



JOURNAL

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SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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www.sfpoa.org

January 29, 2004

**To: POA Members
From: Chris Cunnie**

It is with a heavy heart that I announce I am stepping down as SFPOA President to accept a position as Executive Vice-President of Walden House. I decided to accept this position after consulting with my family and SFPOA Vice-President Gary Delagnes, who has agreed to assume the presidency effective at the February 18th Board of Directors meeting.

While my decision to leave the POA was not an easy one, I leave knowing that this Association will be in great hands under Gary's leadership. Gary's dedication to the rank and file for the last 14 years is unmatched. He is a strong and passionate leader who is devoted to the membership.

I want to thank all of the members for allowing me to serve as President for the last eight years. Without your solid support we would not have made the incredible strides we did, in particular our contracts, the 90 percent retirement upgrade and, of course, our new POA building.

To work on behalf of San Francisco police officers, the best police officers in the country, has been an honor and a privilege. Keep up the good work, and never give up the fight



President's Message

by Gary Delagnes,
SFPOA President

My grandparents were immigrants from Ireland and France. My parents were born and raised in San Francisco as was I.

I attended grammar school, high school, and college in this City and have tremendous pride in it and respect for it.

A few weeks ago, I had the honor of being inducted into the University of San Francisco Sports Hall of Fame. I said that night that it was an honor to wear San Francisco on my uniform for 4 years but it has been a bigger honor to wear it on my chest for the past 26 years.

I have spent my entire career on the streets because for me that is where it still happens. For the past 10 years, I have served in the Narcotics Division with some of the finest, most courageous men and women I have ever known. Our officers are among the finest in the country. I know that because I have worked beside them.

There is no city in America that asks more of their police officers than San Francisco. Our population is diverse, our problems are unique and our officers excel everyday at solving the issues that confront them.

I will be a tireless advocate for our members as I have been for the past



14 years. If we are wrong, we will answer for it. Police officers make mistakes like everyone else. But if we are right, and our officers are wrongly accused and badgered in the press, our opponents will know I'm here.

We have been successful because we are smart. We understand the political climate in San Francisco and work within those confines. We value our friendships and political alliances with our friends in both city and state government. We appreciate your support and look forward to continuing those relationships.

We won't always agree, and that's okay because debate and dissent is the cornerstone of our Democratic beliefs.

I believe that much can be accomplished with honest and consistent dialogue. I accept this position with great pride and appreciate the support of my members and the loyalty of our friends.

Robbery Investigator of the Year

Officer Keith Singer Receives High Honor

Submitted by John Brunner
Retired SFPD

Officer Keith A. Singer
of the San Francisco
Police Department

Editor's note: The following is the text of an introductory speech given at the California Robbery Investigator's Association Officer of the Year Award ceremony.

—RS

Mark Padua and Frederick "Taco" Johnson thought they were a couple of young Turks from San Francisco, and for a while they were. For a few

see KEITH SINGER, page 12



Officer Keith Singer (left) receiving the California Robbery Investigators Association, Officer of the Year award from Sgt. Jack Giroud LAPD-RHD (center) and Bruce Sabin, San Mateo DA Investigations (right). Keith's investigation led to the arrest of Mark Padua and Frederick "Taco" Johnson, leaders of a gang of Bank robbers who had committed 25 armed takeovers before he tracked them down after their takeover of another San Francisco Bank.

What's Inside?

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WIDOWS' AND ORPHANS' AID ASSOCIATION

February 18, 2004

The regular meeting of the Widows' and Orphans' Aid Association of the San Francisco Police Department was called to order by President George Jeffery at 2:04 PM in the conference room of Ingleside Station.

PLEDGE OF ALLEGIANCE: Led by our President George Jeffery.

ROLL CALL OF OFFICERS: President George Jeffery, Vice President Joe Riley, Treasurer Jim Sturken and Secretary Mark Hurley, Trustees Dave Fontana, Joe Garrity and Mike Kemmitt.

Excused Rene LaPrevotte. Also in attendance were Jr. Past President Al Aguilar and Past Presidents Robert McKee, Ray Crosat and William Hardeman. Special guest in attendance Dan Kemmitt, son of Mike and proud member of the Oakland PD

MINUTES OF THE JANUARY MEETING: Motion by Hardeman and seconded by Crosat that the minutes be approved as published. Motion carried.

BILLS: Treasurer Sturken presented the usual bills. Motion by Fontana and seconded by Garrity that the bills be paid.

COMMUNICATIONS: We received a \$50.00 donation from the Red Rock Hill Assn. for the use of the Police Academy for a meeting. We also received a \$100.00 donation from the Former Federal Narcotic Agents in memory of their member and friend Jack Kerrigan.

We Had Four Deaths This Past Month:

VINCENT O'ROURKE, 85 years. Vince was born in San Francisco and grew up in the Bayview (Butcher Town). He attended Mission High School. He worked as a teamster before he entered the Police Academy in 1942. He took a leave of absence to join the Navy and after the War returned to San Francisco and worked at Potrero Station for a couple of months before he transferred to the Fire Department. He worked various stations, 25 engine and 19 engine, before he was assigned to be a Fire Inspector. Vince was decorated by the Fire Department for rescuing a family from a burning car. He retired as a Lieutenant in 1983. Vince enjoyed retirement and all the friends he made in both departments.

OLIN ALLIGIRE, 70 years. Oly was born in Vici, Oklahoma and came to San Francisco at a young age. He was raised in the Excelsior and attended Balboa High School. Oly joined the Navy and served in the Korean Conflict from 1951 to 1953. After the War, he returned to San Francisco and was

employed as a gasket maker before entering the Police Academy in 1957. His first assignment was Southern, then to Park, Mission, Communications. He made Sgt. and was assigned to City Prison, followed by transfers to Taraval, Potrero, and Ingleside. In 1978, he made Lt. and was assigned to Ingleside where he remained until he retired in 1983. Oly was awarded several Captain Comp's. and two Bronze Medals of Valor. One for pulling two juveniles from a burning car, another for jumping into the Pacific Ocean to rescue a despondent woman. The officers were hampered by the icy water and darkness, but they did rescue the woman. Oly enjoyed retirement and was an avid golfer who shot four holes-in-one.

JOHN P. O'LEARY, 87 years. Paul was born in San Francisco and grew up in Butcher Town. He attended Balboa High School. He was employed as a Marine Machinist before he entered the Police Academy in 1943. His first assignment was Traffic, assigned to the Solos. After a few years on the bikes — fifteen to be exact — and several close calls, he decided to leave the department and got a job at S & C Ford as a salesman. He enjoyed that for several years and traveled on a regular basis.

SEBASTIAN J. SCHIESSL, 76 years. "Joe" was born in San Francisco and grew up in the Excelsior. He attended Sacred Heart High School, then served his country in the Navy. After the service, he was employed as a machinist at the old Hunters Point Naval Shipyard. Joe entered the Police Academy in 1950. His first assignment was Taraval for eight years before he went to Traffic. His first assignment was on fixed post. After a few years, he was assigned to the 3-wheelers. He remained at traffic and was assigned to Taraval as their 3-wheeler for a couple of years before going back to Traffic, where he remained until he retired in 1981. Joe always took the time to say hello as you met at the Hall and often gave unselfishly to all that needed a hand. Joe was awarded several Captain Comp's. and a Bronze Medal of Valor for the arrest of two suspects for the robbery of a grocery store.

SUSPENSIONS: As per Section 3 of Article III of the Constitution. (Non-payment dues for six months) William Faust, James Hunt, Philip Helmer and Paul Lawrence. President Jeffery so ordered their suspension. (If any member knows these members get in touch with them and have then get in touch with us 415-681-3660.)

As per Section 4 of Article III of the Constitution. (Non-payment of dues for one year) Chad Butler. President Jeffery ordered him stricken from our

see **WIDOWS & ORPHANS**, page 18

Olcomendy Family Education Fund Raffle

Brian Olcomendy was a San Francisco Police Officer for 20 years. This past year at the age of 43, he suddenly passed away leaving a wife and three small children.

McCarney's Furniture has agreed to raffle off three antique Irish road signs to help raise money for the Olcomendy Family Education fund.

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The Olcomendy Family Education fund

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Drawing on March 17, 2004

Make check payable to the Olcomendy Family Education Fund. Send to John Keane, Narcotics Division. Raffle tickets will be returned to you.

Contact John Keane at 415-207-5591 or 415-970-3009 with any questions.

POA Journal 2004 Deadlines

April 2004 issue	Monday, March 22
May 2004 issue	Monday, April 19
June 2004 issue	Thursday, May 20
July 2004 issue	Monday, June 21
August 2004 issue	Monday, July 19
September 2004 issue	Thursday, August 19
October 2004 issue	Monday, September 20
November 2004 issue	Monday, October 18
December 2004 issue	Thursday, November 18
January 2005 issue	Wednesday, December 22

See page 27 for new Members Only classified section

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.

The San Francisco Police Officers Association

POA JOURNAL

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The *POA Journal* is the official publication of the San Francisco Police Officers Association. However, opinions expressed in this publication are not necessarily those of the SFPOA or the San Francisco Police Department.

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.

ADVERTISING: Contact Ray Shine, Advertising Director (415) 861-5060

POSTMASTER: Send address changes to *POA Journal*, 510 7th St., San Francisco 94103. Periodicals Postage Paid at San Francisco, CA.

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.
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The Veteran POA has 1045 members. Stay in touch!

AROUND THE DEPARTMENT



By Al Casciato

...Births:

Pierre Martinez and Peggy Dollaghan, Juvenile Division, became the proud parents of Sydney Christine Martinez 8 lbs. 8 oz 21 1/2 inches on January 10, 2004 at 0936 hours. Older sister, Megan, 16 years and Brother Aaron, 13 years welcomed her into the family with open arms.

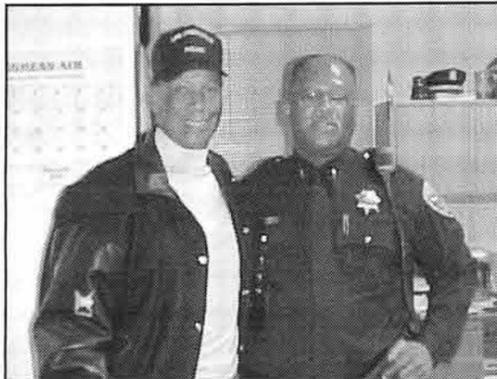
Philip and Jennifer Fee, Narcotics, were blessed with their second daughter on January 16, 2004. Emily Claire Fee 6 lbs. 10 oz 19 inches joins big sister Olivia Rose, 16 months.

Robert and Jean Canedo, Airport Bureau proudly announce the birth of their first child. Daughter Noelle Margaret Canedo 7 lbs. 18 1/2 inches was born January 25, 2004.

Congratulations to all we wish you all the best...

...Surprise:

On Thursday, February 19th, Airport Bureau Lieutenant Sam Craig, was appointed Commander — a promotion that had come as a total surprise. On the night of February 20th, as Sam was cleaning out his office in preparation for the move "upstairs" he received yet another surprise. Into his office walked Chicago Cubs great Ernie Banks to congratulate him. (See picture) Ernie was in San Francisco for a card show signing and had been greeted by Airport Bureau Officers Rich Cirimele and Pete Schlegle who in conversation asked if he would like to congratulate Sam. Ernie not only congratulated Sam, but he also graciously greeted and chatted with every officer he encountered. Ernie Banks is a big fan of police officers and the job that we all do. I was lucky enough to be at the airport that evening, and to be one of those who had the opportunity to meet "Mr. Cub" himself...



L-R Ernie Banks congratulates Sam Craig.

...Beware of your surroundings:

Keep a watch out for people standing near you at retail stores, restaurants, grocery stores, etc. that have a cell phone in hand. With the new camera cell phones, they can take a picture of your credit card, which gives them your name, number, and expiration date. Identification theft is one of the fastest growing scams today, and this is just an-

other example of the means that are being used...

...1953 Chevy:

On September 11, 1972 Dave O'Donnell drove his 1953 Chevy to the Academy to start his first day as a member of the SFPD. He had that car for 12 years and loved it. On January 28th 2004, Dave, who has been assigned to the Mounted Unit in Golden Gate Park for the past 22 years, received a call from his brother Bob O'Donnell who just recently retired as the Fire Chief of Daly City. Bob wanted to make sure that Dave, who would be taking his final ride on his stead Dakota the following day (prior to retirement), would arrive back at the stables by 1500 hours. Dave had planned to stay out until the very last minute to complete the "last ride". Bob insisted. On Thursday January 29, 2004 Dave arrived at the stables promptly at 1500 hours as requested. Dave was greeted by the members of the mounted unit, his brother Bob and Broadmoor Police Chief Tim Guiney who had arrived in that Department's 1953 Chevrolet official police car equipped with red light, siren and 1953 California E plates. Chief Guiney handed Dave the keys and asked if he would like to take the Chevy on his final patrol of Golden Gate Park. Dave excitedly said yes, and off they went to patrol the Crown Jewel of San Francisco. What a really nice way to go out. (See picture.) A big thank you to Chief Tim Guiney...

...Golf Clubs:

Retiree Don Carlson is a member of the Western States Golf Association, a group that works with inner city kids to get them interested in golf. Don is soliciting donations of golf equipment sets of clubs or individual clubs; bags, shoes (fairly new) and golf balls are welcome. Don can be reached at 650-574-1070 or via email at skac1890@aol.com...

...Espanol:

Sgt. Dan Linehan, Northern Station, advises that a CD-ROM has been developed to help law enforcement officers obtain a working knowledge of Spanish and apply it to law enforcement situations. To obtain a copy of the CD-ROM visit www.ncjrs.org or phone 1-800-851-3420...

...DA Investigations:

District Attorney Kamala Harris has hired Lou Landini a Chief Investigator. Lou returns to San Francisco after serving in the Alameda DA's office. Lou



Dave O'Donnell with Broadmoor PD's 1953 Chevy police car.

was the assistant chief before he left for Alameda. We welcome back "Long Ball Lou"...

...Guns:

When Lt. Jay Christman retired he thought his work with guns was over with, but that was not to be. His reputation as competitive shooter with a vast knowledge of firearms came to the attention of the ATF (Alcohol Tabasco and Firearms) Bureau of the Department of Justice. Recruiters convinced Jay to take a part-time job in the Oakland office to process confiscated weapons. Well the job has turned into a fulltime effort as he is processing approximately 1300 guns per year...

...Wills and Trusts:

Steve and Fran Maxoutopoulos write that Attorney William P. Lynch Jr. does a wonderful job at a reasonable price. "He made a very complicated situation very understandable." William can be reached at 415-9500 fax 491-9515 and is located in San Rafael...

...Greetings:

We send greetings to retired Col. Brandino Ribeiro of the Brazilian national police who has subscribed to the Journal since the 1980's. Lt. Jack Ballentine along with retired Inspector Bruce McEachern are visiting Brandino and his family this month and enjoying the festivities of Carnival in Rio. They email that the

people are wonderful; the food and accommodations reasonable and the weather a bit warm. All and all they are having a wonderful time...

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...Mystery Solved:

If you read closely through each page of this issue you will be given a visual clue to the true identity of that infamous/famous POA correspondent; T. Roy Smiley. Once you have the seen the clue and if you know the true identity of T. Roy Smiley send the editor a note...

...Reminder:

We can not print announcements and notices unless they are sent to us...

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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An Interview with Gary Delagnes

Editor's Note: On Wednesday, February 18, 2004, Chris Cunnie resigned his elected position as president of the San Francisco Police Officers Association. Chris accepted an executive position at Walden House, a drug and alcohol rehabilitation organization. Vice President Gary Delagnes will serve as president through the remainder of this three-year term.

By way of introduction of our new president, the POA Journal sat down with Gary for a question/answer session regarding the new direction he will take our association over the course of the next ten months. — RS

Journal: Well, Gary, you are now the president of the San Francisco Police Officers Association. Do you feel presidential?

Delagnes: Presidential? I don't know about that, but I am honored. I've always considered it a privilege to serve the members of this association. To serve as their president is nothing short of an honor.

Journal: The sudden departure of Chris Cunnie was unexpected to most of the POA membership. You and Chris are close. Did you know that he was about to resign?

Delagnes: I was one of the first persons he told. Surprised? Not really. I've watched Chris Cunnie lead this association for the last eight years. I could see that strain and stress were finally taking their toll. I'm not sure how many of the members realize just how stressful this job is. Rewarding, but also

very stressful. There is always a fire to put out, some issue that springs up that, if not properly dealt with, could adversely effect hundreds of our members. That kind of pressure eventually wears you down. Chris is leaving at a good time. He's going out a big winner, and we should all be grateful for his service and the legacy he will leave us with.

Journal: Now that monkey is on your back. Will you handle it as well?

Delagnes: You can say that I'm a fresh player. Although I've been working closely with Chris for the past eight years, I'm coming off the bench rested and ready. It's a lot different sitting in the vice president's chair. There's stress, but it's always the president who ultimately must answer to the membership.

Journal: Chris is on record saying that he would not have resigned if he were not certain that you would slide into his spot. He did not want to leave the POA in any other hands but yours. Were you always the heir apparent?

Delagnes: I see it more like a natural progression. To call me the heir apparent would be selling the members short. I'm well aware that the confidence of the membership is something that has to be earned, almost on a daily basis. It's not something that gets passed along. It is hard earned, and can not be taken for granted. I know that the members will be looking long and hard at Gary Delagnes now. I have to show them that I have

the experience and the fortitude one needs to move this organization forward.

Journal: Still, you can not avoid the inevitable comparisons to Chris Cunnie.

Delagnes: I know. I understand that I have some big shoes to fill. Chris is leaving us with a remarkable legacy. I know what is being said about our leadership styles: Cunnie is the soft-spoken diplomat, Delagnes is the "fiery" and "outspoken" table-pounder. You know, the old god cop, bad cop thing. Some of that is true. I am not apologetic about being a tireless, if vocal, defender of the rights of our members. I get worked up over injustices. Sometimes you need to get their attention. But, I can work a room, too. I know when and what appropriate behavior is.

Journal: Do you feel that your experience as vice president and the chief contract negotiator has prepared you for the top spot?

Delagnes: Oh, absolutely! Negotiating with the city is like being in the trenches. That's how I look at it. That's always where the big fight is going to be. The city can be a formidable adversary. They can be beat, but never easily. And, even if you win, they always draw blood.

Journal: You have been very successful with your negotiation strategy. Is it all about the fight, or is there more to it?

Delagnes: Oh, there's a lot more to it. Contract negotiations are very complicated. Half art, half science, as they say. I have been the chief negotiator for the last four contracts, and I've learned an awful lot over the years, things I could never have learned in a classroom. You only learn it by sitting at the table.

Journal: You mentioned that you are a veteran of four consecutive contract negotiations. What are the most important lessons have you learned?

Delagnes: First and foremost, get good people around you. One person can't negotiate a contract. That's impossible. It takes a very capable, experienced team of dedicated individuals, people who will sacrifice their private lives for six, eight months at a time for the sake of the membership. A crack negotiating committee is crucial to the success of any contract. The current POA Negotiation Committee is among the best we have ever assembled. Really first-rate.

Journal: What else?

Delagnes: Do your homework.



Never walk into a negotiation without knowing the hard numbers. Learn as much as you can about the salaries and working conditions prevalent throughout the state. Know that stuff forward and backward. It's an exhausting process, but critical to any negotiation. You have to know if the other guys are calling your bluff. You have to know at least as much as they do, and hopefully a hell of a lot more. Make them blink first. Confidence is the high ground.

Journal: Still with the battle theme?

Delagnes: Well, it takes finesse, too. I admit it. Negotiation is a process; it's give and take. Negotiation is also an art.

Journal: How so?

Delagnes: Such as knowing my way around City Hall and the fifth floor across the street. This town is a lot about politics. You can't lose sight of that reality. Some things can happen, some things just can't, or at least not for the time. Like it or not, that's how it is. But, I will say this: don't try and bullshit me, either. If something can't happen, you better tell me why. You better give me a damn good reason.

Journal: All politics?

Delagnes: That's a lot of it, but other realities also come into play. The fiscal health of the city is something that must always be kept in mind. We have a four-year contract now because we saw that the fiscal crisis was real. A very practical consideration, but fundamental.

Journal: Speaking of fiscal reality, it looks like we are in for another lean year over at the city Treasurer's Office.

Delagnes: Yep, it sure does. We anticipated that it would be. That's why we went for a four-year deal.

Journal: We received a letter to the editor recently — an email actually — from an officer at the Tenderloin Station. She heard rumors and read in Matier and Ross that the city wants the POA to give back concessions in order to avoid unpaid days off. What is your response to her concerns?

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Delagnes: I can assure this officer that it isn't true. She has a legitimate concern, but it's driven by rumor. We're very pleased with our four-year deal. We worked very hard to get it, and just as hard to ratify it. We think it was a smart move, and I think now we are being proven right. Will the city ask for concessions? Probably. Will they get any? Not without one hell of a fight. You know, it's like I said before; who's going to blink first? We have a binding agreement with the city. If they want concessions, we would have to agree to a re-opener. I can't foresee that happening.

You know, I can't help but think about the irony of the situation. Wasn't it just a year ago that some very vocal members were criticizing us for packaging a four-year deal? Now, those same people are all worked up, telling everyone that we better not reopen the contract. It's ironic in that if these same critics had their way last year, we'd be standing in line right now on the steps of city hall with all the other unions, trying to squeeze a slim percentage out of this big, fat, looming zero.

Journal: How would you characterize your relationship with Mayor Newsom?

Delagnes: As you know, there was some initial misunderstanding that played out in the press. All of that has been resolved; the air cleared. Mayor Newsom and I have met and had some very meaningful discussions. I expect that we will enjoy a mutual respect and work to resolve any issues that arise. He's a bright guy, and he has smart people around him. It's in our mutual best interests to keep the lines of communication open.

Journal: Can the same be said about the Fifth Floor?

Delagnes: Of course. I've worked with every one on the command staff. I have a respectful working relationship with each of them. They understand my position, and I understand theirs. I will always have the best interests of the rank and file in mind. We won't always see eye-to-eye on certain issues, but I'm convinced that we have enough mutual respect to resolve most matters across the table. We can agree to disagree.

Journal: Will you continue to work with the other employee organizations and the other unions, such as Local 798 [Fire Department].?

Delagnes: As long as the goal does not adversely affect my members. Chris worked very hard to establish solid working relationships with the other groups. He liked having everyone at the table. If an issue affects the best interests of the POA, I will work with whoever is necessary to resolve the issue at hand.

Journal: These are interesting times...

Delagnes: Huge changes. He we are with a new mayor; a new police chief; a new DA; a new governor; a new POA president; a beautiful new building; soon, a new police commission; all happening at once. But, the dust will settle, and we'll get down to work.

Journal: The most immediate change was in the make up of the POA executive board.

Delagnes: Yeah. Just as Chris Cunnie was fortunate to have reliable, dedicated people on his executive team, I will also have a first-rate crew.

Journal: New faces?

Delagnes: Maybe to some. Everyone knows Jack Minkel. He moved over to vice president. Jack's an old hand and one of my closest confidants. As Treasurer, Jack was responsible for bringing this organization out of the red. We're solvent now largely because of Jack's fiscal management. He did a great job. He was also the driving force behind the new POA building.

Marty Halloran has been appointed to Jack's old job as Treasurer. I've worked with Marty for many years, both on the street and in the POA. Marty has chaired the POA Community Services Committee for several years. He's also been a tireless coordinator for the POA Golf Tournament, and several other campaigns and projects.

Journal: What about Secretary?

Delagnes: That would be Kevin Martin, from Southern. Another tireless POA guy. One of the most respected officers at the Hall. He's served as the rep from Southern Station for several years, as well as a whole list of other projects. Buzz the Fuzz, Special Olympics, virtually all of our political campaigns; Kevin has always been there, and he's a tremendous asset.

Let me talk a minute about Tom Shawyer. Tom is one of the most dedicated, hard-working individuals that this association has ever had. No one can deny that. The new chief has tapped Tom for his immense talent and capability. Now he works directly for Heather Fong. That put Tom in a real tough spot. Anyone who knows Tom knows that he's the type of guy who will not compromise his loyalty — either to the chief or to the POA. It's inevitable that conflicts will develop. Tom and I sat down and talked about that and other things and we came to a mutual agreement that it would be best if Tom stepped away from the Secretary's position. He knows it's the right thing. I know it's right. I'm sure the chief probably thinks it's best as well.

Journal: Any other changes?

Career Recap of President Gary Delagnes

- * Entered the San Francisco Police Department in 1978
- * Received Field Training at Mission Station
- * Served in Patrol at Central Station
- * Assigned to TAC in 1988
- * Promoted to Inspector in 1990, Detailed to Sex Crimes, followed by Hit & Run, Vice, and Narcotics.
- * Has been an active member in the POA since 1978
- * Elected to Vice President in 1990, re-elected in 1993
- * Following a hiatus, elected Vice President in 1996
- * Has chaired the Negotiation Committee in last four consecutive MOUs
- * A lead campaign strategist in campaigns for pension upgrades
- * Has negotiated several DGOs in meet-and-confer process
- * Has represented hundreds of members at disciplinary proceedings at OCC, MCD, and Chief's Hearings
- * Assumed position of SFPOA President on February 18, 2004

Delagnes: Well, we're losing our chief legal counsel, Kathy Mahoney. Kathy has accepted a position in the City Attorney's Office. She'll do well wherever she goes, and the city is fortunate to have her as its advocate. She definitely leaves a void in the office, but I'm not sure I'll replace her. Steve Johnson is a paralegal, and I will reorganize the office to allow Steve to coordinate all or most of the member representation.

Journal: You've always liked street work. Can you give it up for a while?

Delagnes: It'll be tough, I'll tell you. I do love it, I really do. I've always loved street work; being out there. I've always worked nights, too. But, I'll do what I have to do. It's a major lifestyle change, but I'll adapt.

I can tell you that my family will like having me home in the evening. My wife and children are my greatest assets, no doubt about it. Without their understanding and support, I couldn't do this job. They are also the reason why I can relate so well to the rank and file officers. I know what every officer with a spouse and family knows; that the strain this job puts on the officer can indirectly effect his or her family. That's one of the main reasons why I try as hard as I can to get the best for the membership. Because I know what they need, what their families need, and I am a tireless advocate seeking to make all of their lives more secure and more rewarding. I want that for their families, and I want that for mine.

Journal: What's at the top of your agenda?

Delagnes: A smooth transition. Re-establishing the confidence of the rank and file in the new police administration; putting the train back on track. We'll have to deal with the realities that Prop H will impose upon us. I want to reorganize and invigorate some of the key POA committees, especially Uniform and Safety, Legislative, and Negotiation. I'd like to see more younger members become involved in the committees and with the issues. The old P-1, P-2 debate is still out there and needs to be resolved. We'll have plenty to do.

Journal: Well, we certainly wish you well. Congratulations, and keep up the good work.

Delagnes: Thank you.

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POA Transition...

On Wednesday, February 18, 2004, the leadership of the San Francisco Police Officers Association changed dramatically. In a ceremony attended by scores of members, department brass, elected officials, and community leaders, Chris Cunnie resigned as president, and Gary Delagnes ascended into the top job.

The Cunnie tenure will long be remembered as one of the most accomplished in POA history. Over the course of his eight-year service, Chris Cunnie led the POA efforts to attain collective bargaining, Tier II upgrade, advanced pension benefits, vesting of POST pay, increased premiums, and unparalleled salary increases.

At the POA ceremony, Mayor Gavin Newsom presented Cunnie with a certificate honoring him for his service to the POA and to the city. The mayor

also declared the day as "Chris Cunnie Day."

Moments later, Mayor Newsom presided over the swearing-in of Gary Delagnes as the new president of the SFPOA. Following the service of oath, Delagnes, District Attorney Kamalah Harris, City Attorney Dennis Herrera, and others made brief comments.

Following a reception period, Gary Delagnes convened his first POA Board Meeting as president. His first order of business was to appoint Jack Minkel to the office of Vice President, which had just been vacated by Delagnes. In turn, Delagnes named Marty Halloran as Jack's successor as Treasurer, and Kevin Martin, Co. B, as Secretary, taking the spot vacated by Tom Shawyer. Tom resigned after considering the potential conflicts that might arise now that he has been detailed to Chief Fong's office.



Mayor Newsom administers oath of office to Gary Delagnes.



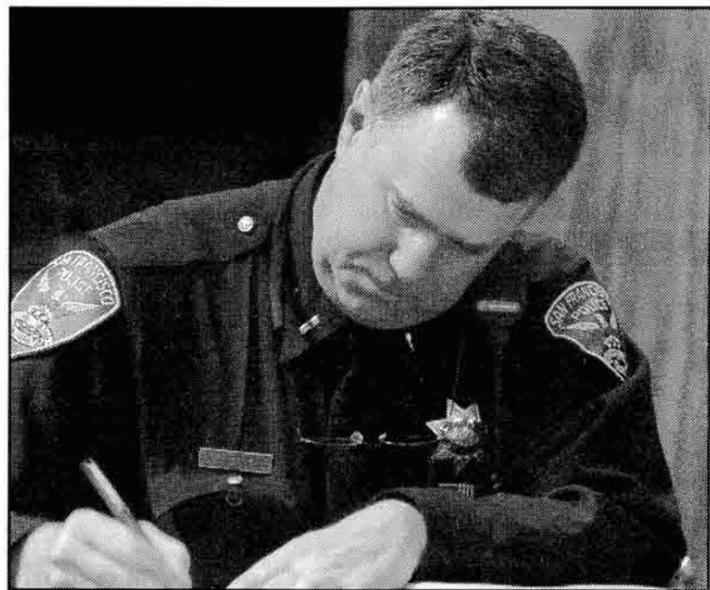
Mayor Gavin Newsom honors out-going POA President, Chris Cunnie.



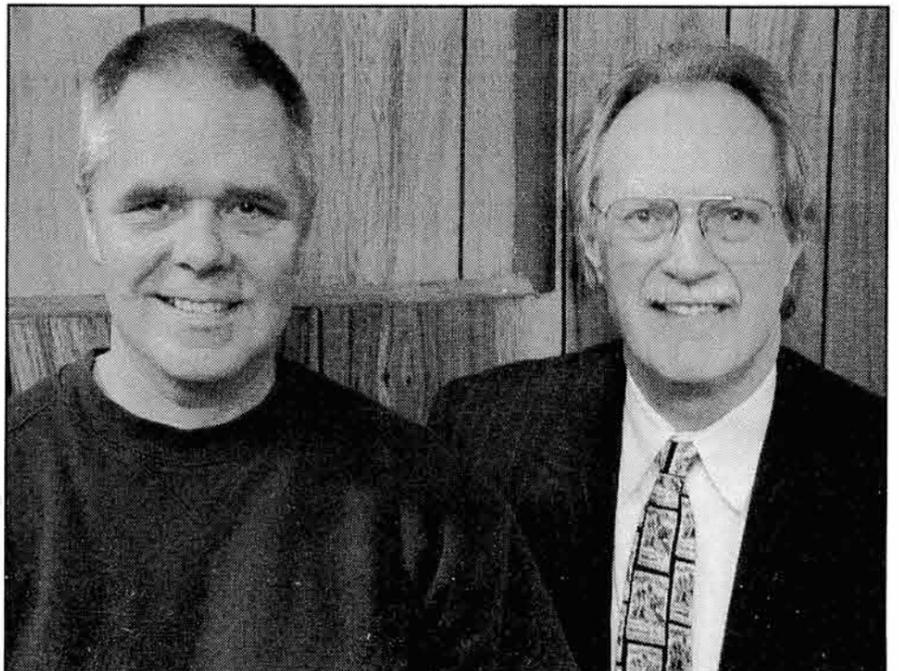
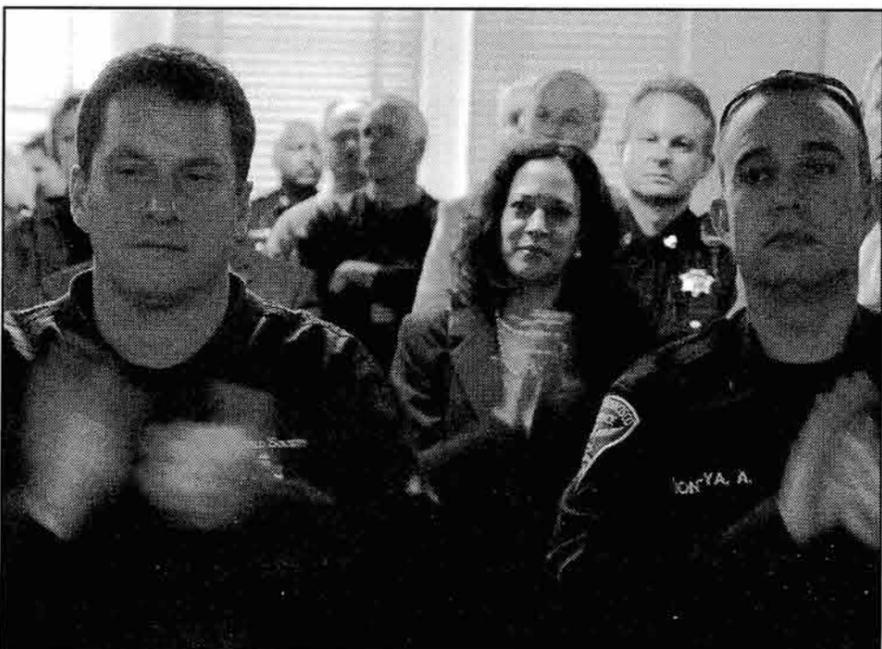
A new day: An SF District Attorney addresses SF cops inside the POA.



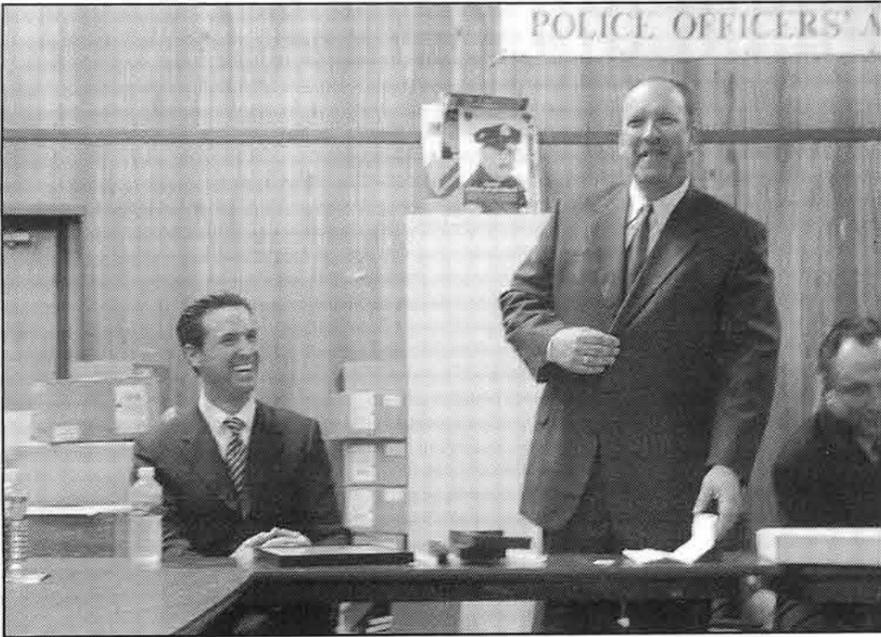
Jack Minkel and Kevin Martin.



Out-going Secretary, Tom Shawyer, hard at work until the last minute.



T. Roy Smiley and Mike Hebel.



Mayor Newsom quips with President Delagnes.



Gary Delagnes, Supervisor Fiona Ma, Chris Cunnie, DA Kamala Harris, Mayor Gavin Newsom and City Attorney Dennis Herrera.



New POA Secretary Kevin Martin, Supervisor Fiona Ma and Tom Martin.

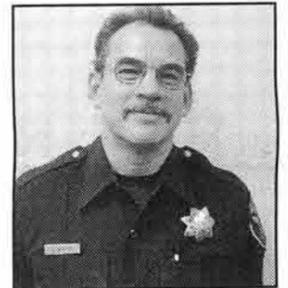


City's top Law Enforcement Officers: DA Kamala Harris and Chief Heather Fong.

**POA Board of Directors' Meeting
POA Building, January 28, 2004
1300: Meeting Convened
Pledge of Allegiance
Roll Call and Attendance**

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

**POA Board of Directors' Meeting
POA Building,
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<u>Unit</u>	<u>Present</u>	<u>Excused</u>	<u>Absent</u>
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Retired	Gale Wright		

2004 — Calif. Workers' Comp. System

"A Battle Royale" Injured Workers v. Insurance Companies

By Mike Hebel,
Welfare Officer

In 1958 California private sector employers placed a "right to work" initiative on the ballot to restrain and restrict unions. That year saw a huge war between the state's largest employers and their employees' unions. The workers prevailed. 2004 is shaping up as another great conflict between injured workers on one side and insurance companies and their employer associations on the other.

Legislative Reforms

For 12 of the last 16 years there have been workers' compensation fights in the California legislature pitting workers against insurance companies and employer associations. In 2003 the legislature eliminated \$5 billion from this \$29 billion system through reduced and controlled medical care for injured workers, a medical fee schedule for doctors, and the elimination of vocational rehabilitation (SB 228 and AB 227). Medical care is now subject to a medical utilization schedule and chiropractic and physical therapy is now capped at 24 treatments per injury. California employers however, despite this \$5 billion reduction, have not seen a comparable reduction in their workers comp insurance premiums. Their rates for 2004 were reduced only about 3% by the insurance companies that write workers compensation coverage. California Insurance Commissioner John Garamendi said an appropriate decrease would have been about 15%; but since workers' compensation insurance writing is unregulated, the Commissioner can not impose this level of premium reduction.

Insurance Companies

Insurance companies helped create this "crisis" in workers' compensation with their partial deregulation in 1995. They priced policies too low to gain market share, and then jacked them up to recoup losses sustained and replace reserve depletions suffered in the stock market collapse. Rate adjustments, after the disastrous rate war, which caused twenty-five insurers to go bankrupt, nearly tripled employers' premiums between 1999 and 2003, but the average annual rate increase since 1993 is only about 2.6% per year.

Workers' compensation insurance is

the only line of insurance in California that has no effective rate regulation. The current workers' compensation "crisis" is a direct result of this situation. Workers' compensation is the only line of property/casualty insurance in California that does not prohibit the use of excessive rates. Without regulation of this line of insurance, the injured worker will become the scapegoat for insurance company predatory pricing as employers will not get the premium reductions they deserve.

Governor Arnold Schwarzenegger

Upon taking office in the fall of 2003, Governor Schwarzenegger called a special session of the legislature to fix the enormous California budget deficit and to cut another \$11 billion from injured workers' benefits. Bills to do just that have been introduced (SBX 4-3 and ABX 4-1). These bills would adopt AMA Guidelines to determine what type of injury warrants what degree of disability, set guidelines for medical treatment, and make it more difficult for workers to file claims for strains, sprains, and cumulative trauma injuries. The objectives of these bills are to reduce compensation and medical care that workers now receive for their job injuries.

The Governor has set a deadline of March 1 for legislation to reach his desk with this drastic level of further reductions. Both John Burton, President Pro Tem of the Senate, and Fabian Neunez, Speaker of the Assembly, have told the Governor that both deadline and the level of benefit slashing are impossible.

The Governor has publicly stated that if the legislature does not cut out another \$11 billion by March 1, he will proceed with an initiative petition process to place his workers' compensation "reform" proposal before the voters in November 2004.

And so the Governor, with his allies in the insurance industry, and employers associations will go against California's 17 million workers with a pernicious and destructive initiative to, amongst other items, remove from the injured workers their right to select a treating physician. Of the 1,200,000 job injuries per year in California, 400,000 are serious. These workers would have a doctor imposed

upon them as well as a medical regimen specified by utilization guidelines.

The Governor's initiative would not regulate workers compensation insurance writers nor require them to pass on savings to employers. While insurers have a right to profit by their endeavors, they also have obligations to their insured (employers) to reduce premiums and to the beneficiaries (injured workers) to provide timely and adequate benefits, including medical care to cure and relieve from the effects of a job injury. There will be no definitive employer savings unless and until the workers compensation insurance industry is regulated.

Statewide Initiative

This initiative will produce open warfare between California's workers and California corporate insurance companies and employer associations. California's workers will vigorously oppose this right/benefit take away.

The Governor's initiative is a sixty page document sponsored by insurance carriers. It has been filed with the secretary of state. It can best be described as a "Christmas tree" for insurance companies.

To get on the ballot in November 2004, the initiative must obtain 1.7 million valid signatures. The proponents have said they're willing to pay \$2.50 to \$4.00 per signature in order to qualify the initiative. The signatures must be collected between March 3 and April 29 to qualify. If qualified, the insurance companies are committed to a funding level of \$20 to \$35 million to pass this initiative.

The California Constitution has, since 1913, given injured workers: (1) the right to full medical treatment, and (2) the right to compensation for the consequences for their injuries. Workers gave up the right to sue in civil court for job incurred injuries in return for guaranteed minimal benefits. The Governor's initiative proposal would amend the California Constitution to take away this "compensation bargain." The initiative proposal would: (1) eliminate an injured workers' right to select or change doctors, (2) limit medical treatment to HMO contractual standards, (3) deprive both parties of the right to an expeditious trial on medical issues, (4) create a cumbersome and costly bureaucratic medical review process, (5) impose "fault" into this "no fault" system, (6) would detrimentally effect public safety officers (police, fire) injury presumptions, (7) drastically restrict an injured workers compensation for lifetime disabilities, (8) disregard chronic pain when evaluating a workers' disability, (9) wipe out and injured workers' civil remedies for discrimination and retaliation, and (10) drastically reduced penalties for unreasonable delay or denial of benefits.

Do Not Blame Injured Workers

Do not blame injured workers for increases in workers' compensation premiums. While there are several causes, increasing numbers of workers filing claims is not one of them.

From 1997 through 2001 (the latest data available) the rate of job-related injuries and illnesses per 100 full-time equivalent workers has steadily dropped from 7.1 to 6 within California. Despite increasing numbers of employed people, the number of reported injuries and illnesses has also dropped, from 809,300 to 748,200. But total premiums charged by workers' compensation insured have risen dramatically, from \$7.04 billion in 1997 to \$9.60 billion in 2001 (latest year available). This represents an actual increase of 36 percent, or 25 percent over the general inflation rate. Worker injuries in California are decreasing, yet employers are compelled to pay the larger premiums for workers compensation insurance. This just doesn't add up. The spotlight belongs on insurers not injured workers.

The Battle To Preserve Injured Workers' Rights

Insurance Commissioner John Garamendi has recently proposed his own solution to the workers' compensation "crisis". His proposal would preserve the right of injured workers to select a treating doctor under most circumstances, but would not provide adequate compensation for injuries suffered. Most unfortunately, Garamendi's proposal does not provide for regulation of the workers' compensation insurance industry.

The bumper stickers will read: "Cap insurance rates not injured workers' care." On one side will be California's 17 million workers and most especially the 1.2 million who annually sustain job injuries. On the other side will be the deep pocket insurance companies and employer organizations. The workers' campaign will call attention to excessive insurance profits and the dramatic role of the 1995 W/C insurance deregulation in precipitating the premium roller coaster ride which employers have recently experienced.

The insurers' campaign will call the workers' compensation system a job killer and urge drastic cuts in benefits and medical care to make California more competitive.

If the California legislature fails to provide the Governor with the drastic benefit reduction proposal. He seeks and if this initiative qualifies, the California electorate will decide in November 2004 - will it be injured workers or insurance companies?

Public safety officers (police and fire) will be at the center of the maelstrom. The hard won benefits, protections, and presumptions will be on the cutting block.

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What is Walden House? Why Cunnie is a Good Match

By Karen Chadwick,
Walden House
Special to the Journal

On March 1, 2004 Chris Cunnie will take up the post of Executive Vice President for Walden House, Inc. here in San Francisco. Why would Cunnie make this move? "This is a natural transition," he asserts. Cunnie goes on to note a strong parallel between the aims of the POA and Walden House. "We're all on the same page here," he explains. "Both organizations work with marginalized people in our community."

Since 1969, Walden House has been a leader in providing human services in San Francisco while specializing in drug treatment. In more recent years, Walden House has opened programs in Central and Southern California in collaboration with the criminal justice system. Every day, Walden House provides 4,400 people with the practical and interpersonal skills they need to break out of the cycles of addiction and criminal activity.

The agency offers a full continuum of services that include drug treatment, mental health services, educational and vocational services, and HIV education and prevention services.

In San Francisco, Walden House has a sterling reputation for reaching out to drug-addicted individuals who often struggle with co-occurring homelessness and mental illness. It's a good bet that most of Walden House's San Francisco clients have had repeated contact with the law enforcement community. So when Walden

House succeeds in helping their clients become functional, law-abiding and self-realized members of the community, it's also a good bet that it's great news for San Francisco's police officers.

With Cunnie's wealth of talent and experience, it's likely that Walden House will become even more successful in what they do. As POA President, Cunnie has promoted the cause of law enforcement and looked out for the welfare of police officers for the last eight years. During this time, he has forged strong relationships with the City's private and public sectors. "I'm already in the mix," Cunnie continues. Working in tandem with the City, Mayor Gavin Newsom and the Police Department, Cunnie intends to "use these contacts to further the mission of Walden House."

First on Cunnie's agenda? Tackling the City's problem of chronic homelessness. Cunnie is encouraged by Mayor Newsom's apparent commitment to this serious problem and notes that combating homelessness has long been a Walden House priority. "I think Walden House can be a major player in this important endeavor," he predicts.

In the upcoming months and years, the San Francisco Police Officers Association can undoubtedly expect great things from Chris Cunnie and from Walden House. According to Walden House President/CEO Chuck Deutschman, Cunnie's appointment to this position is a "a great win for Walden House." We think it's a great win for San Francisco.

St. Patrick's Day Parade

All S.F.P.D. members are invited and encouraged to participate in the St. Paddy's Day Parade. This is the 152nd Anniversary of the St. Patrick's Day Parade in San Francisco. Let's continue this fine tradition with a good showing of members.

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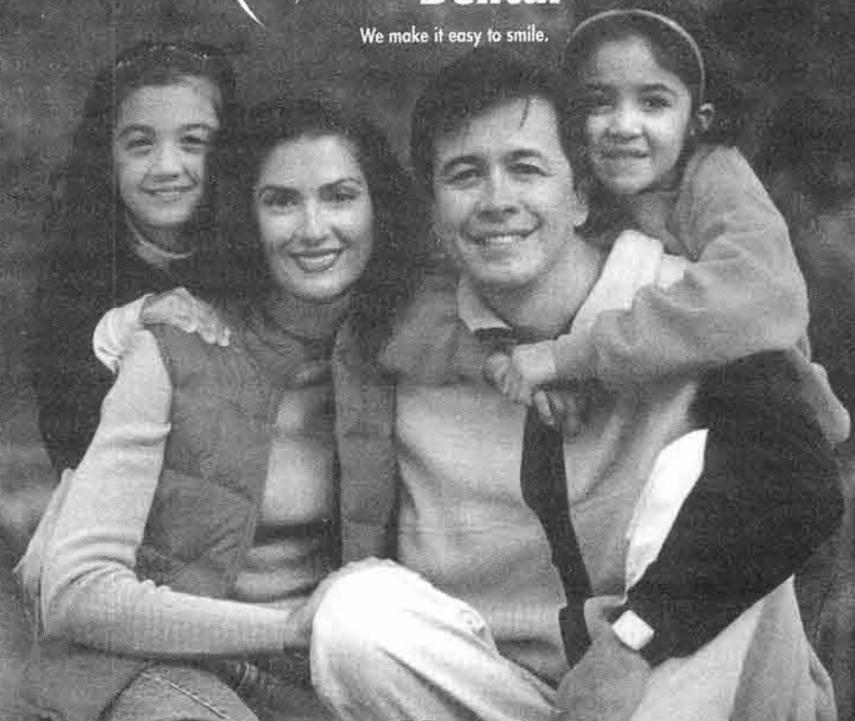
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Retirements

The San Francisco Police Officers Association congratulates the following member on his recent service retirement from the SFPD. We always are disappointed when an old friend moves on, but it must be agreed he is deserving of a long and healthful retirement.

* Sergeant Paul Maniscalco #1344 from the Airport Bureau



Retirement Dinner Honoring Gerry Calgario

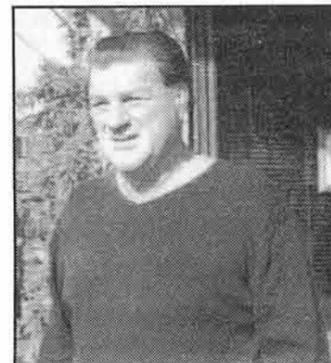
Friday, March 5, 2004

5:30 P.M. No Host Cocktails
7:00 P.M. Dinner

Italian Athletic Club
1630 Stockton St.
(Between Union & Filbert)

\$40.00 per person
(includes gift & wine with dinner)

Choice Of Entree:
Roast Beef or Salmon



Celebrate Gerry's 34 years of service to the San Francisco Police Department

FOR TICKETS, CONTACT BY MARCH 2nd:

Dick Sheehan	(Co. A)	(415) 315-2400
John Schmolke	(Co. A)	(415) 315-2400
John Colla	(Co. A)	(415) 315-2400
John Gallagher	(Co. E)	(415) 614-3405
Dominic Pannia	(Co. E)	(415) 614-3403
Mark Porto	(Co. F)	(415) 242- 3000
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Tim Shanahan	(Co. K)	(415) 553-1246
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RETIREMENT TESTIMONIAL

WEDNESDAY, APRIL 14, 2004



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GARDEN SALAD
WINE, COFFEE AND DESSERT
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Ofc. Diane McKeivitt	Airport Bureau	650.821.7526
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San Francisco Fellowship of Christian Peace Officers

By Magdaline Granados

Heavenly Father, Help us remember that the jerk who cut us off in traffic last night is a single mother who worked nine hours that day and is rushing home to cook dinner, help with homework, do the laundry and spend a few precious moments with her children.

Help us to remember that the pierced, tattooed, disinterested young man who can't make change correctly is a worried 19-year-old college student, balancing his apprehension over final exams with his fear of not getting his student loans for next semester.

Remind us, Lord, that the scary looking bum, begging for money in the same spot every day (who really ought to get a job!) is a slave to addictions that we can only imagine in our worst nightmares.

Help us to remember that the old couple walking annoyingly slow through the store aisles and blocking our shopping progress are savoring this moment, knowing that, based on the biopsy report she got back last week, this will be the last year that they go shopping together.

Heavenly Father, remind us each day that, of all the gifts you give us, the greatest gift is love. It is not enough to share that love with those we hold dear.

Open our hearts not to just those that are close to us, but to all humanity.

Let us be slow to judge and quick to forgive, show patience, empathy and love.

Cause us to come to a place of such surrender of our lives to you, that the indwelling of Your Holy Spirit would transform our hearts, souls and minds, that we may be empowered to see with your eyes and view life from your perspective and not from our own thimble full of brains — help us Father to live out Our lives as Your Son Jesus came to demonstrate.

Father God, thank you for your son Mel Gibson, who has suffered such persecution for his step of obedience to the call on his life to produce *The Passion of The Christ*. Bless him Father and hide him in the shadow of your wings. Keep him in all his ways and bless him for his obedience to you.

I know that you and you alone have caused this movie to manifest itself in the natural realm for such a time as this. You used one man's mind to cap-

ture the vision and empowered him, set him in high places to bring about your purpose. Mel Gibson trusted you to bring it to pass and in the process I'm sure his relationship with you has been transformed to new heights. I am in awe of your power, your grace and your love for humanity.

Use this film, father, to touch your people. In the midst of what took place during half time on National TV during Super bowl Sunday. When the enemy of our souls is on a rampage to target our next generation, people everywhere have so distorted and have confused what you have lodged inside of man from the beginning of creation — "the desire for intimacy". So much sexual promiscuity everywhere around us. TV is not what it used to be. Our kids cannot even watch cartoons anymore. Disney has crossed over to adult humor and our kids are digesting this into their little spirits, causing them to process ideas and pictures in their minds they are too young to process. Parents busy working two jobs and allowing the TV to baby-sit them. God help us! Deep down inside, what people everywhere are craving for is intimacy. That missing piece of the puzzle that only you have. You created man for intimacy, but man does not understand the depth of what you have lodged deep within each of us is YOU and can only be fulfilled by you, turn our hearts towards you, even if it takes drastic measures, but do it Lord, for you and you alone created us.

Oh God, help us understand that life is so much bigger than our own little comfortable homes and our own little worlds and circles of influence. Life is so much bigger — cause us to be transformed in our thinking, to crave your thoughts above our own, to be passionate for you, expand and open our own hearts, souls and minds to grasp how wide, how huge and how high the love of God is.

Even the title of this movie: "*The Passion of The Christ*" says it all in one word, "PASSION." Your passion Lord! It's US, each one of us, from the person reading this article to the bum on the street, to the child in the delivery room being born this hour — all of us.

I love you Father and I am not ashamed of the gospel of Jesus Christ, for it is the power of God for the salvation of everyone who believes (Romans 1:16) — For the message of the cross is foolishness to those who are perishing, but to us who are being saved it is the power of God. For it is written: "I will destroy the wisdom of the wise; the intelligence of the intelligent, I will frustrate." (1 Corinthians 1:18) Amen and Amen!

SFPD April Blood Drive

By Mark Hawthorne,
Chair, SFPOA Blood Committee

Well ladies and gentlemen, it is that time again. What is this thine 'tis speaking of? None other than our quarterly donation to the community.

Yes it is that time again when we give much more of ourselves than people realize. This April, the theme will be, "Get a friend to extend." For many, many, years now I have been donating blood. Long before I was in the Police Department. There are others who have been doing the same. Asked why it is done, one might expect to receive a plethora of answers ranging from here to there and back again. I honestly believe there have been and will remain two main motivations for those who donate blood. First, it's the right thing to do. Since there is no substitute for human blood that has yet to be developed, blood is a lifesaving fluid. Second, it makes you feel good. Why? Biologically, the donation helps your physiology to function correctly.

So, if it's the right thing to do and it's good for you, how can you pass up an opportunity like this? There is the golden opportunity to visit with those who we haven't seen in a while, we get to jaw jack, catch up on the latest gossip (and spread some of our own), AND we get a pretty good lunch out of the deal. And who knows, there may

be a special opportunity awaiting you after you donate.

So mark your calendars and prepare for the APRIL BLOOD DRIVE. And remember, eat nutritiously, balanced, don't travel out of the country, don't get any body art, and you should be eligible to donate. Oh yeah, and stay healthy. I may even make the rounds to the stations and units to gently persuade many of you to overcome your phobia of being stuck with a very small needle. And if I can't gently persuade you, then perhaps your Sergeant, Lieutenant or Captain can assist me in that juncture.

I look forward to seeing you all at the blood drive. The information on the drive is as follows:

When:
Wednesday, April 14, 2004
11:00 AM to 8:00 PM

Where:
The Usual hangout – POA Building
510 Seventh Street

Who to contact if you get lost, need coaching or need gentle persuasion:
Mark Hawthorne – CSIU
553 - 1506 /Pgr: 764-7572
Mary Stasko – Co. C 871-2300
Ralph Schoenstein – Planning
553-1104

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

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Keith Singer

continued from page 1

years, they made a pretty good living in and around the Bay Area. In fact, the two were living the high life and spent lavishly as they partied all over town. From the onset, it was clear they lived way beyond their means. Both were degenerate gamblers hooked on the adrenaline rush of high stakes Pai-Gow that they played in casinos in the Bay Area.

Taco Johnson was born in the Philippines, but grew up in San Francisco, and since he came to America, he wanted to live the high life of a Hollywood movie star.

Mark Padua was cut from the same cloth, and the two shared their desire for fast cars, fast money, and fast companions. Since they didn't have the money to live that kind of lifestyle, they started stealing. First they robbed local fast food stores, and then sometimes people on the street, but finally they graduated to robbing banks. Along the way, they would hurt a lot of people before they were stopped.

Mark Padua kept a shiftless stupid look on his face, and he liked to sport a goatee and shaggy hair. Taco Johnson, with his shaved head and steel-cold eyes, was far more menacing. He liked to impress people with his gangster looks, and he walked with the arrogance of a street thug only deep down inside he was nothing more than a bully, a liar, and a thief.

In 1993, Johnson was living in a grimy apartment in The City's Tenderloin district. After he was arrested for a street robbery, he was able to hang the jury, and later made a plea agreement with the prosecutor for three years of probation. While on probation, Johnson honed his labor skills, except that his new avocation was now robbing banks, and he said he robbed countless banks in the 1990's. In his mind, he decided it was o.k. since the bank's money was insured and the "working stiffs" wouldn't lose anything. After he'd commit a robbery, Johnson would take his profits over to

a card club and lose it all. That's when he met Mark Padua.

Padua was a native of San Francisco; he was married and had a son. He spent some of his off time taking lessons for a special form of kung fu. This skill would later become important during his bank robberies, as he'd use it to beat some of his victims. After Padua and Johnson became friends, they started playing high-stakes Pai-Gow, raking in tens of thousands of dollars. In one week, Taco Johnson said he made over \$600,000 playing the domino based game. At least that's what they were telling their friends and family. The police thought there was another source of income.

Padua was one of those obnoxious types who drove around in his car with his music and bass thumping right through your spine. He liked to talk slang, like he was a hip-hop star. He'd remark how he needed to go to the "biz-anc" for some money, except this actually meant he was pulling another stick-up. By 1994, Padua and Johnson had graduated to doing bank jobs, and in December, they decided to rob the Bank of America on Taraval Street in San Francisco. On this robbery, they brought two other friends named John Minchaca and James Moore, and they used Minchaca's yellow Ford Mustang as their getaway vehicle. Thinking this could help conceal their identity from the police, Minchaca taped an old license plate on top of his real one — very high tech.

With Minchaca waiting at the wheel, the other three gunmen did a takeover robbery and came back with nearly \$25,000. As they drove off, they began searching for transmitters, which they found and threw out the window. Taco Johnson's girlfriend was a bank teller, and she told them where to find the transmitter tags. Once back at his mother's house, Padua divvied up the money, but Minchaca refused his cut; he said he was scared and didn't want to take the cash. He decided to leave and walked out to the car, but for him, it was too late to get

away — the police were waiting outside.

At the time of these robberies, now nearly 10 years ago, San Francisco Police Officer Keith Singer had been tracking nine of these bank jobs that had a similar m.o. He was able to develop some witness information that led him to Johnson as a possible suspect. When Officer Singer heard the radio broadcast of the Taraval bank job, and noted the suspect's vehicle description, he immediately drove over to their house. Just as he pulled up near the house, Officer Singer could see the yellow Mustang parked in the driveway, and that's when Minchaca and Padua walked out. The two of them were immediately taken into custody, and a short time later Moore was arrested and found with his cash still in the bag. Taco Johnson got away, but he was pinched a few days later when he went to register his BMW at the DMV.

Officer Singer did a remarkable job cataloging the various crime reports and developing leads. His field investigations ultimately pointed him in the right direction and in 1994 the matter of Padua and Johnson was closed. The suspects were convicted and went to federal prison.

In August of 2001, they were paroled, and by the spring of 2002, banks all over the Bay Area were being held-up by a violent crew of two or sometimes three suspects. In each of the heists, the take was substantial, reaching into the five-figure range. The suspects robbed mostly the Bank of America, and some of their branches were hit more than once. The suspects were described wearing jeans, hooded sweatshirts, and translucent facemasks, and they were armed with handguns. The stick-ups were violent takeover style jobs and because of their plastic facemasks, the robbers soon became known as the "Baby Face Bandits."

By July, San Francisco Police Officer Keith Singer noted the long string of bank robberies, and voiced his suspicion that these were somehow connected to the crew he arrested back in 1994. Some senior law enforcement agents disagreed, arguing these suspects had moved on with their lives and voiced doubt they would repeat their crimes. Officer Singer noted the physical descriptions of the suspects and began studying the m.o. patterns. He suspected Mark Padua and Frederick "Taco" Johnson were connected to the crew on this latest string, but mostly he was alone to support that theory. In fact, some senior law enforcement officers were openly critical of Singer's focus and thought he was wasting time and resources.

But, Officer Singer's suspicions were confirmed after a September bank robbery in Burlingame. In that case, one suspect was captured. Police learned that just prior to the bank job, this suspect had been "running an errand" with his "good friend" Taco Johnson.

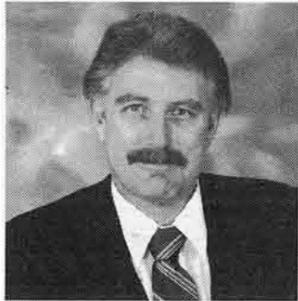
With that information, Officer Singer was now convinced Johnson and Padua were calling the shots in this latest string. At the urging of Officer Singer, San Francisco's surveillance detectives began to follow Padua and Johnson, but they were only allowed to follow as time permitted, thus they weren't able to do very much. After that September robbery, Burlingame PD even served a search warrant at Taco Johnson's home, but they found no evidence. In fact, when they searched his house, Johnson chided the officers and laughed at their attempts to link him to any of the robberies. His arrogance was incredible.

The crime spree continued, and the suspects became more impatient and more aggressive. In February, a Redwood City bank teller was moving too slow to suit the suspects, so she was beaten to the point she needed reconstructive surgery. A month later, when another teller wasn't fast enough, they beat her with martial-arts blows to her neck and chest. Throughout the Bay Area the crimes accelerated and the losses now moved into six figures. In each of the robberies, the suspects showed their sophistication by searching for, and discarding, the transmitter tags the banks had attached to the cash bundles. Responding police would find the tags thrown in the trash or tossed along the roadside. It was apparent that either the suspects had worked in the bank industry, or they were schooled by someone who did, because none of the activations led to the suspect's location, let alone a capture.

Officer Keith Singer kept his focus on Padua and Johnson. He knew that stakeouts and surveillance were costly, and to date, they hadn't worked. So, on his own, he set a trap for these specific suspects. He went back and studied the branches robbed by Padua and Johnson in their 1994 crime spree. From there, he picked a few Bank of America branches that would probably be hit again this time. He met with bank security officials, and asked them to risk more of their money than normal by setting up special high-dollar bait packs that would be too good for the suspects to pass on, but also too difficult to search for transmitters. They were assembled and sealed so they would look like freshly delivered cash bundles, and not the obvious dollar packets that normally contained the tags. He got the banks to agree to set up these packs at all the teller stations in four branches. There were thousands of dollars set aside in each bank, and security officials agreed to this plan only because of their professional knowledge of Keith and their confidence in his personal reputation.

This secondary cash was kept in the teller's lower drawer, and it was left undisturbed from the routine money counts. To the bank employees, this cash bundle became known as the, "Singer Special," and it was conspicuously placed where the robbers would


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see it neatly stacked, ready for the taking. As part of the ruse, the banks made sure their regular tags were still kept in place. That way, if a robbery occurred, the suspects would discard the regular tags, and probably wouldn't search the Singer Specials. Everything was now ready and in place, and it took just a few more weeks before the suspects hit again.

On the afternoon of April 22, three suspects entered the Bank of America branch at 3701 Balboa Street. Following suit, they started their take-over robbery by vaulting the counters and screaming commands and threats towards the victims. Armed with handguns, they ordered everyone to get on the floor and to not move. Several of the victims began crying and whimpering in fear. One suspect took a plastic bag and began clearing out the cash from each of the teller's stations. He found one station locked, and he ordered the teller to open it. When she did, the suspect pulled out the bait money, and in a rage, threw the transmitter tag at the woman, hitting her in the face. The suspect ordered her to the floor and to look away this woman was convinced she was about to be executed. Fortunately for her, the suspects scooped up all the cash, threw it into a backpack, and ran out the door. They were in and out in less than two minutes, only this time, when they left, they'd scooped up one of the "Singer Specials."

As they fled, the suspects dropped some cash and got preoccupied trying to collect the loose bills. Pressed for time, they ran to their getaway car and failed to check the other money packs for transmitters. With that, the "Singer Specials" began sending a signal to area patrol cars. One radio car picked up the suspects' movements and Officer Anthony Holder followed the signal over to the building at 4935 Anza Street. He was joined by additional units and soon the building was surrounded. Officer Holder noticed one suspicious individual looking down from an upper floor, and ordered him to come downstairs. Holder thought he recognized this suspect from a prior arrest.

Another patrol officer, alerted by his K-9, began following a trail for a second suspect. The dog followed the scent through a series of neighborhood backyards. By now Officer Singer, who'd been monitoring the radio, responded to assist with the area search. As he approached the detained suspect, Officer Singer immediately recognized the man as Mark Padua. There was no mistaking that shiftless stupid look, and Singer could barely conceal his glee. Officer Singer, who was sporting an ear to ear grin, looked at Padua and said, "Well, it looks like I got you again." Padua looked away in disgust and muttered, "Yeah, you got me, again..." but when his voice trailed off, Singer missed Padua's parting retort. Padua was obviously irritated that Singer somehow had a hand in all this, only Padua didn't know that Singer had "the" hand in setting him up. And, it wouldn't be long before Padua would hear about the new police investigative tool, known as: "The Singer Special."

While patrol officers continued their search at the Anza Street building, two males began shouting that they were going to "sue the police" for what was going on. The threats had a significant and immediate impact on the officer's actions, because both of

these suspects were detained for further investigation. Just as the police narrowed their search inside the building, another man casually walked outside near where Officer Singer stood. The other officers asked Singer to escort this man away from the scene and Singer knew he recognized the guy. Officer Singer asked the man for his name, and he replied, "I'm Robert." Singer said, "Robert Gordon?" And when the man said yes, Singer recognized him from a totally separate string of robberies from 1998. The man was put up against a wall, and Officer Singer took him into custody without incident. A few blocks away from all this, Sister Donohue, from St. Joseph's Parish noticed a suspicious man hiding in their backyard. She called the police and patrol officers set up a perimeter and conducted an area search. They located the third man hiding under a porch. Moving quickly, the officers arrested him without incident, and this third man turned out to be none other than Frederick "Taco" Johnson. With that, the three-man crew was shut down, and the long string of violent takeover robberies came to an abrupt end.

Officer Keith Singer was quick to give credit for the arrests to the San Francisco FBI Bank Squad, and his own department's Special Investigation Division for their long hours of surveillance. He also credited San Francisco Inspectors Tom Horan and the San Francisco BRAT team including: Officers Al Tong, A.J. Holder, and Mike Robison. But while he was giving credit to them, it was truly Officer Singer who was the single reason this prolific bank crew was stopped. Officer Singer's efforts at forging ties with private industry and developing a community policing strategy to capture these gunmen was a model for others to follow. Undaunted by the naysayers and critics, Officer Singer put together a comprehensive plan that took advantage of the suspect's expertise and capitalized on their arrogance. If Officer Singer had listened to the critics or bowed to their personal opinions, he never would have taken the steps that cleared 26 bank robberies or put these three dangerous felons in prison.

As Roosevelt said, "It is not the critic who counts, not the man who points out how the strong man stumbled, or where the doer of deeds could have done better. The credit belongs to the man who is actually in the arena; whose face is marred by the dust and sweat and blood; who strives valiantly; who errs and comes short again and again; who knows the great enthusiasms, the great devotions and spends himself in a worthy cause; who at best, knows in the end the triumph of high achievement, and who, at worst, if he fails, at least fails while daring greatly; so that his place shall never be with those cold and timid souls who know neither victory or defeat."

Officer Singer's dedication to duty, professional loyalty, and personal integrity are exemplified by these words, and they more aptly describe why throughout his career, this man has stepped up time and again to show why he is amongst the best of the best.

It is my high honor to present to the members of the California Robbery Investigator's Association the Officer of the Year: Keith Singer of the San Francisco Police Department

Officer Jon C. Cook Scholarship

The San Francisco Police Officers Pride Alliance is about to embark on its first annual scholarship awards, in the name of Officer Jon C. Cook, the first gay officer to die in the line of duty in San Francisco.

Qualified applicants will be limited to 2004 high school graduates with a 3.0 grade point average or better, and you must fit in one of the below listed categories:

- An LGBT Individual
- A Child of an LGBT Parent
- A Child of a San Francisco Police Officer (Active or Retired)

Candidates will be judged on their scholastic records, extracurricular activities and local community involvement, as well as an essay to be completed by each qualified candidate (topic to follow).

The SFPO Pride Alliance Scholarship Committee will select the scholarship finalists. Awards will be presented at our annual event in June.

Applications are available on the Pride Alliance website:

www.sfpoprideralliance.org

Click on the "Scholarships" link and follow the instructions to download the application.

Applications must be received No later than March 15th 2004

You must also request a transcript of all your high school credits to be forwarded to the above address no later than April 20th 2004.



**San Francisco
Asian Peace Officers'
Association**
P.O. Box 22695
San Francisco, CA 94122 - 0695

2004 Scholarships

The San Francisco Asian Peace Officer's Association (SFAPOA) is accepting applications for student scholarship(s) up to \$1,000.00. The SFAPOA sponsors the following scholarships.

The *Nicholas Lau /APOA Scholarship* was established in conjunction with former San Francisco Police Chief Fred Lau. This scholarship is intended to help those interested in obtaining their education and entering the field of law enforcement, or through an alternative college major, impact the law enforcement field in a direct positive manner.

All graduating high school seniors and full/part-time college students (minimum of six(6) units/semester or equivalent quarter units) with -a minimum 3.0 grade point average (gpa) or better who satisfy at least one of the following requirements:

- 1) enrolled in administration of justice course(s)
- 2) participate in a youth enforcement organization
- 3) enrolled with a college major making a direct positive impact on the law enforcement field. (ie: accounting major with emphasis on becoming an IRS agent or science major with a career objective to be in forensics) Applicants are further required to specifically articulate in essay format on the application how their college major makes a direct positive impact on the law enforcement field.

The scholarship grants will be presented at the SFAPOA's Annual Promotional and Scholarship Banquet in September 2004.

For applications, please contact Officer Christopher Woon at 650-335-9109 or write to our email address at SFAPOA@yahoo.com.

All applications must be postmarked on or before August 1, 2004.

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The Hebel Economic Forecast For 2004

- Dow Jones Industrial Average range: 9,500 to 11,800
- Inflation (CPI): 2.0 %
- Real growth of domestic production (GDP): 4.5 %
- Average yield on money market funds: 1.0 %
- Unemployment: 5.6 %
- 30 year fixed rate mortgage: 6.5 %
- 10 year treasury bond yield: 5.2 %
- Interest rate trend: very gradual upward movement starting this summer
- Increase in S&P 500 corporate earnings: 13.5 %



Mike Hebel

Every year in the February or March issue of the *POA Journal* I set forth my economic forecasts for the year. In the March 2003 issue, I concluded my forecast thusly: "I believe that a major bottom occurred in the S&P 500 in October 2002. The year 2003 will be the third of the U. S. presidential term. The S & P hasn't declined in year three of the term since 1939. From 1928 on, the third year saw gains averaging 14%. There will be much economic activity in Washington to prime the economic pump in a bid for re-election." This proved most prescient.

Stocks ended 2003 with their first gains since 1999. All three major indexes had a bang-up year. The Dow

closed at 10,409 — a gain of 25.3% for the year. The S & P 500 ended at 1108 — a gain of 26.4% for the year. The NASDAQ ended the year at 2006 — a stunning rise of 50% in 2003.

The sun is again shining on America. I look for many years ahead of improving prosperity. The leading economic indicators are up at a 6% rate; there is strong consumer spending especially with the lower tax and withholding rates which have kicked in. 2004 should see about 1.7 million new housing starts — a powerful engine for economic growth; 16.5 new car sales should be recorded this year. Productivity is improving and business is now finally engaged in capital spending especially on information

technology equipment. The labor market is both fluid and dynamic with both job destruction and corresponding creation. Jobs are growing in the creative knowledge industry with increasing corporate research and development but jobs continue to be lost in the manufacturing sector as China becomes the work shop of the world. The world economic outlook is also favorable with economic growth averaging about 4% led by China (8%) and India (6.5%) with Europe as laggard (1.5%).

History's lesson is that people who invested steadily and sensibly over the years have done very well. They wisely created an asset allocation formula, and held to it, save periodic strategic adjustments. They practiced dollar-cost averaging. They diversified their investments. And, perhaps most im-

portant, they were not in-and-outers, but they invested for the long haul. A recent study by Dalbar, a leading Boston based market research firm for the financial services industry, concluded: "From 1984 through 2002, the S&P 500 returned an annualized 12.2% — but the average equity mutual fund investor earned just 2.6%, even less than the inflation rate of 3.1%. Main reason: Investors chasing performance by buying the best-performing funds of the past few months — after their hot run is over." It's clear from the research of individual investors, the main mistake people make is they churn their accounts too much. The advice to be diversified and not do too much is standard advice that people do not spontaneously follow. But not taking that advice is costly. Long term investing pays off. Stay the course.

ING Financial

Phone number: 415/364-2000
George Brown, Police Department
account representative
Gary Bozin, District Manager
Peter Belardinelli,
Regional Manager
1 Front Street, suite 1425
San Francisco, CA 94111

Annual contribution limit for 2004:
\$13,000

Accumulated lump sum payments
in last year of service
Catch up provision for 2004:
\$26,000

Age 50 and over in 2004:
additional \$3,000

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

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



Calendar Year	Compound Average Annual Total Returns				Fees
	2003	3yr	5yr	10yr	
Global/International					
ING/JPMorgan International	29.22%	-8.31%	-0.44%		1.00%
ING International Value	29.70%	-1.14%	8.33%		1.00%
Janus Worldwide	23.77%	-10.68%	-30%		0.70%
Aggressive Growth					
AIM Capital Apprec.	29.29%	-9.24%	-0.81%	7.74%	0.85%
Ariel Fund	28.04%	11.51%	10.97%	13.46%	1.19%
Citizens Emerging Growth	32.01%	-14.04%	1.25%		1.59%
ING JPMorgan Midcap	30.08%				1.10%
ING VP Index Midcap	32.22%	4.55%	9.60%		.53%
ING VP Small Co.	37.23%	2.97%	8.72%		.87%
Growth					
ING T. Rowe Price Growth	30.70%	-3.56%	1.79%		0.75%
ING VP Growth	30.14%	-12.40%	-4.46%		0.72%
ING Value Opportunity	24.38%	-6.05%	1.72%		0.72%
Janus Twenty	25.31%	-12.32%	-5.56%	10.62%	0.84%
Growth and Income (Stocks)					
ING Index Plus	25.92%	-5.25%	-0.93%		0.45%
Vanguard 500 Index	28.50%	-4.17%	-0.62%	10.99%	0.18%
Growth and Income (Stocks and Bonds)					
ING VP Balanced	18.66%	0.53%	2.72%	9.02%	0.60%
Janus Balanced	13.85%	0.39%	4.55%	11.49%	0.67%
Asset Allocation					
CCSF Long Term	25.45%				.81%
CCSF Mid Term	20.29%				.67%
CCSF Near Term	13.25%				.48%
Income					
ING VP Bond	6.12%	7.60%	6.20%	6.33%	0.49%
Janus Flexible Income	6.21%	8.00%	6.27%	8.18%	.66%
Stability of Principal					
ING Fixed Account	4.72%	5.18%	5.37%	5.73%	0.00%
ING Money Market	.72%	1.97%	3.38%	4.24%	0.34%

Note: the current credited interest rate for the fixed account is 5.0% through December 31, 2004

Number of Employees Participating in Top 10 City Departments

(as of December 31, 2003)

Department	Active Participants
Community Health	3,428
Police	2,321
Muni Railway	2,090
Fire	1,658
Human Services	1,190
Public Health	984
Public Works	805
Airport	786
Sheriff	592
Recreation and Park	502

Number of Funds Utilized per Participant

(as of December 31, 2003)

# of funds	# of participants	percent
One	5,700	27%
Two	2,985	14%
Three	3,327	16%
Four	3,304	15%
Five	2,469	12%
Six	1,509	7%
Seven	944	4%
Eight	498	2%
Nine	282	1%
Ten or more	330	2%

Average number of funds = 3.4

Distribution by Account Size

(as of December 31, 2003)

Account Size	Number of Participants
\$10,000 and under	5,818
\$10,001 to 25,000	4,583
\$25,001 to 50,000	4,471
\$50,001 to 100,000	3,736
\$100,001 to 150,000	1,448
\$150,001 to 200,000	644
\$200,001, to 250,000	310
\$250,001 to 300,000	165
300,001 to 350,000	68
350,000 to 400,000	49
400,001 to 450,000	27
450,001 to 500,000	10
500,001 to 750,000	16
Over \$750,000	3
Total:	21,348
Average Account Balance:	\$46,699

Top Ten Police Department Accounts

\$996,000	\$384,000
\$506,000	\$353,000
\$490,000	\$353,000
\$402,000	\$341,000
\$398,000	\$329,000

(as of December 31, 2003)

Honor Roll

Top Ten City Employee Accounts

\$1,037,000	\$641,000
\$996,000	\$619,000
\$856,000	\$615,000
\$681,000	\$615,000
\$569,000	\$584,000

(as of December 31, 2003)

Honor Roll

Deferred Compensation Contract Awarded

In December 2003, the Retirement Board awarded ING with a 5 year deferred compensation contract. With the assistance of Mercer Consulting Co., the Retirement System staff reviewed 11 proposals, selected 4 finalists, and, following public hearings, recommended ING. The new contract will terminate in February 2009.

Special thanks to Clare Murphy (executive director), Carol Cypert (d/c manager), and to the Retirement Board's deferred compensation committee (Commissioners Breall, Casciato, and Meiberger) for

their dedication and hard work in this task.

The POA looks forward to its continuing special relationship with ING's local representatives - George Brown, SFPD account representative; Gary Bozin, district manager; and Peter Belardinelli, regional manager. The POA appreciates the direct interest that Thomas McNerney, CEO of ING financial services, takes in the San Francisco contract. We all look forward to 5 rewarding and prosperous years with this ING team.

Retirement Planning Reward

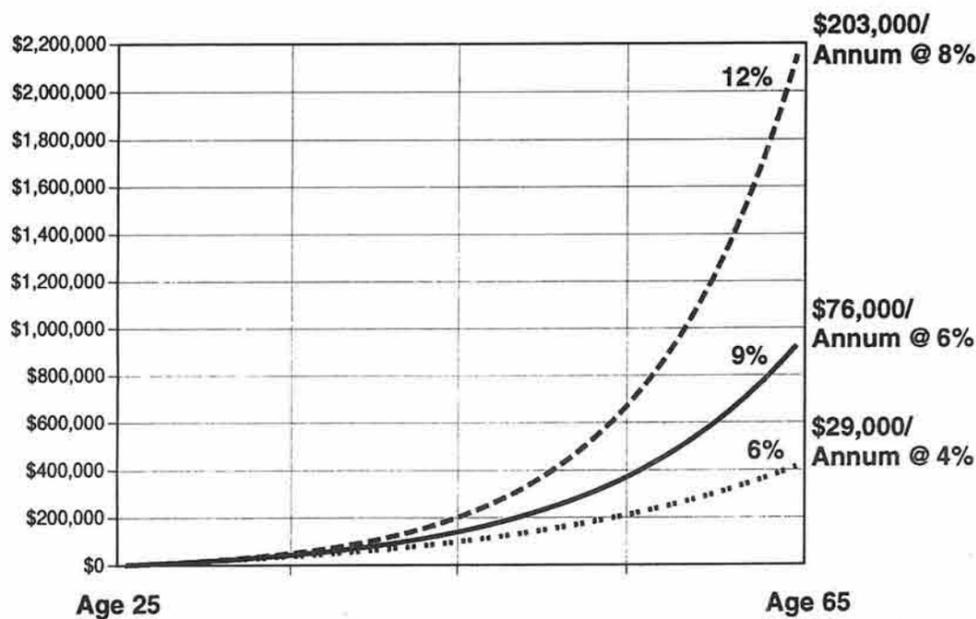
Assumptions:

\$2,500 invested per year age 25-65

Rates of return during accumulation: 12%, 9% or 6%

Retire at age 65 and live until age 85

Rates of return during retirement: 8%, 6% or 4%



Source: Twentieth Century Funds

The Hebel Wealth Accumulation Doctrine:

"For those who have the patience and determination to accumulate substantial wealth, there are unimagined rewards."

Letters



Dear President Cunnie —

I would like to thank the San Francisco Police Officers Association and especially the Jeff Barker scholarship committee headed by Marty Halloran for honoring me with first place in the scholarship essay contest. The criteria for being considered a viable candidate as well as the determining factors in the final selection process were done in an extremely professional manner and I'm honored to have been selected the 2003 winner of this scholarship. I have just completed my first semester at San Diego State University, in the field of Engineering. I'm also enjoying the total college experience, staying in a dorm, meeting new people, and enjoying travelling to other universities throughout the state as a member of San Diego's rugby team. Again, thank you.

Sincerely,
Joseph Louis Fontana

Dear Mr. Cunnie:

I am writing to thank the San Francisco Police Officers Association for participating in the 2003 Macy's Annual Tree Lighting Ceremony to benefit UCSF Children's Hospital. As you may know, the benefit was a resounding success not only in terms of raising funds but also in reminding Bay Area residents about the important programs and services that UCSF Children's Hospital provides.

Sincerely,
Mark R Laret
Chief Executive Officer
UCSF Medical Center

Dear Marty —

Just a quick note to say thank for your committee's generous donation to the Third Annual Guns and Hoses Charity Tennis Tournament. As you know, this is a concerted effort between the Police and Fire Depart-

ments and the San Francisco Tennis Club to raise funds for very worthwhile non-profit organizations. This year, proceeds will be donated to the "Bay Area Law Enforcement Assistance Fund" and "SF Firefighters Survivors Fund."

The event will take place on Saturday, April 17, 2004, 1600 to 2200 hours at the San Francisco Tennis Club, 5th and Brannan Streets. We would like to take this opportunity to invite you to join us, as we celebrate our third year of helping those in need.

Sincerely,
Anna Brown
SFPD Representative
Guns & Hoses Tournament Committee

Dear Mr. Cunnie:

Ocean View, Merced Heights, Ingleside-Neighbors In Action wishes to thank you for your continued support with your donation toward our annual Christmas Party.

We had approximately 300 adults and children in attendance at our party held on Saturday, December 20, 2004. Everyone was served lunch. In addition, over 175 neighborhood children received a gift from Santa Claus.

With the number who attend, it is obvious that the party is an annual event the neighborhood children and families greatly look forward to. Your donation allows us to make this event possible.

Thank you again.

Sincerely,
Mary C. Harris,
President
OMI Neighbors in Action

Dear Mr. Cunnie —

Thank you for the thoughtful gift from San Francisco Police Officers Association. We greatly appreciate your partnership in the fight against hunger.

Every day thousands of low-income people in San Francisco cannot afford to feed themselves or their families. This year, to help people in need the San Francisco Food Bank is distributing 20 million pounds of nutritious food into the community. That is enough food to provide 44,000 meals a day.

Sincerely,
Paul Ash
Executive Director
San Francisco Food Bank

Dear Mr. Cunnie,

On behalf of the Auxiliary, UCSF/Mount Zion, I want to thank you for your most generous donation of \$1,000 to our organization's Smiles Project which grants wishes to kids undergoing radiation treatment. For your records, out tax identification number is listed above.

Sincerely,
Gary Freund,
President, Auxiliary of UCSF/
Mt. Zion Medical Center

Dear Mr. Cunnie —

Your wonderful gift supporting San Francisco Suicide Prevention has just arrived. All of us want you to know how touched and grateful we are.

This year the combined forces of a troubled economy and a surging community need are sending more and more people to our phone lines.

But a gift like yours makes all the difference. Each dollar is a few more precious minutes of hope for someone you will never know. Another light beaming in the darkness.

Today, with the help of two hundred community volunteers, San Francisco Suicide Prevention operates six important programs including the 24-hour Crisis/Suicide Line, National AIDS/HIV Nightline, Youth Risk Reduction Program, California Linea Nocturna, San Francisco Drug Line and Relapse Line and Community Education Program.

With your help, we respond to over 60,000 clients every year. We wish you a gratifying holiday season. You have certainly brightened ours.

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

Dear Chris Cunnie:

On behalf of the board, staff, volunteers, and seniors at Kimochi, Inc., I would like to thank the San Francisco Police Officers Association for its generous donation to support our programs and services.

Sincerely,
Steve Nakajo,
Executive Director
Kimochi Senior Center

Dear Mr. Halloran —

On behalf of the trustees, staff, and volunteers of Friends of Recreation & Parks, we thank you for your generous gift of \$1,000.00 for the Officer Jon Cook Memorial Bench.

The support of friends like you helps us maintain, develop, and provide innovative programs that link parks with community.

Sincerely,
Rebecca Green,
Chair, Board of Trustees
Friends of Recreation & Parks

Dear Mr. Cunnie —

The Board of Directors, staff and families, thank the San Francisco Police Officer Association for its donations to Family House.

Your contribution helps to support over 2,000 families per year who stay completely free of charge at one of two Family House locations in the vicinity of UCSF Medical Center. While children receive treatment for serious illnesses, they and their families are able to experience the care and comfort of Family House during one of the most challenging times in life. This invaluable service is only available because of friends like you.

Sincerely,
Alexandra Morgan
Executive Director
Koret Family House

Dear Mr. Cunnie —

On behalf of the Retired Employees of the City and County of San Francisco, I would like to thank the SF Police Officers Association for their generous donation toward our annual holiday party on December 10, 2003. I understand that this donation was made through the POA's Community Service Committee, to whom we are most appreciative.

The support that you and the POA have shown for the RECCSF over the years is greatly appreciated, and I look forward to working with the POA on issues of common interest.

Sincerely yours,
Winchell T. Hayward,
President
Retired Employees of the City and County of San Francisco

Dear POA —

Thank you for the generous donation to the Mission Toy Giveaway, as well as all your help and support in making this event a huge success.

More than 1,000 Mission kids lined up in the rain to see Santa and receive their gifts. Your donation helped make it possible to provide each and every one of them with a high quality new toy.

The Mission Toy Giveaway would not be possible without the help of partners like you. We look forward to working with you for many more years.

Sincerely,
Ethel Siegel Newlin
St. John's Educational Thresholds Center
Captain Greg Corrales
Mission Police Station

Dear POA —

I would like to thank the San Francisco Police Officers Association for the floral arrangement and contribution to Bill Wohler's memorial. I would like to especially thank Kevin Martin for attending the memorial. The Wohler family were truly touched by this outpour of support.

Louie Cassanego



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Roll Call

SFPD Training Division

Attitude, Attitude, Attitude

By Off. Ken Sanchez,
EVOC Unit

How many times have you heard it, seen it, or have known about it. Attitude is everything. The history of the world is painted by it from the beginning of man to the present day.

Think about it...Your attitude towards whatever gives you the life experiences you want is controlled by you and you alone. It's what you think it should be or what you want it to be. What does this have to do about Emergency Vehicle Operations? Plenty!!!! No matter how you look at it driving is an attitude.

Lets take a look at some of the deadly attitudes that may lead you into trouble while driving a law enforcement vehicle.

Impatience

This attitude is characterized by a desire to always be in a hurry. Sudden changes in speed, rough braking, rough acceleration, unsafe lane changes, and abrupt steering are some actions taken by an impatient driver.

To correct this, be patient with how you control the vehicle. Control the vehicle with smoothness, coordination and safety. Stay well within the capabilities of the vehicle and your abilities as a driver. Take fewer risks for yourself and others on the roadway.

Self-Righteousness

The sure and certain fact that you are always right because you are the police.

You believe the law applies to others and not to you.

You also blame others for your mistakes.

To correct this, be informed about the liability aspects of the job. Know and follow your agency policy as it pertains to Emergency Vehicle Response.

Pre-Occupation

While driving, you are thinking about other thoughts: home thoughts, work thoughts, and personal thoughts. You are so occupied with any one of these thoughts that you are oblivious to the driving environment that is al-

ways moving and changing.

To correct this, make it a conscious effort to think consciously about defensive driving: looking ahead, planning, anticipating problems etc. should be foremost in your mind.

Over-confidence

You consider yourself the best driver in the entire world and every other driver is second to you. You think you can do anything with the car because you have so much experience and you'll never get into an accident. Some drivers take too much for granted. They may narrowly avoid collisions and assume it is because of their superior driving ability. They fail to realize that it could have been their own actions that put them into that situation.

To correct this, never think that because of your superior skill, nothing tragic will ever happen to you.

Even the best skilled racing car drivers, that train all year long, can get into accidents. Accidents are unpredictable events and can occur at any time despite your level of skill. Concentrate on defensive driving skills that will help you in any driving situation.

Extreme emotions

Love, hate, jealousy, revenge, anger are extreme emotions that may overwhelm your thought processes and distract you from concentrating on the driving environment.

To correct this, realize what emotional state you are in. That may be the time where you should simply pull over, stop, and relax until you are in the proper frame of mind to continue on.

These are just some of the deadly attitudes that could affect you while you are driving a law enforcement vehicle. It can happen at any time during routine patrol, code three emergency response, pursuit driving or even your own personal driving. Don't let poor attitudes be the catalysts for bad driving habits that can lead to accidents. Let proper attitudes and defensive driving skills be foremost in your mind every time you get behind the wheel of a car. After all, isn't that what YOU want it to be?

Sending Contact Messages through the Supervised Release File

By Scott Edwards,
CLETS Training Officer

Question:

You are detaining a suspect on a suspicious person call. You learn that the suspect is a convicted child molester from San Bruno. Although he is current on his 290 registration, he has an outstanding traffic warrant. You arrest him for the warrant and conduct a search incident to arrest. You find a job application in his pocket for a window washer position at an office next door to a child day care center. How can you make sure that San Bruno PD's Sex Registration Division learns what this child molester is up to?

Answer:

You send them a contact message!

In the Supervised Release File (the CLETS display that told you that this suspect was a sex registrant), locate the FCN (File Control Number) for the suspect. Use the format "ESR2" on your MDT and hit "Send." When the mask pops up on your laptop, type in the following information: the "FCN", the "STA" Status of Contact (B=Booked, C=Cited, R=Routine Stop), the "OFN" Officer's name, and any other information you feel is necessary (vehicle information, comments, etc.) Hit "Send." Congratulations! You just sent a contact message! That 290 registrant might not appreciate what you just did, but those kids and their parents sure do! Nice work!

If you have any questions about sending contact messages, contact me at 401-4708.

Academy Class Guidons wanted

For a while now the Academy has been trying to collect guidons, pennants, or flags of past recruit classes. Those that we have so far are now proudly displayed hanging from the lobby ceiling.

If you have an old class guidon gathering dust in a locker, closet or garage shelf somewhere, we would be glad to add it to the display now being gathered.



Please contact Robert Herrold at the Academy (145) 401-4622.

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WIDOWS & ORPHANS

continued from page 2

rolls of membership.

As per Article III, Section 3 of the by-laws. (Did not complete probation) Justin Houde.

REPORT OF TRUSTEES: Mr. Bruce Bain and Mr. Shane Hiller of Bank of America gave us a report on our account. Our recent investment in REIT has gained 3%. Our account is up \$300,000.00 since Jan 1, 2004. Our assets 2 % in cash, 45 % stocks, 44 % Bonds, 6 % Hedge and 3 % REIT. They had no recommendations to buys or sells. Pending any major problems on the World Scene we could easily see a 10% gain in our investments for the year.

OLD BUSINESS: ERISCA letters have been sent to all our retired members.

The active members will have a copy sent through the mailroom to their assignment.

NEW BUSINESS: The new academy class will start on Feb. 23, 2004. We have a time scheduled Wednesday Feb. 25, 2004 at 1130 am to sign them up.

ADJOURNMENT: President Jeffery had a moment of silence for our departed members. He then set the next meeting for Wednesday March 10, 2004 at 2 PM in the conference room of Ingleside Station. (Note: due to previous plans the meeting was moved up one week) The meeting was adjourned at 2:45 PM.

Fraternally,
Mark Hurley,
Secretary

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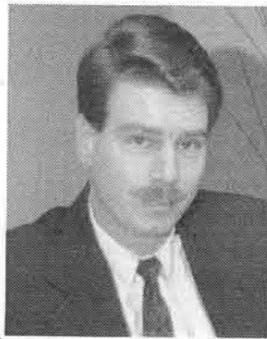
The City and County of San Francisco and ING make retirement planning easy under the **City and County of San Francisco 457 Deferred Compensation Plan**. By contributing to the Plan, you can supplement your retirement and enjoy these benefits:

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- ✓ personalized service including individual appointments, investment modeling and retirement illustrations
- ✓ diverse investment options that provide you with flexibility in managing your account
- ✓ access your individual account through the ING website:

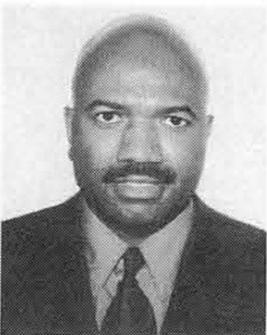
www.ingretirementplans.com/custom/sanfran

For more information, or to schedule an individual appointment, call your **ING Representative at 415-364-2016 or 1-888-822-1211**. Our local San Francisco Office is located at 1 Front Street (at Market St.), Suite 1425.

Disclosure booklets and prospectuses, which provide more complete information on Group Annuity Contracts and Custodial Account, including charges and expenses, are available by calling 1-888-822-1211. Please read them carefully before investing. Insurance products issued by ING Life Insurance and Annuity Company. Securities offered through ING Financial Advisers Company, LLC (Member SIPC).



Gary Bozin
District Manager
Ca. Lic. No. 0674760



George Brown
Account Executive
Ca. Lic. No. 0730513

POA
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ING

Summary Annual Report for the Widows' and Orphans' Aid Association of the Police Department of San Francisco

This is a summary of the annual report for the death benefit program (the "Plan") for the Widows' and Orphans' Aid Association of the Police Department of San Francisco (the "Association"), EIN: 94-0981411, for its plan year ending December 31, 2003. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 ("ERISA").

The Association has committed itself to pay all claims under the terms of the Plan.

The value of plan assets after subtracting liabilities of the Association was \$8,095,661.35 as of December 31, 2003 (the plan year) compared to \$8,005,056.69 as of January 1, 2003 (the beginning of the plan year). During the plan year covered by this report, the Association experienced an increase in its net assets of \$90,604.66. This increase includes unrealized appreciation and depreciation in the value of the Association's assets; that is, the difference between the value of the Association's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the Association had a total income from dues and contributions of \$116,507.20, including member dues of \$111,276.20, and net earnings from investments of \$702,376.58. Plan expenses were \$52,605.42 in trust administrative fees, \$608,000.00 in benefits paid to beneficiaries, \$13,040.82 in accounting and legal fees, \$41,943.35 in net payroll and payroll taxes, \$905.00 in refunded dues, and \$11,784.53 in other administrative expenses.

You have a right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report.

An accountant's report;

Assets held for investment;

Fiduciary information, including transactions between the plan and parties-in-interest (that is, persons who have certain relationships with the Plan);

Loans or other obligations in default;

Leases in default; and

Transactions in excess of 3 percent of plan assets.

To obtain a copy of the full annual report, or any part thereof, write or call the office of The Widows' and Orphans Aid Association of the San Francisco Police Department, P.O. Box 880034, San Francisco, California 94188-0034, telephone number (415) 681-3660.

The charge to cover copying costs will be \$5.00 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan (350 Amber Drive, San Francisco, California 94131), at any other location where the report is available for examination, and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20216.

We had 38 deaths reported in 2003. Mario Amoroso, Joseph Allegro, Dennis Baker, Edison Bloom, John Collins, Cornelius Crowley, John Damon, George Dawe, Dennis Dillard, Hugh Elbert, Frank Gibeau, Norbert Gutierrez, Richard Hall Joseph Holthaus, George Josifek, William Keys, John Kerrigan, Robert Kurpinsky, John Fowlie, James McGowan, Bernard McKay, Michael Millane, Robert Mueller, Charles Naughton, William Osterloh, Eugene Osuna, Walter Perscheid, Jack Rajewski, Robert Rasmussen, William Slissman, Thomas Srock, Frank Surina, Philip Toland, William Van Laak, Thomas Vigo, Ernest Warren, Stephan Whitman and Clarence Wise.

The current slate of Officers and Trustees for the current year of 2004. President George Jeffery, Vice President Joe Riley. Treasurer Jim Sturken and Secretary Mark Hurley. Trustees Joe Garrity, Rene LaPrevotte, Mike Kemmitt and Dave Fontana.

We were able to make all our obligations this past year and still end up with over \$90,000.00 profit. The dues remains \$36.00 per year with the death benefit to your designated beneficiary of \$16,000.00. We are looking closely at our investments and in the months ahead will look into raising the benefit, without any cost to the member. It is very important that you have your beneficiary benefit go to the person(s) you want. You can use the SFPOA's Web site (www.sfpoa.org) or call our office at 415-681-3660. Please call if you want to change your beneficiary or have an address change.

Fraternally,
Mark Hurley, Secretary and
Jim Sturken, Treasurer

Law Enforcement Exemptions for the Arizona CCW Permit

Certain law enforcement officers, active and retired, may apply for a one-time exemption from the initial 16-hour training requirement to obtain a permit. These include:

Active duty Arizona POST certified peace officers

Submit an application, fingerprint card, letter from your agency and a money order or certified check in the amount of \$50 to the CWPU. Letters from your agencies will be on official letterhead and shall include the applicant's name, grade/title, dates of employment, employment status, and a point of contact within that agency who can verify the applicant's employment status. The department may require or allow the applicant to produce other specified evidence of employment.

Honorably retired state or local peace officers with a minimum of 10 years of service

"State or local peace officers" includes out-of-state officers. Submit an application, fingerprint card, letter from your agency and a money order or certified check in the amount of \$50 to the CWPU. Letters from your agencies will be on official letterhead and shall include the applicant's name, grade/title, dates of employment, employment status, and point of contact within that agency who can verify the applicant's employment status. The department may require or allow the applicant to produce other specified evidence of employment.

Active or honorably retired federally credentialed peace officers

Due to the wide variety in federal law enforcement positions and duties, an applicant seeking exemption as a federally credentialed peace officer shall meet the following requirements:

1. Is an active or honorably retired federally credentialed law enforcement officer;
2. Is employed or retired from a federal law enforcement position whose duties are or were primarily the investigation and apprehension of individuals suspected of offenses against the criminal laws of the United States;
3. Is or was authorized by a federal agency to carry a handgun while on duty and qualified with that handgun at least annually; and
4. Submits an application, fingerprint card, money order or certified check in the amount of \$50 and a letter from a federal agency with whom the applicant is or was employed that states the applicant meets the above requirements. The letter shall be submitted on the agencies letterhead and shall include the applicant's name, grade, job series code, job series title, dates of employment, employment status, and a point of contact within that agency who can verify the applicant's employment status. The department may require or allow the applicant to produce other specified evidence of employment.

(Reserve, Posse, volunteer or part-time law enforcement officers do not qualify.)

Note:

All permit holders must complete the 4-hour refresher course after 4 years to renew their permit. There are no further exemptions for law enforcement personnel. Officers who allow their permit to expire beyond 60 days will be required to complete the 16-hour initial training course before another permit is issued. This training must occur in Arizona.

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Maryland Considering Hiring Police With Prior Heroin, LSD and PCP Use

From *The Baltimore Sun*, February 5

A state panel that sets standards for police hiring and training throughout Maryland is considering a proposal that would allow recruits to become police officers even if they had experimented with heroin, LSD and PCP — a move aimed at increasing the pool of applicants for short-staffed departments.

The plan, however, is drawing stiff opposition from a broad-range of police commanders and union leaders who contend that hiring officers who have used those narcotics sends the wrong message about the acceptability of criminal behavior.

The critics are concerned that a history of prior drug use could harm an officer's credibility in court, and reveals serious character flaws. A decision by the board last year to permit applicants who have experimented with cocaine is also being questioned.

"These are people who have committed crimes even though they haven't been arrested," said Gary McLhinney, chief of the Maryland Transportation Authority Police. "These people made poor choices in their lives and don't deserve to become police officers. We're giving people a lot of authority, a weapon and, under certain circumstances, the ability to take someone's life."

Having been convicted of a serious drug offense eliminates a potential recruit. However, agencies screen applicants for past drug use, even if it did not result in a conviction, in interviews and polygraph examinations.

Members of the Maryland Police Training Commission, which is lead by the state police superintendent and includes police chiefs, sheriffs and union officials on its 14-member board, will meet in April to consider the proposal that would allow recruits to have experimented with heroin, PCP and LSD and still be considered for jobs.

The board has discussed that proposal since November and is considering a January draft of regulations, commission staff members said.

The new guidelines would allow recruits to have used those three drugs — and all other illegal substances — up to five times in their lives but only once since the age of 21.

Currently, candidates are barred from consideration if they have ever used heroin, PCP and LSD. Not including marijuana, recruits must have ab-

stained from using all other illegal drugs for two years before applying for a police job and may not have used the drug more than a total of three times. The standards for marijuana are far more lax.

Already, the board has loosened guidelines concerning cocaine and marijuana use. In October, it voted unanimously to remove a prohibition on hiring candidates who had tried cocaine. That change took effect in November and has been criticized by police chiefs and union members who were recently notified about it.

Although the commission's guidelines set minimum standards, local police agencies can set higher thresholds for recruits and officers.

'Thorny issue'

Board members and staff workers said the commission was seeking to lower restrictions to boost the number of recruits eligible to be police officers, especially in smaller departments that are struggling to fill their ranks and have difficulty competing with larger agencies.

"The challenge is to effectively balance the need to maintain the highest standards for police recruits while maintaining a satisfactorily large enough pool of candidates," said Raymond A. Franklin, assistant director of the commission, which was established to set state-wide thresholds for the selection and training of officers in the 1960s. "It's a thorny issue."

The commission made the change regarding prior cocaine use because departments were increasingly seeking waivers to allow candidates to join their agencies even though they had dabbled with cocaine, Franklin said.

'Fair shot'

Annapolis Police Chief Joseph S. Johnson, who is a member of the commission, supported removing the cocaine restriction.

"You have to look at the whole set of circumstances," Johnson said. "You have to give a candidate a fair shot."

Many departments — such as the state police and those in Annapolis and Howard County — generally follow the commission's drug guidelines. But others, such as the Maryland Transportation Authority and Baltimore police departments, set higher standards for prior drug use and will not consider those who have tried cocaine.

"We're going to stay with our stan-

dard that you cannot use or have any cocaine in your background," said Lt. Col. Kathleen Patek, who oversees the city department's police academy. "If you take someone who has drug use in their background, it says a lot about their moral character, their integrity. They have had dealings with the criminal element."

Baltimore County police said they continue to bar applicants who used cocaine but are studying the November changes before making a final decision.

"We're not sure which way we're going to go with it," said Police Chief Terrence B. Sheridan.

Acting State Police Superintendent Col. Thomas E. "Tim" Hutchins, who leads the commission but was not a member when it passed the cocaine regulation in October, declined to comment Thursday because he has not reviewed the regulations or proposals, said his spokesman, Maj. Greg Shipley.

Approval

Commission officials said minutes of the October meeting — which were obtained by *The Sun* — showed the board voted unanimously to approve the loosening of the cocaine restrictions and to relax the standards for prior marijuana use. The November regulation allows recruits to have used marijuana an unlimited number of times, if it occurred more than seven years before applying — and no more

than 20 times within seven to two years of applying.

Patek, who attended the October meeting in the place of City Police Commissioner Kevin P. Clark, a commission member, contended she voted against the measure.

Howard County Police Chief Wayne Livesay, who is a member of the training commission because he is president of the Maryland Chiefs of Police Association, also said he voted against the cocaine provision.

"I would never have voted for that," Livesay said. "I think we're going down the wrong road for the wrong reasons. I don't think we have to hire people with past drug histories to be cops."

'It's addictive'

John A. Bartlett Jr., president of the Maryland Fraternal Order of Police, said the commission needs to reconsider the cocaine regulation and should throw out the proposal to allow recruits to join a department if they have used heroin, LSD and PCP.

"You don't use crack cocaine one time," Bartlett said. "It's addictive, just as heroin is."

The commission has been grappling with how to handle the issue of prior drug use by recruits since 1997, when the state legislature directed it to take action.

In 2000, its board passed the regulation preventing use of cocaine, heroin, PCP and LSD.

Dallas Converting 175 Patrol Cars To Natural Gas Over Protests Of FOP

From *The Dallas Morning News*, December 8

DALLAS, TX - Natural-gas-powered police cruisers will regularly patrol the city next year after the Dallas City Council approved a contract Monday to convert 175 of the police fleet's Ford Crown Victoria gasoline-fueled cars.

When the modified cruisers hit the streets, no other police force in the nation will use as many natural-gas-burning patrol vehicles, city officials say.

Several council members criticized the vehicles as unacceptably sluggish and potentially dangerous to officers when compared with the conventional gasoline-powered cruisers. But the majority of council members said the vehicles would help reduce pollution and would be less prone to explosions in rear-end collisions than their gasoline-burning cousins.

The vehicles' acceleration and top speed aren't concerns, said council member Lois Finkelman, one of the 10 council members to vote for the conversion contract. Council members Bill Blaydes, John Loza and Mitchell Rasansky voted against it. Members James Fantroy and Steve Salazar were absent.

"Once they're moving, they're going to move as fast as anyone else does," Ms. Finkelman said of the vehicles. "This is a step forward and a good way to go."

Besides, said council member Veletta Forsythe Lill, there are fewer high-speed police chases these days than in years past.

Mr. Blaydes said he just hopes none of the converted police cars ever patrols his district.

"Less power, less mileage, less speed," Mr. Blaydes said. "I'm not prepared to put our Police Department in

a less-than-perfect automobile."

Gasoline-powered police cruisers accelerate from zero to 60 mph in 9 seconds and zero to 100 mph in 24 seconds, and reach a top speed of 127 mph, according to the city.

Natural-gas-powered cruisers, in contrast, accelerate from zero to 60 mph in 12 seconds and zero to 100 mph in 37 seconds, and reach a top speed of 123 mph, the city says.

Such statistics rank them among the slowest automobiles on the road.

A 2003 Hummer H2 sport utility vehicle (10.2 seconds) and a less-than-\$10,000 base-price Kia Rio (10.3 seconds), for example, reach 60 mph significantly faster than the natural-gas police cars. Top-of-the-line sports cars, such as a Chevrolet Corvette or Porsche GT3, reach 60 mph in less than 5 seconds.

Police representatives say the cars, which have a range of 192 miles on one tank, will force officers to refuel during shifts instead of between them. City officials estimate that most natural-gas cruisers will complete shifts without needing to refuel, especially because many of them will patrol smaller geographic areas, such as Dallas' center city, than their gasoline-fueled counterparts.

The contract will use \$1.89 million in federal funds to convert the vehicles into natural-gas burners.

Michael Walton, president of the Dallas Fraternal Order of Police, decried the council vote as "a bad, bad decision for police."

"We will no longer be able to pursue people driving gasoline-powered vehicles," Officer Walton said. "We're going to be out of the chase business. If somebody tries to run from us, they'll be gone."

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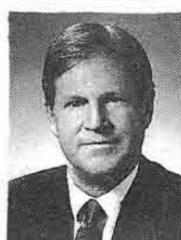
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Some Virginia Troopers On Food Stamps

From *The Richmond Times-Dispatch*, January 25

The starting salary for a Virginia state trooper is \$30,370. That apparently is not enough for some of the men and women in blue and gray to support their families.

Indeed, says William P. Elwood, lobbyist for the Virginia State Police Association, there are troopers on food stamps whose children are enrolled in free-lunch programs at school.

All in all, it's not a great time to work for the commonwealth of Virginia.

Wages are stagnant. The pension system is starved for cash. Employee grievance rights are under assault. Health-insurance costs are going up.

Gov. Mark R. Warner says he wants to do something about this. And so does the Republican-run General Assembly, many of whose members rose to power by, in effect, dissing state employees.

The 2004 legislative session is shaping up as decisive for public workers.

The battle over taxes and spending could determine whether government employees, like the programs to which they are assigned, merely muddle along or start making up lost ground.

Warner is recommending a 3 percent pay raise for civil-service employees, teachers, college professors and state-paid local workers. That's a step in the right direction, but only a baby step.

The Democrat's salary plan will do little to close the chronic gap between public-and private-sector pay, which the administration estimates at 21 percent.

Over the past three years, private-sector wages have climbed an average of 3.82 percent annually. In contrast, state workers received their first raise in three years last month: 2.25 percent.

That wasn't enough to keep up with inflation, much less the Joneses. The raise was so paltry that, when annualized, it comes to less than a third of the yearly inflation rate.

If the legislature balks this year at a pay increase — the House of Delegates is holding out that possibility — then the net income of state workers will dip below 1999 levels.

At least that's what the Virginia Governmental Employees Association claims and is likely to restate tomorrow to the Virginia Senate panel that oversees government operations.

And with fewer public workers — 5,000 jobs have been eliminated since Warner took office two years ago — those still on the payroll are doing more.

The administration, in a memorandum entitled "Virginia Public Work Force Facts," says that 20 years ago, one classified employee served 58 Virginians. The ratio is now roughly 1-to-100.

Over that period, the population grew 73 percent while the classified ranks increased only 2 percent. No wonder state employees, feeling overworked and underappreciated, go elsewhere.

The link between salaries and staffing is glaringly evident at the Department of State Police.

The agency's authorized strength: 2,000 badge-wearing officers. But the department is short about 150. The brass makes no secret of the fact that low wages are to blame.

Last year, Warner came up with a

partial solution: a \$640 salary adjustment just for state police. There will be another, slightly richer one this year — if lawmakers back his \$1 billion tax increase.

This gesture to troopers is rooted in the realities of post-9/11 life. Virginia was a target that day, and ever since, state government has put a premium on public safety.

The typical state employee, with a compensation package worth about \$34,000, should be concerned about more than just payday.

Legislation again aims to dramatically change the way the Virginia Retirement System does business. Future employees could have the option of managing their own pensions, rather than relying on investment decisions by VRS.

Another bill would require the state to sweeten pensions for every year workers miss a pay increase. Lawmakers have blocked this for the same reason they have resisted raises for employees: It's expensive.

And if the assembly ultimately grants additional independence to some of the state's biggest public universities, thousands of employees would lose their rights to challenge firings or reassignments they deem unfair or punitive.

State government work: It's not just a job; sometimes it's an aggravation.

The Battle Over "Spectrum" Heats Up: Wireless Companies v. Public Safety Agencies

From *Wireless Week*, January 29

WASHINGTON, D.C. — The battle over how police departments, fire departments and other public safety interests can co-exist with commercial wireless companies on cramped radio frequencies is reaching a fevered pitch.

At a press conference this morning, a group of public safety organizations backed by Nextel Communications Inc. kicked off a lobbying campaign designed to ratchet up interest in the so-called "consensus plan" that would have Nextel exchanging spectrum with public safety interests in exchange for separating its commercial traffic from fire and police radio communications. The group included the Association of Public-Safety Communications Officials-International (APCO), the International Association of Chiefs of Police (IACP), the International Association of Fire Chiefs and the National Sheriff's Association.

The group sent letters to the White House yesterday in hopes of getting presidential backing for their plan. According to IACP spokesman Harlin McEwan, the group also has embarked on other high-profile efforts to get the issue moving at the FCC. John Walsh, host of Fox Television's "America's Most Wanted," talked with government officials in the last couple of weeks about the issue, McEwan said. FCC officials confirmed that Commissioner Kathleen Abernathy was inter-

viewed last week by Walsh for this Saturday night's broadcast of the show.

The attention-getting tactics come as the FCC is considering 11,000 pages of comments and proposals. FCC insiders say the commission is close to issuing a decision, with a draft of a final order now circulating among the five commissioners.

At today's press conference, the public safety representatives said they are growing frustrated with the FCC's pace of decision-making, as well as wireless industry efforts to paint the plan as Nextel's competitive grab for spectrum. Although McEwan acknowledged their lobbying effort is backed by Nextel, he said the proposed solution to separate commercial wireless and public safety spectrum is critical to solving the problem. Opposition plans backed by other wireless carriers would still intersperse public safety and commercial wireless traffic, he said, adding that carriers backing opposing plans are more concerned with competitive issues than with public safety issues.

FCC officials voiced their concern about the issue becoming such a heated one. "I'm disappointed this is being painted as a corporate battle. It's much more complicated than that," said Lauren Patrich, FCC wireless bureau special counsel for media and outreach. "It's the subject of debate" at the commission "everyday," she added.

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Anchorage Recruiting Laid-Off Cleveland Police

From KTUU TV, January 8

ANCHORAGE, AK — One city's misfortune could be our city's blessing. Anchorage police recruiters are in Cleveland, Ohio this week as that city begins to lay off hundreds of police officers.

More than 250 Cleveland police officers are turning in their badges this week because of that city's current financial crisis. But Cleveland's loss could be Anchorage's gain, if APD has anything to say about it.

"Alaska has reciprocity with Ohio in terms of police officer certification," said APD Deputy Chief Rob Heun. "We saw this as a target of opportunity, an opportunity to go and talk to some of these officers who have anywhere from three to five years of service."

The Anchorage Police Department is planning to hire 93 new police officers in response to the mayor's recent 60-day plan. APD recruiting teams jumped at the opportunity to travel to Cleveland to convince some of those officers that Anchorage is a good city in which to look for a new job.

"We don't, as the Anchorage Police Department, typically go out to other cities that are experiencing this and recruit from it," said Sgt. Michael Couturier, an APD recruiter. "But these aren't typical times. Back in recent history, the Anchorage Police Department didn't even need to advertise that it had openings."

"Certainly, they would have to meet our hiring criteria," said Heun. "Just because they work for Cleveland doesn't necessarily mean that they would meet the criteria to work for the

Anchorage Police Department."

APD officials say they have met with at least 35 new officer candidates from the Cleveland Police Department, and getting at least 15 of them to come to Anchorage would be a huge victory for the force.

"It's a real opportunity for us because we wind up having an idea of the product that we're getting," said Heun. "We also have an opportunity to save costs in training, training costs, and we wind up having an abbreviated academy and training program."

"Many of these officers have deep, steep tradition," said Couturier. "Their fathers and their grandfathers were in the police department."

So, as hundreds of Cleveland policemen walk out the door for the last time this week, leaving their badges behind, they also know a new job waits. APD officials say they're confident the recruiting trip to Cleveland will be successful, especially since the new officers stand to make at least \$10,000 more per year in Anchorage than they did in Ohio.

Other cities besides Anchorage, however, are hoping to hire some of the laid-off officers. Recruiters from Cincinnati, Columbus, Atlanta, Fort Myers and Seattle also have been recruiting Cleveland's officers in the last several days.

Anchorage officials say the transition from one job to the next is not necessarily an easy one. APD has some of the highest standards in the country, so the new recruits would still have to attend a modified academy. Even so, they could be on the streets about 12 weeks after they're hired.

Akron in Battle Over Civilian Oversight of Police

From The Akron Beacon Journal, January 11

AURORA — It took only a week for Akron Mayor Don Plusquellic and the City Council to lock horns over a proposal to provide more civilian oversight for the Police Department.

The make-or-break issue: Who would have authority over the new post of police "auditor"?

Currently, the city charter does not give the City Council authority to hire or fire city employees. Plusquellic made it perfectly clear Saturday that he isn't going to relinquish what he deems his administrative authority.

Plusquellic stated his position Saturday at the council's annual retreat, held this year at the Bertram Inn & Conference Center in Aurora.

The mayor said he wasn't swayed by the arguments made by some members of the council that the position needs to be set up outside of the administration's authority.

"It has to be an independent position," Council President Marco Sommerville, D-3, told the mayor. "They can't report to you." Plusquellic responded, "But they can't report to you under the charter."

"Well, that's not going to fly," Sommerville retorted.

The spirited discussion is only the first of what presumably will be many as the council pursues its plan to create an auditor's office, modeled after a police auditor system in San Jose, CA.

The idea, which has been in the discussion stages for more than two years, was introduced in legislation last Monday. The legislation — if approved — would authorize the hiring of a consultant to work out the kinks, including figuring out how to allow the council to have control of the position.

In San Jose, which operates under a different form of government, the mayor and a supermajority of the council must agree on hiring and firing the auditor. In that city, the mayor is an official member of the council.

Here, the council wants to find a way to impose the same requirements regarding the auditor's employment.

The council contends the position's independence would be lost if he or she is bound to the city's mayor. A future politician could pressure an auditor to change a recommendation re-

garding an officer's discipline in an attempt to make the city look better, council members said.

The auditor proposal came about as the council grappled with finding a way to deal with the Police Department, which council members contend refuses to hear from residents who want to make complaints against police officers.

Plusquellic said he's committed to working with the council to address what council members have labeled a perception problem between the police and the black community.

But he was adamant that he'd never support a charter change — which would be required — to allow the council's plan to proceed as planned. The council's role is legislative, he said, and to expand its powers to administrative duties could lead to problems down the road when future councils want to solve other problems using that authority.

"I'm going to be against changing the charter to set up administrative functions," Plusquellic said. In a later discussion, after Plusquellic departed, Sommerville said he will sit down with the mayor to try to broker an agreement.

"We'll go into a back room and fight it out," Sommerville said.

The council also committed to making sure members of the police force are clear about the role the auditor would play.

Councilman Garry Moneypenny, D-10, who is a police captain in Springfield Township, said he regularly runs into Akron officers who don't understand what the council wants the auditor to do. The auditor would not supplant the internal investigations conducted by the police; rather, the auditor would provide an outside eye to track those complaints through the system.

Paul Hlynsky, president of the Fraternal Order of Police Lodge 7, repeatedly has said he'll oppose any function of the auditor that violates the union's contract. The union ratified a new, three-year pact Wednesday.

But Moneypenny said he thinks many of the components — with the exception of a mediation function, which the council wants but is willing to add later — could be set up without conflicting with the contract.

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Useless Facts, Useful Filler

Submitted by John Grizzel, Retired Traffic Company

A dime has 118 ridges around the edge.
 A crocodile cannot stick out its tongue.
 A "jiffy" is an actual unit of time for 1/100th of a second.
 A snail can sleep for three years.
 Al Capone's business card said he was a used furniture dealer.
 All 50 states are listed across the top of the Lincoln Memorial on the back of the \$5 bill.
 Almonds are a member of the peach family.
 An ostrich's eye is bigger than its brain.
 "Dreamt" is the only English word that ends in the letters "mt".
 February 1865 is the only month in recorded history not to have a full moon.
 If the population of China walked past you, in single file, the line would never end because of the rate of reproduction.
 If you are an average American, in your whole life, you will spend an average of 6 months waiting at red lights.
 Leonardo Da Vinci invented the scissors.
 Maine is the only state whose name is just one syllable.
 No word in the English language rhymes with month, orange, silver, or purple.
 Peanuts are one of the ingredients of

dynamite.

Rubber bands last longer when refrigerated.
 "Stewardesses" is the longest word typed with only the left hand and "lollipop" with your right.
 The average person's left hand does 56% of the typing.
 The cruise liner, QE2, moves only six inches for each gallon of diesel that it burns.
 The microwave was invented after a researcher walked by a radar tube and a chocolate bar melted in his pocket.
 The sentence: "The quick brown fox jumps over the lazy dog" uses every letter of the alphabet.
 The words 'racecar,' 'kayak' and 'level' are the same whether they are read left to right or right to left (palindromes).
 There are 293 ways to make change for a dollar.
 There are only four words in the English language which end in "dous": tremendous, horrendous, stupendous, and hazardous
 There are two words in the English language that have all five vowels in order: "abstemious" and "facetious."
 Tigers have striped skin, not just striped fur.
 TYPEWRITER is the longest word that can be made using the letters only on one row of the keyboard.

Global Stats about Trivial Thoughts

Submitted to the Journal By John Grizzel

If we could shrink the earth's population to a village of precisely 100 people, with all the existing human ratios remaining the same, it would look something like the following:
 There would be:
 57 Asians
 21 Europeans
 14 from the Western Hemisphere, both north and south
 8 Africans
 52 would be female
 48 would be male
 70 would be non-white
 30 would be white
 70 would be non-Christian
 30 would be Christian
 89 would be heterosexual
 11 would be homosexual
 6 people would possess 59% of the entire world's wealth and all 6 would be from the United States
 80 would live in substandard housing
 70 would be unable to read
 50 would suffer from malnutrition
 1 would be near death; 1 would be near birth
 1 (yes, only 1) would have a college education
 1 would own a computer

When one considers our world from such a compressed perspective, the need for acceptance, understanding and education becomes glaringly apparent.

The following is also something to ponder...

If you woke up this morning with more health than illness...you are more blessed than the million who will not survive this week.

If you have never experienced the danger of battle, the loneliness or imprisonment, the agony of torture, or the pangs of starvation...you are ahead of 500 million people in the world.

If you can attend a church meeting without fear of harassment, arrest, torture, or death...you are more blessed than three billion people in the world.

If you have food in the refrigerator, clothes on your back, a roof overhead and a place to sleep...you are richer than 75% of this world.

If you have money in the bank, in your wallet, and spare change in a dish someplace...you are among the top 8% of the world's wealthy.

If your parents are still alive and still married... you are very rare, even in the western world.

If you can read this message, you just received a double blessing in that someone was thinking of you, and furthermore, you are more blessed than over two billion people in the world who cannot read at all.



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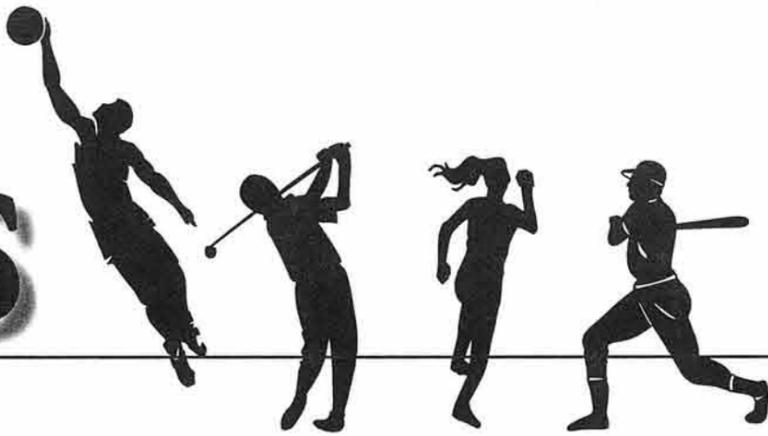
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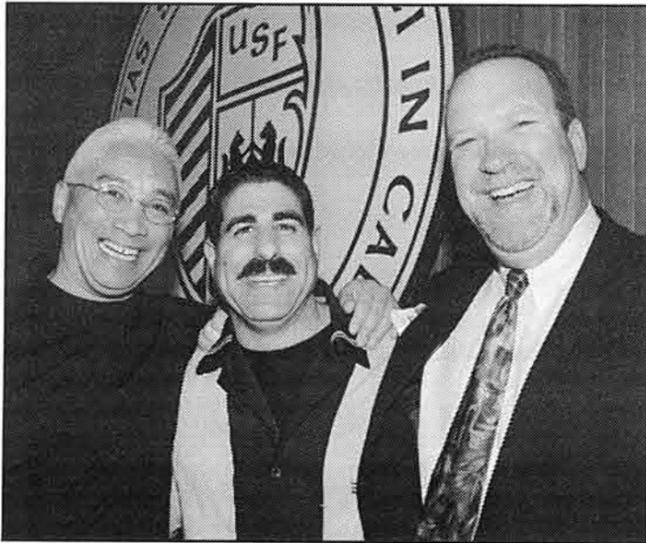

Sports



NICK'S NOTES

by Nick Shihadeh,
POA Journal Sports
Editor

CHECK IT OUT: Last month I attended the University of San Francisco Athletic Hall of Fame Dinner in which our own Gary Delagnes was inducted for when he played baseball for USF back in the mid 1970's. It was an event that I, along with other members of the department really enjoyed. I didn't realized the monster offensive numbers that Delagnes put up as a first baseman during that time; his batting statistics for 1975 have never been matched by any USF ball player since and that is pretty damn impressive.



John Anton, Nick Shihadeh and Gary Delagnes

A more detailed article with pics will be provided for next month's *Journal Sports* by Park Station's John Anton, who in fact was himself inducted six years ago for his participation in USF soccer as a player in the 70's and as a coach in the 80's. Congratulations to Gary Delagnes and his family for an honor well deserved.

Moving along, I have been in recent contact with softball managers around the league and the schedule for the upcoming department softball season is soon coming together. The first games

should be on Tuesday March 9th and as the Commish of the league, I'm glad to say that there will be at least sixteen teams participating this year (six in the A Division and ten in the B Division).

I want to keep the league strong this year by keeping everyone interested so that we can avoid forfeits and get a lot of people to attend the banquet etc. That's why the A Division will have four teams making the playoffs, while the B Division will have six teams in post season play. It should be a fun season as usual with the hope that the weather cooperates and that not too many rainouts will occur. Looking forward to it—see ya on the ball field.

Northern Station's Rob Fung hosted a fund-raising event in early February at Chevy's Restaurant in Stonestown for the Washington High School Varsity Baseball Team that he coaches. Fung wanted to thank everyone who attended as it turned out to be a successful night for the team. He also wanted everyone to please note the

information in this sports page about the Washington High Annual Alumni Baseball Game that will take place on Sat. March 13th at Big Rec in G.G. Park. I wish Rob Fung and his team great luck in the up-coming season.

I next want to congratulate Northern Station's Alex Takaoka for winning this year's Sacramento Valley Shooting Center's long range rifle match that also took place in February. Take note of the article in the sports page describing the 600 yard category that he participated in as well as other long distances that are offered in the competition. Anyone interested in being on the SFPD Rifle Team and taking part in such competitions in the future should contact Takaoka at Northern.

As far as Department Hoops is fairing these days, I received the following from Commissioner Jerry Darcy:

"Outside agencies seem to have the upper hand towards the march to the playoffs. But that's to be expected when you have the best of the SFFD playing in a station league. As it looks now, it will be up to Southern and Narcotics to play strong and represent the PD in our league.

"Narcotics seems to have stabilized after a slow start and could be a contender for the finals. Let's hope somebody can represent the PD come championship time.

Northern and Central continue to wallow in the depths of Division I, but they remain competitive and continue to show up. So having fun is still the bottom line.

In Division II, the inspectors continue to surprise, especially when considering the strength of the Daly City team.

We're still waiting for the Park Islanders to ditch the shades and flip-flops and put a winning streak together. The wily ways of the seasoned Inspectors should be getting to the youthful islanders by now. It must be all that clean living up on the fourth floor.

But with four of the five teams going to the playoffs, anything can happen. TAC can still make an upset run at things."

That's all I have for this issue...So See Ya next month...

Basketball Standings

Division I

Team	W	L	GB
Fire 2	12	2	
Fire 1	10	4	2
DPT	10	4	3
Southern	8	4	3
Narcotics	7	7	5
FBI	5	7	6
Northern	5	7	6
Central	2	10	9
CHP	1	12	10 1/2

Division II

Team	W	L	GB
Inspectors	6	2	
Daly City	4	4	2
Park	3	5	3 1/2
TAC	2	5	3 1/2
Airport	2	5	3 1/2

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Saturday, March 13, 2004

9:30 Batting Practice
10:00 Infield/Outfield
10:15 Game Alumni vs Alumni (5 innings)
Alumni vs. 2004 Team (7 innings)

Big Rec - Nealon (7th Ave. @ Lincoln Way)
Golden Gate Park

RSVP to Rob Fung by March 2, 2004
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\$35 Fee includes lunch and T-shirt
\$10 lunch only

Sports



Correction

By Alex Jackson, Retired
Airport Bureau

Re: Track And Field 2003

In an article that was printed in the October 2003 issue of the *POA Journal*, I wrote of a search for one male athlete from the SFPD who was announced as running the 100 meters in 11.44 seconds. In addition to that, I was also searching for a female athlete from the SFPD who was announced as running the 100 meters in 12.26 seconds. At that time, I informed the *Journal* editor that I would locate the officers and send their names them to the POA office once the result were published and I received them.

On February 7, 2004, I checked the results and found that I had made an error in reporting the 100 meters of the two athletes that I had deemed to be from the SFPD. Credit and recognition is given to the following officers of two different departments:

1. B. Duhon 100 meter run 11.61 seconds, Men-Master (A), San Francisco County Probation.
2. T. Jackson-Espinosa 100 meter run 12.24 seconds, Women-Senior (A), Tulare PD.

Sometimes announcements of officers names and departments are made in error on the field and later corrected. Times are also corrected. I have taken this moment to correct my reporting error in 2003 and have taken full responsibility for it. Credit should be given to whom it's due. The above named officers are due that credit for an outstanding performance in track and field.

The remainder of the 2003 information is without error. A gold medal in the men's 4X400 meter relay, Grand-Master (B) was won by a combined team and credited to SFPD. The 4X400 relays were not published in the Police And Fire Results, for the exception of one event.

Shooting Sports Update

Rifle Team Captain, Alex Takaoka Takes First Place in Rifle Competition

by Sgt. Rod Nakanishi
Rangemaster

The Sacramento Valley Shooting Center hosts a long-range prone rifle match every month. February's match consisted of 3, 600-yard events.

Each event started with 2 sighter-shots and 20 shots for score.

The event was spread out over the morning hours (0800 to 1230) so each competitor shot in different wind conditions. The weather was overcast which caused the light conditions to change on almost every shot.

Out of a possible 600 points, Alex won the master class division with a score of 589 with 22 x's. Alex used an English match (RPA) rifle, McMillan prone stock, custom Kregger barrel and open sights.

tal possible 400 points.

2) 2 sighters and 15 scored shots at 800 yards, 2 sighters and 15 scored shots at 900 yards and 2 sighters and 15 scored shots at 1000 yards - Total possible 450 points.

3) 2 sighters and 20 scored shots fired at 1000 yards (fired 3 times) - Total possible 600 points

Scoped rifles are allowed for these prone rifle matches.

If you are interested in any of these matches or want to join the SFPD Rifle Team, contact Alex Takaoka #1260 at Northern Station 614-3400.

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Other prone matches hosted by the Sacramento Valley Shooting Center are:

- 1) 2 sighters and 10 scored shots at 300 yards, 2 sighters and 10 scored shots at 500 yards, 2 sighters and 10 scored shots at 600 yards and 2 sighters and 10 scored shots at 800 yards - To-

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Sports



Event to raise money for local charities

Third Annual Guns and Hoses Tennis Tournament

By Anna Brown
EEO Unit

The San Francisco Police Department and the San Francisco Fire Department work together every day to keep our great city safe. We are coming together once again, with the generous assistance of the San Francisco Tennis Club, the San Francisco Police Officers' Association and Firefighters'

Local 798 to host "Guns and Hoses", a charity tennis challenge to raise money for two worthy causes.

The "Guns and Hoses" Charity Tennis Challenge will be held on Saturday, April 17, 2004, at the beautiful San Francisco Tennis Club, located at 5th and Brannan Streets, from 4:00 p.m. to 10:00 p.m. The event will pair a San Francisco police officer or firefighter with a member of the San Francisco

Tennis Club in a friendly, but competitive, evening of tennis. Players will compete at their own level. In addition to the doubles challenge, the event will include dinner, exhibitions, silent auction, raffle prizes and a fast serve contest.

Funds raised by entry fees, donors, and sponsors will be divided between two organizations. We will donate our proceeds to the Bay Area Law Enforcement Assistance Fund, a non-profit organization that provides assistance to law enforcement families who have experienced a catastrophic event (Tax ID #91-2006597). The firefighters are raising money for the San Francisco Fire Department Surviving Families Fund which provides assistance to families of fallen firefighters (Tax ID # 95-4891917).

Sign up now to participate in this fun-filled event that will host a wide range of player levels. Your \$100.00

donation includes the entry fee, dinner, drinks and outstanding auction and raffle prizes. But wait, that's not all, this year the San Francisco Tennis Club is completely waiving their membership initiation fee AND they are including one free month of dues so you can try out the Club. (This is worth close to \$1,600.00). If you would like to join us as an observer or fan, a \$25.00 donation will entitle you to dinner, refreshments and great entertainment.

For an application or further information, you may contact the following individuals:

SFPD Lieutenant Anna Brown,
EEO Unit, 415-553-1180

SFFD Lieutenant Robert Lopez,
Station #9, 650-344-8268

SFFD Firefighter Jeffrey Quesada,
Station #15, 415-558-3215

21st Annual Gold Run Ski-Day

April 3, 2004

Soda Springs Ski Resort

Proceeds benefit 11-99 Foundation, Widows & Orphans Fund and many other charities.

Join us on April 3, 2004 from 9:00 am to 4:00 pm for Gold Run CHP's 21st Annual Gold Run Ski Day at Soda Springs Ski Resort.

- * **Admission/Lift ticket** (required for everyone attending) \$12 — TUBING INCLUDED
- * **One-hour ski or snowboard lesson** (lessons are every hour from 10:00am to 2:00pm) \$12.00
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- Snowboard boot rental \$ 7.50

No alcoholic beverages are to be brought onto the ski resort property, no exceptions — ABC license regulations

Note: No refunds unless I-80 is closed!! No exceptions. Money must be in by March 22, 2004. Contact Connie Gulling, Art Gutierrez or Rich Ruiz at (530) 389-2205 for further information.

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- Classified ads are text only. Photographs, clip-art, or graphics are not permitted.
- Classified ads must be for the sale, purchase, or trade of tangible items. The exception is real estate or vacation rentals owned by the member submitting the ad.
- No member may advertise or seek services through a classified ad. Examples of services not eligible for free classified advertising are home repair, landscaping, painting, auto repair, home building, gun smithing, lessons or tutoring, travel services, mortgage services, tax preparation services, real estate services, legal services, etc.
- Classified ads can be no larger than 300 typed characters, including hyphens and spaces.
- Members who submit a free classified ad must choose to place it in one of the following categories:
 1. **Automotive:** Cars, trucks, motorcycles, RV's, ATVs
 2. **Law Enforcement:** Firearms, holsters, uniforms, patches, hats, T-shirts, clipboards, flashlights, etc.
 3. **Real Estate:** Member owned homes, vacation rentals, time shares
 4. **Home & Office:** Furniture, computers, software, fax machines, printers, telephones, kitchen appliances, hand tools, power tools, camcorders, digital cameras,
 5. **Sporting Goods:** Skis, ATVs, Boats & kayaks, Gym equipment, Bicycles, Fishing gear, Hunting rifles & shotguns, binoculars, camping gear, hang-gliders

6. **Miscellaneous:** Concert and Sporting event tickets, collectibles & memorabilia, horses, dogs, ride-share/car pooling, DVDs, CDs, Videos, software

The 2004 Classified Advertising deadlines are as follows:

April 2004 issue	Monday, March 22
May 2004 issue	Monday, April 19
June 2004 issue	Thursday, May 20
July 2004 issue	Monday, June 21
August 2004 issue	Monday, July 19
September 2004 issue	Thursday, August 19
October 2004 issue	Monday, September 20
November 2004 issue	Monday, October 18
December 2004 issue	Thursday, November 18
January 2005 issue	Wednesday, December 22

Ads must be typewritten and submitted to the POA, attn: Journal Advertising in any of the following ways:

- US Mail, to the POA office
- Interdepartmental mail, to the POA office.
- Email to journal@sfpoa.org

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Close Encounters

By Steve Johnson
SFPOA

We'll be making a call to the new Director of the Office of Citizen Complaints (OCC), Mr. Kevin Allen, to see if we can't correct a very disturbing trend...Lately, many citizen complaints filed with the OCC charge the officers involved with Unwarranted Action for filing an incomplete or inaccurate police report. I was representing one of the officers charged and asked the OCC investigator what exactly was "incomplete" or "inaccurate" about the report. (It simply made sense to find out what the basis for the charges were so that the officer could give a reasonable explanation as to why he submitted the report in the manner he did.)

The OCC investigator told me that he had no explanation for charging the officer with an Unwarranted Action complaint other than the fact that the complainant said the police report was incomplete and inaccurate.

Now, the complainant in this particular case was caught stealing money from a police decoy, so I pressed a little further. I again asked if there were any independent witnesses, or anything else of a factual basis, that might have led the OCC investigator to charge the officer with such a serious allegation. The investigator told me there was nothing else other than the fact that the complainant (who was also in the possession of a crack pipe) said that the police officers were wrong. The complainant said that while it looked like he had taken the money from the man lying helpless in the street, he was actually returning it... ?? Hello...so that means he took it first, right?

We lost an outstanding officer many years ago who was participating in a decoy operation in order to crack down on those cowardly individuals who were taking advantage of those who couldn't always defend themselves from being victimized by felons. Officer Doug Gibbs was gunned down while acting as a down-and-out victim in a decoy operation. Doug left his wife and three young daughters behind. That was a very difficult funeral.

We have no problem with the mission the Office of Citizen Complaints is charged with accomplishing, but we will demand a greater accountability when it comes to charging officers with frivolous allegations. Especially when the officers involved are putting their lives on the line to protect others.

Like I said, we will be calling Mr. Allen.

An attempted homicide occurred in the Ingleside and Officer Ignacio Martinez and Officer Kevin Knoble were right on the scene. They accompanied the seriously wounded victim to the hospital and obtained enough information to arrest the shooter two days later. Nothing incomplete nor inaccurate about that outstanding job!

A road rage shooting took place where highways 101 and 280 split. The driver who was shot died enroute to the hospital. Officer Walter Contreras and Officer Joseph Mendiola were driving a patrol wagon on their way to the Hall of Justice when they heard the call. The suspect vehicle just happened to pull right in front of them trying to make their way across the Bay Bridge to their hide-out in Oakland. Walter and Joe just tagged along, making sure not to make a nuisance of themselves with lights and sirens, and waited until the rest of the SFPD calvary showed up and made the felony arrest just opposite the toll plaza. You'd think the occupants of the suspect vehicle might have wondered why the black and white from San Francisco was also on the Bay Bridge leaving the city...

Speaking of Oakland...Homicide had an arrest warrant for a suspect who was wanted for a brutal murder of one victim, an attempted murder of another, and a gang rape of a third. The suspect bragged that he would never be taken alive and that he'd shoot any police officer who tried. Inspector Gavin McEachern, Officer Matt Mason, Officer Carl Fabbri, Officer Vince Etcheber, and Officer Dave Nastari tracked the suspect down in our sister city and managed to catch him just as he was returning home. The suspect never got a chance to shoot it out, and he would have certainly tried since when he was taken into custody he was carrying a fully-loaded, semi-automatic weapon.

We aim to please...Officer Greg Buhagiar and Officer Neil Cunningham found a car traveling through the Sunset District and decided to stop and warn the driver that his taillights were out. The driver, unfortunately, had no license but did have several arrest warrants outstanding. He also just happened to tuck a loaded gun under his seat. The suspect stated that he carried the gun for his own safety. So...the officers placed him in a cell where absolutely no harm would come to him.

The same night just two hours later and Greg and Neil find another vehicle with a driver who would never have passed a DMV final. They attempt to pull him over to discuss the excessive speed and lack of brake lights at the stop signs he failed to heed when he took off. Greg and Neil calmly let Dispatch know what was going on and Officer Al Wong and Officer Angela Rouede raced to assist. The officers finally cornered the suspect who left his car "parked" on the LRV tracks. The suspect would not show his hands and, there was a reason for this decision.

The suspect was holding what turned out to be a fully-loaded, .40 caliber semi-automatic. There was a brief stand-off but the suspect finally relinquished his weapon. The officers also found 175 white rocks of suspected cocaine which, no doubt, the suspect will claim he was just returning to the rightful owner...

13 really can be an unlucky number...consider the plight of the former felon who was released on parole and stayed out of trouble for the first 12 days of his newfound freedom. However, on the 13th day he managed to get involved in a major narcotic transaction in the Pacific Heights neighborhood, armed with a gun and fell right into the hands of Officer Ron Liberta and Officer Luke Martin.

Anytime you hear someone under suspicion say that they are "waiting for a friend," "just visiting a friend," or "just taking the sewing machine to my friend's house," you know something is up. It was for the suspect who Officer Rich Aceret stopped who really was carrying a sewing machine with a tag on it that contained a name and a phone number — neither of which belonged to him. A quick call and the real owner came out to find his car broken into and the thief in handcuffs. How's that for a response time...solve the crime before it was even reported!

Showing absolutely no talent nor creativity whatsoever, the auto burglar who used a razor to break into the classic convertible was captured shortly after by Officer Robert Royer and Officer Rich Jones. If the criminals had a union this guy would have been thrown out.

Officer Jeff Ferreira and Officer Cory Foss just happened to come across a vehicle illegally parked and checked the plate. Turned out the driver, still behind the wheel sweating profusely on a very cold winter day, was wanted for carjacking the vehicle he occupied from San Jose. We should get a finder's fee, from other jurisdictions...

Officer Tony Damato and Officer Scott Warnke were working a plainclothes detail when they found a group of young men surrounding two others in the Mission District so they

stopped to make sure everything was alright. Everything was until shots were fired from within the group. The person shooting took off and Tony and Scott were right behind him. The suspect was captured within two blocks of the incident and, fortunately, no one was hit by the rounds fired.

A pair of twin brothers responsible for an outrageous string of felony crimes were spotted in violation of a restraining order. Officer Sean Ryan, Officer Luis Dejesus, and Officer Tim Fowlie stopped to investigate. The twins took off running but were shortly located armed with guns. The officers managed to take them into custody and led them outside to a waiting transport. It was not uncommon for certain individuals hostile to police activity in the area to sometimes create problems for the officers, but in this particular case, everyone waiting outside the home where the arrest took place cheered the officers for the action they had taken.

A hot prowler burglary was in progress on LaPlaya Street when Officer Al Wong responded. The woman who called was home alone with her three young children when a suspect had broken into their residence. Al arrived and made sure that the description and route of escape was broadcast. Sgt. Jody Kato, Officer John Fergus, and Officer Benjamin Pagtanac set up a perimeter and managed to locate the unpredictable felony suspect just one block away.

Officer Tom Costello was in uniform on a bike patrol in the Central District when he saw an individual who he had been in touch with before on a professional basis and who was now on parole. Since Tom was stopped next to this convicted felon he managed to strike up a conversation. The parolee had apparently learned new skills while away, one of which was how to throw a huge knife with an 8" blade at police officers. Tom tried to get out of the way but the knife pierced his shirt and stuck right in the lower left portion of his bullet-proof vest. Tom chased the suspect down and made the arrest. The parolee will now return to his prison "dorm room," for the purpose of "reforming" himself.

Available on tape or DVD

New Hearts of the City Covers War Demonstrations

POA Staff Report

The seventh segment of the popular POA Hearts of the City videos is now available at the POA. For the first time, the segment is also available on DVD.

Titled "Our Streets," it is produced by the San Francisco Police Officers Association, in cooperation with the SFPD. Hearts of the City is a documentary series that shares with its viewers an inside look into the hearts and minds of the men and women who police this city.

This segment contains video of po-

lice lines and demonstrators taken at several anti-war demonstrations in San Francisco. It is insightful and gripping, and a must see for those who support and admire the men and women in blue.

Tapes or DVDs are free to members and their families. Just drop by the POA office and ask for a copy of "segment seven of the Hearts series." Plenty of copies of the first six videos in the series are still available as well.

Special thanks goes to Bob Mamone and Andrew Cohen for editing and producing this fine documentary series.