to register his car, and the paperwork process is not yet completed to the satisfaction of DMV, the Department of Motor Vehicles may issue a **Temporary Operating Permit**. The temporary Operating Permit is the red-5" square piece of paper displayed in the window, with a large white number (#1 through #12) to indicate the month the permit expires. These are usually issued to allow the registered owner time to get a smog inspection, or for a "salvaged vehicle" to get a brake and lamp inspection. The permit typically expires the last day of the month indicated in the 3" white number on the permit's face.

The STOP Unit has noted an increase in the use of *fraudulent* Temporary Operating Permits. Some have been duplicated by use of a color copier and others have had the handwritten vehicle's descriptive information bleached-out and reconfigured with information that matches the vehicle it is being fraudulently used on. To ascertain whether the permit being displayed has been lawfully issued to that vehicle:

1) Examine the back of the permit. If it doesn't have black printed "In-

structions To Vehicle or Vessel Owner," it has been duplicated on a color copier.

2) A "QRLN" registration query will indicate if there is an "Application in Process" which **should** accompany a valid "Temporary Operating Permit". If there is no such "App-in-Process", you probably have a forged document,

3) The vehicle operator should have supporting documents in the vehicle to support the validity of the Temporary Operating Permit. If he/she doesn't, run a check on the plate/VIN for the Application-In-Process. If none exists, you most likely have a fraudulent document being displayed.

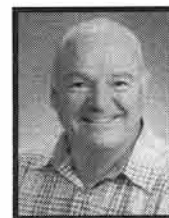
If you discover a Temporary Operating Permit being used that has been altered or has no other supporting documentation, the vehicle should be towed with a "hold" for Traffic Admin, the forged/altered document photocopied and booked as evidence (Copy attached to report), and the owner/operator cited 4462.5 CVC and given a court date 30-45 days hence.



## OLD REPUBLIC TITLE COMPANY



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# 2003 Contract Negotiation is One For the Books!

by Gary Delagnes,  
SFPOA Vice President

First, for their confidence and support, I would like to thank those members who voted to ratify this contract. It is important for all of you to realize that a tremendous amount of time and commitment is required to prepare for and negotiate a contract. It is not for the faint of heart.

Next, I want to praise the members of my committee. They are among the best I have ever worked beside. They displayed unquestioned honesty, integrity, and selflessness. Thank you for your unflagging dedication, to this Association and me.

The POA Negotiating Committee is comprised of fourteen members. They represent a cross-section of the department, and each brought new and innovative ideas to the process. At least once a week for more than four months, we met to compile data and prepare our proposals. At critical junctures, we conferred with Vin Harrington, our labor attorney, and with Ken Akins, our police data expert. In committee, I was able to lean on battle-tested negotiators such as George Rosko, Jim Balovich, and Carri Lucas for expertise and support. The hard work of Dennis Callaghan, Chris Breen, Rich Struckman, Brian Olcomendy, and Dan Leydon—all seasoned veterans—contributed much to the team effort. Tony Montoya, Hector Sainez, and Matt Castagnola were first timers, all of whom added a fresh perspective to the process. As always, my friend and fellow Executive Board member, Jack Minkel, kept me focused and composed.

Negotiating is like participating in a sporting event. The strategy changes daily depending on the "game" situation. It is always a matter of "advantage" and "less advantage." As one union after another agreed to the 7.5% retirement contribution, or had it imposed upon them in arbitration, our last-in-the-door strategy proved to be a great advantage.

The truth of the matter is that, when challenged by other unions in arbitration, the City was able to substantiate its "inability to pay." That meant that comparable jurisdiction compensation surveys would no longer carry the weight of our argument. The issue had changed. No longer was it a question of our entitlement to a raise or benefit, but rather one of the City's ability to pay for them—at least in the near term. Nonetheless, we initially decided to deal our hand and let the cards fall where they may—even if that meant pursuing arbitration. We knew, of course, that based on the aforementioned prior decisions, the odds of prevailing in arbitration were slim.

We began earnest negotiations on June 9, 2003. The talks continued through June 17. All POA committee members attended the sessions. It was

hectic. Experienced committee members were reminded, and new members quickly realized, that one cannot take personally things that are said, or actions spurred by one's opponents. That would be counter-productive, and would impede the ability to reach an agreement. Yet, on three occasions,

*The issue had changed. No longer was it a question of our entitlement to a raise or benefit, but rather one of the City's ability to pay for them—at least in the near term.*

we felt that negotiations had reached an impasse. We were frustrated, and began to prepare for arbitration, at one point even requesting a list of qualified arbitrators. Those were some sleepless nights.

However, as we moved into the week of June 16, the City moved. They indicated that they were willing to redouble their effort to reach an equitable agreement. We optimistically returned to the table, bringing with us a more palatable idea: using a "compensation formula" as the foundation for constructing our contract.

Our formula proposal was to include some of the higher compensated cities in the Bay Area. City negotiators, of course, proposed a different slate of jurisdictions that were more reflective of their fiscal perspective. Ultimately we reached a tentative agreement on a formula-based package that we believed would secure the future of our members, while at the same time allow the City to recover from the prevailing economic morass.

The next step was to explain the formula to the membership. We prepared for the job by carefully going over the formula, evaluating the included cities and why they were selected, and identifying the total compensation criteria. We ascertained how the contract was to be phased in, what we were giving back, and what we stood to gain.

We presented the agreement to the Board of Directors, then spent Friday, June 20 and Monday, June 23rd making presentations to the general membership. Four times per day at both the Police Academy and Hall of Justice, we stood before the attending members and explained the deal. We had hoped that as many members as possible would come to these two-hour briefings, and many did. Almost all of the people that took the time to listen seemed very pleased with the agreement. Even so, as is always the case, some members began to spread misinformation about what was or was not agreed too. Fortunately, those Board members who had a clear understanding of the agreement were able to explain the proposal correctly and put out the "brush fires" of misinformation and discontent.

I realize that every member does not agree with Executive Board on a given issue. I believe very strongly in our democratic process, in debate and dissent. But, debate fails when it occurs without a factual understanding. Unfortunately, a few of our members tout their "station house" expertise, but

lack comprehensive knowledge of pertinent facts. Other members attack us for reasons that do not involve anything other than their own bitter agenda. Such people lack credibility, and are not qualified to participate in constructive debate.

A few of the unit representatives need to understand more clearly their elected function. Their job is not to kowtow to a handful of habitual malcontents. Rather, their job is to represent and do what most benefits the majority of their members, even if those are the silent majority.

I have a self-defeating quirk in my personality. I give too much credence to what a small minority of persons may think about me or how I conduct myself. I put forth a tremendous amount of effort on behalf of the membership. I do not take my role as vice president and chief negotiator lightly. Some members don't seem to realize that these are also issues my issues. Like all of you, my family will be affected by this contract, and I am not in the business of adversely effecting the well being of my own family or yours. As the vote for ratification may no-doubt prove, I have once more over-reacted to those few that are impossible to please.

This is the fourth contract that we have negotiated under the leadership of this POA administration. Let's review some of our accomplishments:

\* We have realized wage increases of nearly 70% over the past eleven years.

\* We have gone to the ballot and

raised our pension benefits from 70 to 90% over the past five years.

\* We have maintained the 10-hour day throughout the department.

\* We have attained benefits such as POST pay, Longevity pay, Tactical pay, Wellness programs, Physical fitness compensation, expanded night differential, increased FTO pay, and bilingual pay.

\* We constantly find new ways to increase your base pay for purposes of retirement.

\* We have fought to maintain your "P-I" transfer rights despite the fact that they are under constant attack by the department administration.

\* We have maintained over 80% rank order appointments in our promotional process—a nearly unattainable percentage for police agencies elsewhere throughout the state.

I will accept dissent, and I will accept disagreement, but when the honesty and integrity of this administration is questioned, that is unacceptable. We are confident and assured. We know what we are doing! Just ask seasoned association activists such as Mike Hebel or Paul Chignell. They agree that we have provided unprecedented success as leaders of this organization. Other SF union leaders are astonished at what we have negotiated in this contract and others. Perhaps those of you who question our purpose or commitment should choose to resign from this organization. You apparently do not believe in us, and we most certainly do not need the anguish of your discontent.

I believe that the POA Negotiating Committee has struck another benchmark deal. These are trying times, but eventually the entire membership will come realize how good the package is. I am certain of that, and stake my reputation on it.

Until that time, accept my heartfelt thanks for your confidence and support.

*Post Script — Just before this issue of the POA Journal went to print, we lost a loyal friend and unimpeachable POA stalwart. Inspector Brian Olcomendy died suddenly on July 26, 2003. Although Brian was instrumental in securing for us this best of all city contracts of 2003, he will not be here to enjoy the fruit of his dedicated effort. I would like to dedicate this contract to his memory. I am grateful to him and to his family. Had I known how little time we had left with Brian, I never would have implored him to help with these all-consuming negotiations. I would much rather have seen that his time and attention was spent with his loving family. The POA has lost a brilliant star from its universe. Goodbye to my partner and my friend.* —GD

## Ballot Results

### Vote to Ratify Proposed MOU with CCSF

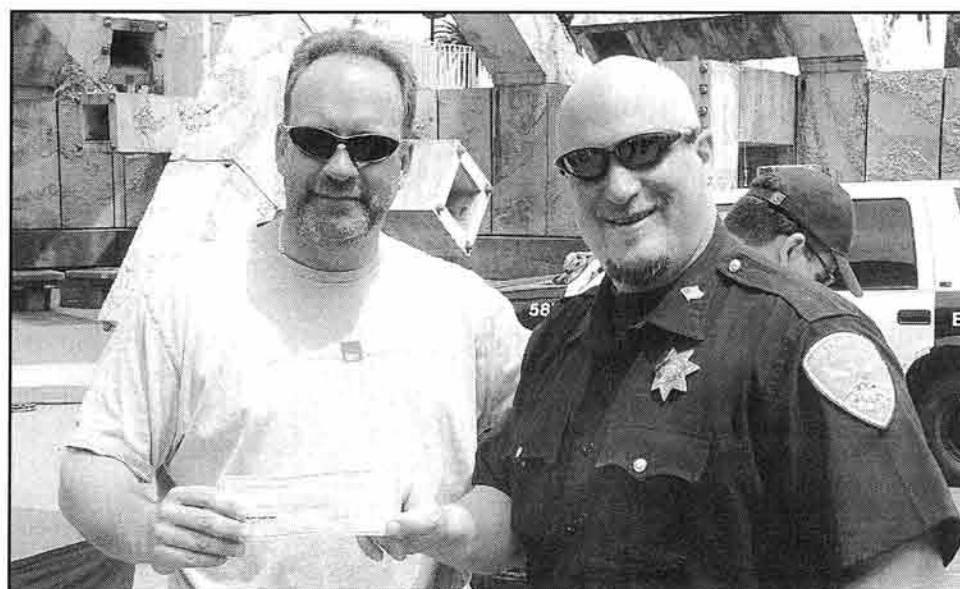
by Matt Gardner,  
Chair, Election Committee

YES – 716	NO – 120
86%	14%

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Wife of Sgt. John Hallisy — Narcotics Bureau



Gary Delagnes and Brian Olcomendy at a 2003 "Buzz the Fuzz" event.



# Minutes of the July 16, 2003 General Membership Meeting

Call to Order / Pledge Of Allegiance / Roll Call

## President's Report

President Chris Cunnie thanked the Board of Directors for their help in getting the message out about the new POA contract. He then spoke about the proposed Charter Amendments involving the Police Department. The Supervisor Chris Daly "merger" amendment, which would have had the voters authorize a study of a merger of the Police and Sheriff's departments, was defeated by the Board of Supervisors by an 8 to 3 vote. Supervisors Daly, Gonzalez, and Peskin voted in favor of putting this measure on the ballot.

The other proposed charter amendment, sponsored by Supervisor Tom Ammiano and co-sponsored by Supervisor Jake McGoldrick, was approved for the November ballot. It would, among other things, increase the number of police commissioners to 7 (with 3 appointed by the Board of Supervisors) and allow the Director of the Office of Citizen Complaints to file disciplinary charges directly with the Police Commission. An amendment to modify the Ammiano charter amendment, introduced by District 8 Supervisor Bevan Dufty, was defeated.

Chris stated that the POA response to the Ammiano charter amendment must be clearly thought out. Chris said that, in light of the politicization of the police commission that would follow from passage of the Ammiano charter amendment, the Board of Directors will be asked in the near future to determine the POA response. This response could include a state and national campaign to draw attention to what will be no doubt be represented as a "reform" measure.

Chris also updated the Board on the condition of Brendan Burke, son of Pat Burke (Park Station). Brendan was hospitalized with numerous gunshot wounds from a shooting in a City College parking lot this past weekend.

Chris also brought up several articles that have appeared in the local press about the Police Department and the Police Officers' Association. He emphasized that much of this reporting is connected with the mayor's race and the City's usual treacherous election year politics. Chris also stressed the need to keep these things in perspective and that the POA will continue to vigorously carry out its obligation to defend its members.

### Vice President's Report

Vice President Gary Delagnes reported back to the Board on the ratification vote by the membership. Gary thanked the Negotiations Committee and the Board for their work on the contract ratification vote. He said the committee was the best he had ever worked with, had unquestioned integrity, and had 100% participation by all of the committee members. He said the 4 months of preparation and research the committee did proved to be essential during the 10 days of negotiations with the City. He said the contract that resulted from these difficult and complicated negotiations is something we can all be proud of and represents a great achievement for all of us.

Regarding the vote of the general membership, Gary said it was gratify-

ing to see the margin of victory (86% "Yes" votes), but he was disappointed that more members did not return their ballots on the contract ratification vote. Gary reminded the Board of how with this contract our wages will be competitive with the top 10 in the country, as compared with our 92nd in the State of California a mere 11 years ago. This significant increase, he said, coupled with the 2 pension victories at the ballot box, are "proof of just how far we have all come since the early 90's."

Tim Flaherty (Co. C) asked if the 7.5% retirement contribution was already being taken out. Gary stated this was correct, that the contract provided for the 7.5% contribution to take effect as of July 1st. Had the contract not been ratified, (or if for whatever reason the Board of Supervisors rejected the contract), the 7.5% contributions would have to be returned to the members pending other resolution. Final approval of the contract by the Board of Supervisors is still 3 to 4 weeks off. Gary also mentioned that details surrounding the new "uniform allowance" payments (to commence 7/1/04) are still being ironed out.

### New Business

Jason Fox (Co. B) inquired as to the status of the new building. Treasurer Jack Minkel informed the Board that the building at 6th and Bryant is still in escrow and that everything is on track. He estimated that the move into the new building should occur in October or November.

Mike Favetti (Tac) brought up a concern that some of the members of his unit had not received their ballots this last election.

Members who have moved must call the POA staff so that addresses can be made current. A POA member in good standing who does not receive a ballot for whatever reason can always sign out a ballot from the POA office.

General Counsel Kathy Mahoney spoke to the Board about additional attorney fees connected with the indictments. A discussion was held to determine what additional monies, if any, should be paid pursuant to the POA by-laws Section 3.b "Screening Committee Procedures." The following motion was then made:

Motion: That the San Francisco Police Officers' Association pay an additional \$10,000 to the firm of attorney Bob Moore.

Move: B. Olcomendy (Narc.)

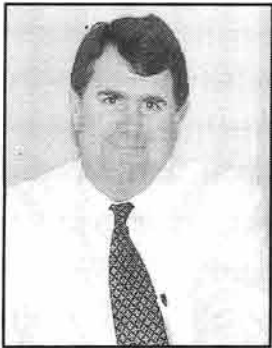
Second: Balovich (Inv.)

Motion passed unanimously by voice vote. No opposition was voiced.

D. Moorehouse (Solos) raised the issue of how the Ammiano charter amendment can be defeated at the ballot box. Chris Cunnie said that the next few weeks would be spent working out a strategy, contingent upon the future direction of the Board of Directors. There was no further new business. President Cunnie then adjourned the meeting.

Board Meeting was concluded at 1352 hours.

Minutes respectfully submitted by,  
Tom Shawyer  
SFPOA Secretary



POA Board of Directors' Meeting  
POA Building, July 16, 2003  
1300: Meeting Convened  
Pledge of Allegiance  
Roll Call and Attendance

Unit	Present	Excused	Absent
President	Chris Cunnie		
Vice Pres.	Gary Delagnes		
Treasurer	Jack Minkel		
Secretary	Tom Shawyer		
Editor		Ray Shine	
Co. A	Ron Ophir George Rosko		
Co. B	Jason Fox Kevin Martin		
Co. C	Tim Flaherty Stephen Jonas		
Co. D	Teresa Ewins Tony Montoya		
Co. E		Steve Murphy John Van Koll	
Co. F	Pierre Martinez Mike Siebert		
Co. G	Sean O'Leary Dean Sorgie		
Co. H		Jennifer Marino Val Kirwan	
Co. I	John Scully Joe Finigan		
Co. J		Jesus Pena	
Co. K	Theresa San Giacomo Frank Luticken Don Moorehouse		
Tac	Mike Favetti	Mark Madsen	
Narcotics	Lynne Atkinson Brian Olcomendy		
Invest.	Jim Balovich Dan Leydon		
HQ		Dennis Callaghan Neville Gittens	
SFO	Bob Belt	Bob Swall Gale Wright	
Retired			

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4 Toppings	13.55	16.15	19.60	22.25
5 Toppings	14.70	17.50	21.15	24.00
6 Toppings	15.85	18.85	22.70	25.75
Extra Toppings	1.15	1.35	1.55	1.75

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- Pastrami\*
- Shrimp\*
- Ground Beef
- Ham
- Canadian Bacon
- American Bacon\*
- Linguica
- BBQ Chicken\*
- Marinated Chicken\*

- Clams\*
- Pine Nuts\*
- Capers\*
- Feta Cheese
- Pineapple
- Ricotta Cheese
- Jalapeños
- Pesto\*
- Zucchini
- Broccoli
- Mushrooms
- Sun Dried Tomatoes\*
- Sun Dried Tomato Sauce\*

- Red Onion
- Green Onion
- Bell Peppers
- Artichoke Hearts
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**CHOOSE FROM A LARGE VARIETY OF TOPPINGS**



# Contract Negotiations 101

by Rich Struckman,  
General Work Detail

As most of you know, our recent contract proposal went to the membership for ratification, and was approved. As a member of the SFPOA's negotiating committee, I am pleased that our efforts were supported by the membership; but over the last two months, it became obvious to the members of the negotiating committee, that some of our members had concerns about the process. The purpose of this article is to address some of those concerns, and better explain the process to those who are interested.

Having spent the better half of my career as an active member of the SFPOA, I have had the opportunity to spend a few years as a member of the SFPOA's Board of Directors and participate in several of the POA's legislative and administrative processes. During this time it became apparent to me that the process of negotiating labor contracts was crucial to our membership as well as my individual livelihood. A couple of years ago, while working at Narcotics, I expressed my interest to Gary Delagnes who has chaired the POA's negotiation committee over the last decade. Late last year, Gary gave me a call and appointed me to the committee.

At the beginning of 2003, our team, comprised of over a dozen veteran POA members, began meeting on a regular basis. During this period we reviewed other police contracts and compared the wages and benefits of other agencies to our own. We conducted a membership survey and for-

mulated our priorities. We met several times with Ken Akins, a professional contract consultant, who specializes in California public safety contracts. Gary, along with members of past ne-

gotiating teams, shared their experiences and got us up to snuff on the protocols and strategies we would need to

employ when we got to the bargaining table. Once prepared, we nervously watched the other unions take their hits (4 of them lost in arbitration), and waited for our call.

During the first week of June, we got the call. A couple of days later, we found ourselves at City Hall in the Mayor's conference room. Over the course of two weeks we participated in painstaking negotiations with the city. After watching 46 other unions take a hit (7 1/2 %) and only walk away with invitations to come back in a year, we remained focused and kept the negotiations alive. We constantly brainstormed to revise our game plan, but eventually got to a point where we knew all we could do was set our table for arbitration and draw a line in the sand. Evidently it worked, because in the end we were able to reach an agreement with the city on a four year deal, which we all felt was more than fair...that was the easy part!

The next two weeks were spent on a marathon effort to educate our membership on the contract they were to vote on. This was not easy and did not come without opposition. We organized several informational meetings and attended numerous line ups to give our members factual information about the contract. We were constantly stomping out rumors and dis-

selling misinformation which was running rampant throughout the department. Then came the personal attacks against members of our team and the POA's executive board. Some members were questioning our integrity and labeling the POA's leaders as "corrupt". Many of us got pretty frustrated by the lack of support some of our self-serving members exhibited, but we maintained our composure and successfully obtained our goal.

This being said, I want to take the opportunity to clear up a few misconceptions. First, several people have insinuated that Gary Delagnes ruled our committee with an iron fist, and left committee members in the dark. This is not true. Gary recruited several new members (including myself) to the negotiating committee this year. The committee was comprised of members from every branch of the department. Throughout the negotiations, all of the committee members were present during negotiations, and everyone's concerns were addressed by the committee. When sensitive issues arose, they were discussed and handled professionally. Anyone who has been around

one side refuses to compromise. This was not the case with our contract. Our negotiations resulted in what the committee felt was a fair and equitable agreement with the city. Had the membership turned down this agreement, our committee would have ended up in front of an arbitrator trying to explain why our membership turned down an agreement we already had deemed to be a good deal. We would have lost, and at the very best, ended up with what the membership turned down. Realistically, we would have probably found ourselves standing in line behind 46 other unions looking for a deal next year minus the 7 1/2 %. In the end, what surprised us the most was the final tally of the ballots. Only 836 of over 2200 members took the time to actually vote on this contract. I still can't believe that over 60% of our members don't think their financial futures are important enough to vote on. (It was one YES or NO question!).

The next issue I want to address are the accusations of the SFPOA being corrupt. I have worked with the members of our executive board and most of the board of directors for many years. They are honest people who are constantly faced with difficult decisions. They take what they do seriously, and always go to bat for cops who get jammed up while doing their jobs. We all know that most cops can do without politics, but the reality of this city makes it impossible for us to ignore them. The members of our executive board have made great strides in strengthening the relationships with our civic leaders. They support our friends and go after our enemies. Chris Cunnie has done an excellent job as POA president, and his role in these negotiations should not be overlooked, he had as much to do with our success as anyone. The current Board of Directors have dealt with some tough issues recently, but have remained unified. It is important to remember that labor relations require compromise, and although we don't like giving in to anything, it is virtually impossible to win every battle. The good news is that the POA has consistently prevailed on the important issues, and will continue to do so under its current leadership.

The last point I would like to make is with our newer members. This is a young department, and you will soon find that your future will be in your own hands. During this process you probably found several senior people trying to influence your decision on this contract, one way or the other. Some of these people knew what they were talking about and others didn't. Some of you probably found the situation confusing, and may not have known what to believe. I encourage you to become more involved in your union. The issues you will be facing in the near future will have a severe impact on the rest of your career. If you have questions about labor issues or want to get involved, contact the POA directly. The POA has a legal and ethical obligation to provide every member with truthful and factual information. Don't rely on renegades and rumors when making important decisions. On behalf of the negotiating committee, I want to thank the membership for the support we received during these negotiations. Over the course of the next four years, we are confident that your decision will be rewarded.

*Gary and Jack found themselves constantly playing middlemen in a three ring circus. Politics was a big part of this process, and these guys didn't miss a beat.*

the POA for a while will tell you that I have not always seen eye to eye with Gary Delagnes and Jack Minkel on certain issues, but the leadership roles taken by these men during the negotiations proved to be nothing short of exceptional. Gary and Jack found themselves constantly playing middlemen in a three ring circus. Politics was a big part of this process, and these guys didn't miss a beat. They stood up to for our membership, and showed a lot of restraint throughout the negotiations. I learned a lot from these guys and enjoyed working with them. The membership should be proud to have these individuals serving on the POA's executive board.

Another issue that should be cleared up is that of arbitration. The opposition (many of whom remain anonymous), have convinced some of our members that we would have fared better in arbitration. They are wrong. Arbitration is process which was devised to level the playing field when labor negotiations break down because

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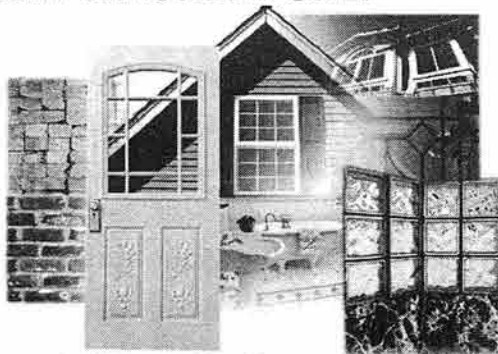
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Treasurer's Message

I Also Have A Few Things To Say About This Contract

by Jack Minkel  
SFPOA Treasurer

Few things that we do at the POA are more important or as far-reaching as negotiating an equitable contract. The process is grueling, time consuming, and fraught with political and administrative land mines. While one can — and should — be focused on the end product, one can not be a person with a narrow perspective. Everything has to be considered. A broad, realistic view of the situation is a negotiator's most valuable asset.

The 2003 POA negotiating committee had what it takes: vision; focus; perspective. Each committee member brought something to the table, and the whole of their experience and savvy made for a formidable negotiating team.

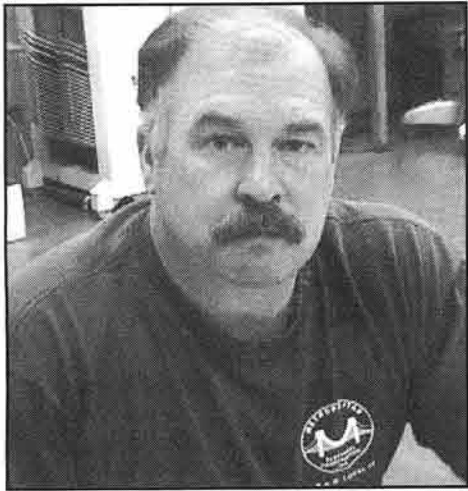
Without a doubt, the leader of the team was Gary Delagnes. This was Gary's fourth contract negotiation, and probably his toughest. Let me give you card players a friendly tip: don't play poker with Gary Delagnes, especially if he plays cards the same way he negotiates. He comes to the table prepared, he studies all the cards, and he knows the limits of his wager. And don't try calling his bluff, either.

This was probably the last negotiation in which I will assume an active role. I found the whole experience was frustrating and rewarding at the same time, but I would not give up the experiences for the world. It was an honor and a privilege to work beside Gary and the excellent team he assembled. The committee is composed of very credible and experienced negotiators, but I know that new faces need to enter into the process and learn as much as they can from these seasoned "old dogs." Veterans such as Gary, George Rosko, Carri Lucas, Jim Balovich, and me — we won't be around forever, and new, dedicated leadership needs to begin grooming now for the challenges of the future.

*The inside squabbling and misinformation from our own membership contributed most to the stress of the negotiation. It shouldn't have to be that way.*

This negotiation was no less than a nine-day ordeal. Of course, the sour economic times complicated the process, but it was more than just the emptiness of the coffers that caused our frustration. The inside squabbling and misinformation from our own membership contributed most to the stress of the negotiation. It shouldn't have to be that way.

It would have been easiest on the



Commentary

committee to simply take our case to arbitration. Gary and the rest of us knew that was a losing proposition, but it would have taken all of us on the committee off the hook. As soon as the arbitrator ruled in favor of the City, the whining naysayers would have lost their steam and could not have hurled their ridiculous accusations at us as "sell-outs" and self-serving career builders — none of which, by the way, were leveled at us face-to-face.

We did not choose arbitration because we wanted more for the membership. We had seen all of the other unions that chose arbitration come away empty-handed. Gary and his team were convinced that we could get an equitable package if we were determined but realistic in our strategy. Arbitration was a loser. We're winners. As far as the committee was concerned, we'd play all our cards first, and use arbitration as a last ditch effort. Our strategy was to play the field long, being realistic about the near term ability of the City to compensate us as we deserve. We knew that a belt-tightening for the immediate future might pay off at the end of a long-term agreement. That strategy was sound, and in the end we walked away from City Hall with the longest, most secure contract of any other city employee group.

After securing our long-term, formula-based package, we prepared to brief the membership. We anticipated that there would be a lot of confusion and initial grumbling, but we also knew that a logical explanation of the strategy and the process would win the confidence of the majority of the members. We took our argument directly to the rank-and-file, at the station level, and we worked hard to alleviate the initial damage caused by agenda-driven misinformation. In the end we were vindicated, as 86% of the membership vote was in favor of ratification of the contract proposal. For those of us on the committee, a high number like that that makes it all worthwhile.

In the end, I am proud to have helped secure the future of our members. Anyone who attended any of the informational sessions knows that I spoke forthrightly and honestly about every aspect of the negotiation. I held nothing from the members. As for you handful of cowardly, self-serving half-wits who accused me and others of withholding vital information in order to win an 86% ratification vote... well, I say this: you can kiss 14% of my ass!

President's Message

CONTINUED FROM PAGE 1

oldest police agency west of the Mississippi and start from scratch with a new combined department.

Supervisor Ammiano championed the second proposal. It proposes re-vamping the method by which Police Commissioners are selected, and to which body of government they would answer. In effect, the change decreases the Mayor's power over the commission, while increases the Boards sway.

Again, the motivating issue is police accountability, with Supervisor Ammiano of the opinion that the current structure of the commission was inefficient and does not provide for timely action on complaints. Arguments against this drive are that the Mayor is the executive officer in city government, and the police department should respond indirectly to him, by way of the commission, in the same manner that the U.S. President is the Commander-in-Chief of the armed services.

While I worked hard to defeat these two proposals before they were voted on by the full Board, only the Daly proposal failed to pass the vote. That is a significant defeat, but we must now

prepare to deal with the Ammiano legislation. I am conferring with the Executive Board and other advisors on developing a posture and a strategy for dealing with this pending ballot initiative. Once a solid, well-conceived plan is developed, I will present it to the full Board of Directors for their review and comment. As we move closer to the November ballot, expect more details on our plan to deal with this initiative.

IAWP Conference

We are just a few weeks away from the big global conference of the International Association of Women Police, hosted this year by the SFPD. I know that Director Robin Matthews has worked hard to make the conference a success, and she has the full support of the Association in doing so. The last several issues of the *POA Journal* have run articles and schedules of the planned events. Please read those listings carefully and make your plans early to attend some of the interesting and career enhancing seminars. If you would like more information, or would like to volunteer your services to the department's hosting effort, contact Robin Matthews at the Behavioral Science Unit, or Sgt. Lynette Hogue at Payroll.

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*Immediately after the tribulation of those days shall the sun be darkened, and the moon shall not give her light, and the stars shall fall from heaven, and the powers of the heavens shall be shaken.*  
— MATTHEW 24:29

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## Roll Call SFPD Training Division

### San Francisco Police Academy Education Fair

by Sam Osborne

On Wednesday August 6, 2003, The University of Phoenix in partnership with the San Francisco Police Academy's Office of Education and Training, has scheduled a second educational fair to be held at the Academy.

Sworn and non-sworn members who are interested in pursuing continuing educational opportunities are invited to attend. You will have the opportunity to learn about local college programs and degree completion options available to working adults including transferring police work experience for college credit. You will also have the chance to speak with college counselors regarding financial aid, grants and scholarships.

Top universities in the Bay Area have been invited including the University of San Francisco, University of California Berkeley, Saint Mary's College, University of Phoenix, Golden Gate University, San Francisco State University, City College of San Francisco and California State University, Hayward.

The fair will be held at the Police Academy's Community Room, Room 100, from 1100 to 1500 hours, August 6, 2003.



### Is smaller better? Yep, in this case it sure is.

by Officer Brenda B. Walker,  
Police Academy Video Production Unit

The world is full of acronyms and this is for many wonderful reasons. For one thing, they save space on paper, in that you don't have to continue to write the entire word in order for someone to understand it. Secondly, they save on time when speaking with someone. You can almost talk in complete sentences just using acronyms. The police department is one of the largest users of acronyms, a fact that I'm sure you understand.

Well, you're probably wondering where in the world this is all going. Here it is. Everything seems to be going smaller...with some exceptions that is! It's no different in the multimedia world. Some of you remember the VHS. It's still barely around, but not for much longer. VHS had been chased up and down the market for years by 8mm, Hi 8, and so on. Now, here comes the digital world and smaller is better.

Why? Well, even though 8mm and Hi 8 were smaller, the quality was lacking. Now the "D" in digital has created a new world of quality and size. So, some of you have already bought your first MINI DV (Digital Video) camcorder and love the size of that cute little cassette that holds an hour of quality digital video. However, you still have to copy your footage to a format that you can share with others and view on a common source. Now you can do the next best thing, which is bum all of your media to a DVD (Digital Video Disk). Yep, smaller is better in this case. DVD has now taken the front seat for most consumers who are purchasing movies and other multimedia products.

timedia products.

Hold on here now! The department has just purchased DVD players (sorry, no recorders) to accommodate the upcoming change to the CPTN POST (California POST Television Network) Telecourses that were being broadcast through an 8' satellite dish located right outside my window, and recorded on a VHS recorder. Yep, you heard me right. Satellite! It also is going to be taken away, a relic to the past.

Pay attention! As of July 1, 2003 POST (Peace Officers Standards and Training) began offering DVDs for their CPTN program for those who are registered CTP (Certified Telecourse Presenters) to earn their CPT (Continuing Professional Training) credit, Geez! Did you catch that? An acronym with in an acronym! Only law enforcement can get away with that. I guess that acronyms are here to stay.

DVDs will hold hours of information and they are very cheap to purchase. This is why POST CPTN has shifted over to DVD format. They will be sending us one "Telecourse" and one "Case Law Today".

All training sergeants will be receiving a letter from the OET (Office of Education and Training) with instructions on when and where to pick up their DVD player. All DVD Telecourses will be distributed each month with RCT (Roll Call Training). You never heard of RCT? Ok, well, I just made that one up.

Please contact Officer Sam Osborne at 401-4703 with any concerns or questions regarding your DVD player, which will be coming soon to a station near you. I think you will agree that smaller is better.

### Bridging The Gap

By Off. Ken Sanchez,  
EVOC UNIT

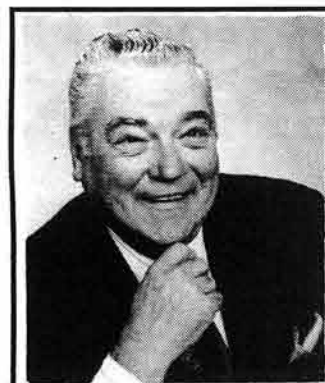
Times have certainly changed and so has the communications division. They have moved to a new building, which is earthquake proof, and are equipped with the state of the art computer systems. You should see it now; it's the next step into the 21st century. It is absolutely amazing to see the flow of information being processed from the moment the call is received to the actual radio broadcast. If you haven't seen this haven of technology, or the personnel behind it, it's worth taking a few minutes to visit. I think you'll be impressed.

Those of you who can remember days past when the communications division was located on the 4th floor of the Hall of Justice. Can you recall the telephone stations, which received the calls for service, C.R. Slips, which were filled out with each call, and delivered to the radio dispatcher via a conveyor belt for broadcasts to the units in the field?

The personnel working there are tremendous — from the supervisors to the dispatchers. They are a team of

highly trained individuals who carry a great responsibility every time they answer the phone or accessing the computers to get the information that is needed. They are there with you when you are in a pursuit, responding code three, involved in a critical incident, or handling everyday calls.

Lt. David Lazar, Sgt. Joe Zamagni, Sgt. Brian Canedo and I were given the opportunity to present G.O. 5.05 training to the dispatchers on all watches. The training was well received and many issues were discussed: limits of the computer system, channel availability during critical calls, notifications to command staff down to supervisory officers, and other police and communication protocols. This exchange brought many issues to the table which were not going to be resolved in that forum. What it did though was to bridge the gap somewhat, which had so widened when they moved to their new building. It re-opened channels of communication so that current issues could be discussed and resolved. It's this type of teamwork that puts us on the next step above everybody else.



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# Split Second

by Michael Nevin, Jr.  
Southern Station

**You are a police officer on "routine" patrol.**

## Scenario #1

Officers respond to a call of a large man, mid 30's, running around in the middle of the street. He's naked, yelling obscenities, and holding a large butcher knife. They receive several 9-1-1 calls as people are in fear for their safety, although no one is injured or has been attacked. As officers arrive in a marked police car, in full uniform, the man starts to approach the police car. What do you do?

## Scenario #2

Officers respond to a call to check on the well being of a woman, late 20's, who may be suicidal. The 9-1-1 caller tells the police dispatch that her friend "has been talking crazy" on the phone and the caller wants the police to check on the woman and her husband. The caller states her friend is depressed after learning her husband may be leaving her. The caller suggests that her friend may "just need someone to talk to." Officers arrive at the subject's apartment, hear yelling coming from inside, and see an open door. They see a woman holding a knife with a man sitting on a couch—speechless and shaking. The woman fails to drop the knife after being ordered numerous times to do so by the officers. The officers, fearing for the safety of the man, remain in the doorway of the apartment. The woman yells incoherently at the officers while advancing toward them with the knife held up in a threatening manner—the distance closes even as the officers create more distance by backing away several feet—12 feet, 10 feet, 8 feet... What do you do?

Scenario #1 concludes as the man yells, "I'm just trying to get these bugs off me. Can you help me?" He drops the knife immediately and is detained by officers, medically assessed by paramedics, and transported to the psychiatric emergency room for a 72-hour mental health evaluation.

Scenario #2 concludes when officers shoot the woman after all verbal attempts fail to convince her to drop the knife, and she poses an immediate danger to them, moving to within a few feet of the officers.

Incidents similar to scenario #1 are much more common but find less interest outside police locker rooms. Officers use the minimal but necessary amount of force required to control a given situation. Sometimes these events turn deadly when the officer acts to save their own life, the life of another, or to prevent the escape and affect the arrest of a violent, felonious individual after all other reasonable means have been exhausted. Each scenario specifically excluded the race of each subject because it shouldn't matter. Race is only helpful to law enforcement officers who must rely on accurate descriptions when responding to calls for service or searching for suspects. Both scenarios have a common denominator: the subjects in each incident created the situation while the officers reacted to the different decisions made by each person.

Police officers undergo training involving the use of force throughout their careers. Rookies are tested and evaluated throughout the academy and in the Field Training Program.

Veteran officers continually receive advanced training in the classroom, the gymnasium, and with high-tech, "shoot/don't shoot" simulators.

While investigations are welcome and demanded by the public, we should reserve judgment on an officer's actions until all the facts have been established. Unfortunately, news stories like to lead ad nauseam with headlines such as this one in the San Francisco Chronicle: "San Jose cop kills woman in front of her kids." San Jose Mercury News columnist, Scott Herhold, wrote an article titled, "Fatal shooting by cop: Did it have to happen?" Herhold opined: "Though police were faced with an angry, 4-foot-11, 90-pound woman holding what looked like a cleaver at a distance of six or seven feet, that didn't ordain or command a fatal shot." Was Scott Herhold a fly on the wall and privy to specific details of the incident not made public? How many hours of police training involving the use of force has Herhold logged? How many feet would it take for the situation to actually become dangerous in Herhold's eyes? Does a person's size make them any less of a threat when they are armed with a deadly weapon? Those officers in San Jose deserve a fair and impartial investigation despite the quick verdict reached in certain media circles.

I've seen what an officer-involved shooting does to good cops. I've seen big men shed tears, and I've felt sorrow for friends who endure criticism and humiliation in the media. What seems to be lost in the mainstream media is that cops are still the good guys. Everyday, you try to get through your shift—leaving with all the body parts you came with. Why have we allowed our society to diminish to the point where cops are guilty until proven innocent?

Unfortunately, some of my close friends have been in officer-involved shootings. I asked Officer Ian Furminger for his thoughts: "Within a millisecond of firing my weapon at a subject who had already ran me over with his vehicle once and was attempting to do it a second time, I knew that my life would never be the same again. This was not because of the actions I took in order to save my own life, but because how the incident would be interpreted by the press in a society so ready to crucify the police for resorting to deadly force. After three years of intense investigation, including one done by the state Department of Justice, we were cleared. However, we still faced a six million dollar civil lawsuit with my partner and me sitting at the defense table. The U.S. District Court judge read the hour-long verdict as I felt my life was hanging in the balance: 'It is said that Officers Furminger and Sawyer acted appropriately in their actions to save themselves from eminent danger, therefore the ruling in this case is for the defendants.' I planted my face in my hands and received a hug from my attorney, Cheryl Adams. I hugged my partner and walked out of the courtroom knowing that I would have fired that same shot given the same scenario. As the old saying goes, keep your friends close but your enemies closer. For the rest of my life I will never forget those painful years standing up against media frenzy and told not to talk when there was so much I had to say."

We're listening Ian.

# How To Minimize Exposure To Complaints

By Captain David Shinn  
Tenderloin Station

Complaints may be unavoidable in many circumstances because the nature of your assignment frequently places you in situations where one side to an issue will be displeased with your decision or action. Using common courtesy techniques, however, may minimize the majority of complaints.

The following suggestions are offered to help officers reduce exposure to complaints:

1. Treat all people, regardless of their circumstance, with the same courtesy you would want extended to a member of your own family in need of assistance.

2. Assume everything you say and do is being video/audio recorded and that your family might see what you said or did on television or read it in the newspaper.

3. The measure of a productive conversation is not the person who got the last word in. Feeling the need to "always get the last word in" generates complaints.

4. Anytime you touch a citizen, err on the side of caution and issue an 849(b)(1) form and write a report.

5. A person seeking help doesn't want to hear, "there's nothing I (we) can do." Even the smallest gesture is often greatly appreciated. Think of something you can do to help.

6. When you have an unpleasant encounter with a subject, don't let the subject know that he or she has "gotten to" you. He who angers you de-

feats you. Stay in control.

7. Always address people by Sir or Ma'am, generally; or, Mr., Mrs., or Ms., specifically. Pay attention to gender identity cues. An individual will cue you as to how he or she wishes to be addressed by their mode of dress, voice, gestures, etc. Simply be respectful.

8. Review every citation for completeness and mistakes before issuing.

9. Thoroughly re-read all reports for completeness and mistakes before submitting them to the Sergeant.

10. Know that it's a rule, that if a person requests a report they get a report.

11. If you see your partner getting upset, step in. Your intervention and taking control of the situation will protect both of you from overreaction and inappropriate conduct.

12. When partnered, work as a team. Discuss who should take the lead. Suspects often try to play one officer against another. Pre-plan with your partner. If a suspect has a better rapport with one officer, that officer should take the lead.

When you are in a stressful situation, remember why you became a police officer. Most of us became officers out of a desire to help people. When a person in need of assistance feels that they've been "helped" they write letters praising even the smallest of deeds. They do not make complaints.

Always remember, we are sworn to serve and protect.

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## Retirement Planning Seminar

# Three Days At The Academy

By Mike Hebel,  
Welfare Officer, CFP

The SFPD regional police academy hosted the SFPD-POA semiannual pre-retirement seminar (May 12, 13, and 14). The seminar has been expanded to include discussion of Social Security and Medicare benefits, Health Service System plans, Veterans Administration benefits, PERS long-term care, retired/veteran employee organizations, health and nutrition, taxation, essentials of estate planning, and critical psychological issues presented by retirement.

This seminar, titled "The Gino Marionetti and Michael Sugrue Memorial Seminar" honors its two founders. May they rest in peace. This seminar is now in its 18th year having started in March 1985.

Special thanks to Chief Earl Sanders, Assistant Chief Alex Fagin, deputy Chief Heather Fong and Captain Jim Lynch for providing the necessary funding to expand the seminar subjects and to allow members a three day detail to make plans for a prosperous and rewarding retirement.

### 40 Participants

Forty participants attended this lively and informative seminar which was co-ordinated by Kelly O'Donnell, POA staff member. Officer Wilfred Williams from the Police Academy provided excellent on site assistance.

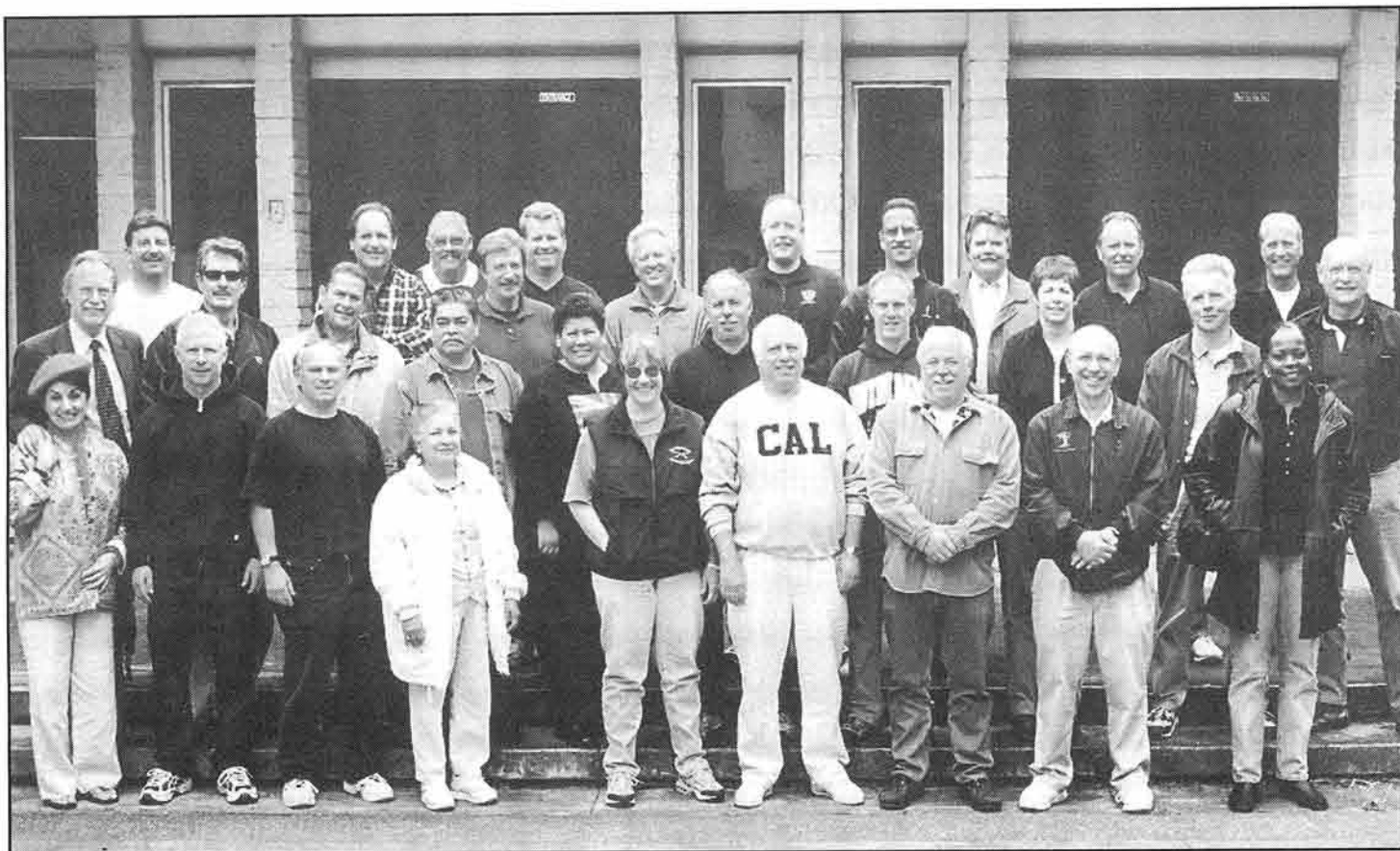
The seat of honor, which is reserved for the most senior member in attendance, was given to Rich Leon of the 94th recruit class (April 1962). A special moment of appreciation was given to senior department members Marty Bastiani and Jim Wertz (both with over 45 years of distinguished department service).

As expected, much discussion focused on the results of the election of November 2002 with the 3% at 55, 90% cap charter amendment that did pass on November 5th with an unprecedented 65% majority. Chief Fagan welcomed the participants and urged them to consider retirement now in that he did not anticipate another retirement system improvement until 2008. He reminded the participants that police work is a stressful occupation; he exhorted them to take care of themselves, their families, and their future.

### Class Comments

The class consensus was that the best time to retire, when considering financial impacts, is January of each year. The retiree can take advantage of maximum funding of his/her deferred compensation account with lump sum accumulation payments and will enjoy a presumed lower tax bracket for the longest time in the year retired.

Tom Sweeney, Traffic Bureau, Solos, commented that this seminar, loaded with useful and practical information, was most helpful in planning his retirement. He felt that it should be mandatory for every officer upon completion of his or her 20th year of service. Gary Bozin, deferred compensation presenter, noted that "retirement is a whole bunch of weekends strung together." Gary noted that the police department's average deferred compensation balances are the highest amongst all city departments. He set forth the five most common retire-



ment investing mistakes: miscalculating everyday living expenses, underestimating health care costs, underestimating life expectancy, investing too conservatively in retirement, and failing to recognize the impact of inflation. ING deferred compensation account representative George Brown urged diversification in the deferred compensation program; he stated that nothing would help more than spreading the risks with multiple, different style/approach funds. He recommended the use of four funds unless a person is a very conservative investor with all funds committed to the general, stable value fund. George urged a conservative to moderate approach as your retirement year approaches. He said that the newly added life style funds (near term, mid term, and long term), with their automatic rebalancing every 3 months, were particularly attractive offerings.

When to start social security payments? The class agreed, the sooner the better. If you began to collect at age 62 (earliest age allowable) rather than at age 66 (normal retirement age for baby boomers), it would take 14 years for the older recipients to catch up. Wow! said many: a CCSF retirement pension, deferred compensation distributions, and social security.

George Eimil, retired deputy chief and dedicated instructor in these seminars, said that he got into estate planning as an attorney when he realized after his 1986 retirement that he needed something more than golf to keep him occupied. George does an excellent job explaining the basics of estate planning (wills, trusts, probate and its avoidance, estate taxes, powers of attorney, property titles, and medical directives). George covers a lot of territory in 50 minutes. His advice on dying remains: "if you have to, the year 2010 is best for federal tax avoidance." He again warned attendees not to put their real property in joint tenancy with anyone other than your spouse or domestic partner. With respect to titling property, he continues to urge the use of community property with right of survivorship for best tax advantages. He urged the use of a revocable living trust to avoid probate and to protect estate tax exclusions.

Comments from the attendees on

the course evaluation form included: "Very helpful and useful information. What an eye opener. A wonderful seminar — the Department did something good for us all. I am glad I came; everyone close to retirement should come to these. Much needed information; should be open to officers with 20 or more years of service. Super and marvelous; I enjoyed this seminar immensely. I am now more confident in the City's retirement system. I would hate to think what would happen if we retired without the knowledge that we now have. Great class, everyone should attend, keep them up. Very good, can I come again. Most practical course I have ever attended. Great facility, coordinators, and presenters."

### Other Observations

Chief Sanders continues the tradition of gifting every retiree with his/her police officer star as the Department's recognition for a job well done; this has also reduced to zero the number of missing/lost police star reports made by those members approaching retirement age.

Attendees were shocked by the costs of health coverage upon retirement. Few realized just how good the POA Memorandum of Understanding is in keeping these costs down. After retirement, there is no subsidized dental plan, but thanks to Proposition E (Nov. 2001 ballot) there now is a medical care monetary subsidy for the principal dependent.

Clare Zvansky, longest serving member of the City's Health Services Board, assured attendees that the Health Plan Trust, city health plan, is in good financial shape. She said that pharmacy benefits are now the most expensive part of the plan. She felt that the federal Medicare picture is grim. It has dramatically reduced its reimbursements. She noted that as we get older "we creak more and cost more for health care." The Health Service System urges members to become Medicare eligible at age 65 to avoid rate increases especially if you are enrolled in the city's indemnity plan (Plan 1).

Special thanks to Tom Cunnane, SFPD physical training specialist, for his fifth presentation on exercise, health, and nutrition. Tom noted the top three police disabilities: cardiovas-

cular, gastro-intestinal, and low back disorders. Upon observing that diets don't work (he calls them starvation plans), Tom urged exercise and less eating. When asked how to determine if you need a diet, Tom quipped: "Look in a mirror!" Tom noted that the biggest health epidemic in the US is now diabetes due to excess sugar consumption. "America is getting fatter and less physically active." He urged all attendees to become avid walkers (using the proper shoes) or gardeners. He recommends a heart monitor as a Christmas gift or an annual subscription to the UC Berkeley "Wellness Letter." He praised the benefits of six to eight glasses of water daily (toxin removal) and vitamins C and E (anti-oxidant).

Tom's occupational mortality statistics show that police officers die prematurely — up to 10 years too soon when compared to other occupations. Why? Tom believes this is the result of the stress of the police employment.

Rebecca Groner, CALPERS long term care program, says that there is a "crisis looming for the baby boomer generation." We will be living much longer with a greater chance of needing assisted living or nursing care.

During the seminar wrap-up, Al Casciato (Retirement Board president) assured the attendees that the Retirement System is well funded and quite able to meet all of its retirement promises. The plan is solidly funded with room for some benefit increases. Al noted that the Retirement System has a horizon of 35 - 40 years since it has a perpetual existence; this long-term view helps the system keep its equity allocation in line with other pension plans. Al urged members to go in for a pre-retirement interview (phone 487-7000) at the Retirement System to get an estimate of benefit pay-outs. He also said that body/heart scan and hearing tests immediately before retirement may make good sense. Al urged all members to take at least as much time to plan for retirement as you would plan for a vacation.

Director Forrest Fulton, Ph.D., (behavioral science unit) participating for the last time as a member of the SFPD (retired July 2003), reminded the attendees that men are the suicide gender with men's rates now increasing

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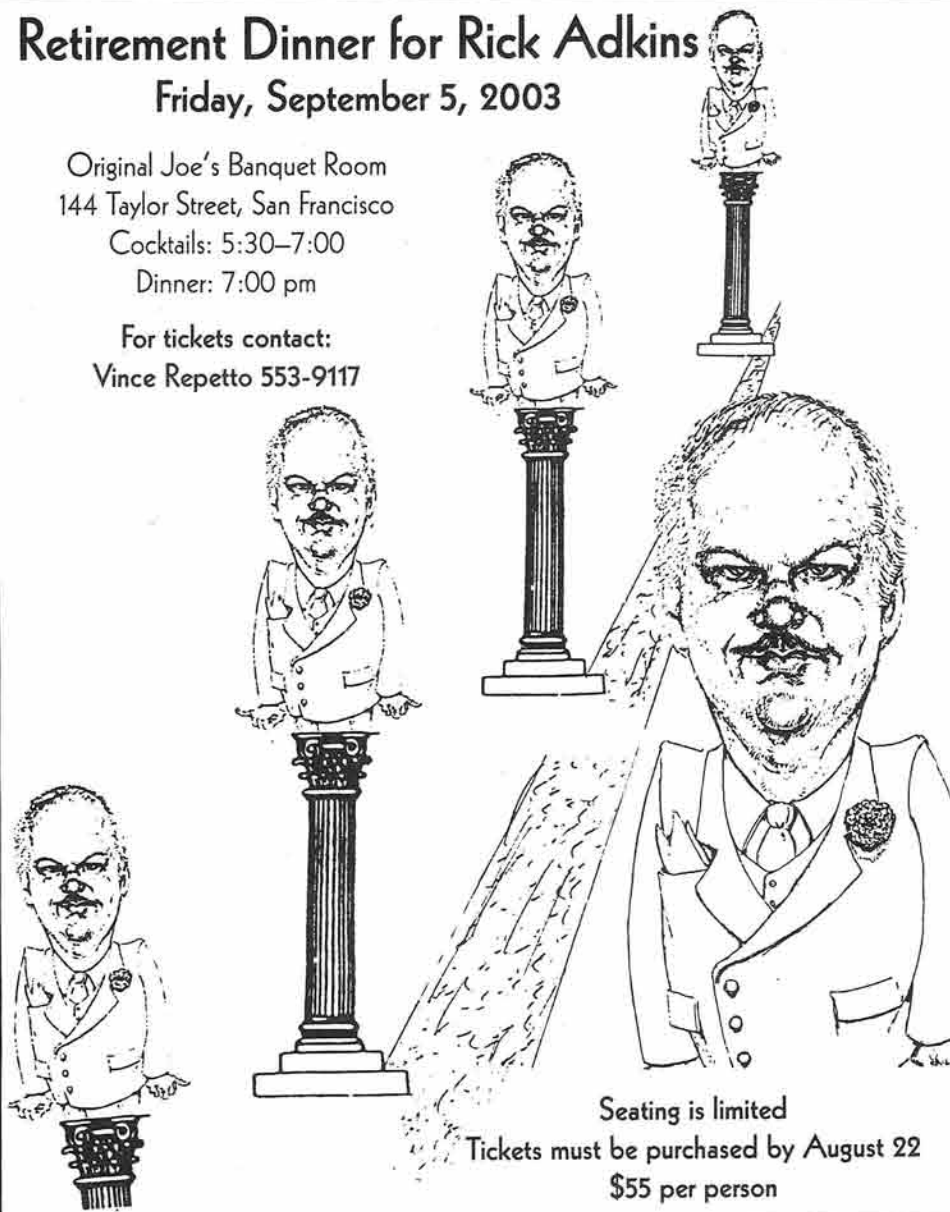


## Retirement Dinner for Rick Adkins

Friday, September 5, 2003

Original Joe's Banquet Room  
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Dinner: 7:00 pm

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## Retirement Dinner Honoring Sgt. Paul Morse

Thursday, August 21, 2003

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## Retirement Dinner Honoring Officer Alfred McCarthy

Airport Bureau  
Friday, September 19, 2003

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Bob Swall - Airport Bureau  
Don McIntyre - Airport Bureau  
Lisa Maron - Airport Canine Unit - 650-821-7077



## Retirements

The San Francisco Police Officers' Association congratulates the following members on their recent service retirement from the SFPD. We always are disappointed when old friends move away, but it must be agreed that each of these men and women are deserving of a long and healthful retirement. They will be difficult to replace, as they take with them more than four centuries of collective experience and knowledge. Listed alphabetically by last name, the most recent retirees are:

Officer Barry Cooper #1999 from the Mounted Detail  
Officer Richard Dell-Agostino #492 from Taraval Station  
Inspector Robert Donsbach #1415 from Juvenile  
Sergeant William Faust #1092 from Traffic Company, Solos  
Officer Tom Flippin #84 from Traffic Company, Solos  
Sergeant Michael Folena #593 from Personnel  
Director Forrest Fulton #1922 from the Behavioral Science Unit  
Lieutenant Roddy Glover #576 from Ingleside Station



Inspector Robert Hernandez #1435 from Narcotics  
Officer James Hunt #1377 from Park Station  
Officer James McKeever #857 from Traffic Company, Solos  
Sergeant Dennis Meixner, from Ingleside Station  
Sergeant Ray Mullane #22 from Richmond Station  
Sergeant Tom O'Connell #500 from Traffic Company, Solos  
Officer Michael Shea #1962 from Behavioral Science Unit  
Sergeant Ray Shine #523 from Traffic Company, Administration  
Officer Tom Strong #458 from Fiscal  
Captain Michael Yalon #352 from the Traffic Company

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## Three Days At The Academy

CONTINUED FROM PREVIOUS PAGE

and women's decreasing. Reason: women are better at expressing their feelings. Suicide for men over age 85 is 1350% higher for men than for women of the same age group. He urged the use of stress reducers including restriction of caffeine and alcohol and the elimination of tobacco.

### Next Seminar

The next retirement planning seminar is scheduled for October 27, 28 and 29, 2003. The seminar will be available to the first 50 people, members and their spouses/partners, who contact the POA after the announcement is sent to all members with 20 or more years of service. Preference is give to those members who are near retirement or who have already contacted

the Retirement System for their retirement dates. The seminar fills up quickly so don't delay. Contact Kelly at the POA (861-5060) if you desire advance notification of this seminar.

### Alert

There are 2,219 active POA members. They are all eligible, as part of their membership, for a \$10,000 basic life insurance policy. Only 57% of the POA membership have completed a beneficiary designation card. Without designating a specific beneficiary, this benefit is payable to your estate. Please immediately call Kelly (861-5060) at the POA to obtain a beneficiary designation card or to make sure that your current designation is accurate.

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**By Robin Matthews, Behavioral Science Unit, IAWP/SF 2003 Conference Director**

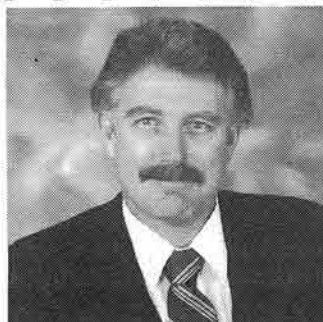
## Conference Registration Discount For Volunteers

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# IAWP News

By Robin Matthews, Behavioral Science Unit, IAWP/SF 2003 Conference Director

## Scholarship Assistance Still Needed!

We are still attempting to raise money to provide scholarships to several women officers from around the world so that they can attend our 41st Annual International Association of Women Police Training Conference that will be held at the Hyatt Embarcadero August 31st through September 5th. Many of these women make the equivalent of \$100.00 to \$150.00 U.S. per month, and without financial assistance, they would not be able to afford to attend.

So far, from cash and frequent flyer donations made, we will be able to provide airfare for two delegates from Uganda-East Africa, one delegate from Iceland, one delegate from Argentina, one delegate from Italy, one delegate from China, and one delegate from Spain. Those that are still in need of scholarship assistance are:

Three officers from Uganda East-Africa

One officer from Nepal

One officer from the Slovak Republic  
One officer from Papua & New Guinea  
Three officers from Cambodia

There are other officers who would also like to attend from Spain, Indonesia, and Greece, however, at this point in time, I'm just concentrating on trying to raise the scholarship funds to bring the above officers to the conference first. If we can raise enough funds to bring them over, then we can try to assist the others, as well.

All donations are tax deductible. Donations can be sent to Robin Matthews at the Behavioral Science Unit, to Sgt. Lynette Hogue at Payroll, or can be mailed to IAWP/SF 2003 Conference, P.O. Box 5037, Baypoint, CA 94565. Checks, Master Card, or Visa gladly accepted. Checks should be made out to IAWP/SF 2003 Conference. Thank you.

## Silent Auction Items Needed!

Greetings! The 41st Annual International Association of Women Police Training Conference needs items for three silent auctions that will be held during the Conference at the Hyatt Embarcadero August 31st through September 5th, 2003. Any donated items would be most welcome, whether it be police memorabilia (including SFPD shirts, unit t-shirts, teddy bears, belt buckles, etc.), San Francisco specific items, wine, dinners for two at restaurants in the City, etc.

One silent auction will benefit the IAWP/SF 2003 Conference, the second will benefit BALEAF (The Bay Area Law Enforcement Assistance Fund, which assists families of law enforcement officers killed in the line of duty), and the third will benefit Doctors Without Borders. Items can be donated specifi-

cally to one of these three auctions, or they can be generally donated and our Silent Auction Coordinator will place them in one of the auctions.

To make a donation, please contact our Silent Auction Coordinator, Pat Linehan, at 415-671-3149, or by e-mail at [patlinehan@sbcglobal.net](mailto:patlinehan@sbcglobal.net), or me, at the Behavioral Science Unit at 415-392-3674, or by e-mail at [IAWPSF2003@aol.com](mailto:IAWPSF2003@aol.com). Give us a description of the item to be donated, the approximate value, if known, and your name and contact address so that an acknowledgement can be sent.

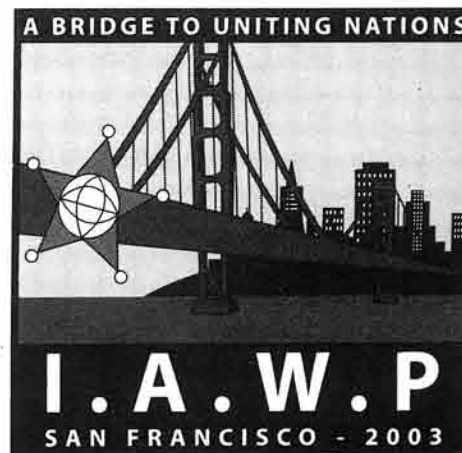
The more donations that are made, the more we can support these worthy organizations. Make a donation if you can and help support our Conference! Thanks.

## Station And Unit Challenge

As part of our endeavor to bring several women from around the world to our upcoming IAWP/SF 2003 Training Conference on scholarships, Lt. Judie Pursell from Bayview Station has issued a challenge to all Stations and Units in the Department to raise funds to help support bringing these deserving women here so that they will be able to bring back much needed training from our Conference to their agencies and communities. Time is of the essence, as it will take some time to get plane tickets arranged.

As of July 16th, the tally, thus far, is as follows:

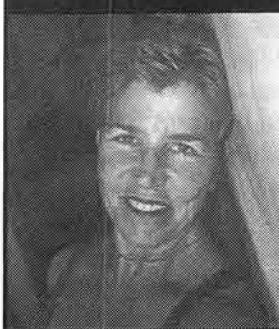
Bayview Station: \$867.00  
Mission Station: \$300.00  
Taraval Station: \$275.00  
Richmond Station: \$250.00  
Fraud: \$100.00  
Sex Crimes: \$1,000.00  
FOB: \$150.00



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Fiscal: \$100.00  
Command Staff: \$800.00  
POA: \$2,500.00  
LPOA: \$900.00  
S.F.P.O. Pride Alliance: \$1,400.00

Checks can be made out to IAWP/SF 2003 Conference, and sent to either Robin Matthews at the Behavioral Science Unit, or to Sgt. Lynette Hogue in Payroll. Thank you for any assistance you can provide. All donations are tax deductible.

10% Discount\* for Active/Retired SFPOA/SFPD, Family and Friends  
\*Offer Good Through 7/31/03



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# IAWP News

By Robin Matthews, Behavioral Science Unit, IAWP/SF 2003 Conference Director

## Class and Seminar Schedule for IAWP Conference

### Monday, September 1st, 2003/ Morning

#### Volunteer Policing /0900-1100 hrs.

- Detective Chief Inspector Jackie Alexander / Nottinghamshire Police, U.K.

#### When Grief Is Your Partner / 0900-1000 hrs.

- Sister Lillian Repak / Chaplain for the San Francisco Police Department and Dianne L. Wolfe, R.N., M.S., DABFN / Critical Focus

#### Investigating Elder Abuse: "All in the Family" / 0900-1200 hrs.

- Detective Diane Wherley / Seattle Police Department

#### Internet Child Crime 101 / 0900-1100 hrs.

- Detective Mike Widner / Noblesville Indiana Police Department

#### Establishment of Human Rights Issues in the Training of Recruits in Rosario's Policing/ 0900-1200 hrs.

- Agent Maria Victoria Cardoza / Santa Fe Provincial Police, Rosario, Santa Fe, Argentina

#### Crisis Management in a Correctional Facility/ 0900-1100 hrs.

- Senior Staff Development Officer Colette DesRoches / Ministry of Correctional Services, Hamilton, Ontario, Canada

#### Violent Crime Analysis / 0900-1200 hrs.

- Supervisory Special Agent Mark Safarik / FBI Academy, Quantico, Virginia

#### The Many Faces of Depression / 1000-1100 hrs.

- Chaplain Jacqueline Clark / Public Safety Support Services, Inc.

#### Survivors of Law Enforcement Suicide / 1100-1200 hrs.

- Kelly Blackwell

#### Effective Law Enforcement Stress Programs / 1100-1200 hrs.

- Ronald Tibbs / Retired Sonoma County Sheriff's Office; Code 30 Foundation

### Monday, September 1st, 2003/ Afternoon

#### Female Officer Survival/Gender Bias / 1400-1600 hrs.

- Corporal Edie Kesey / Noblesville Indiana Police Department

#### When Grief Is Your Partner / 400-1500 hrs.

- Sister Lillian Repak / Chaplain for the San Francisco Police Department and Dianne L. Wolfe, R.N., M.S., DABFN / Critical Focus

#### Australasian Federal Police International Liaison Officer Network - Linking Policing Globally / 1400-1500 hrs.

- Detective Acting Superintendent Andrea Humphreys / Australian Federal Police

#### Policing Diversity and Leadership/ 1400-1500 hrs.

- Constable Andrea Reynolds / West Midlands Police, U.K.

#### Transgender Issues with Law Enforcement / 1400-1600 hrs.

- Sgt. Stephan Thorne / San Francisco Police Department

#### Sexual Homicides of Elderly Women / 1400-1600 hrs.

- Supervisory Special Agent Mark Safarik / FBI Academy, Quantico, Virginia

#### The Many Faces of Depression / 1500-1600 hrs.

- Chaplain Jacqueline Clark / Public Safety Support Services, Inc.

#### For Better or for Worse: Married to the Job / 1500-1700 hrs.

- Detective Mike Powrie / Yonkers Police Department, New York

#### Communicating, Partnership, and Support in Diverse Communities / 1500-1700 hrs.

- Lt. Michele Lish / Portland Police Bureau, and Off. Diane Mueller, Oxford Police Department, Ohio

#### Policing Football Fans Through the Railway Network / 1500-1600 hrs.

- Inspector Jane Kitchen / British Transport Police, U.K.

#### Effective Law Enforcement Stress Programs / 1600-1700 hrs.

- Ronald Tibbs/Retired Sonoma County Sheriff's Office; Code 30 Foundation

#### Crossing Safely: A Locomotive Engineer's Story / 1600-1700 hrs.

- Locomotive Engineer Tom Armstrong/Saskatoon, Saskatchewan, Canada

#### The Closet in Pink in Blue / 1600-1700 hrs.

- Inspector Hanny Van der Hoek / Women's Police Network The Hague, Ellen Boszhard / Coordinator Diversity Policy, The Hague, and Marlene Melflor / National Expertise Centre Diversity of the Netherlands

#### Your Body is the Hero/ 1600/1700 hrs.

- Thena Holmen, R.N.

### Tuesday, September 2nd, 2003 / Morning

#### I Love A Cop / 0900-1000 hrs.

- Ellen Kirschman, Ph.D / Author

#### Living in Balance / 0900-1100 hrs.

- Lorraine Killpack, Ph.D / Director, Substance Abuse Treatment Services, Laguna Honda Hospital and Rehabilitation Center, San Francisco, California

#### Domestic Violence 101: A Basic Training / 0900-1100 hrs.

- Lisa Polacci / La Casa de las Madres, San Francisco, California

#### Volunteer Policing / 0900-1000 hrs.

- Detective Chief Inspector Jackie Alexander / Nottinghamshire Police, U.K.

#### Correctional Assessment: Growing Edges / 0900-1100 hrs.

- Officer Roger Newell / Bell Cairn Public Safety, Hamilton, Ontario, Canada

#### Violent Crime Analysis / 0900-1200 hrs.

- Supervisory Special Agent Mark Safarik / FBI Academy, Quantico, Virginia

#### Investigating Elder Abuse: "All in the Family" / 0900-1200 hrs.

- Detective Diane Wherley / Seattle Police Department

#### Force Options Training (FATS) / 0900-1200 hrs.

- Gerald D'Elia / Retired San Francisco Police Department, and Kathy Mahoney / SFPOA Attorney

#### Physical Control Techniques / 0900-1200 hrs.

- Officer Frank McKee and Inspector Kirk Tomioka / SFPD and Masatoshi Morita Sensei / Retired Tokyo Metropolitan Police

#### Credit Card Merchant Fraud / 0900-1000 hrs.

- Ted Manjoras / Nova Information Systems

#### How to Respond to People with Disabilities and the Mentally Ill / 1000-1100 hrs.

- Dr. Forrest Fulton, Ph.D / Retired San Francisco Police Department

#### Bombs in the Mail and Other Prohibitive Mailings/ 1000-1100 hrs.

- Postal Inspector Janet Stout / U.S. Postal Inspection Service

#### Emerging Roles of Women in Law Enforcement in India / 1100-1200 hrs.

- Dr. Prit Paul / Senior Lecturer Sociology, Punjab Police Academy, Phillaur, Punjab, India

#### Survivors of Law Enforcement Suicide / 1100-1200 hrs.

- Kelly Blackwell / S.O.L.E.S.

#### Evolution of the Trinidad & Tobago Police Service / 1100-1200 hrs.

- Ann Duncan / Retired Trinidad & Tobago Police Service, Superintendent Kathleen Weekes, and Inspector Christine McMillian / Trinidad & Tobago Police Service

#### State of the Evidence - What is the Connection Between Breast Cancer and Chemicals/ 1100-1200 hrs.

- Joan Reinhardt Reiss, MS / Public Policy Advocate, The Breast Cancer Fund

#### Networking Against Interfamily Violence in El Salvador / 1100-1200 hrs.

- Lt. Leslie Brown / Sacramento County Sheriff's Office, Sacramento, California

### Tuesday, September 2nd, 2003 / Afternoon

#### I Love A Cop / 1300-1500 hrs.

- Ellen Kirschman, Ph.D / Author

#### Identity Theft / 1300-1500 hrs.

- Postal Inspector Janet Stout / U.S. Postal Inspection Service

#### Weapons of Mass Destruction / 1300-1500 hrs.

- Special Agent Dan Butler and Special Agent Ken Bagchi / FBI, Oakland, California

#### DNA and the Sexual Assault: What Every Officer Should Know / 1300-1500 hrs.

- Inspector Pam Hofsass/San Francisco Police Department and Dr. Cydne Holt San Francisco Police Department Criminalistics Laboratory

#### Domestic Violence - Victim Advocacy / 1300-1400 hrs.

- Emily Sims / W.O.M.A.N. Inc., San Francisco, California

#### Transgender Issues with Law Enforcement / 1300-1500 hrs.

- Sgt. Stephan Thorne / San Francisco Police Department

#### Sexual Homicides of Elderly Women / 1300-1500 hrs.

- Supervisory Special Agent Mark Safarik / FBI Academy, Quantico, Virginia

#### Restorative Justice Process - Juvenile Conflict Resolution / 1300-1500 hrs.

- Linda Flanders/Retired San Francisco Police Department; Taproot, Inc.

#### Force Options Training (FATS) / 1300-1600 hrs.

- Gerald D'Elia / Retired San Francisco Police Department, and Kathy Mahoney/San Francisco Police Officers' Association

#### Physical Control Techniques / 1300-1600 hrs.

- Officer Frank McKee and Inspector Kirk Tomioka / San Francisco Police Department and Masatoshi Morita Sensei / Retired Tokyo Metropolitan Police

#### Racial Profiling / 1400-1500 hrs.

- Deputy Terri Collentine / Sacramento County Sheriff's Office, Sacramento, California

#### Insurance Fraud - Scams & Schemes / 1500-1700 hrs.

- Investigators P.J. Hosang and Laurie Colwell / California State Insurance Fraud Unit, Sacramento, California

#### Police Response to Victims of Domestic Violence/1500-1700 hrs.

- D/Staff Sergeant June Dobson / Ontario Provincial Police, Ontario, Canada

#### Diversity Panel / 1500-1700 hrs.

- Senior Constable Melinda Edwards / Victoria Police, New South Wales, Australia; Constable Carol Thomas / Surrey Police, U.K.; and Marga Kubbe / Netherlands National Police Agency

#### Violence Against Women and Children in Africa/1500-1700 hrs.

- Superintendent Hellen Aleyek / Uganda Police Force

#### Policing Football Fans Through the Railway Network/1500-1600 hrs.

- Inspector Jane Kitchen / British Transport Police, U.K.

#### The Closet in Pink in Blue / 1500-1600 hrs.

- Inspector Hanny van der Hoek / Women's Police Network The Hague, Ellen Boszhard / Coordinator Diversity Policy, The Hague, and Marlene Melflor / National Expertise Centre Diversity of the Netherlands

#### U.S. Treasury Resources Available for Financial, Criminal, and Terrorist Investigations/ 1500-1700 hrs.

- Jim Emery / U.S. Treasury Department

#### Correctional Panel/1500-1700 hrs.

- Carol Daly / Moderator

#### Crossing Safely: A Locomotive Engineer's Story / 1600-1700 hrs.

- Locomotive Engineer Tom Armstrong / Saskatoon, Saskatchewan, Canada



**Officers Involved in Domestic Violence / 1600-1700 hrs.**

- Inspector Tom Walsh / San Francisco Police Department, and Candace Heisler / San Francisco District Attorney's Office

**Wednesday, September 3rd, 2003 / Morning****Achieving Your Personal Best: Work Within Your Power Zone / 0900-1000 hrs.**

- Joan Stedinger, Ph.D.

**Samantha Runnion Kidnapping/ Murder Investigation: Incident Management and Investigation Overview / 0900-1100 hrs.**

- Lt. Christine Murray, and Sheriff Michael S. Carona / Orange County Sheriff's Department, California

**Female Officer Survivor / Gender Bias / 0900-1100 hrs.**

- Corporal Edie Kesey / Noblesville Indiana Police Department

**Internet Child Crime 101 / 0900-1100 hrs.**

- Detective Mike Widner/Noblesville Indiana Police Department

**Domestic Violence 101: A Basic Training / 0900-1100 hrs.**

- Lisa Polacci / La Casa de las Madres, San Francisco, California

**Living in Balance / 0900-1100 hrs.**

- Lorraine Killpack, Ph.D. / Director, Substance Abuse Treatment Services, Laguna Honda Hospital and Rehabilitation Center, San Francisco, California

**Correctional Assessment: Growing Edges / 0900-1100 hrs.**

- Officer Roger Newell / Bell Cairn Public Safety, Hamilton, Ontario, Canada

**Crime Fighters as Crime Writers / 0900-1100 hrs.**

- Gina Gallo / Retired Chicago Police Department; Author and Sarah Cortez / Reserve Office for Harris County, Texas; Poet

**Crisis Management in a Correctional Facility / 0900-1100 hrs.**

- Senior Staff Development Officer Colette DesRoches / Ministry of Correctional Services, Hamilton, Ontario, Canada

**For Better or For Worse: Married to the Job / 1000-1200 hrs.**

- Detective Tom Powrie / Yonkers Police Department, New York

**International Marriages / 1100-1200 hrs.**

- Dr. Prit Paul / Senior Lecturer Sociology, Punjab Police Academy, Phillaur Punjab, India

**Talent - Trickle to Tidal Wave 1100-1200 hrs.**

- Chief Superintendent Barbara George / RCMP, Canada

**Domestic Violence Victim Advocacy / 1100-1200 hrs.**

- Emily Sims / W.O.M.A.N. Inc., San Francisco, California

**Officers Involved in Domestic Violence / 1100-1200 hrs.**

- Inspector Tom Walsh / San Francisco Police Department, and Candace Heisler / San Francisco District Attorney's Office

**Cop Docs / 1100-1200 hrs.**

- Dr. Al Benner, Ph.D. / Retired San Francisco Police Department

**West Coast Post Trauma Retreat / 1100-1200 hrs.**

- Dr. Joel Fay, Psy.D. / San Rafael Police Department, California

**Evolution of the Trinidad & Tobago Police Service / 1100-1200 hrs.**

- Ann Duncan / Retired Trinidad & Tobago Police Service; Superintendent Kathleen Weekes, and Inspector Christine McMillian / Trinidad & Tobago Police Service

**Thursday, September 4th, 2003 / Morning****Grant Writing / 0900-1100 hrs.**

- Sandy Boyd / Dean of Career Education, Social Sciences and Athletics at The College of Marin at the Indian Valley Campus, California

**Diversity Panel / 0900-1100 hrs.**

- Senior Constable Melinda Edwards / Victoria Police, New South Wales, Australia; Constable Carol Thomas / Surrey Police, U.K.; and Marga Kubbe / Netherlands National Police Agency

**Getting Hired and Promoted in Law Enforcement/Panel / 0900-1100 hrs.**

- Donna Milgram/Moderator (NOTE: NAMES ON PANEL TO COME)

**Investigating Firearms Cases / 0900-1000 hrs.**

- Gabrielle Solleder / ATF (Bureau of Alcohol, Tobacco, and Firearms), San Francisco, California

**Hostage Negotiation for Domestic Violence Cases / 0900-1100 hrs.**

- Inspector William Kidd and Inspector Tom Walsh / San Francisco Police Department, and Candace Heisler / San Francisco District Attorney's Office

**U.S. Treasury Resources Available for Financial, Criminal, and Terrorist Investigations / 0900-1100 hrs.**

- Jim Emery / U.S. Treasury Department

**Cop Docs / 0900-1000 hrs.**

- Dr. Al Benner, Ph.D. / Retired San Francisco Police Department

**Your Body is the Hero/0900-1000 hrs.**

- Thena Holmen, R.N.

**Dealing with the Developmentally Disabled and the Mentally Ill in a Correctional Setting / 1000-1100 hrs.**

- Dr. Forrest Fulton, Ph.D. / Retired San Francisco Police Department

**Cultural and Communities****Resource Unit / 1000-1100 hrs.**

- Detective Inspector Keith Fraser / The New Scotland Yard, London, U.K.

**Managing Fatigue in Law Enforcement: The 24/7****Challenge / 1000-1100 hrs.**

- Dr. Mark Rosekind, Ph.D. / Alertness Solutions

**Investing in the Future/1100-1200 hrs.**

- Dina Jan Artzt / UBS PaineWebber

**Women at Ground Zero / 1100-1200 hrs.**

- Mary Carouba and Susan Hagen

**Suicide by Cop / 1100-1200 hrs.**

- Dr. Emily Keram, M.D. / University of California, San Francisco

**Credit Card Merchant Fraud / 1100-1200 hrs.**

- Ted Manjoras / Nova Information Systems

**(NO CLASSES IN THE AFTERNOON)****Friday, September 5, 2003 / Morning****Samantha Runnion Kidnapping/ Murder Investigation: Incident Management and Investigation Overview / 1000-1200 hrs.**

- Lt. Christine Murray and Sheriff Michael S. Carona / Orange County Sheriff's Department, California

**Insurance Fraud - Scams and Schemes / 1000-1200 hrs.**

- Criminal Investigators P.J. Hosang and Laurie Colwell / California State Insurance Fraud Unit, Sacramento, California

**Mentoring Panel / 1000-1200 hrs.**

- Sandy Boyd/Moderator

**Bombs in the Mail and Other Prohibitive Mailings / 1000-1200 hrs.**

- Postal Inspector Janet Stout / U.S. Postal Inspection Service

**Crime Fighters as Crime Writers / 1000-1200 hrs.**

- Gina Gallo / Retired Chicago Police Department; Author and Sarah Cortez / Reserve Officer for Harris County, Texas; Poet

**Police Response to Victims of Domestic Violence/1000-1200 hrs.**

- D/Staff Sgt. June Dobson / Ontario Provincial Police, Ontario, Canada

**Australasian Federal Police International Liaison Officer Network - Linking Police Globally / 1000-1100 hrs.**

- Detective Acting Superintendent Andrea Humphrys / Australian Federal Police

**Preventive Health Care for Women Over 40 / 1100-1200 hrs.**

- Dr. Ruth Shaber, M.D. / Director, Women's Health Services, Northern California Kaiser Permanente

**Friday, September 5th, 2003 / Afternoon****Restorative Justice Process - Juvenile Conflict Resolution / 1300-1500 hrs.**

- Linda Flanders / Retired San Francisco Police Department; Taproot, Inc.

**Investigating Firearms Cases / 1300-1400 hrs.**

- Gabrielle Solleder / ATF (Bureau of Alcohol, Tobacco, and Firearms), San Francisco, California

**State of the Evidence - What is the Connection Between Chemicals and Breast Cancer/ 1300-1400 hrs.**

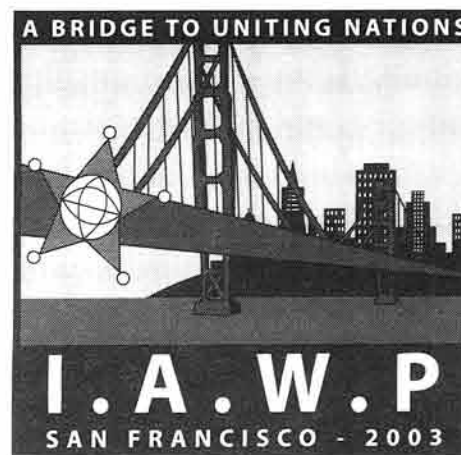
- Joan Reinhardt Reiss, MS / Public Policy Advocate, The Breast Cancer Fund

**Identity Theft / 1300-1500 hrs.**

- Postal Inspector Janet Stout / U.S. Postal Inspection Service

**Hostage Negotiation for Domestic Violence Cases / 1300-1500 hrs.**

- Inspector William Kidd and Inspector Tom Walsh / San Francisco Police Department, and Candace Heisler / San Francisco District Attorney's Office

**DNA and the Sexual Assault: What Every Cop Should Know / 1300-1500 hrs.**

- Inspector Pam Hofsass / San Francisco Police Department

**Establishment of Human Rights Issues in the Training of Recruits in Rosario's Policing / 1300-1600 hrs.**

- Agent Maria Victoria Cardoza / Santa Fe Provincial Police, Rosario Santa Fe, Argentina

**Grant Writing 101 / 1400-1600 hrs.**

- Sandy Boyd / Dean of Career Education, Social Sciences and Athletics at The College of Marin at the Indian Valley Campus, California

**Communication, Partnership, and Support in Diverse Communities / 1400-1600 hrs.**

- Lt. Michele Lish / Portland Police Bureau, and Officer Diane Mueller / Oxford Police Department, Ohio

**Violence Against Women and Children in Africa / 1400-1600 hrs.**

- Superintendent Hellen Alyek / Uganda Police Force

**Cultural and Communities Resource Unit / 1500-1600 hrs.**

- Detective Inspector Keith Fraser / The New Scotland Yard, London, U.K.

**Talent - Trickle to Tidal Wave / 1500-1600 hrs.**

- Chief Superintendent Barbara George / RCMP, Canada

**Officer Involved Accident Investigation / 1500-1600 hrs.**

- Lt. Daniel Mahoney and Sgt/Insp Michael Mahoney / San Francisco Police Department; Traffic Collision Consultants, Inc.

**How to Keep A Nest Egg in a Market that Eats Nest Eggs for Breakfast! / 1600-1700 hrs.**

- Hallie Hart, CFM / Merrill Lynch Pierce Fenner and Smith

**National Center for Missing and Exploited Children / 1600-1700 hrs.**

- Bob "Wally" Waldon

**The Use of Digital Cameras for Evidence Photography and Legal Documentation / 1600-1700 hrs.**

- John Kwan / Kwan Software Engineering, Inc.

**For additional information on the conference, please sign onto the IAWP web site at**

**[www.iawp.org](http://www.iawp.org)**

**then click onto the San Francisco conference**



IAWP News

By Robin Matthews, Behavioral Science Unit, IAWP/SF 2003 Conference Director

# Daily Class Schedule For The 41st Annual International Association Of Women Police Training Conference

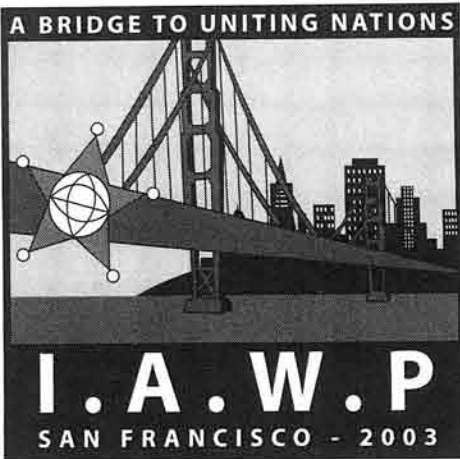
For those of you who may not be able to attend the full week's worth of training and activities at the 41st Annual International Association of Women Police Training Conference at the Hyatt Embarcadero August 31st through September 5th, but would still like to participate, you should know that you can register to attend classes on a daily basis at the conference.

For a tuition rate of \$50.00 a day, you can attend any and all classes scheduled at the conference on a daily

basis. (Meals not included). You can pre-register for any day by downloading a conference registration form off of the IAWP website at [www.iawp.org](http://www.iawp.org) (once on the site, click onto the link to the San Francisco Conference underneath the organization's logo, followed by clicking onto Registration once on the site) and sending the completed form, with payment, to either Robin Matthews at the Behavioral Science Unit, or Sgt. Lynette Hogue at Payroll. Payment for registration fees

can be made by Master Card, Visa, or checks made out to IAWP/SF 2003 Conference. (Registration will also be occurring at the Hyatt on a daily basis). For those who do not have internet accessibility, please contact either Robin or Lynette, and they will send you a registration form.

As you can see by the schedule, we have an outstanding training program lined up. Try and attend if you can! It will be a once in a lifetime experience!



Time	Saturday 8/30/03	Sunday 8/31/03	Monday 9/1/03	Tuesday 9/2/03	Wednesday 9/3/03	Thursday 9/4/03	Friday 9/5/03
0700-0800			Continental Breakfast (0730)	Low Impact Aerobics Continental Breakfast (0730)	Low Impact Aerobics Fun Run Continental Breakfast (0730)	Breakfast On Your Own	Low Impact Aerobics
0800-0900	Registration Board of Trustees Meeting	Pre-Opening Ceremonies March	Registration Continental Breakfast Silent Auction Vendors	Registration Continental Breakfast Silent Auction Vendors	Registration Continental Breakfast Silent Auction Vendors	Breakfast On Your Own Vendors	International Scholarship Breakfast (0830) Recruitment Day Silent Auction Vendors
0900-1000	Registration Board of Directors Meeting	Opening Ceremonies	Registration Training Classes Silent Auction Vendors	Registration Training Classes Silent Auction Vendors	Registration Training Classes Silent Auction Vendors	Registration Training Classes Vendors	International Scholarship Breakfast Recruitment Day Silent Auction Vendors
1000-1100	Registration Board of Directors Meeting	Opening Ceremonies	Registration Training Classes Silent Auction Vendors	Registration Training Classes Silent Auction Vendors	Registration Training Classes Silent Auction Vendors	Registration Training Classes Vendors	Training Classes Recruitment Day Silent Auction Vendors
1100-1200	Registration Board of Directors Meeting	Registration Region Photos	Registration Training Classes Silent Auction Vendors	Registration Training Classes Silent Auction Vendors	Registration Training Classes Silent Auction Vendors	Registration FREE TIME Vendors	Training Classes Recruitment Day Silent Auction Vendors
1200-1300	LUNCH	Registration Region Photos	KEYNOTE LUNCHEON Silent Auction Vendors	LUNCH ON YOUR OWN Silent Auction Vendors	AWARDS LUNCHEON Vendors	LUNCH ON YOUR OWN FREE TIME Vendors	LUNCH ON YOUR OWN Recruitment Day Silent Auction Vendors
1300-1400	Registration Board of Directors Meeting	BUFFET LUNCH	KEYNOTE LUNCHEON Silent Auction Vendors	Training Classes Silent Auction Vendors	AWARDS LUNCHEON Vendors	FREE TIME Vendors	Training Classes Recruitment Day Silent Auction Vendors
1400-1500	Registration Board of Directors Meeting	BUFFET LUNCH	Training Classes Silent Auction Vendors	Training Classes Silent Auction Vendors	General Membership Meeting Vendors	FREE TIME Vendors	Training Classes Recruitment Day Silent Auction Vendors
1500-1600	Registration Board of Directors Meeting	Registration Regional Meetings	Training Classes Silent Auction Vendors	Training Classes Silent Auction Vendors	General Membership Meeting Vendors	FREE TIME Vendors	Training Classes Recruitment Day Silent Auction Vendors
1600-1700	Registration Board of Directors Meeting	Registration FREE TIME	Training Classes Silent Auction Vendors	Training Classes Silent Auction Vendors	General Membership Meeting Vendors	FREE TIME Vendors	Training Classes Recruitment Day Silent Auction Vendors
1700-1800	FREE TIME	FREE TIME	FREE TIME	FREE TIME	FREE TIME	FREE TIME	FREE TIME
1800-1900	FREE TIME	ICE BREAKER Trip to Alcatraz	Evening Activity	Evening Activity	FREE TIME	FREE TIME	Cocktail Reception
1900-2000		ICE BREAKER Trip to Alcatraz	Evening Activity	Evening Activity	Board Meeting for New Board FREE TIME	FREE TIME	Final Banquet Escape from Alcatraz Theme
2000-2100		ICE BREAKER Trip to Alcatraz	Evening Activity Hospitality Room	Evening Activity Hospitality Room	Board Meeting for New Board FREE TIME Hospitality Room	Hospitality Room	Final Banquet Escape from Alcatraz Theme
2100-2200		ICE BREAKER Trip to Alcatraz	Evening Activity Hospitality Room	Evening Activity Hospitality Room	Hospitality Room	Hospitality Room	Final Banquet Escape from Alcatraz Theme
2200-2300			Hospitality Room	Hospitality Room	Hospitality Room	Hospitality Room	Final Banquet
2300-2400			Hospitality Room	Hospitality Room	Hospitality Room	Hospitality Room	



# San Francisco Police Officers' Association Golf Tournament

*This is your invitation to play in the 12th Annual San Francisco Police Officers' Association Golf Tournament on Monday, September 8th, 2003.*

*The prestigious StoneTree Golf Club in Novato, California will be the site of this year's event. The 7,000-yard, 18-hole championship course is a handcrafted classic, created by the Masters and features impeccable playing surfaces, stunning aesthetic richness and a remarkable sensitivity for strategic play.*

*This year's tournament is a Scramble Format, with a Shotgun Start. Prizes will be awarded for both Low Net and Low Gross; Hole-in-One prizes on selected holes, include a BMW and Spaulding Irons; and, Longest Drive. Fabulous tee prizes and raffle prizes will also be featured.*

*Tournament activities include a Chipping Contest, a Barbecue lunch, refreshments on the course, concluding with the Award's Dinner in the classic "Old Marin" StoneTree Club House. This elegant craftsman design hosts spectacular*



*views of Mount Tamalpais, Mount Burdell and the Coastal Range. Featuring the culinary talents of Chef Elaine Bell, complimentary wine will be served with dinner.*

*Additional guests may be added to the Awards Dinner for only \$45 each.*

### Tournament Schedule:

10:00 AM	Registration
10:30-12:00	Chipping Contest & Lunch
12:00 PM	Shotgun Start
7:00 PM	Awards Dinner

### Entry Fees for this year's charitable fundraiser:

Friends and Supporters:	\$190
POA Members:	\$175

*Your support of this tournament provides the funding for the Police Officers' Association support of worthwhile charitable contributions, which might otherwise go unassisted; community-based organizations; and provides scholarship money to deserving youth.*

### Additional Information:

Tim Hettrich	(415) 970-3052
Gary Delagnes	(415) 250-1312
Marty Halloran	(415) 970-3081

### Yes, I will be playing in the SFPOA 12th Annual Tournament

Players Names:

1. \_\_\_\_\_ Vest Size: S M L XL XXL

3. \_\_\_\_\_ Vest Size: S M L XL XXL

2. \_\_\_\_\_ Vest Size: S M L XL XXL

4. \_\_\_\_\_ Vest Size: S M L XL XXL

Business Name: \_\_\_\_\_

Business Contact: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

\_\_\_\_\_ Yes, I would like \_\_\_\_\_ additional Awards Dinner Tickets @ \$45 each.

\_\_\_\_\_ Yes, I would like to be a Tee Sponsor for an additional \$100.

Please use the following copy on the sign: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ Yes, I would like to be a Platinum or Gold Sponsor. Please contact me at: \_\_\_\_\_

\_\_\_\_\_

P

Please make checks payable to: SFPOA Scholarship/Community Service Fund  
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# Letters



Dear POA Members,

On behalf of the Cunningham Family, we want to express our appreciation for the kindness and support shown to us during and after the death of my wife, Dolores Cunningham, mother of my three sons; Inspector Dan (SFPD), Jim (SFPD) and Neil (SFPD). Special thanks to Taraval Station, the Solo motorcycle detail, and all members of the SFPD and SF Sheriffs Department who attended the funeral services.

Sincerely,

Con Cunningham and Family

Dear Chris and Marty,

Thank you very much for the generous donation of five hundred dollars to the School Safety Patrol Picnic. Your help allowed us to serve over six hundred grammar school children and provide them with a wonderful day at the zoo.

Thanks for all the help.

Officer John Centurioni  
Traffic Company

Sergeant Marty Halloran, Chair  
Community Services Committee

Thank you very much for facilitating the contribution of the Police Officers Association to our annual picnic for the School Resource Officers, 29 cars, and Juvenile Inspectors. The picnic was held at Heather Farm in Walnut Creek on Saturday, June 29, 2003 and was well attended by Officers and their families. Everyone was very appreciative of the food, drinks and children's prizes that the POA's contribution allowed us to provide. It was very much a family affair on a collective as well as an individual basis and provided an opportunity for us all to relax together. Once again, our heartfelt thanks go to you and to the Police Officers Association for making it possible.

Sincerely,

Sergeant Colleen Fatooh  
Juvenile Division

Dear Mr. Cunnie:

On behalf of the young people, Board, staff and volunteers of St. John's Educational Thresholds Center, we would like to express our gratitude for the \$500 gift from the San Francisco Police Officers' Association.

We are proud to partner with the San Francisco Police Officers' Association in our efforts on behalf of the youth of San Francisco's Mission District, and are very grateful for your confidence in our work. We would also like to extend an invitation for you to come visit us to experience the vital mix of education, leadership and arts programs we have provided for 31 years. Thank you again for supporting the organization, community and most importantly, youth of St. John's.

Sincerely,

Aparna Shah  
Development Director  
Ethel Newlin  
Community Liaison

Dear Police Officers Association,

One of our officers now faces a tragedy of enormous proportions, and he needs your help. Because he has been an officer for 20 years in October, we know he has been in touch with many departments in the area and wanted to share some information with your department.

Officer Thomas Kincaid became a police officer in October 1983 with Oakland School District. After five years, he lateraled to the City of Piedmont. In 1989, he became a canine officer, in 1991 a field training officer, in 1992 he became the head Rangemaster, and in 2000, he joined the bicycle patrol. He continues to hold all of those positions and included a stint as POA President in 1993-1995, including spearheading several negotiation teams throughout the years."

Officer Kincaid is not only a dedicated officer but is known for his dedication to the Scottish Highlander Games every year at the Dunsmuir Estates. A devoted husband and father to four children, Caitlin (13), Mackenna (11), Luke (6) and Connor (3), he suffered the loss of his wife, Heather, to cancer on 7/13/03.

Heather Kincaid would have been 40 years old this year. She was diagnosed with cancer after Mackenna's birth. She fought it valiantly and remained cancer-free for five years before deciding to have two additional children. After Connor's birth, cancer was again discovered, and she underwent t-cell replacement at Stanford in 2001. As her body was recovering from removal of the last of the cancer, a spot was discovered on her lungs. From the beginning, Heather stayed home to raise the children, including full home schooling. Courageously, struggling for the sake of her family, Heather fought. until her body no longer had strength and succumbed on 7/13/03

Officer Kincaid now faces a

difficult path without his wife and partner. He must find a way to raise four children and maintain an income. Services will be held this Friday, July 18, 2003 at Redwood Chapel Community Church at 2pm. In lieu of flowers, please send a donation in any amount to The Kincaid Family Trust-PPOA, 403 Highland Avenue, Piedmont, CA 94611.

Please post the information where you deem appropriate and contact Officer Catherine Veramo or Sgt. Gary Shively if you have any questions (510-420-3000).

Sincerely,

Sgt. Gary Shively  
PPOA President  
Officer Catherine Veramo  
PPOA Sec/Treas.

Dear Chris,

The members of the San Francisco Police Officers Pride Alliance, want to take this opportunity to thank you for your generous donation to our annual event. As you know we have established the Officer Jon C. Cook Scholarship fund, and the money raised at our annual event, will benefit both our organization, and the scholarship fund. The fund will help some very deserving youth with their education. Because of people like you our June 101b event was a success. Thank you again for your generous donation, and for your continuing support of LGBT Police Officers in San Francisco.

Sincerely,

Lea Militello  
Scott Hoey-Custock  
Co-Chairs San Francisco Police  
Officers Pride Alliance

Dear Chris:

On behalf of the Board of Directors, the 2003 Memorial Golf Committee and the members of our Association, I would like to thank you for your participation and financial support of our Annual Association of Orange County Deputy Sheriffs Memorial Golf Tournament.

With the generous support of our many sponsors we were able to surpass our previous tournaments fund-raising efforts!

Once again, thank you and we look forward to your continued support.

Sincerely,

Wayne J. Quint, Jr.  
President

SFPOA Community Service  
Committee

Thank you for your \$250 gift to support Episcopal Community Services of San Francisco. Your donation enables us to continue providing for homeless and very low-income adults and families on their road to housing and greater life stability.

Each year, ECS serves more than 5,000 women, men, and children. Because many of the people we serve are elderly, homeless, and in need of mental and physical health services,

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Former San Francisco Police Officer

Former San Francisco Assistant District Attorney (1979-1997)



# Letters



or literacy and vocational training, ECS has developed the following on-going programs:

**Shelters:** Two year-round shelters extend meals, lodging, and hygiene facilities to more than 500 adults each night, along with case management, health clinics and social services.

**Supportive Housing:** Six permanent housing facilities provide 418 units of stable housing for adults, seniors and families, offering social service, health, and job training support.

**The Skills Center:** More than 1,200 people benefit annually from educational, literacy, GED and employment training offered through classes at three ECS sites.

**Canon Kip Senior Day-Center:** The Senior Center provides lunch, case management, and supportive care to a growing population of homeless, low-income and disabled seniors on a daily basis.

These services nurture and ensure each individual's progress while continuing to provide care for immediate needs. By partnering with ECS, you make our work possible and provide the opportunity for continued success and more miracles. Thank you again!

Sincerely,  
Kenneth J. Reggio, ACSW  
Executive Director  
San Francisco Organizing Project

Dear Friend of SFOP:

Thank you for your contribution to the San Francisco Organizing Project's 20th Anniversary luncheon. Your contribution of \$100.00 helped make our Faithful Citizens Luncheon a memorable and successful celebration.

SFOP is working to make San Francisco a city for all — one that embraces the diversity of our communities and values human dignity. The funds gained from the event will help us continue our organizing efforts to improve the public schools, and secure greater access to health care and housing for the least among us. We will be sure to keep you informed of our accomplishments so that you can see how your contribution is affecting the lives of people in San Francisco.

With your continued support, we look forward to 20 more years of successful organizing.

Sincerely,  
Kim Grose  
Executive Director

## Martin Halloran, SFPOA Community Service Committee

It is with the deepest appreciation that the members of the Detectives' Endowment Association, Inc. (DEA) thank you and the members of the SFPOA for your gracious donation of \$1,000 to the DEA Widows' and Children's Fund.

Rest assured that one hundred percent of your donation will go toward a scholarship fund for the five children of slain Detectives James Nemorin and Rodney Andrews, who, while working in tandem on March 10, 2003, were shot and killed on Staten Island during an effort to put an end to illegal gun trafficking in New York

City. These men were dedicated and courageous public servants, and your recognition of their lives and their deaths is a wonderful tribute, not only to them, but to the families they left behind.

The DEA greatly values your friendship and support, and on behalf of the families, friends, and colleagues of Detectives Nemorin and Andrews, thank you again for your kind contribution to the future education of their children.

Sincerely,  
Thomas J. Scotto  
President

## Mr. Bob Huegle

Thank you very much for your gift of \$500.00 to St. Anthony Foundation for a full page ad in this year's Penny Pitch Program. Your advertisement in the program for the 27th Annual Penny Pitch at Moose's Restaurant helped make the annual Memorial Day event a huge success! We feel blessed to have you as a partner in our efforts to feed, heal, shelter, and clothe our homeless and low-income brothers and sisters. May the warmth of the summer sun touch you and all your loved ones!

When Fr. Alfred Boeddeker first opened the doors of St. Anthony Dining Room in 1950, he hoped to surround his 400 guests with dignity and respect. Nicknamed "The Miracle on Jones Street," the Dining Room continues that tradition today as we serve an average of 2,000 meals a day, 365 days a year.

When we served our 30 millionth meal this spring, we were reminded that the true miracle is the community of guests, volunteers, and staff who break bread together. Rusty, a long-time resident of San Francisco who never married or had children, eats in the Dining Room a couple of times a week. The people he shares lunch with have become his family, offering him love and support.

Rusty was homeless for many years and struggled with an addiction, but says, "St. Anthony's has been there for me over the past 33 years." In recovery for the last three years, Rusty recently began a year-long apprenticeship in computerized accounting at Goodwill Services and moved into a Single Room Occupancy hotel. "The Dining Room is not just a place to sit down and eat," he says. "Although the meals are great, it is the people and sense of family that keep me coming back."

The gifts you share allow us to walk with our guests in a spirit of hope as they face challenges and small successes. Your generosity is a powerful reminder that there truly is a place at the table for everyone, and inspires our guests, staff, volunteers and community to continue the work of St. Francis and Fr. Alfred Boeddeker. On behalf of the Franciscans, the Board of Directors, staff, and those we serve, we assure you of our very thankful prayers.

Gratefully,  
Fr. John Hardin, OFM  
Executive Director

Fr. Floyd Lotito, OFM  
Development Consultant

## Dear Mustang Supporter,

Thank you for your generous contribution. The dinner at LaRocca's Corner was a big success. The money generated will help our football program immensely. I am very touched and grateful for your overwhelming support in these difficult times. We are looking forward to seeing you in the future. You will be receiving a schedule of the games and a season pass in the near future. Come by school anytime and see our team in action. We appreciate your support for Mustang Football. Go Mustangs!

Respectfully,  
Philip Ferrigno  
Head Coach  
Abraham Lincoln High School

We are very grateful for your financial support of this event. It was kind of you and it will truly touch the lives of children fighting cancer.

As you know, every penny of the \$100,000.00 raised for Wish Upon A Star will be used to grant the wishes of children who suffer from high-risk and terminal illnesses. To best convey how meaningful wishes can be, we have included a letter of thanks from Allison's parents. Allison celebrated her fourth birthday during her wish trip to Disneyland.

Again, on behalf of the hard working Buzz the Fuzz organizers, all of us at Wish Upon A Star, and the many children fighting cancer, we thank you for making the magic of a wish possible and the possibility of a cure that much closer.

Sincerely,  
Maureen Logan  
Executive Director  
Wish Upon A Star,

## Dear Friends:

We are very happy to announce that Wish Upon A Star will be the recipient of a \$100,000.00 donation from this year's Buzz the Fuzz event. A generous donation will also be made to pediatric cancer research.

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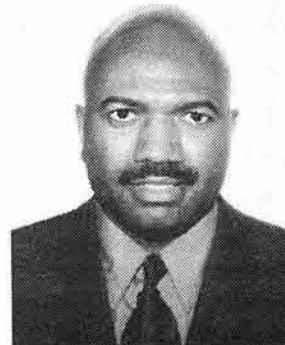
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George Brown  
Account Executive  
Ca. Lic. No. 0730513



# Do Traffic Tickets Save Lives?

By Lee Dye  
Special to ABCNEWS.com  
July 2 -

## Pity the poor traffic cop

Submitted for reprint by Rene LaPrevotte

He's the last guy you want to see in your rear-view mirror when you're speeding down the highway. Why isn't he out looking for murderers instead of nailing drivers for minor infractions of the law?

Well, according to a major research project by scientists in Canada and California, that cop just might be saving your life. Or the life of someone else.

The researchers have found that a traffic ticket reduces a driver's chance of being involved in a fatal accident by a whopping 35 percent, at least for a few weeks. The effect doesn't last long, however. Within three to four months, the lead foot is back on the pedal and the risk of killing yourself or someone else is back up to where it was before that cop stared you in the eye and wrote out that expensive citation.

The bottom line, according to the research, published in the June 28 issue of *The Lancet*, is that traffic tickets save lives. Maybe thousands of lives, every year. Yet traffic laws are enforced sporadically, almost as if by whim, partly because people just don't like traffic cops, and there are lots of other things for the government to spend money on than enforcing highway safety laws.

### The Grim Statistics

That attitude needs to be changed, according to Donald A. Redelmeier of the University of Toronto and Robert J. Tibshirani of Stanford University. Both men are medical researchers, and this isn't the first time they've taken a hard look at highway safety. Their 1998 study caused a stir when they linked cell phone usage to traffic accidents. Now they're back, saying traffic tickets are good for our health.

They were prodded into this project by some very grim statistics. Each year, more than a million persons die in traffic accidents worldwide. If that many people died of SARS in a year, the public response would probably border on hysteria, but we have come to accept traffic fatalities as a way of life.

In addition, another 25 million people around the world are perma-

nently disabled by traffic accidents, and many of them - as well as the fatalities - are children.

### Taking It Easy After a Ticket?

When Redelmeier and Tibshirani and fellow researcher Leonard Evans set out to see if traffic tickets really do any good, they found an enormous resource in the Canadian province of Ontario. The full driving record of every licensed driver there was made available to them, warts and all, giving the researchers a huge data base of more than 10 million licensed drivers, 8,975 of whom were involved in a fatal accident during the 11-year period covered by the research, from 1988 through 1998.

"We looked at the month prior to a fatal accident, and the number of traffic convictions, and then the same month in the year before," says Tibshirani, a statistician. "What we found was that there were fewer tickets in the month before a fatal accident than there were a year before, and that suggests there's a protective effect of having a ticket."

In other words, when the number of citations went down, the number of fatal accidents went up the following month, and when the number of tickets went up, the number of fatal accidents dropped the following month. The analysis shows that fatal accidents declined by 35 percent because of citations.

Apparently, people just drove more cautiously following a traffic citation, but that only lasted a maximum of four months, the researchers say. After that brief respite, it was back to business as usual for most motorists.

### Citations' Effects Consistent

The scientists also turned up some surprising results.

"Most of the crashes did not involve alcohol and were not at an intersection," they report in their research paper. Most occurred during the summer months when the streets were dry (65 percent) rather than wet (18 percent) or covered with snow (17 percent).

They also found that the "relative risk reduction associated with traffic convictions was remarkably consistent among subgroups of licensed drivers," so the same results apply to women as well as men, regardless of age, prior driving record, and other personal data.

Men, however, were involved in far more fatal accidents than women (73 percent to 27 percent) and the most accident-prone age was between 30 and 50. Alcohol was detected in only 7 percent of the accidents.

The researchers also addressed the commonly held belief that traffic citations cause more accidents than they prevent because so many people are killed during police chases. They found that only 24 deaths could be linked to writing citations during the 11-year period. That included 17 suspects, five bystanders and two police officers.

"The typical suspect who died was a 26-year-old man pursued by police after fleeing a spot check for alcohol or a speeding violation," they report. The two police officers were killed in separate events when they were hit by a car while writing a ticket for another motorist.

### Who Really Pays?

The researchers admit there are a few gaps in their findings. The statistics do not include Ontario drivers who may have been involved in a fatal accident somewhere outside that province. Nor can they say that every traffic ticket leads to a reduction in accidents. But the statistics suggest a correlation between the number of citations and the number of fatalities. They also point out that the innocent are often made to pay the price for careless drivers.

"Unlike other common diseases, the victims are often young and need significant subsequent care for decades. Most crashes are unintended, unexpected, and could have been prevented by a small difference in driver behavior."

So the next time you see that cop in your rear-view mirror, give him, or her, a broad smile.

Yeah, right.

Lee Dye's column appears weekly on ABCNEWS.com. A former science writer for the *Los Angeles Times*, he now lives in Juneau, Alaska.

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## Widows & Orphans Aid Association

CONTINUED FROM PAGE 2

then to Co. K Solos. He stayed on the bikes his entire career. He made Sgt. in 1971 and remained until he retired in 1977. Bob never left all his friends on the bikes and they often rode all over the area to lunch on a weekly basis. He enjoyed fishing the Bay and Sacramento River.

**REPORT OF TRUSTEES:** This meeting was held a few hours later at the Bank of America. Mr. Bruce Bain, Shane Hiller and Dave Cassaro gave a report on some possible ways to change our asset allocation. The stock market seems to be coming around this last month. Mr. Bain had a proposal to sell 550 shares of McGraw Hill, 500 shares of Anheuser Busch, 600 shares of Fannie Mae and 200 shares of Colgate Palmolive. With the proceeds we will buy 200 shares of 3M, 900 shares of Honeywell, 550 shares of American Express and 625 shares of Wachovia. The Trustees approved the proposal. We are looking into managed hedge funds and real estate as a means to balance investments. We were given proposals by the bank that will be studied.

**OLD BUSINESS:** We had a very successful talk to the 206th recruit class, and all joined. Remember to give us a call at 681-3660 if you have an address change or want to change your beneficiary. If you plan to retire the Widows' and Orphans' will be notified by the city when you come off payroll deduction. We will pro-rate your dues for the remaining months left in the year and send a letter. From then on you will be on a cash basis, \$36.00 a year, and be billed in December.

**ADJOURNMENT:** President Aguilar had a moment of silence for our departed members. He set the next meeting for Wednesday August 20, 2003 at 2 pm in the conference room of Ingleside Station. At 3:45 pm we adjourned and proceeded to our 5 pm meeting with the Bank.

Fraternally,  
Mark Hurley,  
Secretary

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## Co. G facility renovation underway

# Gym Dedication to Honor Sergeant Craig Neufeld

by Sergeant Leslie Forrestal  
Richmond Station

On May 13, 2002, Sergeant Craig Neufeld was killed in an off-duty motor vehicle accident in Sonoma County. At that time, Craig was a newly appointed sergeant assigned to Richmond Station. He had served with distinction at several units, with a long tenure at Central Station before his promotion.

We who serve at Richmond Station felt fortunate to have Craig as a co-worker and supervisor. He took his new job seriously, and was a great role model for many of the officers on the midnight crew.

Those of you who knew Craig were familiar with his personal physical fitness goals. He was dedicated to keeping himself healthy and strong. Craig was willing to share his physical train-

ing experience and knowledge with anyone and everyone.

Richmond Station received permission to dedicate its gym in Craig's honor, and a dedication ceremony will be scheduled for late September 2003. A renovation of the gym is planned before new equipment can be installed. Richmond is grateful for the generous donation we received from the POA to help with the purchase of the plaque. Craig's mother donated funds for a new treadmill, and other family members have also pledged donations.

Everyone in the Department is invited to participate in the dedication ceremony and celebration. Please join Captain Sandra Tong and the members of Richmond Station to remember Sergeant Craig Neufeld in a gesture we think would have made him proud.

## A Reprint from Armed Forces News

CONTINUED FROM PAGE 2

up because of 9/11. Dozens of others told us the same thing. One young soldier showed me his metal bracelet engraved with the name of a victim he never knew and that awful date none of us will ever forget.

In fact at every encounter with the troops a surge of reservists — firefighters and cops including many who had worked the rubble of Ground Zero — came to exchange a hometown hug. Their glassy eyes still do not allow anyone to penetrate too far inside to the place where their trauma is lodged; the trauma of a devastation far greater than anyone who hadn't been there could even imagine. It's there in me, too. I had forced my way downtown on that awful morning, convinced that I could find Neil beneath the rubble.

What I was not prepared for was to have soldiers show us the World Trade Center memorabilia they'd carried with them into the streets of Baghdad. Others had clearly been holding in stories of personal 9/11 tragedies which had made them enlist.

USO handlers moved us from one corner to the next so everyone could meet us. One fire brigade plucked the 9/11 group from the crowd, transporting us to their fire house to call on those who had to stand guard during the Baghdad concert. It was all about touching us and feeling the reason they were in this hell. Back at Saddam Hussein airport Kid Rock turned a "meet and greet" into an impromptu concert in a steamy airport hangar before 5000 troops.

Capt. Vargas from the Bronx tapped me on the back. He enlisted in the Army up after some of his wife's best friends were lost at the World Trade

Center. When he glimpsed the piece of recovered metal from the Towers that I had been showing to a group of soldiers he grasped for it as if it were the Holy Grail. Then he handed it to Kid Rock who passed the precious metal through the 5000 troops in the audience. They lunged at the opportunity to touch the steel that symbolized what so many of them felt was the purpose of their mission—which puts them at risk every day in the 116-degree heat and not knowing if a sniper was going to strike at anytime. Looking into that sea of khaki gave me chills even in that blistering heat. To me, those troops were there to avenge the murder of my husband and 3 thousand others. When I got to the microphone I told them we had not made this journey for condolences but to thank them and to tell them that the families of 9/11 think of them every day. They lifts our hearts. The crowd interrupted me with chants of "USA, USA, USA." Many wept.

What happened next left no doubt that the troops drew inspiration from our tragedies. When I was first asked to speak to thousands of troops in Qatar, after Iraq, I wondered if it would feel like a "grief for sale" spectacle.

But this time I was quaking because I was to present the recovered WTC recovered steel to General Tommy Franks. I quivered as I handed him the icy gray block of steel. His great craggy eyes welled up with tears. The sea of khaki fell silent. Then the proud four-star general was unable to hold back the tears which streamed down his face on center stage before 4,000 troops. As this mighty man turned from the spotlight to regain his composure I comforted him with a hug.

Now, when do I return?"

## End of an Era

# Last PCO Detail to the SFPD Traffic Company Will Miss Ada Wong

by Ray Shine  
Editor

The decades old, close-knit working relationship between the Parking Control Officers and the SFPD has drawn to a close. Due to tough economic times, the final detail of a PCO to the SFPD ends at the beginning of August when long-time Co. K clerk, Ada Wong, returns to duties in the Department of Parking and Traffic.

Hailing back to an era when all the PCOs worked in the Police Department, Ada has managed the administration desk at Co. K for the last fifteen years. After DPT was created by the voters, most of the PCOs vacated their positions in the SFPD and moved off to new offices and jobs in the fledgling DPT. A few of the PCOs remained on loan to the PD, most functioning as tow-desk specialists or, as in Ada's case, as company clerks. All eventually moved on, or changed civil service classifications to become PD employees. Only Ada remained on loan, serving as company clerk, payroll specialist, and general mother hen to "her boys" in the Solos. Every morning Ada



Ada Wong

PHOTO BY EDDIE DARE

would report to DPT offices for roll call, then walk across Bryant Street and assume her duties at Co. K. At the end of her day, she would report off at DPT.

All active, former, and retired Solos will miss Ada. She "kept it all together" in the Traffic Company for so many years that much of what she did was taken for granted. She also did a marvelous job of keeping the retired Solos updated about Co. K news and events.

So long, Ada. Good luck with your new duties at DPT — and don't forget all of your old friends at Co. K!

## BALEAF News

# To All Bay Area Law Enforcement Survivors And Families

The Bay Area Law Enforcement Assistance Fund (BALEAF) is planning a barbecue on Sunday, September 28, 2003 for all Bay Area Law Enforcement survivors and their families. Please mark your calendar! You will be receiving an invitation in the mail with more details. In case we do not have your

current address, and you are interested in attending, please write to: Bay Area Law Enforcement Assistance Fund (BALEAF), P.O. Box 22325, San Francisco, CA 94122, or contact Marilyn Rosekind, BALEAF President, at (650) 573-6903. Please plan to attend.

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## Come To The California Academy Of Sciences

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Submitted by Robin Matthews

How does the oldest scientific institution in the West celebrate its 150th Anniversary? With an outdoor street festival in Golden Gate Park. On the same site as the 1894 Midwinter Exposition, the 150-year-old Academy will roll in a 75-foot Ferris wheel to offer birds-eye views of Golden Gate Park on Saturday, September 6th and Sunday, September 7th from 11:00 a.m. to 6:00 p.m.

Throughout the weekend, the Academy will celebrate with free performances on three stages with swing, latin, jazz, and ragtime music, scientific demonstrations, a rolling

rainforest, and an eco-maze. Visitors may purchase food, drink, and nature inspired gifts, all in the music course of Golden Gate Park.

The outdoor festival is free and open to the public, and the Academy invites all SFPD members and their family and friends to attend this historic event. Regular admission prices to the Academy will apply. Visitors who ride bikes or take public transit will receive free admission to the museum throughout the weekend.

Information: 415-750-7145  
[www.calacademy.org](http://www.calacademy.org)

## Reality Bytes?

Submitted by John Grizzel  
Retired, Traffic Company

### A Police Department's Answering Machine

Hello, you have reached the Police Department's Voice Mail. Pay close attention as we have to update the choices often as new and usual circumstances arrive. Please select one of the following options:

\* To whine about us not doing anything to solve a problem that you created yourself, press one.

\* To inquire as to whether someone has to die before we'll do something about a problem, press two.

\* To report an officer for bad manners, when in reality the officer is trying to keep your neighborhood safe, press three.

\* If you would like us to raise your

children, press four.

\* If you would like us to take control of your life due to your chemical dependency on alcohol, press five.

\* If you would like us to instantly restore order to a situation that took years to deteriorate, press six.

\* To provide a list of officers you personally know so we will not take enforcement action against you, press seven.

\* To sue us, or tell us you pay our salary and you'll have our badge, or to proclaim our career is over, press eight.

\* To whine about a ticket and/or complain about the many other uses for police rather than keeping your dumb arse in line, press nine.

Thank you for calling your local police department, and have a nice day.

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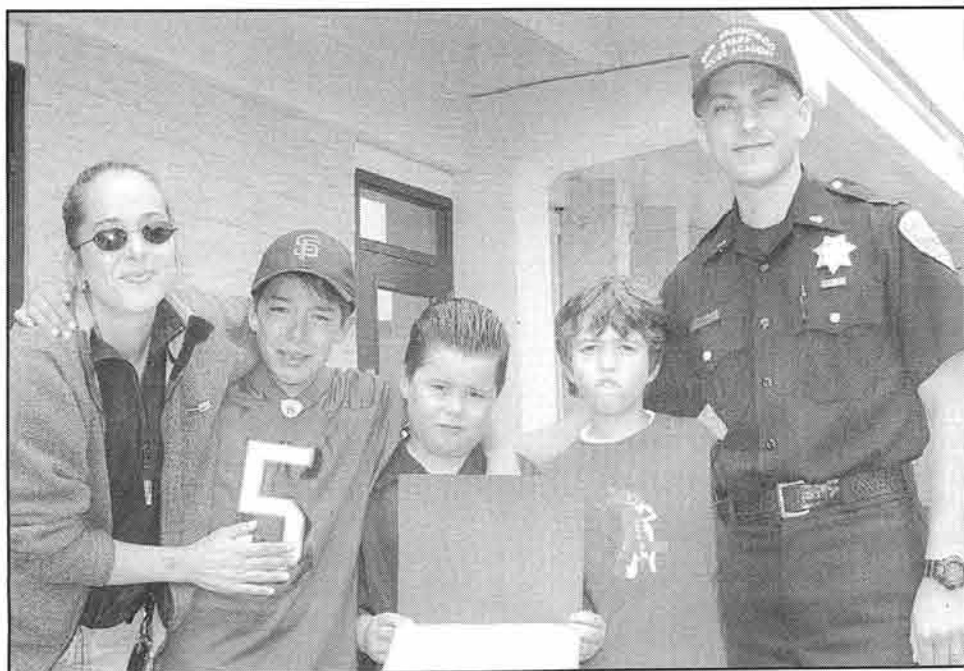
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Left to right: Nina, Tony and Michael Sandoval. Nicholas Vasquez and Lt. David Lazar.

## New SF Police Credit Union Branch Opens with a Bang

San Mateo, CA — No, it's not a bank, but a new SF Police Credit Union branch. Often there is confusion about the difference. There was no confusion on June 20, 2003 where Official Opening Ceremonies for a new branch took place. Members from local law enforcement, Fire and EMT agencies attended to help the Credit Union celebrate the San Mateo branch opening and partake in hotdogs and refreshments. Many kids were present as well. The San Mateo Police Department was also on hand to fingerprint the children who attended.

"Our new branch will help better serve our second demographic of Peninsula based members, at a location closer to their homes and employment", said Michael Sordelli, CEO of SF Police Credit Union about why a new branch was considered for this spot. "We're trying to reach our mem-

bers better through expansion of our branches and hope this new branch will help to achieve that. At a Credit Union, you get more bang for your buck since we don't charge the enormous amount of fees that banks do."

SF Police Credit Union has been offering membership since 1953. As a member-owned, non-profit cooperative serving the Bay Area's Law enforcement, Fire and EMT agencies, SFPCU strives to provide full-service, financial products with great Credit Union Service. SFPCU offers Financial Management programs, savings and checking accounts, plus Consumer and Real Estate Lending. SFPCU is headquartered at 2550 Irving Street, San Francisco, CA 94122. For more information, you can contact SFPCU's Media Relations Department at (415) 682-3337 or visit the website at [www.sfpku.org](http://www.sfpku.org).

## The Office Away From The Office

by Officer Rich Lee  
Fleet Operations Office

Is your office away from the office taken for granted? I am talking about the black and white radio car that you spend close to all day in and out of. The radio car, as you are aware, has everything except the kitchen sink. Technology has advanced in an effort to make your office mobile friendly. At the station, if something breaks or doesn't work, it is usually reported to the facility coordinator. On a daily basis a custodian cleans out the station i.e. restrooms, holding cells, emptying the garbage.

In the radio car, if something breaks or doesn't work it is usually reported to the vehicle maintenance officer, we hope. Unfortunately, the custodian does not respond to the car for garbage dumping. If something is damaged or broken just report it so the next user has a workable office.

Here are some amazing dollar amounts: The vehicle by itself cost — \$25,031. The equipment we put into the car cost — \$5,903 i.e. light bars, push bars, cages, prisoner seats, gunlocks, etc. Then we go over to the radio shop for the computers and radios, cost — \$10,886. Grand total of \$41,820. For one car.

Nice office!

Here are the latest. The cage in the newer cars will allow us an additional 1-inch of rearward movement for you tall officers. The push bar is stronger and lighter in weight to prevent nose dipping. The 2003 vehicles have rack and pinion steering. FORD has retrofitted all Crown Victorias' rear ends in regards to the rear end collision impact issues.

With the current budget issues we all have to help in keeping our offices workable.

Feel free to contact the Fleet Office for any questions about the cars.

## Ten-year-old Saves his Brother From Choking to Death

by Officer Brenda B. Walker,  
Police Academy Video Production Unit

On July 23, 2003, I witnessed one of the most courageous acts of heroism.

An eight-year-old little boy named Michael Sandoval was eating his lunch at a restaurant called Java City, which is located near the Academy. He was eating his sandwich with his brother Tony (10-years-old) and his friend Nicholas Vasquez (8-years-old). While I was waiting in line for my drink, Luisa Vasquez, the manager and mother of Nicholas, started to scream and run towards the children sitting at a table in the corner of the restaurant.

I turned to see what was going on. I saw Michael standing there close to his table clutching his throat with both of his hands. He was obviously choking and in distress. His skin was turning a shade blue and he had tears in his eyes. Everything went in to slow motion at this point and things seemed so surreal. Tony immediately ran to his brother, came from behind him, and placed his arms around his brother's upper stomach and chest. Tony started to perform the perfect

Heimlich maneuver. He made three quick hard thrusts before this huge piece of food dislodged and flew straight out of Michael's mouth.

I arrived only to help make sure that the airway was truly clear and to keep everyone calm. I congratulated Tony for his courage and saving his brother's life. Tony was emotionally shaken by his heroic efforts and was crying. As he started to calm down I asked him where he learned to do the Heimlich technique? He said, "I saw it in the movies." Wow! What a happy ending to what could have been the death of little boy.

The very next day I shared my story with Lt. David Lazar, director of the Police Academy. During a noon ceremony on July 24, the Lieutenant awarded Tony Sandoval with a certificate of courage for saving his brother's life. The ceremony took place in the Academy parking lot in front of the entire 206th recruit class and Academy staff. Also present for the ceremony was his brother Michael, Mother Nina Sandoval and friend Nicholas Vasquez. Tony became overwhelmed with his emotions and was becoming aware of the impact he had on his brother's life.

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## Officers Receive Champagne as Prize for Writing Most Seat Belt Violators

From Newsday, July 15

MINEOLA, N.Y. — A Long Island police precinct policy that awarded officers who issued the most tickets for seatbelt violations with a bottle of champagne was quickly stopped after the police union complained.

The champagne was offered as a prize to the top 10 ticket-writing officers in Nassau County's Second Precinct over the Memorial Day holiday, the Police Benevolent Association said Monday.

Nassau County police simply wanted to recognize those who "went above and beyond on traffic enforcement," said Deputy Police Commissioner Robert Bishop.

No officers accepted the prize; once the contest was made public, it was quickly stopped after the PBA complained, said Nassau PBA President

Gary DelaRaba.

"I believe it was a misguided effort by the commanding officer to generate summons activity," DelaRaba said at a news conference.

"He left a bottle of champagne with a note attached saying that those officers who write the most amount of summonses for that weekend will get a bottle of champagne," said DelaRaba.

DelaRaba said that after its champagne phase, the department began denying overtime to officers who didn't write enough tickets.

"The policy is now to figure out different ways how to get police officer to write tickets," he said.

"When you tell a police officer that they have to write tickets in order to receive a benefit that takes away what policing is all about," said DelaRaba. Justice is supposed to be blind."

## San Antonio Survey Shows Officers Reluctant To Take Action For Fear Of Discipline

From The San Antonio Express-News, July 10

Senior Patrol Officer Bill Campbell said disciplinary practices in the San Antonio Police Department have caused him to hesitate about taking action while on patrol.

Increased scrutiny by management and a perceived increase in suspensions has officers worrying more about being fired than about getting hurt, he said.

He's not alone.

About 470 of more than 550 officers who responded to a recent survey conducted by the San Antonio Police Officers' Association agreed with Campbell, saying the current disciplinary system has caused them to hesitate or has lessened their productivity "to avoid possible confrontations that could lead to complaints."

"I said 'yes' due to the fact that they're tying our hands more," Campbell said, referring to a survey question. "They want us to be seen but not heard. I think aggressive police work is good. (But a lot of officers) won't write tickets, they won't do anything unless they get a call."

The 24-question, multiple-choice survey, which union President Rene Rodriguez said was the first conducted

by the association, asked officers their views on topics ranging from training to uniforms to job satisfaction.

According to the survey, 60 percent of officers said they were satisfied with their job and only 11 percent said they were not. The remaining 29 percent said they were somewhat satisfied. But 70 percent said they wouldn't recommend the job to their children.

As for job-related fears, 46 percent said the greatest is getting fired or suspended — only 8 percent said they were more concerned about injury or death.

Police Chief Albert Ortiz declined comment on the survey.

"The survey that the association put out to the media was not done in conjunction with the Police Department," said police spokesman Gabe Trevino. "(Ortiz) can't comment on the accuracy of it because he doesn't know how it was done."

Rodriguez said the union conducted the survey to find out what issues, other than pay, might improve officers' job satisfaction. He said he wants to talk to Ortiz about officers' concerns.

"I think he needs to acknowledge the survey and realize this is how many of his officers feel about different scenarios," Rodriguez said.

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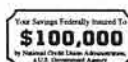
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### Soccer

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Under 11 Girls North Division	Nighthawks
Under 11 Girls South Division	North Beach Dolphins
Under 11 Girls West Division	Rooftop Ravens
Under 12 Girls South Division	SF City Panthers
Under 12 Girls West Division	Green Giants
Under 14 Girls Division	SF City Phantoms
Under 9 Boys Division	Sharks
Under 10 Boys North Division	Hurricanes
Under 10 Boys South Division	Mission Angels
Under 10 Boys West Division	JCSC Chivas Reserve
Under 11 Boys South Division	Mission Black Panthers
Under 11 Boys West Division	Rooftop Raptors
Under 12 Boys South Division	Aftershocks
Under 12 Boys West Division	Cruz Azul
Under 14 Boys North Division	Mission Shockers
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Under 16 Boys Division	JCSC Chivas
Under 18 Boys Division	SSF Dc Atlas

Thank you go to Roberto Cano, Marcos Estebez, Ernie Feibusch, Jim Hayashi, Dana Ketcham, Joe Killmaier, Siena Perez, Fernando Picazo, Libby Rappolt, Kevin Reavey, Illia Song, Jeff Staben, Eugene Vrana and Kit Yap for all their help.

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# Sports

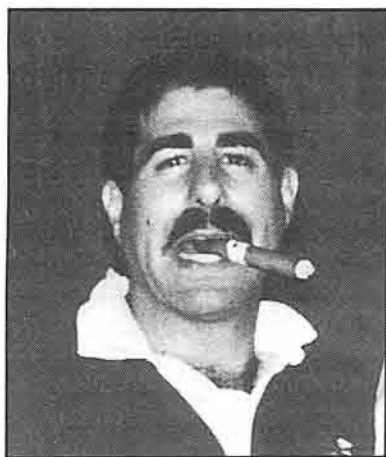


## Nick's Notes

by Nick Shihadeh  
POA Journal Sports Editor

**C**HECK IT OUT: I've received more results from the Police/Fire Summer Games from mid June: Jeff Brosch (retired Inspector) participated in mountain bike events as usual, and he came away with medals as usual. Brosch won gold in the Downhill event and took a bronze in the Cross-country race. He was very happy with the warm weather as well as the venue (Auburn Recreational State Park)—the trails contained lots of loose rock that contributed to the risk factor, which in turn made the races more exciting and competitive. Brosch is already looking forward to next year when the games will be in wonderful and exciting Stockton, Ca. Congratulations to Jeff Brosch.

We had more swimmers representing the SFPD this year in Sacramento, and they took home a slew of medals. Present members of the department included Southern's Mike Petuya who came away with three bronze medals, and Northern's Kevin Abbey who won one silver and two bronzes. Retired members who swam were Don Matissek



and Frank Petuya (Mike's dad). Matissek did great by winning two golds and three bronzes, while Petuya really impressed the field with his four gold medals and two bronzes. That was a great effort by all and they should be proud. As far as other interested swim competitors are concerned, they are encouraged to contact Abbey or M. Petuya to get the ball rolling for other tournaments.

A women's softball team represented the department in Sacto and didn't do too shabby. This was a team put together by the Pengel sisters (Miriam, Molly and Mora) that played hard in hot weather to get to the medal round and played quite decently in the medal round to finally capture a fourth

place bronze in tough competition. Read about this proud group of players (including seasoned veteran Dolly Cazzasa and great player Rachel Ozenne) in an article submitted by Miriam Pengel in this same sports page. Kudos to the SFPD Women's Softball Team!

The Airport Bureau's Andy Fracchia dropped me a note about the Grandmaster Tennis Competition in the summer games. He was able to take a fourth place bronze in the singles tourney while his good friend Munson Douglas (69 yr. old retired sergeant of the CHP) was instrumental in their doubles tourney as they both played great and came away with a gold medal. Very impressive results for the two. Congrats!

Next, take note of the article submitted by Bob Del Torre concerning the Men's Track and Field Javelin

event. Taraval's Ed Marcand came away with a silver medal in the Master "A" division, Richmond Station's Raffy Labutan took silver in the Master "B" division, and Del Torre (Southern Station) was able to capture gold in the Grand Master "A" level of competition. It was the best showing ever for the SFPD in this tough throwing event and they are already looking forward to next year. Good stuff!

Finally on a solemn note, I want to dedicate this month's column to my good friend Brian Olcomendy who passed away suddenly the last week of July. It has only been a couple of days since his passing at the writing of this column and I already miss him dearly. I do have to say that one thing that Olc did was live life to the fullest. He will definitely be missed by all...God Bless him and his family...

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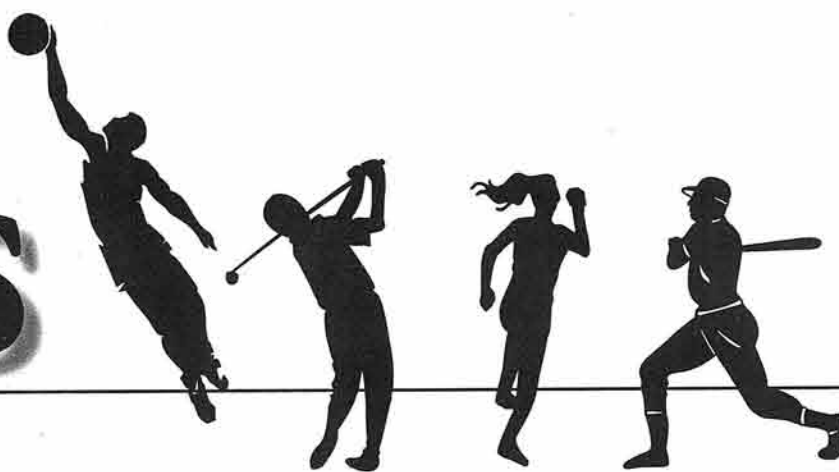
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# Sports



## SFPD Women's Softball Makes Us Proud At the 2003 Police and Fire Games

by Miriam Pengel,  
Richmond Station

What a difference a year makes. The SFPD Women's Softball team decided that they were not going to lose and spend the week sitting around and watching softball being played. Collectively, and more like a team than I have seen in a long time, we worked together and fought our way to a medal.

We started out our Olympics trip with a team BBQ. We had the entire team, family and friends at the hotel,

we reserved a BBQ pit and we were able to hang out and talk about softball and things. It was a nice way to just get pumped up for what was to be proved to be an exciting and challenging softball tourney.

Playing eight games in 2-1/2 days, in heat of up to 95 degrees, the Women's Softball team put their hearts, minds, and bodies into every single inning of every single game. When Coach Mo asked the team, after we had already played 3 games in the sweltering sun, to play hard and pull everything you had from the bottom of your toe, she wasn't joking. Judy played with a bump the size of a softball on her shin caused by a line drive at 3rd base, Molly played with what we thought was a broken ring finger, to which we gave her no option, but to tape it up and get out there as well as numerous other bumps, bruises, sunburns and just plain old hot and tired women. But, we did it!

We started out playing the SFPD's longtime rival team that had some very close ties to SFPD on their team. We knew losing would not be an option. We went back and forth, but in the end our team was successful and we won. You would have thought that we won the Gold medal. Our team was so happy to have just won a game. We all had in the back of our minds how last year we tried but we did not have the talent or experience to win even a game. But, this year we already had a win under our belt.

We went on to play the number 1 seed from last year — Orange County. They were very experienced and quite talented and they ended up beating us. I think Jen Streegan may have dove more for balls in this game than the entire diving competition did. Next we



Standing, (l-r): S. Long, J. Jackson, D. Cazzasa, R. Ozenne, J. Cambell, L. Massetti, L. Rielly, M. Pengel, M. Pengel. Kneeling: I. Cristi, J. Streegan, M. Pengel, M. Spears, T. Ewins, J. Solis.

crossed paths with Oakland PD. We fought back and forth with them and a win was not assured us until the 7th inning. We played hard until the end and we were successful. We were heading into the medal rounds of the tournament. WOW!

Entering the tournament in the medal rounds only made the team work harder to achieve our goals. We now wanted medals more than ever. We knew that a medal was well within our reach and we wanted it. One of the many fans who had been with us from the beginning stated, "when our team entered the medal round of play, everyone could tell — we had become a team. We just jelled and looked and played like a team!" It was true! And a great feeling.

The bracketing at the Olympics left a little to be desired. The losing teams got to take breaks from the sun and we, who was in the winners bracket, had to keep playing all day long. When the day was done, we had begun play at 0915 hours, had one hour break and finally we were able to sit down and stop playing at 4:45 p.m. It was more exhausting than a day at work!

But when all was said and done, we

ended up with a Bronze medal and 4th place. We were so proud of our team. We had a steady fan base including parents, sisters, brothers, partners, children, and friends. We could not have been successful without the sheer determination of every single woman on the team trying every time they stepped onto the field to give 100% and no less. Our team exemplified what SFPD should portray — class, integrity, determination, and camaraderie.

I am so proud of each and every one of you. We had been kicked down in the past, but your hearts would not let us stay down. We came back from last year, and showed everyone what we are made of. GREAT WORK! The women's softball team had not won a medal since 1992 as best as I can recollect, but this year we became a force to be reckoned with and one that no team will easily forget.

A special thank you to Butler's Uniforms, the SF Police Officers' Association and The SF Police Officers' Pride Alliance for your support in our Olympics effort. Congrats to all for a great Police and Fire Games and we'll see ya all next year.

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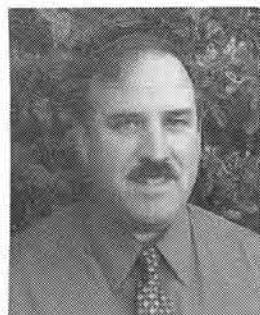
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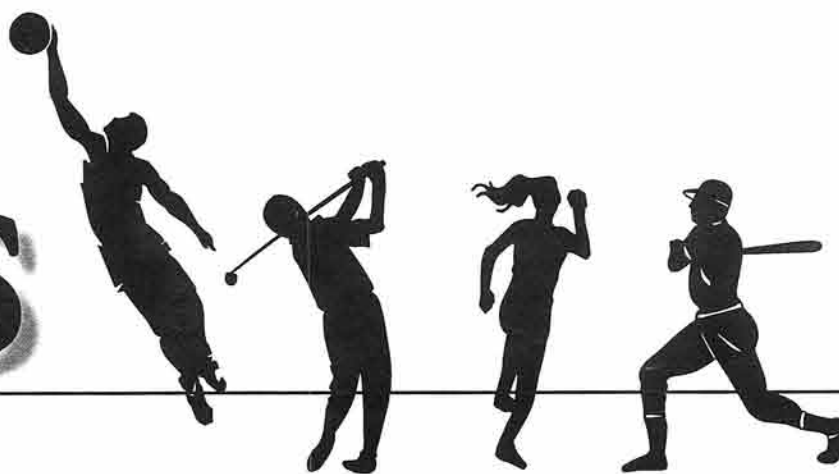
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# Sports



Police/Fire Games SFPD Basketball Team (l to r) standing: Damon Kieve, Brett Thorpe, Ed Del Carlo, Brian Guiney, Rob Walker, Will Williams. Kneeling: Kevin Murray, Rod Tong, Carl Bryant, Brian Schaffer.

## SFPD's Men's Basketball Team

by Ed Del Carlo,  
Vice

During the month of June the California Police and Fire games were held in Sacramento. The department put together a 5x5 men's basketball team. The team was made up of player coach Carl Bryant, Rodney Tong, Willfred Williams, Brett Thorp, Gerry Newbeck, Brian Schaffer, Rob Walker, Kevin Murray, Brian Guiney, Damon Kieve, and me. We were also able to coax veteran Matt Hanley out of retirement for one game.

The first day we rode Big Brett Thorpe to victory. We were able to beat L.A. City Fire. Thorp had a big game scoring at will from the post. He was helped out by the timely shooting of Rob Walker, and the leadership of Rodney Tong. Kevin Murrey came off the bench to contribute a couple of baskets as well as dishing out assists.

Later that afternoon we played a combo team from Sacramento. This squad was playing their first game of the day. They had a player that stood 6'10" and two other players that were over 6'05". This was the best game we played in the tournament. The first half was close. We were up by 3 at half-time. In the second half we stormed back with floor general Evil Kneivel Brian Schaffer at the helm. Brian was

unable to play in the first game because he was tearing it up on the motocross course, but he made up for it in this game. Willfred Williams shut down one of their big men and rookie Brian Guiney hit some big shots. We ran away with it coasting to an 86 62 victory.

Game three was a showdown against Kern County Corrections Officers. This was the eventual gold medal winning team. This was the fastest and quickest team that we have ever played against. They got the jump on us early. We then fought our way back from an 18-point lead to cut it to three. The team was cheered on by our favorite fans, the soccer team guys. We were able to take them out of their game by slowing down the tempo, but the shot clock malfunctioned and they took advantage of it, by pulling the ball out. We eventually lost the game by five and were forced into the loser's bracket. Our last game was against L.A. County Fire. This was a team we matched up against, but after playing three tough games in two days we ran out of gas. Even spark plug Matt Hanley could not put us over the top as we lost the game. Overall it was a good tournament for San Francisco and with the help of some young guys the future looks bright.

## SFPD Athletes Dominate in Javelin Event

SFPD was well represented in the Men's Track and Field Javelin event held at the 2003 California Police & Fire Games held in Sacramento. This was the first time in SFPD's history that three SFPD Athletes competed in this tough throwing event.

Competitors from 7 states were invited to compete in this year competition.

Ed Marchand (Taraval Station) won the Silver Medal in the Master "X" Division despite suffering from a tough leg injury. Ed competed in the grueling Decathlon event the day prior and as usual performed with excellence (Silver Medal).

Ralph Labutan (Richmond) entered the javelin event at the last minute. Ralph proved to many he was a natural thrower. Ralph threw 6 throws with each of them getting farther and farther. He aimed was awarded a Silver Medal in the Master "B" Division as he was barely edged out by 1 foot for the Gold. Ralph also won Silver Medals in the long jump and 4x100 relay.

Bob Del Torre (Southern) competed in the Grand Master "A" Division. Bob wasted no time,, as his first throw of the day proved to be his best of the day. This throw held up to be the win-



2003 California Police Games Javelin event medalists Bob Del Torre, Gold; Ed Marchand, Silver and Ralph Labutan, Silver.

ning throw as he won the Gold Medal. He last threw in the Javelin event back in 1977. Bob also was awarded the Silver Medal in the discus event.

The three athletes are looking forward to the 2004 Police & Fire Olympics where they hope to again bring home medals to the SFPD.

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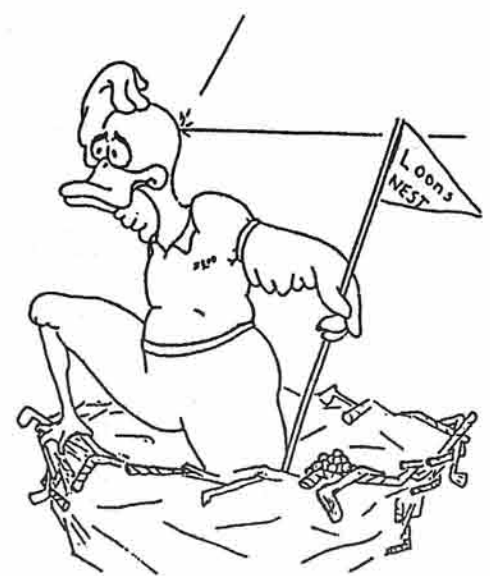
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Sports



# THE LOON'S NEST REPORT

By Ed Garcia, Co. A

## Harry Pearson Victorious at Monarch Bay

In late May, sixty-six members of the Loon's Nest Golf Club and their guests made the club's first visit to the Monarch Bay Golf Club in San Leandro. The event was the 14th playing of the L.N.G.C. Spring Championship and 2002 champ Ed Anzore was there to defend his crown. Monarch Bay (formerly the Tony Lema G.C.) runs along the San Francisco Bay and San Leandro Marina area. The par 71 layout plays to a maximum of 7,105 yards and a rating of 73.5.

The Loon's arrived to blue skies and warm temperatures that reached into the low nineties, a warm spring day to be sure. Steve Morimoto of Robbery



Rich Dalton accepts award from Glenn Mar.

was the front side medallist, as he fired a two over par 37, which included a birdie on the 7th hole. Five players finished the front at 39 strokes, including former Spring Champ (2001, San Ramon Royal Vista) Steve Landi of Northern Station, Northern Station's Harry Pearson, Steve Moss from S.F.O., Central Station's John Schmolke and Sean Dougherty, son of Sgt. Bill Dougherty of S.F.O.

As the Loon's made the turn for the back nine, the mercury began to climb, as the pressure on the leaders became intense. Responding to the pressure with cool composure was veteran Loon Bruce Lorin, who posted a one over par 37 on the backside. Lorin finished with a round of seventy-eight. Sean Dougherty and Steve Landi each used 39 strokes on the backside, matching their front sides for rounds of seventy-eight. Defending Champ Ed Anzore made a valiant charge on the back, firing a 38, which left him at eighty strokes, as he birdied the 18th hole. But the man to beat was Harry Pearson, as Harry had a 38 on the backside, including a birdie on the 14th hole. This gave Harry a fine round of seventy-seven and the Spring Championship.

The three players at seventy-eight strokes, Lorin, Landi and Dougherty had their cards matched by U.S.G.A. rules for the tiebreakers. Bruce Lorin was awarded second place, Dougherty third and Landi fourth place.

First flight low net competition was tough, as Jim Enright of United Airlines and Steve Morimoto each posted net scores of sixty-eight. Veteran Loon Tom Hanacek came around at eighty-three strokes to give him a net score of sixty-nine. The tiebreaker went to Enright for a 1st place finish, with

Morimoto in 2nd place and Hanacek one stroke behind in 3rd position. In 2nd flight low gross, we saw the best low gross scores in a Loon tournament. Rich Dalton of Robbery opened with a 43 on the front and as the temperature got hot, so did Dalton. Dalton opened the back

nine with five straight pars en route to a 39 on the back. Dalton's total of 82 gave him the 2nd flight low gross trophy, as he finished only five strokes from the 1st flight low gross winner. Just behind Dalton with matching scores of 84 were Joel Timpano and Tim Lee. Timpano took the tiebreaker and 2nd place, leaving Lee in 3rd place.

Traffic Administration's Marty Barbero blew away the field in 2nd flight low net play. Marty fired a gross eighty-three, which included a 40 on the back nine. Marty has an index of 24 adjusted to course slope and posted a net fifty-nine and a five-stroke victory over Central Station's Tom Costello. Costello had six pars in his round and with a net sixty-four, finished three strokes ahead of Mission Station's Mark Yesitis who had a net sixty-seven. Northern Station's Scott Warnke took his fourth Loon's long drive contest, as the distinguished ball-pounder ripped a shot 273 yards. There must be something in the Marina District air that gives Scott driving power almost equal to John Daly.

The winners of the "Close to the Hole" contests were Northern's Kirk Edison (5'1"), Mike Kent of the C.H.P. (137"), Jim Enright of United Airlines (3'3") and John Greenwood of Northern Station (5'9"). 2nd place finishers were Mike Mahoney of Staff Services (6'2"), Steve Morimoto of Robbery (17'3") and Bruce Lorin, recently retired from Permits (8'10") and Central Station's Tom Costello (14'1"). Taking third place money in the contests were Lou Landini, Alameda D.A.'s Invest (6'9"), Jim Enright of U.A.L.



Behind those shades it's Spring Champion Harry Pearson with Glenn Mar.

(19'10"), Tim Lee (10'4") and Northern's Joe Sweeney (15'1").

It was a great pleasure for all the Loons to see distinguished Loon John Wyman return to tournament play after a year of recuperation following a stroke resulting from an on-duty motorcycle accident. John serves as the L.N.G.C. Director of Hospitality and is the former Holiday Classic Champion. We hope to see John back in winning form as we move through the 2003 season.

Our next event will be the Summer Golf Classic on the Monterey Peninsula. We will be playing Del Monte Golf Club and Pacific Grove Golf Links. We hope for a big turnout, as the last two Monterey trips have been a great time.

## Loon's Nest Scoreboard Spring Championship — Monarch Bay

Player	Gross	Net	Player	Gross	Net
Pearson	77	69	Mahoney, D	90	70
Lorin	78	73	Pomicpic	91	83
Dougherty, S	78	76	Ochoa	91	75
Landi	78	74	Bellerose	91	72
Enright	80	68	Fischer	92	73
Morimoto	80	68	Mahoney, M.	92	75
Anzore	80	75	Sweeney	93	81
Moss	80	70	Dougherty, W.	93	75
Warnke	82	71	Greenwood	93	76
Dalton	82	64	Diodati, J.	93	75
Hanacek	83	69	Kent	95	70
Barbero	83	59	Lum	96	84
Melanson	83	71	Bonnel, D.	96	74
Chang	83	71	Panina	96	82
Lee	84	66	Edison	97	74
Timpano	84	66	Wyman	97	85
Schmolke	84	72	Wismer	97	75
Balma	84	71	Meixner	98	81
Guinasso	85	71	Tapang	100	72
Wong	86	72	Serna	102	77
Watts	86	75	Trierweiler	102	77
Mar	86	75	Coggan	103	83
Yesitis	86	67	Watanabe	104	90
Parry	86	74	LaRocca	107	79
Costello, T.	88	64	Brown	111	95
Burke	88	71	Sheehan	111	81
Garcia	88	77	Pursley	113	83
Pinotti	88	73	Kiely	115	86
Stefani	89	72	Rodgers	WD	
Zarnagni	90	69	Diodati, D.	WD	
McMillan	90	79			

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# 2003 Ironman/ Ironwoman Competition

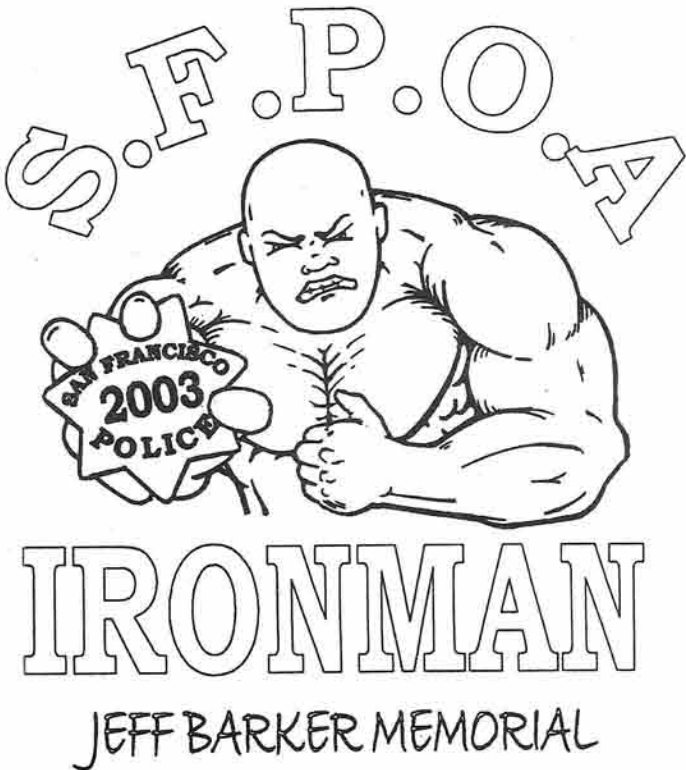
by Eric Vintero  
Tenderloin Station

On Wednesday October 15, 2003, the Ironman/Ironwoman competition will be held. This competition was brought back in 1998 following a 13year absence (thanks to the hard work of Deputy Chief Rick Bruce). The event became known as the Jeff Barker Memorial Ironman Competition, in memory of Officer Jeff Barker, one of the driving forces behind the early competitions. This year's event will honor both the original participants and their athletic legacy, and Jeff Barker, whose tireless efforts over the years in support of police athletics, are still appreciated.

This year's competition will be

hosted by Tenderloin station (2002 Team open champions). This is a tremendous opportunity for officers from all over the Department to get together in the spirit of competition. Participants may compete as either individuals (completing in all five events), or as members of a team in which each team member performs a single event. Women are strongly encouraged to participate, both as members of mixed teams, and as individuals against the other female competitors.

Fill out your application early and send it to Sgt. Eric Vintero, c/o Tenderloin police station. As always, all participants will receive a commemorative Ironman T-shirt. The competition will be followed by an awards ceremony and a luncheon at the Police Range.



# 2003 Ironman/Ironwoman Application

WHEN: Wednesday, October 15, 2003

WHERE: Police Gym (Hall of Justice) at 0900 hours.  
Competition to be completed at the San Francisco Police Pistol Range, Lake Merced & Skyline Blvd. Awards luncheon to follow competition.

CLASSES OF COMPETITION: A person may compete in as many categories as he or she wishes.

( ) 1. Team Open (5 persons, either sex, from the same unit)  
( ) 2. Team Senior (5 persons, either sex, 40 and over, from the same unit)  
( ) 3. Mixed Doubles  
( ) 4. Ironman Open (any age)  
( ) 5. Ironman Senior (40 and over)  
( ) 6. Ironwoman Open (any age)  
( ) 7. Ironwoman Senior (40 and over)

FEES: \$10.00 per participant regardless of number of categories.

PROTEST & DECISIONS: Decided immediately by the Event Judge, whose decision will be final.

**1st Event – Bench Press – 1000 Points**  
10 points per repetition to 100. The bar must touch the chest and be raised to full arm extension. The weight lifted will be 100 pounds for men and 60 pounds for women. Three five seconds pauses in the lockout position will be permitted.

**2nd Event – Sit-Ups – 1000 points**  
5 points per sit-up in a 3 minute time period. A sit-up consists of lying supine, legs may be bent, hands must be touching behind the head. The participant then shall raise his body and touch both elbows to both knees. The participant shall then lower his body until his back touches the mat.

**3rd Event–Pull-Ups – 1000 Points/Women Bar Hang – 1000 Points**  
20 points per pull-up to 50. A pull-up consists of a participant gripping the bar with hands facing outward at shoulder width; feet shall be together; arms extended fully; the body will rise until the chin is touching the bar; the body will then descend and the arms will lock out; feet shall not touch the floor. Women: Hang from the bar, with hands facing outward; 3 points per second. ("Kipping" is allowed)

**4th Event – Pistol Shoot – 1000 Points**  
From the 50 yard line; 20 shots (10 right handed and 10 left handed). Department issue handguns only (40 caliber Beretta semi-auto).

**5th Event – 5 Mile Race – 1000 Points**  
Lake Merced course. 27 minutes - 1000 points. Subtract 1 point for each second over 27 minutes for men and 30 minutes for women.

Name: \_\_\_\_\_ Unit: \_\_\_\_\_

Home Phone # \_\_\_\_\_

Class(es) \_\_\_\_\_

List team members and events (as well as T-shirts sizes):  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



# Close Encounters

By Steve Johnson,  
SFPOA

Officer Michelle Liddicoet had a tough week. It started off with a shooting in the Taraval 6 car sector. Officer Liddicoet, along with Officer Ed Hunt, found the victim, a young man of 18 years, lying on the sidewalk on the 500 block of Capital Avenue. He was barely alive. The multiple gunshot wounds fired in retaliation for who knows what, hit their mark. Michelle and Ed called for the paramedics but they knew they would have to act before the medical unit arrived. Ed started compressions and Michelle grabbed her CPR mask and started breathing for the victim. There was blood everywhere. The victim had multiple bullet wounds to his torso and he was bleeding from the mouth. But Michelle and Ed did their best, but it was too late.

Witnesses later told them that the victim was seen running with two other men chasing him. The victim tripped and fell and tried to take cover at which time one of the armed suspects calmly walked over and took his time firing seven rounds.

And just 3 days later Officer Michelle Liddicoet and Officer James Nguyen responded to another shooting. They were the first officers on the scene. Michelle and Jim ran up to the front door of the well-kept house and found a hysterical woman holding onto what appeared to be a young child. They couldn't tell the age/sex, but the victim had sustained a serious head wound and was bleeding profusely.

The officers then noticed another body nearby. A man, also with a severe head wound, and a gun at his side. The woman then lifted her arms and Michelle saw that she had been cradling a child, her son. The young boy was still clutching one of his toys. Michelle eased the distraught mother away from her son's body, walked her outside, and stayed with her. The woman's bitter ex-husband had killed their 10-year old son and then committed suicide in front of her.

The woman later told Michelle how she had come by to pick up her son, Shannon, when her ex-husband also came to the door. The husband called to Shannon, saying he just wanted to say goodbye one more time, when he pulled out a gun and shot him.

Officer Michelle Liddicoet and Officer James Nguyen, along with many other members of Taraval Station, later attended the memorial service for the young victim on their own time.

Things weren't much better in the Ingleside District. A 9-1-1 call was received by Dispatch involving an injured child and Officer Chris Creed and Officer Oscar Barcena responded. The 4-year old was playing in his bedroom while his parents were in the front of the house. When his mother went to check on him, she found her son on the floor with the cord from the window blinds wrapped around his neck. The officers did everything they could but there was no saving the young child. The parents speculated that he was probably jumping on the bed when he somehow became entangled with the cord and the tragedy unfolded. The officers of Ingleside Station immediately took up a collection to assist the parents in paying for the memorial services.

Police officers are first responders. There is no way that covering incidents such as the ones just mentioned doesn't take a toll. The job is difficult enough without politicians making it even more intolerable.

Unfortunately, this is San Francisco. And, in San Francisco we have politicians who just can't seem to get enough attention. So they have to "create" a problem and find a "solution". And, once again to our dismay, they have.

These certain politicians have created a "Reform Package" that will go to the voters this November. It doesn't reform a thing. It will place the Police Commission in a position of total manipulation by the Board of Supervisors to the point where the next Mayor may not even be able to appoint a Police Commission at all. It will also politicize the filing of disciplinary charges against police officers like Officer Michelle Liddicoet, Officer Ed Hunt, Officer James Nguyen, Officer Chris Creed, and Officer Oscar Barcena.

Like I said, the job is hard enough. We don't need a "solution" because there is nothing that will replace the professionalism and dedication our members display every day. The "Reform Package" will only make it harder for our members to do their job. (More on the "Reform Package" and those who support it next month...)

Officer Wendy Bear and Officer Deborah Daher were just leaving Park Station going back on patrol after just finishing up a complicated investigation when they heard screams in the nearby brush area next to the station. They found three men savagely beating another. One of the suspects had a

pit bull that he was using to also attack the victim. Wendy and Deborah jumped right into the fray and managed to apprehend all three suspects, even when they tried to have their dog attack the officers. The victim may lose his eye because of the attack and the suspects, no strangers to our criminal justice system, are now facing felony charges.

Officer Darryl Watts was on-duty in the downtown tourist section of our City when he saw a man running and another chasing him with a butcher knife. Darryl stepped from his police car and the victim hid behind him while the armed suspect continued coming straight at Officer Watts screaming that he was going to kill the other subject. Darryl knew that the only way he was going to convince the suspect to relinquish his weapon was to show him his .40 caliber, which he did, and it worked.

Officer Arline Gillmore and Officer Moli Finau were on patrol in the same neighborhood where the young 18-year old had been brutally slain when they saw two young men fighting. The officers broke up the fight and, while struggling to do so, Officer Gillmore discovered a fully-loaded gun on one of the subjects involved. Turned out the armed suspect was already on felony probation for similar crimes. You want to reform something...try the probation system.

Officer Jeffrey Chang and Officer

Victor Hui were catching up to a bus to conduct a ride-along for the safety of the passengers on the Mission/Geneva line when they were flagged down by a bystander who told the officers that he just saw an individual get on the bus they were following with a gun tucked in his waistband. The officers caught up with the bus and boarded. But the suspect saw the black and white and tried to get off by mixing in with several other passengers. Didn't work. The officers spotted him and called for him to stop. The suspect turned and reached towards his waistband. The officers already had him covered. The gun was a fully-loaded, .32 caliber, semi-automatic that had the serial numbers filed off. The suspect, who just happened to be on probation for other felonies was taken into custody.

We lost Inspector Brian Olcomendy suddenly and unexpectedly this last weekend. Brian was a highly respected representative on the SFPOA Board of Directors, the ultimate team player. He donated a great deal of his (and his family's) time representing members of our Department during contract negotiations and he was always there to help anyone who needed a shoulder to lean on. Brian leaves us with his wife and his three young children. They are now part of our extended family and, as such, we need to be there for them.

## San Francisco Police Department Summer Blood Drive is Coming

by Mark Hawthorne,  
Chair, Blood Committee

When: Wednesday, Aug. 6th, 2003  
Where: SFPOA Building - 510 7th St.  
Hours: 1100 - 2000hrs.

Ladies and Gentlemen, the Summer Blood Drive is just around the corner. I want to extend an invitation to all to come and donate. As we are all aware, the need during the summer for blood is critical. (It's always critical, but more so in the summer months) Please mark your calendars and tell a friend. Where might you ask shall we meet?

### POA Contest!

## Attention Graphic Artists We Need a New Logo!

We think our old POA logo is tired and dated and needs a makeover. We are poised to print new POA letterhead stationary and business cards, and we would like a spiffy new POA logo to appear on all our printed material (excluding the masthead of the POA Journal), POA Web Site, POA shirts, jackets, and hats, etc.

We are appealing to all of you graphic artists out there to help us out. Submit your idea for a new POA logo and you might win a dinner for four at a wonderful San Francisco restaurant.

#### Rules:

\* The words "San Francisco Police Officers' Association" or "POA" or "SFPOA" must appear prominently in the logo.

\* A San Francisco landmark, skyline, other local object or item, or department-specific feature must be used to clearly distinguish the graphic as that of the San Francisco POA (as opposed to any other POA).



Current POA logo.

\* The logo must look readily identifiable in color, silhouette, relief, or black and white.

\* More than one design may be submitted by any individual. You do not need to be a POA member or San Francisco police officer to participate.

\* The winning graphic and logo becomes the property of the San Francisco Police Officers' Association.

\* Send submissions to the POA office, 510-7th Street, San Francisco, CA 94103 no later than August 1, 2003.

\* The Publications Committee will select three finalist submissions and forward them to the Executive Board for the winning selection.

## Notice to POA Journal Contributors and Advertisers

Editor Ray Shine has retired from the San Francisco Police Department. He can no longer be reached at his former office in the Traffic Company. Effective July 1, 2003, he can be contacted as below:

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