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Robin Matthews, IAWP 2003 Conference Director

"A Bridge to Uniting Nations"

International Association of Women Police — 2003 Conference

by Officer Robin Matthews
Conference Director

Greetings, and welcome to the IAWP's 41st Annual Training Conference in San Francisco! We're THRILLED to be hosting the conference in San Francisco, and can't wait to welcome you to the "City by the Bay".

We have made every attempt to bring you a wide variety of training to choose from to enable as many different perspectives as possible to be brought to you. We recognize that there are other ways of policing than

just how it is done in North America, and the more of those perspectives that can be presented, the more all of us can learn and benefit from them.

We're excited about bringing classes related to corrections to our conference, as well as a series on women's health issues, management classes, panels, and hands on tactics, to name just a few topics. There will definitely be something for everyone, including a fun companion program.

Come enjoy the conference, make new friends and reconnect with old friends, enjoy our City, and see why we are "A Bridge to Uniting Nations."

School Resource Officer Lends a Hand to the Next Generation

by Eva Guralnick,
San Francisco Children's
System of Care



Lucy Clemons

Officer Lucy Clemons of the San Francisco Police Department (SFPD) might not fit the traditional profile of a police officer. At five feet tall, she weighs only 105 pounds, and she has a troubled history, having become a teenage mother when she was only 14 years old. She was already 37 years old when she entered the police academy -live years ago after a career as a travel agent.

But it's clear from speaking with Clemons that she was born to do this job, especially now that she's taken on the role of School Resource Officer at Visitacion Valley Middle School. "I became a police officer because I wanted to work with troubled teens," she said. "I was a troubled teenager myself. There was one person who

looked out for me and made a difference in my life, and I wanted to be that person for young people. And now that I'm a police officer, I love every minute of it."

In Clemons' first assignment for the SFPD she was the school car officer, responsible for handling all calls from San Francisco schools. "The wonderful thing about that position is that you're a liaison between the kids, the schools and the rules," she said. "But the bad side was that it didn't give me an opportunity to follow up with the students or do any preventive teaching." When Clemons had an opportunity three years ago to become a school resource officer, she jumped at it. It's a position not everyone would relish, involving long hours, patience and perseverance. "Some people feel they've already raised their own kids

President's Message

Welcome IAWP

by Chris Cunnie
SFPOA President

Greetings to the members and delegates of the International Association of Women Police. On behalf of the men and women of the San Francisco Police Officers' Association, I welcome you, your families, and guests to San Francisco for the 2003 International Conference. We have been looking forward to your visit for more than two years, and we are prepared to do all that we can to make the conference a success and your Bay Area visit memorable.

The extensive planning and arduous preparation has been completed, and the parties and events are ready for your enjoyment. Conference Director, Officer Robin Matthews, has been working on this event for more than a year. You will find that her dedication to law enforcement and pride in your organization will make for a comprehensive week of seminars, workshops, and professional networking. Robin and her team have also arranged a full schedule of extra-curricular activities designed to introduce you and your delegation to new friends in the IAWP, the SFPD, and the city of San Francisco.

It is befitting to convene your International Conference here in San Francisco. Ours is one of the most diverse and cosmopolitan cities in the world. The SFPD reflects that rich diversity at all levels. Our department



has long recognized the vital contributions that women bring to the profession of law enforcement.

The experience and leadership of several women who serve in the police administration particularly benefit our officers. They include the Assistant Chief of Police, the Deputy Chief of the Airport Bureau, two Commanders, three Captains, and a Police Chaplain. Another woman officer who holds the equivalent rank of police commander is the liaison with another city department. In the mid-level supervisory staff, there are women lieutenants serving as platoon commanders at district stations, and as OICs of investigative details. The next generation of women leaders is already serving in the rank-and-file as sergeants and patrol officers, investigators, technicians, and planners.

As the president of the Police Officers' Association, I must acknowledge the important contributions that women are also making to our organization. It would be difficult to function as effectively as we do, or to have achieved the important gains that we now enjoy, if it were not in part for the dedication and selfless work of our women members. There are currently four women serving on the Board of Directors — elected positions representing a unit, station, or detail. Women serve on our essential committees, and coordinate many of our outreach and charity events. For legal advice and representation, we rely on our Chief Legal Counsel Kathy Mahoney, Attorney at Law.

Enjoy your visit and the events scheduled for the conference. It is an honor to welcome you to our city. Please return often, remember us in your thoughts and prayers, and — in the parlance of the street — know always that the men and women of the SFPOA "have got your back" as law enforcement professionals and as activists in the field of employee rights and relations.

CONTINUED ON PAGE 18

WIDOWS' AND ORPHANS' AID ASSOCIATION

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 2:10 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 was excused. Trustees; Dave Fontana, Mike Kemmitt, Joe Garrity and Rene LaPrevotte. Joe Reilly was excused. Treasurer Jim Sturken and Secretary Mark Hurley. Also present Junior Past President Ray Crosat and Past President Bill Hardeman. Guest: Ray Shine, editor of the POA newspaper.

MINUTES OF THE JULY MEETING. Motion LaPrevotte, seconded Garrity. That the minutes be approved as published. Motion carried.

SUSPENSIONS: None.

RE-INSTATEMENTS: James Guerrero, who was a member but was not on payroll deduction when he returned after a leave of absence. His dues will be calculated for the time he was off payroll. With payment, and necessary forms completed he can be re-instated.

COMMUNICATIONS: Thank you notes from; Walter Perscheid Family, Bill Osterloh Family, Joseph Allegro Family. Also inquiry from Law Firm of Wendel, Rosen, Black and Dean. On the designated beneficiary of Robert Kurpinsky made by his daughter Kathy Norton. They will be sent a copy of the beneficiary form and information on the Widows' and Orphans' Aid Assn.

BELLS: Treasurer Sturken presented the usual bills. Motion by Hardeman, seconded by Crosat. Motion carried.

WE HAD TWO DEATHS THIS PAST MONTH:

EUGENE P. OSUNA Age 87. Gene was born in San Francisco and was raised in the Ingleside. He attended Sacred Heart High School and served in the Army during WWII. Upon returning to San Francisco after the War, he entered the Police Academy in 1945 and was assigned to Co. K fixed post as his first assignment. He remained at Co K and went to APB two years later and remained for several years before going back to fixed post traffic. In 1950 to 1952 he was called back to the Army

for the Korean Conflict. Upon his return, he made the Bureau of Inspectors. He worked the Bureau until his retirement in 1971. Gene worked security at different locations in San Francisco until he retired at the age of 75.

CHARLES. NAUGHTON Age 89. Charles was born in San Francisco and was raised in the Richmond. He attended Saint Ignatius High School and USF. He was employed as a Special Police Officer before he entered the Police Academy in 1941. His first assignment was Taraval for three months before he went to the "Big Lights" of Co A. He was appointed Assistant Inspector in 1945, and full Inspector in 1947. Charlie was awarded a Silver Medal of Valor for the arrest of two armed 211 suspects who robbed and shot up a hotel bar and dining room. He retired in 1968. He continued to work various bank security jobs for several years, and did a lot of traveling.

REPORT OF TRUSTEES: Mr. Bruce Bain and Mr. Shane Hiller of the Bank of America gave a report on the State of our account. We are up 5.75 % for the year. The big thing is our current asset allocation and a new allocation including Hedge Funds and Real Estate Investments. After a long discussion and looking at risk factors and where we want our account to be, the Trustees voted to go along with the Banks Proposal. Motion by Fontana, seconded by Kemmitt. Motion carried. The Bank would invest \$500,000.00 in Hedge Funds and \$250,000.00 in Real Estate. Workers Comp. is killing California Business Climate, whoever becomes Governor that question will have to be addressed.

OLD BUSINESS: 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 and send you a letter with the amount for the rest of the year. After that you will be billed in Dec. for \$36.00.

ADJOURNMENT: President Al Aguilar had a moment of silence for our departed members. He set the next meeting for Wednesday Sept. 17, 2003 at 2 PM in the conference room of Ingleside Station.

Fraternally,
Mark Hurley,
Secretary

Catastrophic Illness Program Needs Hours

The Catastrophic Illness Program is running short on hours for two of our recipients. Frank Osife from our Legal dept. is in need of hours. Frank is expected to be in the program until November and may need an extension. Frank's recipient number is #001004.

Officer Gregory Randolph of Co. B is also in need of hours. Greg is in the program until September and will

most likely be extended. Greg's number is # 000797.

Donations may be made to any of the recipients in the program and will be greatly appreciated for those most in need. You may also leave the recipient number blank and B.S.U. staff will fill in the recipient number when you send in your donation form.

Catastrophic Illness Program

Recipients in this program may receive SP or VA time and the city-wide pool is always in need of time:

#000797	Officer Gregory Randolph	(Co. B)
#000933	Officer Larry Murdock	(Co. G)
#000939	Sgt Mel Cardenas	(Co. B)
#000944	Officer Kenneth Nichols	(SFGH-INSTITUTIONAL)
#001004	Frank Osife	(Legal)

Frank Osife is still most in need of donations of time as of this printing. Next in need is Officer Gregory Randolph.

Catastrophic Illness Program - Family Member:

Recipients in this program — family member; may receive donations of vacation time only:

***None at this time

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, or submitted on disk in Microsoft Word.

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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

...Birth:

Kirk (Co. E) and Theresa Edison (RN, SFGH) proudly announced the birth of their first child, **Ashlie Michelle Edison**. Ashlie was born on August 13, 2003 and weighed in at 9 pounds, 6 ounces, and was 21 inches long. Congratulations to the new parents, and a warm welcome to daughter Ashlie...

...Wedding Bells:

...**John Lagios**, Southern Station, tied the knot with the lovely **Alexis Maniatis** on July 26, 2003 at the Greek Orthodox Cathedral in Oakland. The couple, both of Greek heritage, are honeymooning in Greece while their respective in-laws vacation there as well. No, the parents are not crashing the honeymoon. They are giving the newly weds a couple of weeks to themselves before introducing them to all their Greek relatives and having another big party. As **Frosene Phillips**, the mother of the bride reports; "...we are having the second Big Fat Greek Wedding in the home village".

July 26, 2003 was the wedding day of Sgt. **Dave Smith**, Airport Bureau, and Officer **Rose Rich**, Planning. The happy couple, known motorcycle aficionados were, last seen riding into the sunset to a secret honeymoon location.

Mario Ceballos and **Margarita Emilia Nieto** exchanged vows at San Francisco City Hall on July 8, 2003. They will be honeymooning in Central America later this year...

Congratulations. May all of you have many years of happiness and joy...

...Kudos to Krinsky:

SFPD's own Sgt. **Matt Krinsky** has been named "Hazardous Materials Instructor of the year, 2003" by the Continuing Challenge Committee in Sacramento, CA.

The Continuing Challenge is a conference for people within Law Enforcement, Fire, E.M.S., Health, and private industry, all committed to safer and more effective response to HazMat and WMD events.

Matt Krinsky was selected as "Instructor of the year" from a vast candidate pool of talent. Clearly the selection of Krinsky brings international attention and credit to the San Francisco Police department.

...In our prayers:

Inspectors, **Pat Correa** and **Lea Militello**, were ambushed and brutally stabbed by an assault suspect on Au-

gust 11, 2003. Both are recovering from the wounds and are expected to make a full recovery. Pat spent several days in ICU after extensive surgery to repair chest cavity wounds. Cards and well wishes can be sent in care of the Bureau of Investigations, Room 400...

Captain **Bill Davenport**, Commanding Officer of the Southern Station, has been diagnosed with a malignant tumor which is attached to the outside of his lungs. Between hospital stays Bill, was able to visit Southern Station and address some of the watches as to his condition. Bill has a great team of specialists at UCSF who are doing everything to get him well and send him back to us. Cards and well wishes can be communicated via the Southern Station...

Officer **Ron Artale**, Photo Lab / CSI will have surgery later this month to remove a tumor from his spine. Ron points out that this tumor may have not been discovered had it not been for an MRI given in conjunction with an on-duty injury. Ron had been receiving physical therapy for backaches. He advises all, that if you are having back pains be sure to insist on an MRI or bodyscan. Ron can be reached via the Photo Lab.

Keep all our brothers and sisters in our prayers. May they all make full recoveries...

...Health Service System:

Special attention retirees: We have been receiving numerous complaints about the Health Service System regarding one issue or another. **Steve Johnson** at the POA office along with Health Service Commissioners, **Karen Breslin**, **Jim Deignan** and **Clare Zvanski** have been trying to cut the red tape for the members, a task which seems to be a challenge that grows daily. Especially frustrating has been the Kaiser premium billing problems, and the out-of-area contracting Kaiser does with HMOs. The retiree newsletter has extensive articles about the problems. If interested in subscribing call, 731-4765 or 681-5949...

...Good News:

Inspector **Lance Logan**, Auto Detail, was ecstatic on August 5, 2003 as he helped his three grandchildren prepare a "Welcome Home Grandma" banner for his **Debra**, who returned home after having a brain tumor successfully removed. Lance and family thank all for the support provided during this very difficult period...

...A legend:

On Monday, August 18th, 2003, Solo Lt. **Rene LaPrevotte** took his last official ride on a police motorcycle before riding off into retirement. We know that as a retiree he will remain active in the American Legion, Widows & Orphans, and as an organizer of the "Buzz the Fuzz" fundraisers. With all that time on his hands we are sure to be treated to several articles about motorcycle riders, who go in, "search of the perfect Margarita". He also plans to follow closely the career of his godson, Marine Corp second Lt. **Gregory Corrales**, son of Captain **Greg Corrales**, Mission Station. Look for a big "fiesta" this November 15th at the Marines Memorial to celebrate Rene's career and adventures...

...Thank You:

Officer **Ted Mullins**, Ingleside Station is sporting a new star number, #505. He has graciously given his previous star #511 to Officer **Chaigne Stokes**, Northern Station. Chaigne's grandfather, **Henry Leslie Stokes** and her father, **James Leslie Stokes**, wore

star 511 which now is proudly being worn by the third generation of the Stokes family. The Stokes family wishes to thank Ted for allowing Star 511 to be transferred to Chaigne...

...Invitation:

Mike and Gity Hebel invite all to attend a meet and greet with Mayoral candidate **Gavin Newsom** on September 8, 2003, 4:30pm - 6:30pm at their store, **Gity Joons**, located at 1828 Union Street. Appetizers/refreshments/beverages/ will be served. RSVP by September 5 appreciated 415-292-7388 or via fax at 415-552-5741/ www.gityjoon.com...

Seeking a Class Photo:

Consuelo Hooper, widow of Officer **Robert Hooper**, is seeking a copy of the photograph of the 98th SFPD Recruit Class in which her husband posed proudly with his classmates. Although a print of the photo hangs in the fifth floor corridor, the processing negative can not be located. Solo Officer **Robert Hooper** was killed in the line of duty in 1978 by a crazed gunman that Hooper was attempting to arrest. "I would like to present to my

son and daughters this special memento of their dad." Mrs. Hooper writes. "Bob was proud to be a San Francisco Police Officer, and I know my children and I would appreciate your assistance." If anyone out there can help Mrs. Hooper obtain a copy of the class photo, contact Editor **Ray Shine** or me at the POA. We will gladly put you in contact with **Consuelo Hooper**.

BBQ Tip:

Co. K BBQ expert, **Jordon Hom**, leaked out his secret for prepping the perfect grilled turkey — marinade and baste as long as necessary in "Two Buck Chuck" shelf wine. The "marinade" is available at most any fine wine cellar.

...PS:

A big thank you to **PSA Mike Connors**, Richmond Station, for his technical assistance in preparing this column...

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

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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

~ OPEN FORUM ~

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RECEPTION TO FOLLOW

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by Magdaline Granados

What is your view of life? To fulfill the purposes God made you for, you will have to challenge conventional wisdom and replace it with the biblical metaphor of life. The Bible says, "Do not conform yourselves to the standards of this world, but let God transform you inwardly by a complete change of your mind. Then you will be able to know the will of God."

The Bible offers three metaphors that teach us God's view of life: Life is a *test*, life is a *trust*, and life is a *temporary assignment*. These ideas are the foundation of purpose-driven living.

This month I would like to share with you the first of these biblical metaphors that teach us God's view of life, taken from Rick Warrens book *The Purpose-Driven Life*. "Life on earth is a TEST". This life metaphor is seen in stories throughout the Bible. God continually tests people's character, faith, obedience, love, integrity, and loyalty. Words like *trials*, *temptations*, *refining*, and *testing* occur more than 200 times in the Bible.

God tested Abraham by asking him to offer his son Isaac. God tested Jacob when he had to work extra years to earn Rachel as his wife. Adam and Eve failed their test in the Garden of Eden, and David failed his tests from God on several occasions. But the Bible also gives us many examples of people who passed a great test, such as Joseph, Ruth, Esther and Daniel.

Character is both developed and revealed by tests, and all of life is a test. You are *always* being tested. God constantly watches your response to people, problems, success, conflict, illness, disappointment, and even the weather! He even watches the simplest actions such as when you open a door for others, when you pick up a piece of trash, or when you're polite toward

a clerk or waitress.

We don't know all the tests God will give you, but we can predict some of them, based on the Bible. You will be tested by major changes, delayed promises, impossible problems, unanswered prayers, undeserved criticism, and even senseless tragedies.

In my own life I have noticed that God tests my *faith* through problems, tests my *hope* by how I handle possessions, and tests my *love* through people. A very important test is how you act when you can't feel God's presence in your life. The Bible says, "God withdrew from Hezekiah in order to test him and to see what was really in his heart." Hezekiah had enjoyed a close fellowship with God, but at a crucial point in his life God left him alone to test his character, to reveal a weakness, and to prepare him for more responsibility.

When you understand that life is a test, you realize that nothing is insignificant in your life. Even the smallest incident has significance for your character development. Everyday is an important day, and every second is a growth opportunity to deepen your character, to demonstrate love, or to depend on God. Some tests seem overwhelming, while others you don't even notice. But all of them have eternal implications.

The good news is that God wants you to pass the tests of life, so he never allows the test you face to be greater than the grace he gives you to handle them. The Bible says, "God keeps his promise, and he will not allow you to be tested beyond your power to remain firm; at the time you are put to the test, he will give you the strength to endure it, and so provide you with a way out."

Every time you pass a test, God notices and makes plans to reward you in eternity. James says, "Blessed are those who endure when they are tested. When they pass the test, they will receive the crown of life that God promised to those who love him."

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Who Decides if the Siren is "Reasonably Necessary"?

by Jim Petrie,
Academy

First, we have to define "reasonably". Reasonable, according to Webster is "sensible, sane, prudent, judicious, wise, fair, equitable, just." So; when that hot call comes over, when we hear the call for help from one of our friends, when our partner starts to yell at us to "GO! GO!" are we going to be held to Webster's definition of "reasonable"? Or, can we use our own definition, and defend it later by adding, "But you weren't there. You don't understand what stress I was under."

The Vehicle Code, as well as our

General Order 5.05 states that we need only sound the siren when it is "reasonably necessary." Do you, as the driver make the final decision whether or not the siren's use was reasonable? The answer is NO! If you do not think that the siren is needed, is that the final time you will have to justify your decision? The answer is NO!

If you are involved in a collision while driving "Code 3," a lot of people are going to scrutinize your decision, if you didn't think the use of the siren was "reasonable." When these others look at the circumstances involved they are going to have the benefit of knowing the outcome. If this collision ends up in a court of law, the jurors

are going to be given the definition of reasonable and determine if that's how you acted. "Reasonably" was not included in the Vehicle Code as a standard for us to hold ourselves to. It was included in the section so that others could calmly examine a decision made by you and apply the "Reasonable Person" test to that decision.

Driving "Code 3" is probably the most stressful, dangerous thing we ask you to do. Is it fair to expect you to predict whether or not you may need the siren to help you through an intersection? Can you predict whether that vehicle you are about to overtake actually sees you approaching?

Should you become involved in a collision while driving on-duty, the first question asked is going to be, "Were you going Code 3?" The next question is going to be, "Were your lights and siren activated?" This is where even you are going to start questioning your initial decision. Several times, while taking statements from officers involved in a collision, I have been told; "I was just getting ready to activate when..."

To be granted exemption from most of the rules of the road and to comply with our general order, 21055 CVC states "If the driver of the vehicle sounds a siren as may be reasonably necessary and the vehicle displays a lighted red lamp visible from the front as a warning to other drivers and pedestrians." What I am suggesting is that right now you make the decision that the siren is "reasonably necessary" whenever you are responding in a Code 3 mode. This is the only way to avoid being second-guessed. Make the decision right now, while you are in the same state of mind as the others will be when they examine your decision. Now, while detached, calm, and able to think in a reasonable manner, look again at the definition of "reasonable."

Let me relate the details of a collision I investigated not long ago. A

young officer was responding to a "10-25" in a Code 3 mode. Just as he approached an intersection, the traffic signal changed to green for him (his statement). He continued through the intersection and was broad sided by a vehicle entering the intersection from his left. The driver of the vehicle that struck the officer stated that he entered on a yellow light and that the officer was not displaying emergency lights or sounding a siren. The only other witness present related that he was so focused on the police car's lights, that he did not notice the color of the traffic signal. This witness did substantiate the officer's claim that the emergency light and siren were activated. This collision occurred in the late night hours on a Friday. Several officers, after conducting a canvass of the neighborhood, provided statements from more than 20 residents who had heard the siren of the officer as he approached the intersection. The police vehicle was equipped with the Unitrol control box that only allowed the siren to sound while the emergency lights were active. My question then to the driver of the other vehicle was, "If people as far away as a block heard the siren, then why didn't you?"

Don't let what seems like an easy call come back to bite you. As soon as you decide you are going to respond Code 3, activate the siren. All the new vehicles, with the current Unitrol Control Box, are equipped with a mute switch that will only allow the siren to sound when the vehicle is taken out of Park. Leave the siren on until you arrive at the scene and then de-activate by placing the transmission into Park. Don't take a chance that the one time you may REALLY need the siren, it won't be on. Now is the time to make that "reasonable" decision. Not when the adrenaline starts to pump and your heart rate jumps. Now is time for you to examine the decision as a "reasonable person."

RANGE TALK Q&A

by Sgt. Rod Nakanishi,
Rangemaster

Q. Why are we getting beat up learning to fire shotgun slugs?

A. Shotguns slugs are an option. Slugs are carried in the trunk of the sergeant's car. There must be some proficiency tested with this form of deadly force in order to protect you, the Department, and civilians.

Q. What if I don't qualify with the slugs?

A. Your name will be put on a monthly list sent to your Deputy Chief advising that you cannot use this option until you do qualify.

Q. What if I'm on light-duty from an on-duty or off-duty injury?

A. Your name will be put on a monthly list sent to your Deputy Chief for confirmation. You will not be able to use shotgun slugs until you qualify. If you are not truly light-duty, disposition will be met out by command.

Q. What if I refuse to shoot the slugs?

A. I will forward your name in a memo to your Deputy Chief for disposition.

Q. Shotgun slugs are rarely used. Why aren't they removed from the sergeants' cars altogether?

A. The slugs were put into the sergeants' cars by former Rangemaster Mickey Griffin following the murder of Off. Jim Guelff. It was an excellent idea that immediately put more firepower on the street. I am not apt to take away options from Patrol.

Q. Why did you disavow safe-action pistols as secondary handguns?

A. Training became an issue. When you are authorized to carry a second handgun with a first trigger pull is as massively different than it is on your department issued Beretta, I must require you to take additional on-going training to master the difference.

Q. What is the difference in the trigger pull?

A. The first shot of a traditional double-action trigger requires longer trigger travel and heavier trigger pull to discharge the weapon. A safe-action trigger requires less. Whether shooting a revolver or a Beretta, you were trained and have qualified with a traditional double-action trigger. That is what your finger "knows."

Q. What's the big deal?

A. Another law enforcement agency that inadequately transitioned from traditional double-action, first shot to safe-action first shot handguns experienced a rise in negligent discharges. In the worst of those cases, officers did not intend to fire the gun at all. I do not want you to live through the aftermath of a situation like that. That agency was also found liable for negligent training.

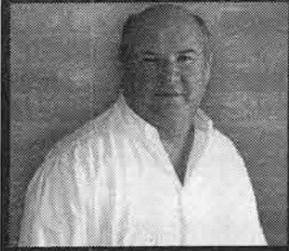
Q. The Heckler & Koch USP pistol is listed as a safe-action pistol. Is that true?

A. No, that was my error. The USP is authorized as a secondary handgun.

Q. Are you saying that these are inferior guns?

A. No, I actually have owned a Glock model 19 and model 26. I found them accurate and very portable. The issue is not the weapon, but the amount of training I can require that you have.

If you have any firearm related questions, please feel free to email me @ sfpdrangemaster@netscape.net



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IAWP News

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

Conference Registration Discount For Volunteers

In just a few days, the 41st Annual International Association of Women Police (IAWP) Training Conference will arrive in San Francisco. (August 31 through September 5 at the Hyatt Embarcadero). We're anticipating between 800 and 1,000 law enforcement officers from around the country and around the world to participate in the conference, and with that, anticipate bringing between two and three million much needed dollars to the City's economy.

With hosting a conference this large, there are going to be a number of areas where we're going to need volunteers to help things run smoothly during the conference. We are anticipating the need for volunteers for the following:

- * The Registration area
- * The Information booth (to help give information out about what's happening on a daily basis at the conference and events planned throughout the day,)
- * Security in the vendor area during the day and night
- * Announcing speakers and guests celebrities
- * Transportation to events planned for our companion program
- * Working in our "command central"
- * Picking up speakers at the airport and bringing them to the hotel,

* Checking out and setting up audio visual equipment for speakers

As the conference gets closer, other areas where volunteers could be utilized will undoubtedly surface.

For those who would like to attend the conference for all, or the majority of the week, and are willing to help out by volunteering a few hours of their time, we can offer you a discounted registration rate of \$350.00 (the current registration rate is \$500.00 for IAWP members and \$550.00 for non-members), which includes attending any and all classes, meals, and most conference activities. For those who are unable to attend the conference as a delegate but would still be willing to help by donating a few hours of their time at the conference during the day or night, it would be most appreciated.

For those registering at the reduced rate, please flag on your registration form that you are planning to volunteer during the conference to receive the reduced rate. For those not planning on attending the conference, but would like to volunteer nonetheless, please contact me at the Behavioral Science Unit (my direct line is 392-3674) or contact the Co-Director of the Conference, Sgt. Lynette Hogue at Payroll at 553-9772, or Lt. Judie Pursell, Daywatch at Bayview Station.

For additional information on the conference, or to obtain a conference registration form, please sign onto the IAWP web site at www.iawp.org, then click onto the San Francisco conference.

Station and Unit Challenge

Sponsor an IAWP Scholarship — There's Still Time To Contribute

As part of our ongoing effort to assist women officers from around the world to attend our upcoming IAWP/SF 2003 Training Conference, Lt. Judie Pursell from Bayview Station has issued a challenge to all stations and units. That challenge is for each station, detail, or unit to raise as much IAWP Scholarship money as possible. The IAWP Scholarships assist financially disadvantaged women in their endeavor to attend the IAWP International Conference. These women will attend our workshops and seminars, then return to pass along the new training to their law enforcement agencies and communities throughout the world. Time is of the essence. We need to make arrangements for plane tickets, etc. Most of these deserving women only make between \$100.00 and \$150.00 a month in salary. They will not be able to attend the conference without financial assistance. In most cases, their annual salary is equal to the cost of the plane fare to San Francisco. Please help if you can.

As of August 13th, the Unit and Station Challenge tally was:
BAYVIEW STATION: \$867.00

- MISSION STATION: \$300.00
- SOUTHERN STATION: \$100.00
- INGLESIDE STATION: \$125.00
- TARAVAL STATION: \$275.00
- RICHMOND STATION: \$250.00
- CENTRAL STATION: \$25.00
- AIRPORT BUREAU: \$1,025.00
- S.T.O.P.: \$250.00
- HOMICIDE: \$100.00
- PLANNING: \$100.00
- FRAUD: \$100.00
- SEX CRIMES: \$1,000.00
- FOB: \$150.00
- PAYROLL: \$1,500.00
- PSYCH LIAISON UNIT: \$250.00
- FISCAL: \$100.00
- EEO: \$150.00
- COMMAND STAFF: \$3,245.00
- SFPOA: \$2,500.00
- LPOA: \$900.00
- SFPO PRIDE ALLIANCE: \$1,300.00

Checks can be made out to IAWP/SF 2003 Conference and sent to Robin Matthews at the Behavioral Science Unit, to Sgt. Lynette Hogue at Payroll, or mailed to IAWP/SF 2003 Conference, P.O. Box 5037, Baypoint, CA 94565. All deductions are tax deductible.

Thank you for your support.

IAWP/SF 2003 Final Banquet

Escape From Alcatraz!

Friday, September 5th, 2003

Join us on Friday, September 5th, 2003, at our 41st Annual International Association of Women Police (IAWP) Conference Final Banquet in the Grand Ballroom at the Hyatt Embarcadero. Come and enjoy the fun, and visit with law enforcement officers from around the world one last time before they head for home. The Banquet theme is "Escape from Alcatraz", so feel free to dress as your favorite convict, guard, Birdman or BirdWOMAN of Alcatraz — you get the idea. Let your imagination be your guide, though dressing up is not a prerequisite for attending.

Comediene Diane Amos (the Pine Sol Lady) will emcee for the evening,

and entertainment will be provided by Roland Toloso and his Extreme RWS Band. Cocktails will be served beginning at 6:00 p.m. with dinner following at 7:00 p.m. in the Grand Ballroom. Dancing will follow until midnight.

Come join the fun! Tickets for the dinner are \$85.00 per person, or \$850.00 for a table of ten. Payment can be made by check, Master Card or Visa (checks should be made out to IAWP/SF 2003 Conference). Payment can be sent to Officer Robin Matthews at the Behavioral Science Unit on Treasure Island, to Sgt. Lynette Hogue in Payroll, or by mailing to IAWP/SF 2003 Conference, P.O. Box 5037, Baypoint, CA 94565. Tickets must be purchased no later than Monday, September 1st.

Membership Application/Renewal Form

Last Name	First Name	Middle
Sworn Police or Law Enforcement Officer <input type="checkbox"/> Yes <input type="checkbox"/> No		
Current/Retired Officer? <input type="checkbox"/> Current <input type="checkbox"/> Retired		
Rank/Title/Position		
Agency		
Agency Address		
City	State/Province	Zip/Postal Code Country
Home Address		
City	State/Province	Zip/Postal Code Country
Agency Phone		Home Phone
Fax Number		Email Address
How did you learn of IAWP?		
Preferred mailing address:		<input type="checkbox"/> Home <input type="checkbox"/> Work
Do you want to be listed in the Speakers Bureau?		<input type="checkbox"/> Yes <input type="checkbox"/> No
Membership Fee Schedule		
<input type="checkbox"/> I am applying for new membership	<input type="checkbox"/> \$40.00	per year – U.S.
<input type="checkbox"/> I am renewing my membership	<input type="checkbox"/> \$25.00	per year – Retired U.S.
<input type="checkbox"/> Active Membership	<input type="checkbox"/> \$20.00	per year – All Other Countries
<input type="checkbox"/> Associate Membership	<input type="checkbox"/> \$40.00	per year – Affiliate
<input type="checkbox"/> Affiliate Membership	<input type="checkbox"/> \$400.00	per year – Life Membership
Payment Information:		
All amounts must be tendered in US funds. Amount \$ _____		
<input type="checkbox"/> Cash <input type="checkbox"/> Check # _____ <input type="checkbox"/> Master Card <input type="checkbox"/> Visa <input type="checkbox"/> Discover <input type="checkbox"/> American Express		
Credit Card Number		
Signature		Expiration Date
Send completed form with payment to: Jeanette Taylor, Membership Chair 731 Deer Isle Road, Deer Isle, ME 04627 Email: Jeanet6877@aol.com		
Member Number		Renewal Date

IAWP Closing Banquet

Friday, September 5, 2003/\$85.00 per person

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Signature _____

Name Printed _____

IAWP News

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

Silent Auction Items Needed!

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, or me, at the Behavioral Science Unit at 415-392-3674, or by e-mail at 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.

IAWP/SF 2003 Awards Luncheon

Wednesday, September 3rd, 2003

Hyatt Embarcadero / Grand Ballroom

The 41st Annual International Association of Women Police (IAWP) Training Conference Awards Luncheon will be held on Wednesday, September 3rd, 2003 from 1200-1400 hrs. in the Grand Ballroom at the Hyatt Embarcadero. The achievements of female law enforcement officers from around the world will be recognized at this prestigious event. Women in policing have excelled in many areas including Community Policing, Leadership, Mentoring, Medals of Valor, and Officers of the Year.

The women officers who will be recognized have been nominated by their peers. Nominee information is then passed onto the IAWP Awards Committee, and winners in each category are chosen. Often, women in their own Departments and Agencies do not get the recognition that they deserve for their outstanding work, so it is all the more important when they are recognized by the oldest women's law enforcement organization in the world.

This year's award winners are:

- Sgt. Leanne Fitch / Fredericton Police Force, New Brunswick, Canada
- Officer Tammy Friestleben / Minneapolis Police Department, Minneapolis, Minnesota
- Officer Melissa Schmidt (Deceased) / Minneapolis Police Department, Minneapolis, Minnesota

- Officer Zenaida Flores / Boston Police Department, Boston, Massachusetts
- Sgt. Nadine Grant-Brown / Westmoreland Division Jamaica
- Chief Commissioner Christine Nixon / Victoria Police Centre, Melbourne, Australia
- Staff Sgt. Brenda Glass / Halton Regional Police Department, Oakville, Ontario, Canada
- Detective Staff Sgt. June Dobson / Ministry of Public Safety and Security Policing Services, Toronto, Ontario, Canada
- Chief Inspector Christine Longmore / North Yorkshire Police, London, United Kingdom

To see who won which award and to hear their incredible stories, you'll have to come to the Luncheon! Tickets for the Ceremonies are \$50.00 per person, or \$500.00 per table, which can be paid by check, Master Card or Visa. Checks should be made payable to IAWP/SF 2003 Conference and sent to either Officer Robin Matthews at the Behavioral Science Unit on Treasure Island, to Sgt. Lynette Hogue in Payroll, or mailed to IAWP/SF 2003 Conference, P.O. Box 5037, Baypoint, CA 94565. Those who have paid their conference registration fees for the week do not have to pay extra for this event, as it's included in your fees.

Come celebrate the achievements of these outstanding officers!

Come Join Us For Our Icebreaker Event/Night Tour Of Alcatraz

Would you like an opportunity to meet law enforcement officers from around the world, but are not sure how much of the IAWP Conference you may be able to attend? Come join us on Sunday, August 31st for our Icebreaker Event /Night Tour of Alcatraz. Bring your families and enjoy a private tour of "The Rock".

The Blue and Gold Fleet will be transporting us to Alcatraz where representatives from the National Park Service will provide an interpreter led program, followed by an audio tour inside the prison. The museum on the grounds, as well as the bookstore, where fascinating books and other affordable souvenirs are available, will

remain open for our private tour.

Transportation will be provided to Pier 41 from the Hyatt Embarcadero beginning at 6:00 p.m. with the boat launching at 6:30 p.m. Come join the fun, and be sure to wear warm clothes, as it will be cold on Alcatraz at night!

The cost of the trip is \$45.00 per person. Payment can be made by check (made payable to IAWP/SF 2003 Conference), by Master Card, or by Visa. Payment can be sent to me at the Behavioral Science Unit, to Sgt. Lynette Hogue at Payroll, or to IAWP/SF 2003 Conference, P.O. Box 5037, Baypoint, CA 94565. If paying by credit card, it can be faxed to my home at 925-458-5741.

IAWP Alcatraz Night Tour

Sunday, August 31, 2003/\$45.00 per person

Payment must be made prior to the trip. Hope to see you there!

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IAWP Awards Luncheon

Wednesday, September 3, 2003/\$50.00 per person

Payment should be received by Saturday, August 30th at the latest.

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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 Ontario's Correctional Facilities/ 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

How to Recruit, Retain and Reward Volunteers

- Bill Wittish/Volunteer Pros

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/ 1400-1500 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

Interfamily Violence in El Salvador - The Universal Truth/ 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 - Homicide Prevention/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 Alyek/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; Maureen O'Hara, Ph.D./President, Saybrook Graduate School and Research Center, San Francisco and Officer Ginger Charles/Arvada Police Department, Colorado

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

African American Women in Law Enforcement/1100-1200 hrs.

- Commander Barbara Davis-Regan/SFPD; commander Sylvia Harper/SFPD; Chief Jan Davis/Cal State Hayward University Police; Captain Stephanie Flemings/Berkeley Police Department

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; Deputy Chief Melinda "Mindy" Pengel/San Francisco Police Department; Inspector Alison Kennedy/Tayside Police, Scotland; Sgt. Myra James/Hamilton Police Service, Canada; Captain Julia Grimes/Alaska State Troopers; and Commander Beverly Hall/St. Paul Police Department

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 - Homicide Prevention/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.**

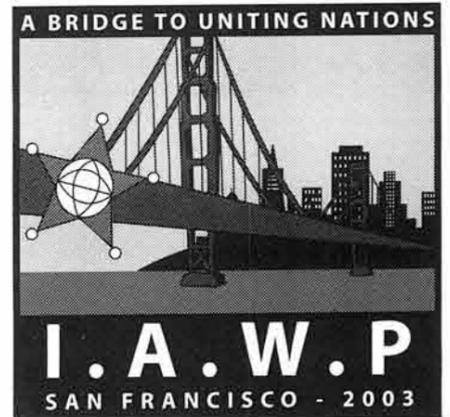
- Linda Flanders/Retired San Francisco Police Department; Taproot, Inc.

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 and Dr. Cydne Holt, San Francisco Police Department Criminalistics Laboratory

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.

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

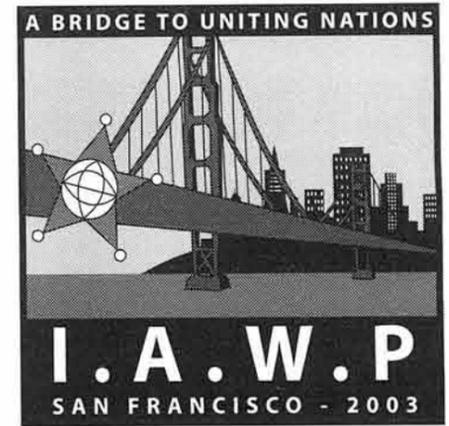
For those of you who may not be able to attend the full week's worth of training and activities at the 41st Annual International Association of Women Police Training Conference at the Hyatt Embarcadero August 31st through September 5th, but would still like to participate, you should know that you can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

Two Of Our Own Receive Statewide Recognition

by Rene LaPrevotte
Co. K, Solos, retired

In July the 85th Annual Department of California American Legion Convention was held in Riverside California.

For the past seven years, a police officer from the San Francisco Police Department has been awarded the honor of "California State Police Officer of the Year" for Valor over every other police agency in the state. This is due not only to the fact that the SFPD has the bravest cops in the state, but in no small-part to the writing skills of the nominating officer, Captain Greg Corrales.

Many years back, Captain Corrales took umbrage when an officer involved in a harrowing gun-battle was beaten-out for Officer-of-the-Year by another "desk-type" whose claim-to-fame was a lot of "community service". We all know that the "New" and "Re-invented" Captain Corrales is a born-again "Community Servant", however at that time, the Captain made a motion that there should be TWO awards for "Officer-of-the-Year", one for Community Service and one for Valor. Since this dual-award system took effect, the SFPD has -never been beaten-out for-valor.

This year, while our candidate for "Valor, was certainly a hero justifying the award, Corrales was concerned over the competition from the Sheriff's Deputy in Riverside County who saved two young female kidnap victims after a fatal gun-battle with their kidnapper. This incident was the first successful implementation of the "Amber Alert System".

Fearing that we might finally be upstaged for the valor award, Captain Corrales sheepishly suggested to me that we should put our eggs in TWO baskets, and also nominate a deserving officer for the "Community Service Award".

I didn't need to look any farther than Mike Siebert of Park Station, the mastermind of the "Buzz the Fuzz" fundraiser. I put together the nomination paperwork for Siebert, and Corrales put Officer Clayton Harmston in for Valor because of a furious shoot-out last year that left him wounded.

The nominations went to the State Law and Order Commission for a vote on the nominees, and you guessed it — WE WON BOTH CATEGORIES!

Officers Siebert and Harmston were at the Riverside convention with their families and were presented with their plaques for "Police Officer(s) of the Year" on the convention floor shared with Governor (as of this writing) Gray Davis. In addition, Siebert and Harmston were honored by the United States Congress, when Mr. Alton L. Garrett Jr. (Senator Barbara Boxer's Office) read a proclamation into the convention record that was put forth on the floor of the Congress by Senator Boxer, honoring both officers for their outstanding dedication to the citizens of San Francisco.

As Harmston and Siebert were led from the convention floor, they received a standing ovation from the convention delegates. Later that evening, both officers were repeatedly congratulated by legionnaires in the Police Post hospitality room at the Historic Mission Inn.

When you see Clayton or Bert on the street, give them your congratulations. They deserve it!

Nine in-a-row in 2004?

Officer Michael Siebert

Qualifications of candidate for Outstanding Law Officer Award

Officer Michael Siebert has exemplified his police service by his dedication to-raising funds for children with catastrophic childhood diseases.

In 1998, Officer Siebert volunteered to travel to Sydney, Australia, to take part in their "Crop-A-Cop" fund-raising event. "Crop-A-Cop" was the brainchild of an Australian Police Services Constable who came-up with the plan to have police officers solicit fellow officers for donations that were to be earmarked for children with cancer. Not only was the plan to raise funds for sick kids, but if the officer successfully raised a minimum of \$1000 in donations, that officer was allowed to shave his head bald, as a way of demonstrating to children undergoing the horrors of Chemotherapy that it's OK to have no hair.

Siebert returned to Australia the following year to take part in a second "Crop-A-Cop" event, and at this fundraiser, Officer Siebert was granted permission to bring the charity head-shave concept to America.

In 1999, Officer Siebert coordinated not only the San Francisco Police and Sheriff's Department in a charity head-shave called "Buzz the Fuzz, but enlisted agencies from all over the State of California to take part as well. Recipients of the lion's share for the proceeds of this event are the Pediatric Cancer Research Center of the University of San Francisco, as well as "California Law Enforcement's Wish Upon A Star Foundation".

May 16th of this year marked the fourth year of Siebert's "Buzz the Fuzz". This year, officers from Queensland-New South Wales (Australia) as well as numerous California law enforcement agencies took part in the charity head-shave. To date, the "Buzz the Fuzz" event has raised over one half million dollars, which have gone to children's cancer charities.

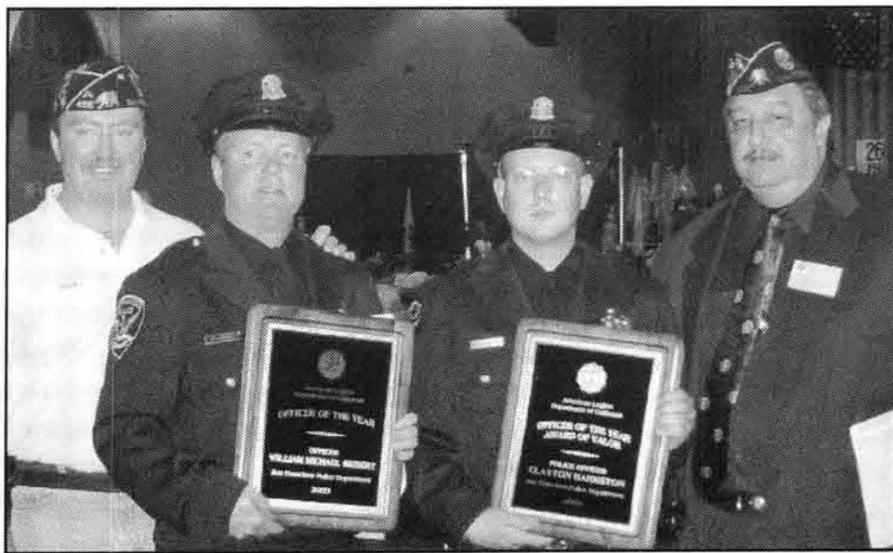
Because of Officer Mike Siebert's dedication to the "Buzz the Fuzz" concept, hundreds of terminally ill children have received a wish from the "Wish Upon A Star Foundation". In addition, the time when the horror of childhood cancer is going to be eradicated has been moved measurably closer because of funds earmarked for pediatric cancer research by this amazing police charity, and Siebert's tireless efforts.

How Officer Michael Siebert finds the time to coordinate his dedication to police work, as well as organizing scores of police agencies, and literally hundreds of officers in the "Buzz the Fuzz" program defies belief. There is no one in law enforcement in the State of California who has done more to ease the pain of our weakest citizens than Siebert. It is for this reason that he is the San Francisco Police Department's candidate for "Police Officer of the Year" for his dedication to community service.

Clayton Harmston

Qualifications for Valor Award

Officer Harmston and his partner were on patrol at 1630 hours, on 7 July 2002. At that time they saw a vehicle being operated in a suspicious manner. The officers stopped the vehicle to investigate. They obtained the iden-



Rene LaPrevotte, Mike Siebert, Clayton Harmston and Captain Greg Corrales.

tification of the driver and the passenger and returned to their patrol car to run a check on the two occupants of the vehicle. Officer Harmston kept an eye on the subjects as his partner ran checks on them. He noticed that the passenger was moving around quite a bit inside the vehicle. His partner then told him that the driver was unlicensed and the passenger had just been paroled from state prison.

The officers approached the vehicle, intending to arrest the unlicensed driver and conduct a parole search of the passenger. While his partner was dealing with the driver, Officer Harmston approached the passenger and informed him that he intended to conduct a parole search of him. The passenger calmly stepped out of the vehicle.

Unbeknownst to Officer Harmston, he was now dealing with an individual with prior convictions for rape, possession of a loaded, concealed handgun, and possession of crack cocaine for sale. Additionally, just moments before the traffic stop, the passenger told the driver that he was "strapped" (carrying a loaded handgun), and that he was not going back to jail.

Again, Officer Harmston advised the parolee that he intended to search him. At that time the Parolee replied, "Not today, you ain't!" He then immediately attacked Officer Harmston with the ferocity of a wounded animal. He knocked Officer Harmston to the street, face-first, causing a large laceration on Officer Harmston's chin, stunning him. The parolee then drew a fully loaded, Glock 9mm semi-automatic handgun from his waistband and ran towards Officer Harmston. He pointed the gun directly at Officer Harmston's face. Although he was dazed, Officer Harmston saw the Firearm pointed directly at his face and heard the parolee screaming at him.

Although at that time Officer Harmston had just had his face slammed into the concrete street, and was bleeding profusely from his chin, his first thought was for his partner's safety. He managed to yell, "gun!" to his partner. Due to the shouted warning, Harmston's partner was alerted to the danger and drew his gun, shout-

ing to the gunman to drop his weapon. The gunman was momentarily distracted by Harmston's partner, allowing Harmston, who was still on his back, to reach up and grab the firearm that was pointing at his face, Officer Harmston forced the firearm away from his face and attempted to pull the gun away from the parolee, to no avail. At that time, the gunman wrenched the gun from Officer Harmston's grasp. He then fired one shot, striking Officer Harmston in the buttock. Harmston, his survival instincts at full alert, was trying to roll away from the gunman. The gunman continued to track Officer Harmston.

Officer Harmston was able to clear his senses and reach a position of cover without sustaining another gunshot wound. The parolee continued to threaten Harmston and his partner with the firearm, refusing to drop it. A furious gun battle then ensued, with more than twenty rounds exchanged. Several rounds struck the gunman, causing him to fall to the ground. He still refused to release his handgun until it was physically wrenched from his grip. Officer Harmston was experiencing excruciating pain from the gunshot wound, and his face was covered with blood from the severe laceration to his chin.

Officer Clayton Harmston's courageous first act; though dazed from his assailant's initial attack, and looking down the barrel of a 9mm handgun at certain death, was to shout a warning to his partner, at extremely great risk to his life. Officer Harmston, having already been shot, was acutely aware of the life threatening danger he faced, but his sense of duty compelled him to continue his attempt to capture a violent gunman he knew must be stopped. Officer Harmston exemplified the will and desire to protect others even if it meant making the ultimate sacrifice. His unyielding perseverance and selfless devotion to his partner, his indomitable fighting spirit, and his outstanding courage, at great risk to his life, reflect great credit upon himself, and upheld the highest traditions of the San Francisco Police Department.



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Retirement Dinner for Rich Adkins

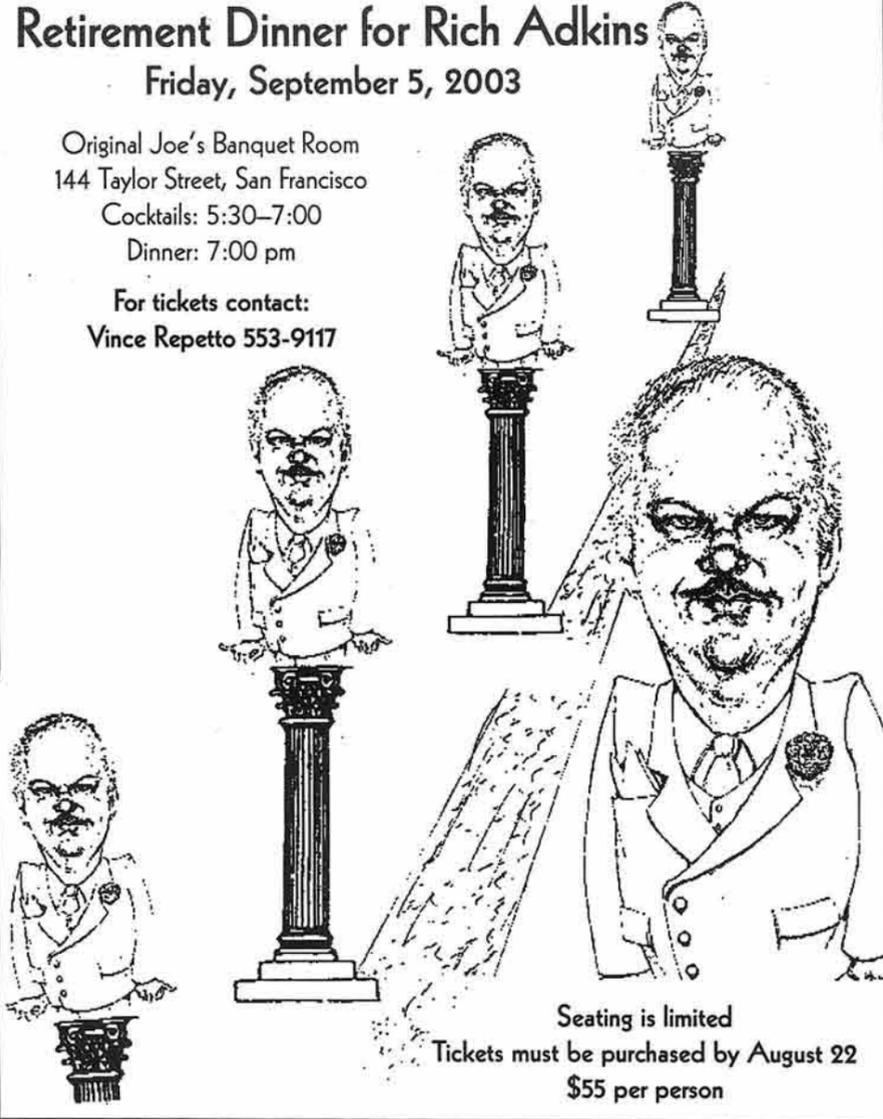
Friday, September 5, 2003

Original Joe's Banquet Room
144 Taylor Street, San Francisco

Cocktails: 5:30-7:00

Dinner: 7:00 pm

For tickets contact:
Vince Repetto 553-9117



Seating is limited
Tickets must be purchased by August 22
\$55 per person

Retirement Dinner Honoring Officer Alfred McCarthy

Airport Bureau
Friday, September 19, 2003

Val's Restaurant & Lounge
2468 Junipero Serra Boulevard,
Daly City

No Host Cocktails
5:30 pm
Dinner 7:00 pm

Choice of Entrees:
Succulent Rack of Lamb
From the Ranch Prime Rib of Beef
Oven Baked half-Roasted Chicken
Majestic Petrale Fresh from the Sea

\$45 per person includes
dinner and gift

Tickets should be purchased by
September 16, 2003
Checks payable to
"Bob Swall/Airport Bureau"
List choice of entrée on check

For tickets contact:
Bob Swall - Airport Bureau
Don McIntyre - Airport Bureau
Lisa Maron - Airport Canine Unit - 650-821-7077



San Francisco Asian Peace Officers' Association



Cordially Invites You To Attend The

2003 Scholarship-Promotional Dinner

Friday, October 3, 2003

New Asia Chinese Restaurant
772 Pacific Avenue, San Francisco, CA 94133

\$45.00 Per Person/\$600.00 Sponsor Table
Cocktails (Hosted Bar) At 6:00 P.M. • Dinner At 7:00 P.M.

Tickets Available From:

- Academy: Bob Herrold (415) 401-4622
- Airport: Henry Lam / Alvin Louie (650) 821-7115
- Bayview: Evan Remedios (415) 671-2300
- Central: Adam Choy / Mike Lau / Marc Chan (415) 315-2400
- Southern: Alan Honnibal / Jody Kato (415) 553-1373
- Mission: Kyle Ching (415) 558-5400
- Northern: Wayne Sato / Victor Tsang (415) 614-3400
- Park: Craig Leong / Wallace Gin (415) 242-3000
- Richmond: Ray Ibay / Derrick Lee (415) 666-8000
- Ingleside: Kevin Chin / Harry Soulette (415) 404-4000
- Tenderloin: Tony Ng / Tadao Yamaguchi (415) 345-7300
- Traffic: Robert Guinan/ Kelly Woo (415) 345-7300
- Taraval: Ronald Choy / Marshall Wong (415) 759-3100
- Hall of Justice: Henry Seto (415) 553-9144
Felix Thieu: (415) 553-9084
Carol Lui :(415) 553-1925
Wayne Hom: (415) 553-9083

~ 9-11-03 ~

**IN HONOR OF THOSE
FALLEN IN THE LINE OF DUTY,
TAKING PRIDE IN THOSE
WHO CONTINUE TO CARRY OUT
THEIR CIVIC DUTY.**

**PROUD SUPPORTER OF THE SFPOA/SFPD —
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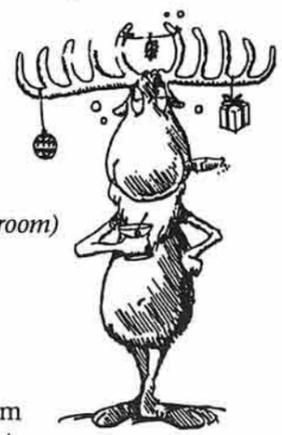
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2003 Traffic Company Christmas Party

- When: Saturday, December 13
1800 hrs.
- Where: The Olympic Club
Lake Side
The Vista Room (private room)
- Dress: Black Tie
- Drinks: Hosted Private Bar
Premium Brands
- Dinner: Christmas Buffet
- Entertainment: Dancing in The Ball Room
Carolers & Entertainment
- Includes: Gifts, a Raffle, and a Surprise or Two
- Please Note: Plan to be at our room by 1800 hrs.
- Tickets: \$200 Per Couple / Limited Seating
Money Due 11/27
- Contact: Joe Mayers, Solos 553-1398



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 members is deserving of a long and healthful retirement. They will be difficult to replace, as they take with them more than five centuries of collective experience and knowledge. Listed alphabetically by last name, the most recent retirees are:

- Lieutenant Larry Barsetti #175 from Taraval Station
- Officer James Batchelor #1219 from Tactical
- Sergeant Stephen Bosshard #1334 from FOB, FRET
- Inspector Robert Bronson #896 from the Fraud Detail
- Officer Alan Crestetto #664 from the Crime Lab
- Sergeant Dorree Donnelly #123 from Park Station
- Inspector Allan Duncan #382 from Special Investigations
- Sergeant Herman Fruchtenicht #13 from Taraval Station
- Inspector David Horton #1995 from Narcotics
- Inspector James Kinavey #1916 from Crime Scene Investigations
- Officer Ross Laflin #1992 from Southern Station
- Sergeant Dennis Meixner #1153 from Ingleside Station
- Sergeant Paul Morse #1288 from Northern Station
- Officer Edward Reinfeld #1234 from Airport Administration
- Lieutenant Dennis Schardt #1936 from Airport Support Work Group
- Inspector Jerome Senkir #952 from Management Control
- Officer Tom Sweeney #928 from Traffic Company, Solos
- Inspector William Vince #1974 from Juvenile Division
- Inspector Barry Weaver #1743 from Juvenile Division
- Inspector David Zanardi #2021 from Crime Scene Investigation



46200 is 10/7e

Celebrate
Rene
LaPrevotte's
35 years
on the job

When: Saturday, November 15
1800 hours

Where: Marines Memorial Club
609 Sutter Street, SF
(lodging available in advance)

Price: \$60 pp (no tickets at the door)

Contact: Greg Corrales Co. D Mike Favetti TAC
Joe Juarez TTF John Flaherty Co. K
Dave Herman Co. E Maggie Ortelle FOB
Matt Gardner Co. F

Solo Retirement Testimonial

Honoring

- Captain Michael Yalon
- Sgt. Joe Currie
- Sgt. Rene LaPrevotte
- Sgt. Tom O'Connell
- Sgt. Ray Shine
- Les Adams
- Joe DeRenzi
- Bob Faenzi
- Tom Flippin
- Doug Foss
- John Fulwood
- Able Martinez
- Jim McKeever
- Dennis Moody
- Tony Pulvirenti
- Dennis Russell
- Tom 'Roscoe' Sweeney

Date:
Wednesday, September 24, 2003

Location:
Far East Café
631 Grant Avenue @
California St.

Time:
6:00 p.m. No Host Cocktails
\$3.00 beer & well drinks
\$4.00 call drinks
Hors d'oeuvres
7:00 Dinner
Prime Rib, Baked Potato,
Summer Vegetables, Salad &
Dessert

Cost: \$50.00
(includes gift, tax & tip)



Once a Solo,
always a Solo.

Tickets may be purchased
from Co. K Solo officer.

Corrado Petruzzella 553-1245

You're invited to join in celebrating the retirement of Ross Laflin

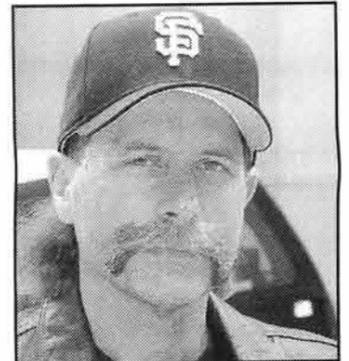
After 32 years of service to the San Francisco Police Department

Join family, friends and colleagues on

**Wednesday,
September 24th, 2003**
United Irish Cultural Center
2700 45th Ave,
San Francisco

6:30pm No Host Bar
7:30pm Dinner

\$50.00 per person includes,
Dinner, Wine and Gift



For Tickets Contact:

Louis Wong	Co B	(650) 296-7665
James Miller	Co B	553-9792
John Jaimerena	Co B	713-6893
Mark Shea	TTF	345-7300
Dave Falzon	Vice Crimes	970-3057
Eddie Hagan	Narcotics	797-2382

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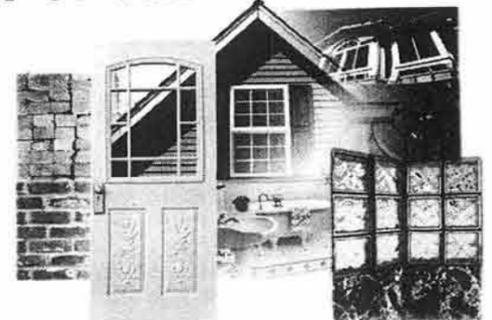
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Creating Financial Wealth For Retirement

by Mike Hebel, CFP

Most deferred compensation plan participants share, at least in part, a common goal — the creation of financial wealth for retirement. What they do not share is the time and inclination for the study of investment planning so as to achieve this common goal. I have long and persistently advocated the creation of a written investment policy statement to help focus on the goal. This statement need not be fancy nor detailed, but it must be sufficient to show evidence of careful consideration of and attention to the following cardinal questions: why are you investing?, how will you know when your goals are reached?, how much time do you have to accomplish your goals? how much risk can you emotionally assume and undertake? where will the investment money come from?, what strategy will be used to generate gains?, and what reasonable investment returns can you expect?

I truly believe that the following 10 maxims are universal principles providing the critical cornerstone for guiding investment philosophy, policy and decision making.

1. Start Now, Not Later

By investing early, you are using the greatest tool available to an investor — the power of compounding, where invested money grows exponentially.

When is the best time to start an investing for retirement? Now! It has always been this way.

2. Set Reasonable Savings Goals, Then Live Below Your Means

Being thrifty and frugal is the cornerstone of wealth building. Those individuals who gain financial independence do so by budgeting, controlling expenses and saving a reasonable portion of their income. They value thrift and discipline. The route to financial independence is a slow accumulation of wealth versus a fantasy of get-rich quick investing.

3. Know What To Expect Based On A Long History Of Investor Experiences

Looking at the average rates of return over long periods of time is extremely helpful in setting expectations. From the period of 1926 through 2002, large company stocks returned, on average, 10.2%, small company stocks 12.1%, long term government bonds 5.5%, treasury bills 3.8%, and inflation, on average, 3%. Over the next 7 years, I anticipate that bonds will generate about 4% annually and that stocks will generate about 8% annually.



4. Manage Risk Wisely — It Cannot Be Avoided

Investment risk has two important components: volatility risk and inflation risk. Volatility risk is the risk that actual returns vary compared to expected returns over time. In general, higher returns go hand in glove with greater volatility risk. Inflation risk relates to a loss in purchasing power through general price inflation. For shorter-term time horizons, volatility risk is more of a concern; for longer-term time horizons, inflation risk becomes the greater concern. The safest long-term investment for the preservation of purchasing power has clearly been stocks.

5. Diversify

By allocating among the major asset categories (stocks, bonds, and cash or its equivalent), the risks of volatility and inflation can be diversified (managed and controlled). Diversifying within these asset categories (i.e. purchasing large and small companies as well as international equities) can further reduce these risks.

6. Maintain A Long Term Perspective — Over Time, The Stock Market Rewards The Patient Investor

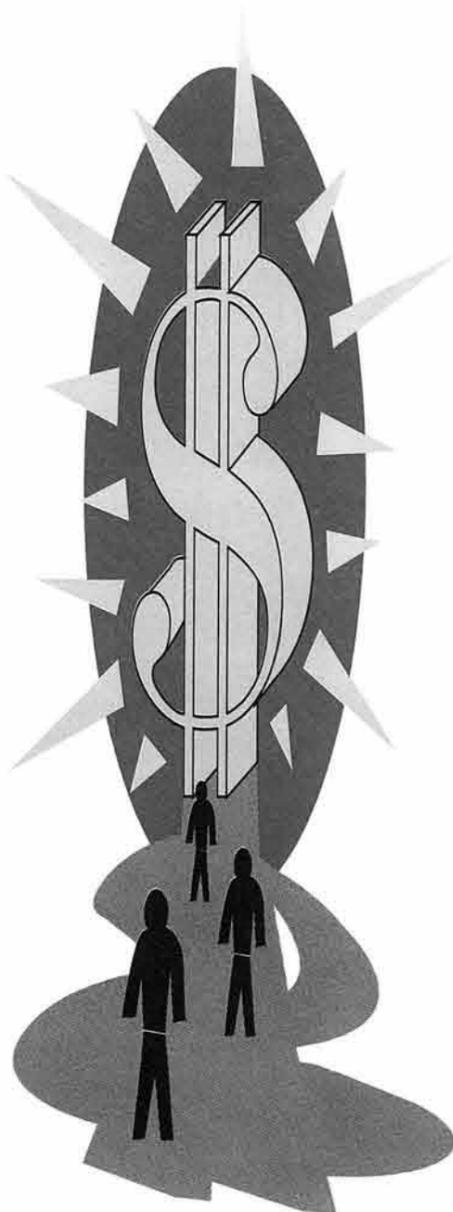
An investor in common stocks must

often wait longer to earn the higher returns than those provided by bonds and cash — sometimes as long as 5 to 10 years. Yet the market always eventually rewards the assumption of higher risk which accompanies investment in common stocks. Patience is a virtue — one that the stock market rewards handsomely.

7. Avoid The Temptation To Time Investments Based On What The "Experts" Expect The Overall Market To Do

Even professional investors do not have some "super vision" when it comes to knowing the direction of the markets. Research has consistently demonstrated that investors, including the "sophisticated" ones, simply cannot consistently identify the best time to invest. Invest regularly. Note: this is the one axiom that has given me the most cause for reflection. The recent successful "calls" by radio talk show host Bob Brinker (Money Talk) have proven most prescient. Mr. Brinker, starting in 1987, advised full participation in the equity market; in January 2000, he advised cutting back to a 35% equity holding; and in mid-March 2003, he urged a full return to equity investing. Those calls have proven themselves and enriched investors who followed them. I truly believe that Mr. Brinker is an exception in market timing as Warren Buffett is in investing.

*Investing is not a destination.
It is an ongoing journey.*



Long Term Investing Pays Off: ING's Net Investment Performance "Stay The Course"

Calendar Year	Compound Average Annual Total Returns				Fees
	Jan/June 2003	3yr	5yr	10yr	
Global/International					
ING International Value	5.9%	-7.4%	4.5%		1.17%
Janus Worldwide	6.5%	-20.3%	-3%		0.87%
ING/Morgan International	5.5%	-17.9%	-4.7%		1.17%
Aggressive Growth					
AIM Capital Apprec.	11.3%	-19.1%	-2.7%	7.8%	1.02%
ING Small Co. VP	13.8%	-6.5%	3.5%		1.04%
Ariel Fund	11.2%	12.37%	8.2%	13.2%	1.36%
Citizens Emerging Growth	12.9%	-24.1%	1.7%		1.70%
ING Index Midcap	11.3%				.70%
ING Morgan Midcap	11.8%				1.27%
Growth					
ING Growth	13.9%	-22%	-4.9%		0.89%
ING Value Opportunity	9.6%	-8.4%	.9%		0.89%
Janus Twenty	12.27%	-23.88%	-2.99%	9.5%	1.01%
T. Rowe Price Growth	14.2%	-10.16%	.88%		.92%
Growth and Income (Stocks)					
ING Index Plus	10.2%	-12.2%	-1.5%		0.62%
Vanguard 500 Index	11.7%	-11.3%	-1.6%	10%	0.35%
Growth and Income (Stocks and Bonds)					
ING Balanced	9.5%	-3.4%	2.2%	8.8%	0.77%
Janus Balanced	6.2%	-2.9%	5.9%		0.84%
Asset Allocation					
Long Term	10%				1.03%
Mid Term	8.9%				.88%
Near Term	6.5%				.67%
Income					
ING Bond	5.2%	9.5%	6.8%	6.6%	0.67%
Janus Flexible Income	5.6%	9.5%	6.8%		0.83%
Stability of Principal					
ING Money Market	.42%	3%	3.85%	4.4%	0.51%
ING Fixed Account	2.3%	5.3%	5.5%	5.8%	0.30%

Note: the current credited interest rate for the fixed account is 4.675% as of February 1, 2003.

8. Watch Closely Your Investment Costs

Avoid loads, commissions and expensive investment advice. Seek no load mutual funds, funds with low management fees, and use discount brokers. There has been now evidence that paying more for a fund will insure superior performance; the weight of the evidence suggest otherwise.

9. Consider Index Funds As Core Holdings

Investors are continually surprised to learn that they can do better than most professional money managers most of the time. Over many time periods of 10 years, an investment in an S&P investment fund outperformed the great majority of actively managed stock funds. Look for funds with no distribution (12b-1) fees, low expense ratios, no commissions, low turnover, and have an experienced portfolio manager.

10. Don't Pay Taxes Unless Unavoidable And Then Pay Them Later, Not Sooner

The current payment of federal/state income taxes on investment returns can be crippling to savings accumulation. The simplest way for an investor to defer taxes is by participating in a 457 deferred compensation plan (or 401, SEP, Keogh). The simplest way to avoid taxes is by participating in a Roth IRA.

In implementing these 10 investment principles, be aware of the 3 big investment demons: procrastination, fleeing the market when the inevitable market downturns occur, and the enticement of ever-present get rich schemes.

*Stay The Course.
Reap The Rewards.*

Deferred Compensation Provider To Be Chosen On October 14, 2003

In February 2004 the current deferred compensation 5 year contract with ING will end. The Retirement Board has now received 11 proposals from financial institutions that want the new contract. At its meeting of September 30, the Board's deferred compensation committee (Commissioners Breall, Casciato, and Meiberger) will hear oral presentations from the finalists (the 3 to 5 best proposals). The provider for 2004 - 2008 will be selected at the Retirement Board's meeting of October 14, 2003. Public (participant) testimony will be welcomed at both of these meetings. The POA has activated its deferred compensation selection advisory committee. In the past, this committee has focused its attention on fund availability and performance, participant education, fees and costs, and participant service.

The POA expects that the finalists proposals will be very competitive in that the San Francisco plan, at nearly \$1 billion, is a very large catch. I ex-

pect strong proposals from Great West Life, Hartford, ING, Prudential, and State Street.

The POA committee will question the finalists on the following issues: number of full time staff dedicated to the SFDC case; revenue sharing and excess revenue return; participant education/communication/web site; compensation to staff assigned to this case including incentives and bonuses, if any; presence of a stable value fund to replace the general account providing an extra margin of safety; core fund performance and fees; transition experience in the last 3 years (assets lost and gained); self directed brokerage proposal; and targeted return (expressed as a percentage) that the proposer hopes to achieve from this case. Very importantly, the committee wants to know if the proposer considers the San Francisco case its flagship account with no current or future case getting a better deal than San Francisco.

Where the Money Is

21,281 deferred compensation participants have a total balance of \$895,124,981 with the ING as of June 30, 2003. The most popular sub-account funds are:

Fund Name	Assets	% of total
Fixed Account	\$362,118,044	40.45%
Janus Twenty	\$84,492,784	9.44%
T. Rowe Price Growth Equity	\$71,348,634	7.97%
ING Balanced	\$64,965,016	7.26%
AIM Capital Appreciation	\$54,589,143	6.10%
Janus Worldwide Growth	\$35,970,708	4.02%
ING Index Plus	\$35,345,018	3.95%
Janus Balanced	\$35,286,424	3.94%

Approximately 83% of CCSF participants' money is invested in 8 of the 28 ING offerings. This represents participants' asset allocation by investment option.

ING FINANCIAL

Phone number: 415/364-2000

George Brown Police Department account representative

Gary Bozin District Manager

1 Front Street, Suite 1425, San Francisco, CA 94111

Annual contribution limit for 2003: \$12,000

Accumulated lump sum payments in last year of service

Catch up provision for 2003: \$24,000

Age 50 and over in 2003: additional \$2,000

Top Ten City Employee Accounts

\$1,021,000	\$611,000
\$950,000	\$605,000
\$873,000	\$591,000
\$716,000	\$590,000
\$613,000	\$564,000

(as of June 30, 2003)

Honor Roll

Top Ten Police Department Accounts

\$950,000	\$365,000
\$482,000	\$336,000
\$451,000	\$334,000
\$375,000	\$328,000
\$370,000	\$307,000

(as of June 30, 2003)

Honor Roll

Number of Employees Participating in Top 10 City Departments

(as of June 30, 2003)

Department	Active Participants
Community Health	3,397
Police	2,318
Muni Railway	2,046
Fire	1,629
Human Services	1,187
Public Health	971
Public Works	807
Airport	794
Sheriff	594
Recreation and Park	510

Distribution by Account Size

(as of June 30, 2003)

Account Size	Number of Participants
\$10,000 and under	6,485
\$10,001 to 25,000	4,826
\$25,001 to 50,000	4,285
\$50,001 to 100,000	3,339
\$100,001 to 150,000	1,266
\$150,001 to 200,000	523
\$200,001 to 250,000	294
\$250,001 to 300,000	113
\$300,001 to 350,000	68
\$350,001 to 400,000	43
\$400,001 to 450,000	15
\$450,001 to 500,000	10
\$500,001 to 750,000	11
\$750,001 and over	3
Total:	21,281
Average Account Balance:	\$42,062

Number of Funds Utilized per Participant

(as of June 30, 2003)

# of funds	# of participants	percent
One	5,713	27%
Two	3,052	14%
Three	3,387	15.92%
Four	3,321	15.60%
Five	2,418	11%
Six	1,477	7%
Seven	909	4%
Eight	465	2%
Nine	266	1.25%
Ten or more	274	1.29%

Letters



Dear Police Officers' Association,
On behalf of my family and me, I'd like to thank ALL the members of the San Francisco Police Department who gave us tremendous support after the death of my father. It was good to see my fellow officers at the rosary and funeral mass. A special thanks to the Police Officers' Association, Officers for Justice, and Southern Station for the beautiful flowers. Also thanks to the Solo Officers who did an excellent job with the escort and each one of you who sent cards and offered words of comfort.

Sincerely,
Sgt. André Fontenot & Family

Dear Friends at the San Francisco Police Officers' Association,

On behalf of Edgewood Center for Children and Families, please accept our deepest thanks for your kind donation of \$200.00. We are touched by your generosity, particularly during this time of uncertainty.

Your steadfast support of our programs not only provides necessary funding for our services, it inspires our staff spirit and shines a ray of hope on Bay Area children and families in need. Thank you again for giving Edgewood's children and families the gift of your compassion.

Sincerely,
Nancy Rubin,
Chief Executive Officer

**Mr. John Matthews, Director
Cathedral Hill Hotel
1101 Van Ness Avenue
San Francisco, CA 94109**

Dear Mr. Matthews:

Recently, two members of our Department's Investigation Bureau, Inspector Pat Correia and Inspector Lea Militello, were severely attacked by an individual who was armed with a butcher knife. The Inspectors were rushed to San Francisco General Hospital for emergency care.

We immediately made appropriate plans to assist their family members during their stay at the hospital by contacting your hotel. My staff was overwhelmed by the demonstrated professionalism of your employees.

Janine Guidry, Judy Fong, and Tina Price did an outstanding job making the necessary arrangements to provide the rooms we needed on an immediate basis. The family members of the inspectors who were staying at the Cathedral Hill Hotel were also extremely impressed with the care they received during a very difficult time.

Please express our sincere gratitude to Janine, Judy, and Tina because they are three perfect examples of how caring for others can mean so much to so many.

Sincerely,
Chris Cunnie
President
San Francisco
Police Officers' Association

Editor —

I am the son of Sergeant Al Perry ('45-'77; deceased since 1994). My dad loved to tell me countless police stories. The support that the police officers give each other and the community in time of need is tremendous. For example, the Blood Drives, Toy Drives, donating sick time, or attending to memorial services for other officers and their families.

One suggestion I have to offer: please publicize a few months earlier the [dates] of up-coming blood drives. As a non-police officer, I only hear about [them] in the newsletter, and it is often too late by the time it arrives.

I wanted you to know how much support I've gotten from my dad's many friends. Thank you, and keep up the good work. It's a tough job to be a San Francisco police officer, and often [the officers] are unfairly criticized.

Sincerely,
Jim Perry
San Francisco

Jim —

Thank you for your gracious comments about our members. Thank you also for the suggestion about timely announcement of blood drives. Inspector Mark Hawthorne, Chair of the POA Blood Committee, informs me that he will provide ample advance notice of the next POA Blood Drive. — Ed.

Dear Lt. Stasko,

I know that many letters you get are of a complaint nature. This is not one of those. I wish to commend your officers for assisting us on several occasions, including a recent break-in at our facility. All your people have treated me and my staff with the greatest of professional courtesy, kindness, and concern. We close our doors at night knowing that your people are out there watching and waiting to protect our premises as well as our customer's stored goods.

Enclosed please find a donation check for PAL in appreciation of your crew.

Ronald W. Dion
California Mini Storage

Editor

The last weekend of July for the past 10-years, members of the Sacramento Police Department have hosted the "Sacramento Police & Sheriffs' Memorial Run," from Sacramento to Apple Hill, California. This year, there were four thousand riders in attendance, paying homage to the men and women who have lost their lives in the police services. As a result of this "run," a memorial park in Sacramento has been built, and there are now sufficient funds in reserve to see to the memorial's maintenance for years to come.

I am writing to you to bring to your members' attention the generosity of the manager of Eaglerider Motorcycle Rentals of San Francisco, Mr. Mike Baroy.

For the past four years, Mike has hosted the San Francisco contingent of ride participants who ride from San Francisco to Sacramento for the Police Memorial Run. Mike opens his shop, hosts a brunch and soft drinks and allows us a place to assemble for our solemn trip to Sacramento. Mike receives no reimbursement for this, and in fact, since everyone on the ride has his own personal bike, no one even comes back to spend a dime at Mike's store during the course of the year. His donation is entirely altruistic.

I thought you should know what a quality person he is, and if I WERE ever in the need of a rental Harley, I would fall all over myself recommending the "SF Eaglerider" to anyone in need of those services.

Sincerely yours;
Rene LaPrevotte
Traffic Company, retired

The following letters are from members who are responding to comments written by Treasurer Jack Minkel in the August issue of the POA Journal. It should be noted, however, that Treasurer Minkel's comments were directed only to his accusers, to those who had denounced him as a "sell out" and as having acted inappropriately by "...withholding vital information..." The article is quite clear on the issue, and none of Treasurer Minkel's comments, either expressed or implied, were directed at any member who voted "No" on the contract ratification. — Ed.

Dear Officer Minkel,

This letter is in response to your editorial. I, being a dues paying member, am very offended at your personal opinions regarding this latest contract. Calling the members that did not agree with your views, "Half-Wits, Self Serving and Cowardly", is not professional and coming from our union Treasurer. I thought this was a union, not a dictatorship. In any other trade union, the members can voice their views, whether it be sheet metal, electrical, plumbing etc. Those members shouldn't be chastised or told to "kiss their ass" if they disagreed. Jimmy Hoffa tried that already. Those members shouldn't have to worry about their union leaders, coming to their station and calling them names and threatening not to represent them because of their views or feelings towards a certain contract (i.e. the last contract if you recall Jack).

The 14% that disagreed with the membership spoke and voted how they felt. At least they voted, unlike the more than 50% that didn't even vote! We all knew were getting f — d! But the one's that gave a rat's ass did their duty and voted what they thought was in best interests of the membership.

Officer Minkel, I think an apology is in order to the membership. We, as dues paying members appreciate the work you try to do, to better the officers, but venting out like this in our paper is wrong. You can request 13% to kiss your ass, but this 1%er won't.

Larry Chan
[Tenderloin Station]

Dear Editor,

I am one of the 14% that voted no on the labor contract. I don't appreciate Treasurer Jack Minkel's article in the POA paper telling all of us who voted no to "kiss his ass." Is it

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against some rule to have a dissenting opinion? If so, why have a vote at all? Doesn't the executive board already strongly encourage all the members on how they should vote?

Does anyone remember the executive board coming into our stations two and a half years ago and telling everyone we have a great two-year contract? The reason it was a two-year contract was the mayor was going to "take care" of us before he left office. Does anyone remember the same executive board running for re-election telling us that they would "go to the mat" for us and "go to arbitration" before allowing any give-backs to the city? Now each Q2 police officer is losing around 22,000 dollars over the next four years. Doesn't this sound familiar of another president, "read my lips, no new taxes?"

The executive board tells us a four-year contract is a good thing. The P.O.A. has decided to endorse Gavin Newsom for mayor, shouldn't that mean Newsom is supportive of labor, benefits, and working conditions? Why then wouldn't we want to go into negotiations with this supposedly "great labor" mayor? We should have negotiated for a one or even another two-year contract. If we are very lucky and make back the 22,000 dollars in "total compensation" over the next four years, all that means is we broke even. That means we paid for our own raises! Kudo's to the P.O.A!!!!!!!!!!!!

Sincerely,
Elizabeth Maron
[Airport Bureau]

Editor:

I thought we lived in a democracy where dissenting votes were part of our constitutional rights as American citizens. I also thought we enjoyed those same rights as members of the POA. Just because members voted against the contract does not mean they are "cowardly, self serving, half wits"! Nobody is denying the hard work that the negotiating team put forth and it is appreciated. Just because 14% of those who voted, voted against the contract does not give you the right to say that they should kiss your ass. Does this also mean that if you voted against the contract that you went around spreading lies and half-truths about the contract? Could it mean that just maybe, some people just didn't like the contract? Some things are better left unsaid and you treasurer Minkel should not have said that members who voted against the contract should kiss 14% of your ass!!

John Sheehan
[Tenderloin Station]

Mr. Editor:

This letter is in response to Treasurer Minkel's letter to the membership as printed in the POA Journal in the August issue. As a dues paying member I attempt to keep abreast of the issues addressing the membership. During the last contract negotiations, I could not help but feel a little left in the dark regarding the direction of the negotiations. I too heard the many different rumors that started to float around the Department. These rumors were not unlike the rumors that go around during any other negotiation period. However, I could not help but notice the overwhelming silence coming from the POA leadership. I patiently waited, and upon being presented with the information from the negotiations I looked at the proposal. Still not being satisfied, I spoke to various POA representatives who were present at the negotiating table to address questions I had. Like other members, I weighed the options and cast my vote, not on the rumors, but the information presented by MY POA Board of Directors. I would like to commend the POA leadership, which has gone to the mat for us over and over again.

During this period of waiting, hearing the rumors, I never heard anyone make a personal attack on any of the Board members. I did however find several things troublesome during the voting period. I found that while the initiative passed decisively, (86% to 14%) only 836 out of some 2000 plus members cast their votes. I addressed this issue with numerous officers who stated that they never even received a ballot to vote. Granted, like always most people didn't bother to vote. Still this is Democracy at work. I am a firm believer that if you don't vote you can't bitch about it.

All things taken into consideration, I have a problem with some of the statements made by Treasurer Minkel. As one of MY representatives in the union, I find it disturbing that Mr. Minkel would assume that somehow the 14% of the voting membership that cast no votes, are all "cowardly, self-serving halfwits", and that they accused Mr. Minkel or any other member of the Board of Directors of withholding any information. Furthermore, telling me or anyone else in the VOTING MEMBERSHIP to "Kiss 14% of My Ass!" is completely out of line and reprehensible. I find that this attitude to be juvenile, petty and completely beneath someone representing over 2000 dues paying members. I believe, at the very least, an apology is in order.

Timothy Kiely
[Tenderloin Police Station]

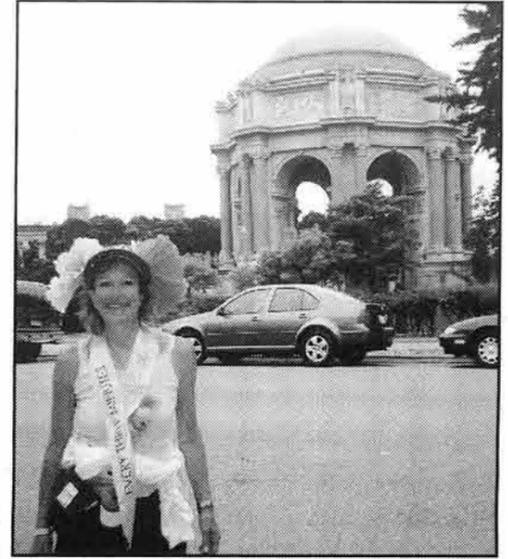
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Barby Albright
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School Resource Officer Lends a Hand

CONTINUED FROM PAGE 1

and only two absences, so we measure things on an individual basis," Clemons said. "We're working with kids who have fallen through the cracks. No one else misses them when they don't show up. The key is to get them to start believing in themselves. The one-on-one attention makes them feel special and that someone cares

Clemons spends the rest of her workdays in counseling sessions with students and defusing altercations between students and teachers, and sometimes between teachers and parents. "I spend a good part of the day calming things down so kids can get back in the classroom to do their work," she said. "If things are going too badly for them, they can bring their work to my office and do it there." Many days she offers safety assemblies or classroom presentations about school rules, bullying and personal safety. She also hosts day field trips, wilderness trips, sea kayaking, camping, ropes courses and hiking trips that are open to all students at her school. "Lucy is just terrific," said James Dierke, Principal of Visitacion Valley Middle School. "She's one of the bright lights. Her On Track students have cut their truancy rate by two-thirds. That's more kids in school getting the help and support they need. One girl spent more time on suspension last year than she did in class, and

this year she's been here every day, smiling. Another boy used to hide behind the trees across the street from school but wouldn't come in. This year he was one of the stars on our basketball team. There have been marked improvements and turnarounds. And all it took was having the right people in the right places."

Visitacion Valley's geographic isolation poses problems for both the students and the school, Dierke said. Response time from the Ingleside Police Station is 11 minutes, making Clemons' onsite position even more valuable than it would be in other schools. Limited bus service makes it hard for students to visit other parts of San Francisco. One 11-year-old student came back from a field trip to the aquarium and told Dierke it was his first visit there. Another of the same age just made her first trip to Ocean Beach.

"I'm hoping that I can touch just one life," said Clemons. "If I can help one child believe in himself, then I've done my job. I hope the information we give these young people will lead them into a future of choices - that their doors, which are closed now, will open. "They don't have a vision; my job is to give them that vision."

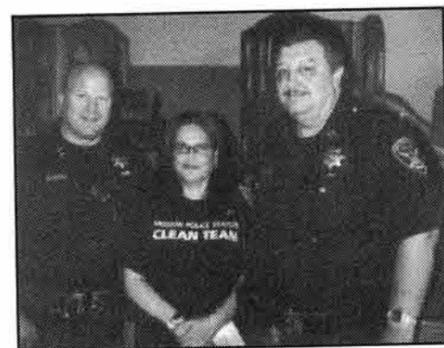
Reprinted from the San Francisco Children's System of Care, Issue 3, Spring 2003

Mission Clean Team 2003

by Ethel Newlin,
POA Supporter

The Mission Clean Team is a community project jointly sponsored by St. John's Educational Thresholds Center (SJETC), the SFPD Juvenile Division, Mission Station, and the Department of Public Works. The program just completed its sixth successful summer working along the 16th & Mission corridor. The original team consisted of twelve youth and a Mission Station police officer. By the end of this season, the project had expanded to six teams of ten youth, each supervised by an officer from the Juvenile Division School Resource Officer program.

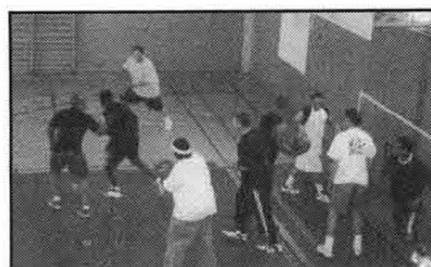
The youth and police officers have to know each other on a personal level and began to build relationships that might never have happened without this opportunity to work together. The youth and officers even got together for a friendly game of basketball and a



Clean Team Coordinator Ethel Newlin with Deputy Chief Greg Suhr and Captain Greg Corrales

barbeque.

The Mission Clean Team continues to have the support of the Mayor's Office, the SFPD Command Staff, and the Captains of Mission Station and the Juvenile Division. SJETC, Mission Station and the Juvenile Division provide program coordination. The youth receive stipends from a grant from the Mayor's Neighborhood Beautification Fund. Each youth who completed the full six weeks of Clean Team 2003 was awarded a Certificate of Honor from the Mayor at the annual end-of-program luncheon. Also in attendance were Deputy Chiefs Greg Suhr and Rick Bruce, and Captains Greg Corrales (Mission) and Frank O'Malley (Juvenile). The Mission Clean Team is an outstanding example of what can be done for youth when the police and the community join forces.



Clean Team youth and officers enjoy a friendly game of basketball.

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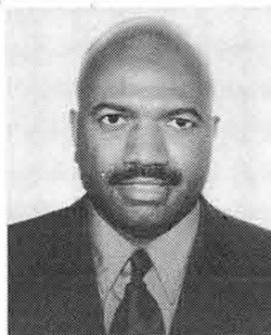
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Alaska Police Officers Want To Carry Guns

Associated Press, August 11, 2003

HOOPER BAY, AK — When this town's seven police officers go on patrol, they never reach for their guns. That's because Hooper Bay is the only known municipality in the United States whose police officers are forbidden to carry firearms.

Town leaders say they fear guns will just make the village more dangerous, even in the hands of cops. Police say town leaders are being unreasonable and insist guns can make the town safer.

"Unpredictable, unexpected things don't happen here often, but they do happen," said Police Chief James Hoelscher, 27, who has lived in Hooper Bay since he was 13. "A little Yupik Eskimo village is not immune to what can happen in Anchorage or Los Angeles or anywhere else."

Village leaders are unconvinced.

Elmer Simon, tribal government administrator, said he would support properly trained officers using guns — but only in emergency situations. Other-

wise, he said, they should keep them locked up.

"A lot of young people wouldn't hesitate — especially if they're under the influence of alcohol — to grab a handgun from the officers and use it against them," Simon said. "Not that we're against handguns. But accidents do happen."

Hooper Bay is an Eskimo village of 1,100 on the windblown Bering Sea coast, about 515 miles west of Anchorage. It is among the last communities in Alaska without running water or a sewage system.

The village has existed for more than a century, incorporating as a city in 1966. It has steadily grown in recent years despite high unemployment and few job opportunities. Commercial fishing and subsistence fishing and hunting are the primary means of support. Well over a third of the population is unemployed and receiving public assistance.

And no one can remember a time when police carried guns.

Both The Fraternal Order of Police

and the International Association of Chiefs of Police said they were unaware of any other organized municipality in the nation whose officers don't carry guns.

"We're not a big enough village to justify carrying guns," said City Administrator Raphael Murrin.

The chief said there's good reason for his officers to carry firearms. In fact, he keeps his own gun locked up at the station and, policy or not, he has taken it on a few potentially risky calls. It's not always possible to wait for armed help from state troopers in Bethel, 150 miles away, he said.

"I'd rather be fired than killed," said the married father of four. "I have a family to go home to."

Police regularly deal with such potential flashpoints as domestic violence and liquor-fueled assaults in Hooper Bay, which bans the sale or importation of alcohol. In June, police logged 104 alcohol-related calls and seven domestic violence reports. They made 33 criminal arrests on charges including assault, harassment,

including police and furnishing alcohol to a minor.

Then there was the choking incident.

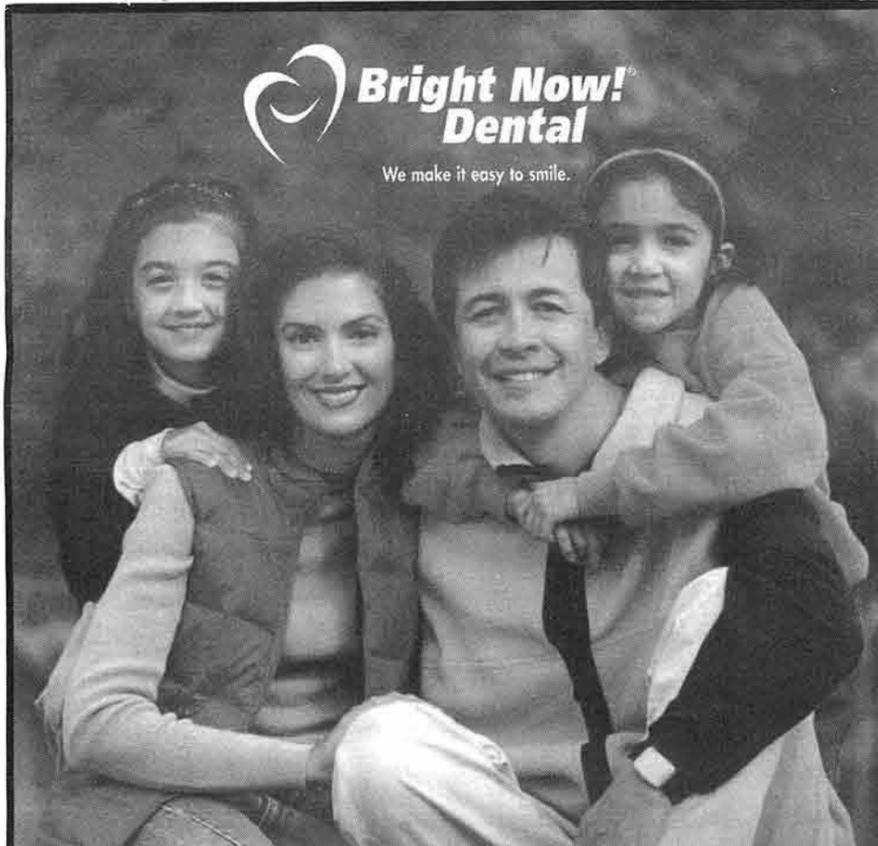
In December 2001, police answering an assault call ran into a drunk and combative man who lunged at an officer, choking him until the officer blacked out, according to court documents. The officer recovered, and the man served time in jail after pleading no-contest to assaulting an officer.

Hoelscher thinks the assault might not have occurred if the officer had been wearing a sidearm, even if it was never drawn.

"It's hard to guess what would have happened if the officer was armed," Hoelscher said. "But if people know you're armed, they might think a little harder."

Or react more aggressively, opponents say.

"Knowing an officer is armed may amplify the situation," said Simon, the tribal administrator. "All areas have to be considered. It's a serious issue."



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FDNY, Union Agree Cats Not Enough To Cure Rat Problem In Fire Station

NYNewsDay.com, August, 11, 2003

NY, NEW YORK — Got rats? Get a cat.

That obvious solution may not be as simple as it seems.

The recurring story of rat infestation reached a new height last week when the city was forced to close a Jamaica firehouse and transfer three of its units because rats had prevailed.

Now, the city is gutting a whole firehouse at 153rd Street and Hillside Avenue to get at the rats that forage in the kitchen and hide behind the walls.

Both the Fire Department and its union agreed last week that getting a couple of hungry cats would not solve the problem.

"Did you see the size of those rats?" one fire department official asked. "Where do you get a cat big enough

to take them on? The Queens Zoo?" Phil McArdle, the health and safety expert for the Uniformed Firefighters Association, said he thought cats were a bad idea.

"I don't think what you want is more animals in the firehouse," he said yesterday. "What you want is a quick response to complaints, and the department was slow to respond to these complaints."

The Fire Department refused last week to discuss the possibility of cats as a deterrent.

"I'm not going there," a spokesman said. "I'm not going to say cats don't work. I come from a cat family."

Surprisingly, peppermint is a reliable deterrent to rodents, according to Steven Tvedten's book "The Bug Stops Here."

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Health Alert

Rodents Pack Disease Into Lives of Humans

Staff Report

A stock clerk was sent to clean up a storeroom in Maui, Hawaii. When he got back, he was complaining that the storeroom was really filthy and that he had noticed dried mouse or rat droppings in some areas.

A couple of days later, he started to feel like he was coming down with a stomach flu, complained of sore joints and headaches, and began to vomit. He went to bed and never really got up again. Within two days he was severely ill and weak. His blood sugar count was down to 66, and his face and eyeballs were yellow. He was rushed to the emergency at Pali-Momi, where he was diagnosed to be suffering from massive organ failure. He died shortly before midnight.

No one would have made the connection between his job and his death, had it not been for a doctor who specifically asked if he had been in a warehouse or exposed to dried rat or mouse droppings at any time. They said there is a virus (much like the Hanta virus) that lives in dried rat and mouse droppings. Once dried, these droppings are like dust and can easily be breathed in or ingested if a person does not wear protective gear or fails to wash face and hands thoroughly.

An autopsy was performed on the

clerk to verify the doctor's suspicions.

This is why it is extremely important to ALWAYS carefully rinse off the tops of canned sodas or foods, and to wipe off pasta packaging, cereal boxes, and so on.

Almost everything you buy in a supermarket was stored in a warehouse at one time or another, and stores themselves often have rodents.

Most of us remember to wash vegetables and fruits but never think of boxes and cans.

The ugly truth is, even the most modern, upper-class, super store has rats and mice. And their warehouse most assuredly does!

Whenever you buy any canned soft drink, please make sure that you wash the top with running water and soap or, if that is not available, drink with a straw.

The investigation of soda cans by the Center for Disease Control in Atlanta discovered that the tops of soda cans can be encrusted with dried rat's urine, which is so toxic it can be lethal. Canned drinks and other foodstuffs are stored in warehouses and containers that are usually infested with Rodents, and then they get transported to retail outlets without being properly cleaned.

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Basketball

The PAL Invitational Basketball League for 6th, 7th, and 8th Grade teams will begin on October 2, 2003. Anyone interested in entering a team, please contact the PAL at 415-401-4666 or check out our website at www.sfpal.org. Team rosters are due September 12th. Mandatory fingerprinting for coaches will be conducted on September 9th from 3 PM to 6 PM and September 18th from 4 PM to 7 PM at the PAL Office, 350 Amber Drive, Room 203.

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tion, free pick up and we handle DMV paperwork. Call 1-800-677-1744.

PAL Judo

PAL Judo is a year round activity for boys and girls ages 7-17. Classes are held at the Mission Recreation Center on Mondays, Wednesdays and Fridays from 4-30 PM - 6-30 PM. Call 415-401-4666 for more information.

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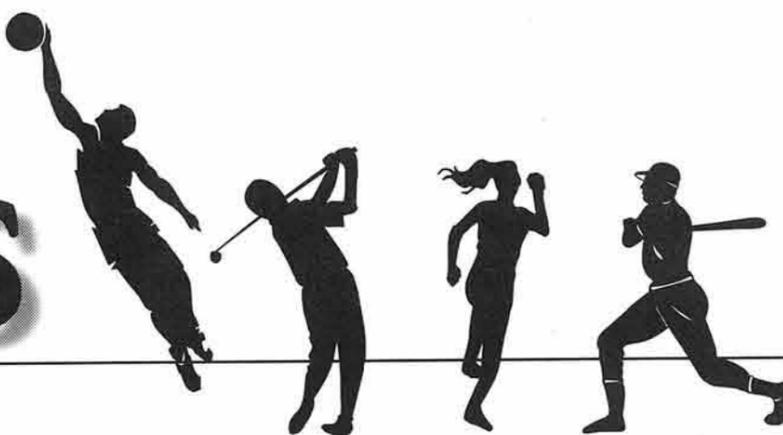
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Sports



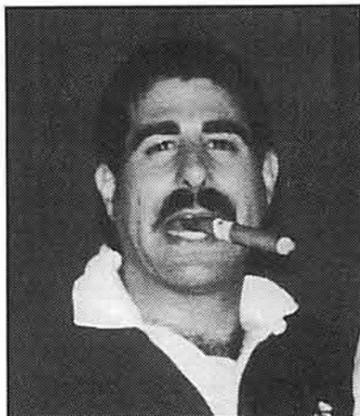
NICK'S NOTES

by Nick Shihadeh,
POA Journal Sports Editor

CHECK IT OUT: In this month's issue I've included pics from the Police Softball Banquet that took place back in June at Ron Dumont's City Forest Lodge. This event was put on by the late Brian Olcomendy who had been softball commissioner for the past two years, and it was a great time as usual with lots of laughs to go along with the plentiful food and drinks. I'm proud to say that I received the Mike O'Brien Memorial Softball Award for sixteen plus years of participation in and contribution to department softball. Brian Olcomendy chose me as this year's recipient and that fact is something that I'll always cherish as he was truly a good friend who will be missed by many. Enjoy the pics that of course include Olc.

As far as the league is concerned, I will be taking it over again as commish with the help of Bayview's Isaac Espinosa. Trophies and sweatshirts owed to the Airport Bureau for winning it all and to the Bayview Pitbulls for taking second place will be soon forth coming— I appreciate your patience. As far as teams that still owe the \$300.00 league fees for this past season, I would really appreciate prompt payment. Send checks made out to the SFPD Softball League over to me at Park Station.

Other pics that are included in this month's column should have appeared in last month's column. They include pics of mountain biker Jeff Brosch (retired) winning medals in the summer games along with swimmers Mike Petuya (Southern), Kevin Abbey (Northern), Don Matiseck (retired), and Frank Petuya (retired). I also was to include a pic of the Airport's Andy Fracchia winning medals in tennis



along with his partner Munson Douglas (retired CHP) last month but didn't get it in until this month. Sorry about the delay guys— thanks for the patience.

Note the pics of Jason "Mongo" Garden (Tenderloin) who participated in boxing at the summer games back in June. He didn't win the difficult three round heavy weight match but he sure held his own nicely and gave the large contingent of SFPD'ers a lot to cheer about.

Also note the team picture of the SFPSC's Killer B's who participated in soccer in the B Division in Sacto back in June. They pretty much got a raw deal as they only got to play two games during the week but surely played their hearts out despite not winning wither of the two. Good luck next year.

I next want to mention Southern Station's Al Honnibal who is raising money for the Leukemia and Lymphoma Society by running in a marathon on Sept. 21st. He has been training rigorously for almost five months now and would appreciate any donation that you can make for the cause. Send checks made out to the Leukemia and Lymphoma Society to Al at Southern Station when you can as any contribution is very much appreciated. With that said, I wish nothing but good luck to Al Honnibal in his honorable participation in this marathon.

Finally I want to mention Northern's Brian "Mate" Watkins for

his exceptional performance in Las Vegas when he played Texas Hold'em in the 2003 World Series Of Poker Tournament that took place in June. Anyone who watches ESPN or ESPN2 with any regularity recently would have of course caught Watkins being featured in some exciting poker hands. He was able to finish in 20th place out of 843 participants in his first time in such an exclusive event that requires a ten-thousand dollar buy-in. He definitely represented the department very well.

Talking to Brian about the tourney, I found out that he was so very close to being at the final table of nine players with a very decent chance at the two million dollar prize for first place. It was one hand on the fourth day of a very long, tiring and intense event that did him in. With this year's valuable experience though, Watkins can hopefully make another run at winning it



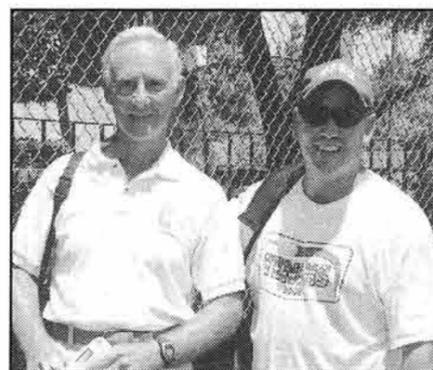
Brian "Mate" Watkins

all at next year's event. I really want to congratulate Brian Watkins on his tremendous dream-of-a-life-time performance!

...That's all for now...So See Ya next month...



SFPD Soccer Club's Killer B's in Sacramento for the 2003 Police Games.



CHP retired Sgt. Munson Douglas, left, and Sgt. Andy Fracchia, Airport, won the Gold in the Grandmaster Doubles tennis event.



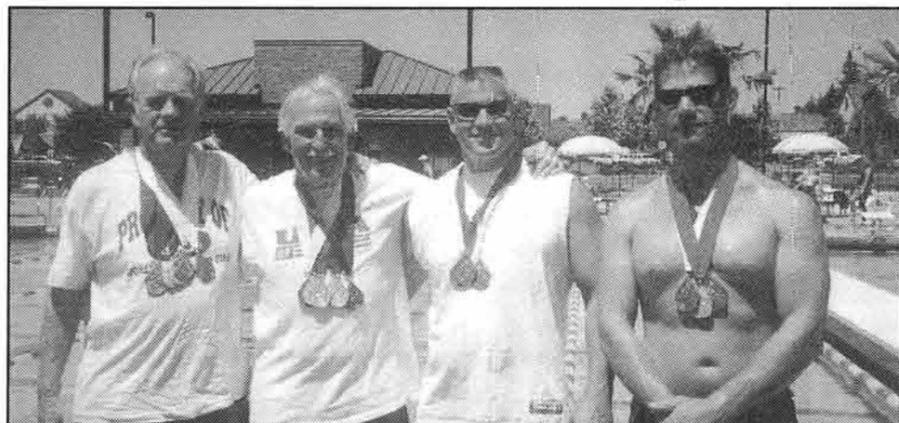
Retired Inspector Jeff Brosch came home with a Gold and a Bronze medal in the mountain bike competitions.

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Swimming medalists include (left to right) Don Matiseck, retired, two Gold medals, three Bronze; Frank Petuya, retired, four Gold medals, two Bronze; Mike Petuya, Southern Station, three Bronze medals and Kevin Abbey, Northern Station, one Silver medal, two Bronze.

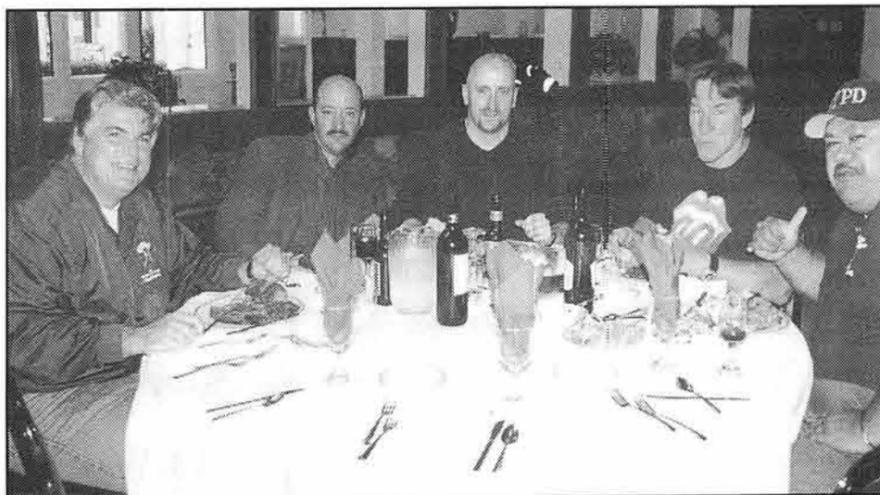
Sports



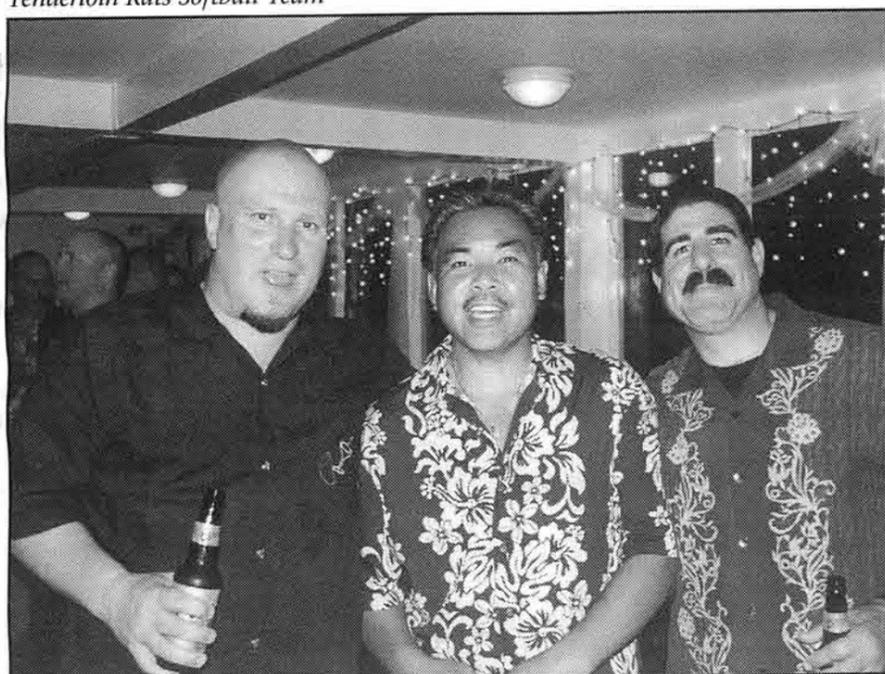
2003 Softball Banquet



Tenderloin Rats Softball Team



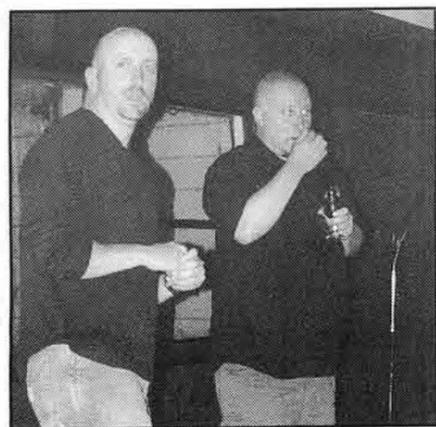
Airport Bureau's Championship Team



Brian Olcomendy, Rafael "Raffy" Labutan and Nick "Someguy" Shihadeh

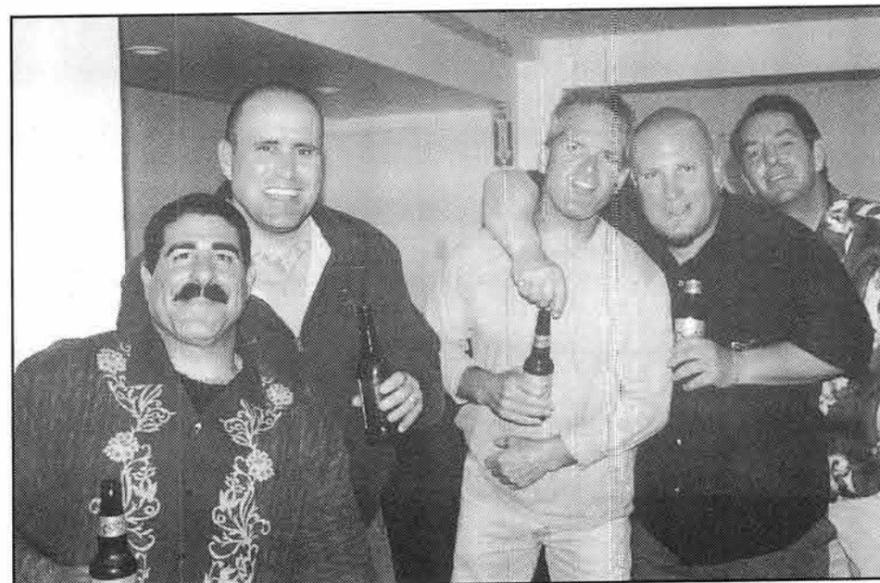


Airport Bureau's Championship Team



BANQUET PHOTOS BY RAFAEL LABUTAN

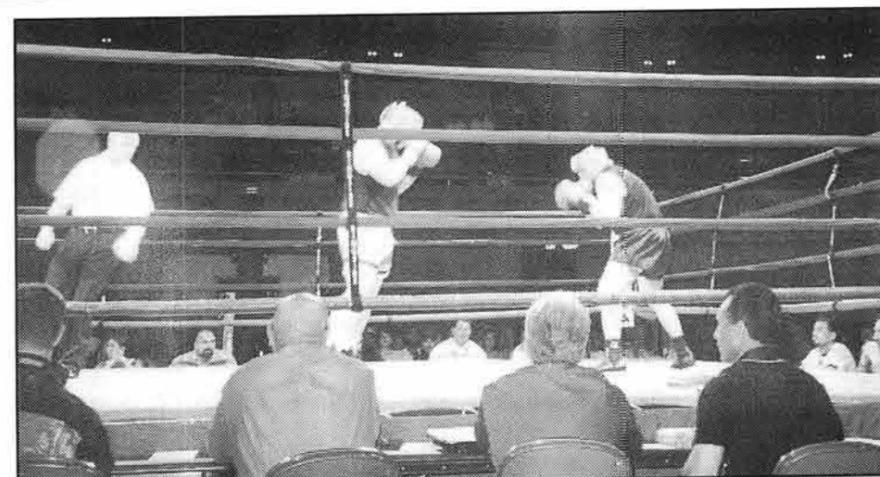
Mike Etcheverry and Brain Olcomendy



L to R: Nick Shihadeh, Bud Clinton, Bobby "Hammerhead" Miller, Brian "Monkey" Olcomendy and Liam "Elrod" Frost.



Jason Garden (second from right) with Mullins, referee and unknown cut man.



Jason Garden, left, sparring with opponent.

Sports



Police/Fire Summer Games

SFPD Rifle & Pistol Team Competes in Shooting Sports

by Gian Tozzini
Mission Station

June 14 through 18 saw members of the SFPD Rifle and Pistol team competing at the 2003 California Police & Fire Summer Games. Unlike most of the events of the summer games which may be close to the main/host hotel, the shooting competitions are usually "out in the middle of nowhere" and in very hot, dry, climates. Competitors are from all over California and included some locals as several SFSD members, BART Police, and San Mateo Police.

The first event was the High Power Rifle Match. Team captain, Alex Takaoka (Co. E) led myself (Co. D), Edwin Gaffud (Co. D), Sean McEllistrim (Co. F), Wendell Jones (CPC/TAC), Cesar Perez, (Co. B) and Tom Morris, retired. Noteworthy is that this was Tom's 35th year competing. At age 80, he announced this would be his last. Thanks, Tom, for your support and advice!

The high power rifle match consists of shooting from 200, 300, and 600 yards in various positions as offhand, sitting, and prone. Scopes on rifles are

not allowed. Shooters are broken into their respective classes based on skill and choice of rifle. Service rifle is usually a tuned up US military rifle and a distinguished rifle is a rifle that is very tuned up and with special sights, slings, and other pricey items. Medals were won by, Alex (gold distinguished), Tozzini (5th place bronze), Perez, bronze, and Morris, another bronze. There were about 95 shooters in all, and we were all shooting in different classes.

The small-bore rifle match was held on Monday. These single shot, 22 caliber long rifles are very precise in accuracy. They are heavy, and require a lot of concentration. To make it more grueling, the temperature reached 100F at the range. If you know the diameter size of a .22, well that is the size of the X-ring. Competitors shoot a total of sixty rounds from off-hand, sitting, kneeling and prone positions. This sport does not draw many competitors, but those who do compete tend to shoot in the same class. Alex took a bronze medal in this event. Edwin, Tom, and I also shot in this class.

Now we get into the pistols! The first pistol event we competed in was

Police Action Pistol. Tom sat this match out, but stayed to cheer us on. Larry Kempinski (Co. E) joined us. There were 200 shooters competing this year! I consider this event the "esprit de corps" of the shooting events at the summer games because of the number of shooters, the competition great, and it is the closest thing to work related duties. Further, no one knows what the course of fire will look like until the day of the shoot. You have to be good to medal in this run-and-gun event. This was the first year that none of us used our department issued weapons.

Because of the number of shooters, we were given time slots to shoot both for individual and team events. We got PM, which gave extra time in the AM for gun cleaning, but it seemed only to be getting hotter. Again, we shot in 100F temperature. (You folks in the Sunset District should consider yourself lucky to have the fog!) This sport is similar to an IPSC match. It involves both accuracy and a lot of speed, something which I felt the need for. The shooting is timed. Each competitor shoots, runs, and hits metal plates, cardboard targets, and metal knock-down "popper" targets. Penalties translate to time add-ons to one's over all score. After my third year competing, I took a 4th place bronze. I was fourth out of roughly ninety-eight other

shooters in my class.

The team event is similar. Teams of four shoot at the same time and work together. This sport requires a lot of strategy. We had two teams this year. Wendell, McEllistrim, and Jones took a 3rd place bronze team medal in their class.

The last event is the PPC or Police Pistol Combat. It is a 150-round shooting course. It is much different than the action match. This is what the annual "Mike O'Brien" match is based on. One shoots from seven yards back to fifty in various positions, such as barricade, prone, sitting, kneeling, and point shoulder. I took a 2nd place silver medal. Alex won a silver in distinguished auto (a modified match) and a bronze in the PPC, I took a 2nd silver, and Tom a bronze.

We need support for these competitions. I would like to thank Sgt. Rod Nakanishi, SFPD Rangemaster, and his staff for their support in our shooting sports. Thanks also to the event directors (Sac COSO). They did a great job this year, and put in a lot of hard work at these summer games. In the last three years, this was the best action pistol course I have seen.

To learn more about the SFPD shooting team, contact any of the mentioned shooters. We participate in local events throughout the year.



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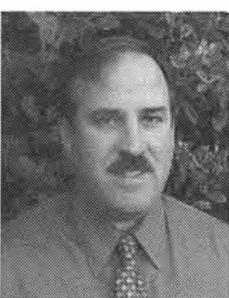
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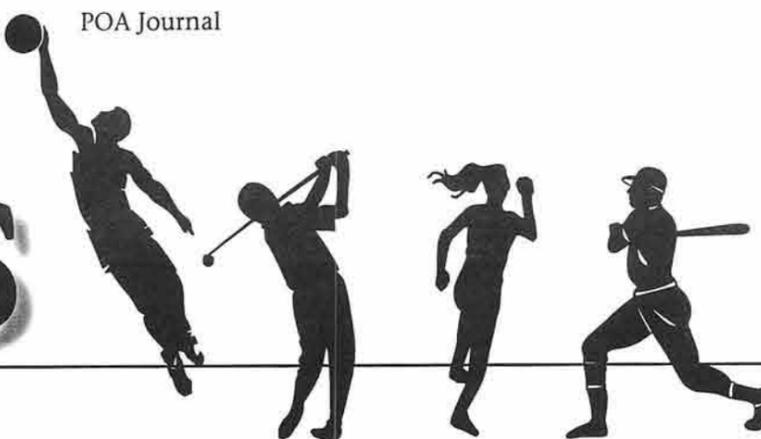
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Sports



2003 Ironman/ Ironwoman Competition

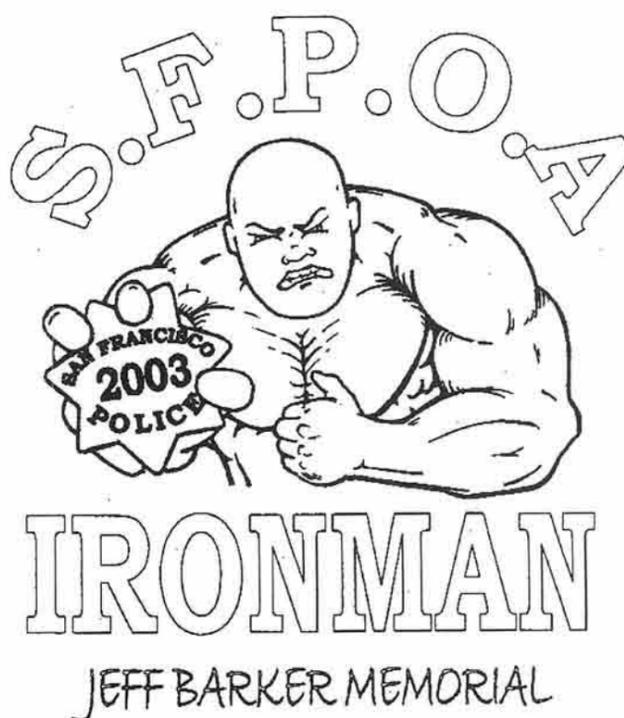
by Eric Vintero
Tenderloin Station

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):

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

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.

Entry Fees for this year's charitable fundraiser:

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

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: _____

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