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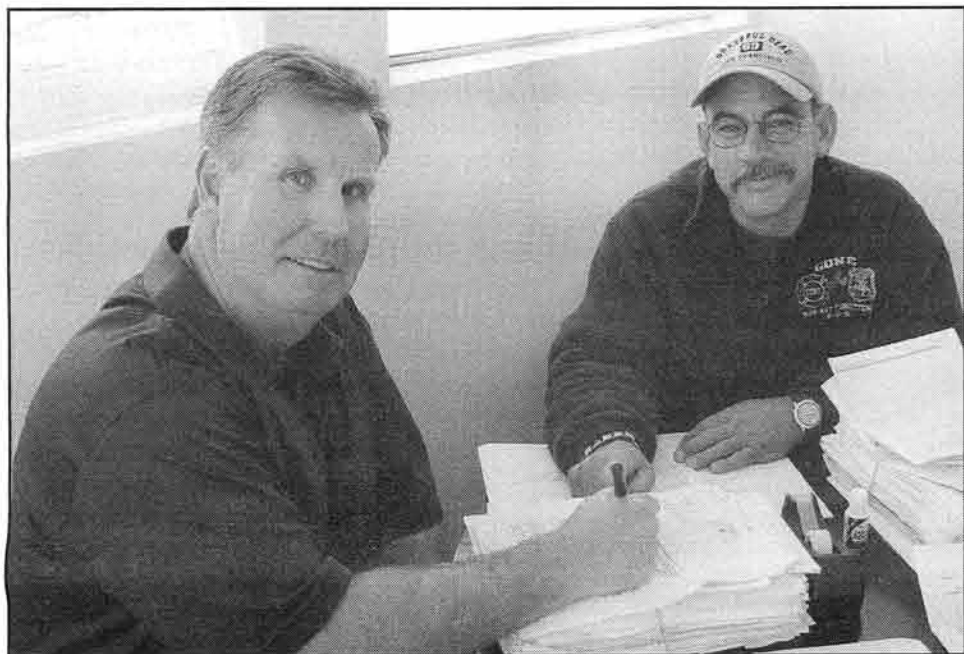
SAN FRANCISCO, JULY 2004



www.sfpoa.org

Q&A about new procedure

Core Group of OCC Rep's Ready for 2nd Street



Chris Breen and Kevin Martin

Staff Report

Shortly after taking over as president of the POA, Gary Delagnes advised his executive board and staff that he wanted a major revamping of the representation process at the Office of Citizen Complaints. Citing the demands that a new police commission and bolstered OCC process would place on the POA and its representatives, President Delagnes was emphatic that the POA needed to fine tune the way in which it provided this most fundamental of services to the membership.

Tasking POA Secretary Kevin Martin and Southern Station rep Chris Breen with the job of developing the plan, Gary gave them this mandate: provide the members with well-trained and experienced representatives who are dedicated to ensuring an officer's right to due process, but who are also credible and respected at the OCC, and who will instill confidence in the membership as a whole.

Following months of hard work and much thought and discussion, Kevin and Chris presented a final plan to President Delagnes and the other executive board members, as well as to the entire banc of unit and station rep's. Kevin and Chris had identified a core group of knowledgeable POA members who would assume the duties of representing any officer at OCC, and who were dedicated enough to take on the responsibility. An extensive training plan and administrative procedure was also developed.

Recently, I sat down with Committee Chair Kevin Martin and Co-Chair Chris Breen to ask a few questions about this new team of core OCC representatives.

— Ray Shine

Journal: President Delagnes and the Executive Board recently formulated a team of experienced people to assume the bulk of the OCC representations, relieving many of the station reps from this burdensome task. What precipitated the change?

Breen: Well, it was something that has been kicked around here for a long time, but we got serious about it after Gary [Delagnes] took over as president. Gary really thinks this is a good idea, and he is anxious to get the plan up and running. A lot of planning has gone into the idea. The reasoning behind the concept of a dedicated OCC team of rep's is that there is a real need for experienced and knowledgeable people to stand in support of our members whenever one is interviewed at OCC. Experience really does count in that regard, and those who were asked to serve in this capacity tend to be people with a proven track record. They are also people who are respected and who are considered credible by OCC investigators and department administrators.

Journal: What do you mean by credible?

Breen: I mean that he or she is familiar with the process, with the rules of engagement, so to speak. We wanted these core team rep's to be respectful of the OCC and the interview process, while at the same time advocate for the member in the most assertive and knowledgeable, or should I say necessary way possible.

Martin: We thought that it was im

see NEW PROCEDURE, page 4

President's Message

New Police Commission Backhands Rights of POA

By Gary Delagnes,
SFPOA President

Most of you know by now that last November's Proposition "H" mandated a restructuring of the Police Commission. The new panel has four members appointed by the Mayor, and three from recommendations made by the Board of Supervisors. Considering the current make up of the Board of Supervisors, I was initially a little skeptical that the new Commission would prove to be a fundamentally balanced body of overseers.

Hoping for the best, however, I looked to the new commission to be fair and impartial. I was looking for commissioners who would be effective arbitrators and even-handed disciplinarians, men and women who would not pre-judge or decide sensitive issues on emotion or for political reasons. I expected that they would carefully glean out from the buzz of sensational media accounts and special interest grandstanding the truth and facts of any matter pressed before them. In short, I expected a panel of qualified persons who would be savvy and adroit enough to avoid political pit falls, and who would virtually ooze with integrity and esteem.

Following a spate of foot stomping during public comment sessions, the commission swept aside good faith bargaining for the sake of political expediency...

I could not in one hand expect respectful standards from the new commissioners, if in the other I was of a mind to pre-judge them. So, I met with most of the new commissioners to introduce myself and express the wishes and concerns of the POA. Those with whom I met appeared to be conscientious, dutiful individuals who took their new position seriously. Each appeared earnest in his or her desire to serve well the city and the department. I was pleased with their personal re-



sponses, and was assured by each that they will strive to be fair and impartial. Each claimed that they have no preconceived opinion about our department.

Okay, I thought, not a bad start.

But now, only weeks later, and despite all the make-nice rhetoric, the actions of the commissioners have spoken louder than their words. Following a spate of foot stomping during public comment sessions, the commission swept aside good faith bargaining for the sake of political expediency, and a serious issue was propelled into the forefront of a contentious debate. That issue is the policy flip-flop regarding General Order 8.11 and the identity of officers who were involved in a recent shooting incident.

Despite the on-going nature of the investigation, the effort to contact additional witnesses, and the jeopardy to the involved officers, the commission requested an immediate opinion from a deputy City Attorney regarding their desire to release the officers' names. Much to my surprise, the city's lawyer instructed the Police Commission that they could delete the following line from DGO 8.11:

"No report that is made public shall disclose the officer's identity or any other information deemed confidential by law".

The deputy city attorney further instructed the police commission that in her opinion the deletion of this one sentence was not a change in working conditions and did not mandate a "meet and confer" with either the POA or the department. Accepting that opinion without conferring any further, the commission ruled that the names must be released.

I instructed our labor attorney, Vin Harrington, to immediately appeal that ruling to the Human Resources

see PRESIDENT'S MESSAGE, page 9

WIDOWS' AND ORPHANS' AID ASSOCIATION

June 16, 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 3:05 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 Reilly, Treasurer Jim Sturken, Secretary Mark Hurley, Trustees Joe Garrity, Dave Fontana, John Centurioni and Rene LaPrevotte. Excused Mike Kemmitt. Also in attendance were junior past president Ray Crosat, and past presidents Bob McKee and Bill Hardeman.

MINUTES OF THE MAY MEETING: Motion by Hardeman, seconded by McKee that the minutes be approved as published. Motion carried.

BILLS: Treasurer Sturken presented the usual bills. Motion by Fontana, seconded by Centurioni that the bills be paid. Motion carried.

COMMUNICATIONS: The normal amount of telephone calls with address and beneficiary changes. Also a donation from Amelie Gannon for \$25.00 in memory of Jim McKee, son of Bob McKee. Thank you note will be sent. Remember our phone number 415-681-3660 give us a call if you have any changes or questions.

WE HAD TWO DEATHS TRIS PAST MONTH. (New benefit as of May 1, 2004, is \$17,000.00)

WILLIAM J. MURPHY, 78 years. Bill was born in San Francisco and raised in the Mission. He attended St. James High School and U.S.F. before joining the Navy as an Ensign. After being discharged, he was employed as a salesman before entering the Police Academy in 1948. His first assignment was Ingleside for one year before going to Southern for a year. From Southern, he returned to Ingleside for the remaining of his police career. In 1958 he resigned from the SFPD and took a position as Secretary to the Assessor of the City and County of San Francisco. During Bill's police career he served as President of the SFPOA. He was awarded several Captain's Comp's. One for stopping a driverless truck, another for helping in the arrest of a suspect who shot a Deputy Sheriff. Bill was a well-known criminal attorney in town and served as President of the Criminal Trial Lawyers Association. Bill loved to attend the regular meetings of the POA and always had something to say. Point of Order Mr. President, Bill would yell out in the packed meeting, The President, would yell back, "You are out of order, Murphy". Then we would all sit back and enjoy the

show. Bill had a wonderful sense of humor and never stopped talking about his time as a cop in San Francisco.

ANDREA VALENTINE, 89 years. Andy was born in Tampa, Florida and moved to San Francisco as a teenager. He lived in the Excelsior and attended Balboa High School. He worked on a pile-driving rig on the San Francisco waterfront and briefly as a San Francisco Fireman before he entered the Police Academy as a Q-30 wagon driver (Later classified as Q-2 Patrolman) in 1947. His first assignment was Park Station for a couple of years before going to Mission Station. Ten years later, he was on his way back to Park, with a brief stay at Richmond Station. Andy retired in 1972.

SUSPENSIONS: None at this time.
REINSTATEMENTS: Pursuant to Section 5 of Article III of the Constitution with payment of back dues and penalties: Stephen Lynch.

DROPPED FROM MEMBERSHIP: With a letter received from Deborah Erdy asking to be removed from membership. President Jeffery so ordered.

REPORT OF TRUSTEES: (The meeting took place at 5:30 pm at the Bank of America main office on California Street). Mr. Bruce Bain and David Cassaro presented a full accounting of our assets and reported how we are doing. We seem to be going along on a slow but sure course. Our newly acquired REIT fund is up \$10,000 in six months, and our REIT (real estate) is up \$2200. It looks like interest rates will be going up in the near future. Oil, or the lack of, was discussed. Also discussed was China's need for more of the world's market supply. The Bank made an investment proposal to sell 600 shares of Harley Davidson and buy 1,200 shares of Staples. The Trustees approved their request.

NEW BUSINESS: I, secretary Mark Hurley, would like to thank the Trustees and especially members of the San Francisco Veteran Police Officers Association for locating several members who were late in paying their dues. We have two more members who have not responded to our letters and are in the danger of being suspended from their membership. If anyone knows Morgan Peterson or Dave Faingold, give them a call and ask them to call our number 415-681-3660.

ADJOURNMENT: President George Jeffery had a moment of silence for our departed members, and set the next regular meeting for Wednesday July 21, 2004 at 2 PM in the conference room of Ingleside Station.

Fraternally
Mark Hurley,
Secretary.

POA Grieves Death of Active Member

The men and women of the San Francisco Police Officers Association extend condolences to the family and friends of Sergeant Kurt Schneider, #1832, who suffered a fatal heart attack on June 28, 2004. He was 44.

Kurt was assigned to the Tenderloin Station. He was an enthusiastic and dedicated police officer who requested reassignment to a district station from the Bureau of Investigations. Kurt had been assigned to Park Station prior to his 1999 appointment to the rank of Assistant Inspector. Kurt was the son of retired Homicide Inspector Ron Schneider, and the nephew of retired Robbery Inspector Paul Schneider.

Kurt leaves behind a wife and six children. Donations may be made to the Schneider Family Trust Fund at the San Francisco Police Credit Union, account #1361032-S5.

Special POA Election

A Special Election will be held to select representatives to the POA Board of Directors from Northern, Mission, Southern, Investigation & Tactical.

There is currently one vacancy at each of these units. Article VI, Section 6 of the POA By-Laws requires that an election be held for these units to fill these vacancies.

The General Election Committee has been appointed with Matt Gardner serving as its chair. The General Election Committee shall receive nominations, prepare an election ballot, and distribute this ballot by mail to members assigned to stations and units involved.

Time Lines

1. Special Election Bulletin sent (June 29, 2004) to stations and units involved in the election; notice of this election printed in the July issue of the *Journal*.
2. Nominations must be sent to General Election Committee: (send/deliver to POA office c/o Election

Committee) on or before Friday, July 16, 2004.

3. Mailed ballots sent to members assigned to Northern, Mission, Southern, Investigations & Tactical on or before Friday, July 23, 2004. Note: if member nominated as director for a particular unit is not opposed, ballots will not be mailed to that unit.

4. Election period: Friday, July 23, 2004 to & including Friday, August 6, 2004.

5. The General Election Committee shall collect the ballots, check the names on the identifying envelopes with the member rolls, and count the ballots. This shall be done on Monday, August 9, 2004. The committee shall announce the results of this Special Election.

6. The members so elected shall be installed at the POA Board of Directors August meeting.

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

- Address letters to the Editor's Mail Box, 800 Bryant St., 2nd Floor, San Francisco, CA 94103.
- Letters must be accompanied by the writer's true name and address. The name, but not the street address, will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced, or submitted on disk in Microsoft Word.

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AROUND THE DEPARTMENT



By Al Casciato

...Births:

David and Holly Parry (Bayview Station) welcomed their first son, **Trevor Darrell Parry** 8 lbs. 3 ounces 19 1/2 inches on Tuesday May 11, 2004 at 2321 hours...**Rob and Nicole Ziegler** (Vice Crimes) proudly announce the birth of their first child. **Lucas Paul Ziegler** 8 lbs. 10 ounces 21 1/2 inches born June 16, 2004 at 2115 hours. All Moms, Dads and li'l ones are doing great. Congratulations to all, may the future bring great happiness...

...Professor:

Dave Householder (Northern Station) is extremely proud of his son **Brian Householder** who this year was awarded his Ph.D. from the University of Georgia. Professor Householder will begin his new duties at the Communications Department of the University of North Dakota this fall. Great Job Brian we wish you a great career Dr. Householder Ph.D...

...Graduate:

Don Ross (Investigations) and **Lori Ross** (Communications) are proudly celebrating the June Graduation of their daughter **Kelly Marie Ross** from Cal Poly, San Luis Obispo. Kelly was awarded a Bachelor of Science in Tourism and Recreational Planning and has taken a position with the California Special Olympics Foundation in San Luis Obispo. We wish her the best in her new career. I think I'll ask her to plan my recreational activities, after all she should do that for her godfather... Congrats Kelly...

...National Talent:

Tony Petruzzella son of **Corrado and Diane Petruzzella** (Co.K/Solos) has earned a starting position on the U.S Eagles, America's National Rugby Team. Tony who has been studying Real Estate at Cal Poly while leading their rugby team to the finals of the national collegiate championships, has had to put his education on creative scheduling to represent the USA on a team that has a goal of winning the 2007 World Cup. Tony's family and the Cal Poly Community are closely following all the games. We wish Tony and the team great success and we may even develop a whole new group of rugby fans in the Bay Area...

...Recycling:

Well the POA is now in the uniform recycling business and Board of Directors member, **Lynn Atkinson** (Vice Crimes) has been named director of

the program. Effective July 1, 2004 station representatives will begin collecting uniform shirts, pants and shoes. The items will then be sent to Lynn who will sort and categorize each one prior to being placed on the rack at the POA. It would be a huge help to Lynn if items were brought in cleaned and with a tag indicating the size. Retirees are encouraged to call Lynn at 415-970-3065 to arrange for pickup...

...Police Museum:

Looks as if the Police Museum will have a home once the San Francisco Mint building at 5th and Mission is renovated and turned into the San Francisco Museum. Those of you who have items that would be suitable for display can contact Inspector **Liane Corrales** at 415-558-5500. If you are interested in City history and would like to participate in the 1906 earthquake memorials give Lynn a call. She is currently working on the 100th Anniversary Memorial, which will take place in 2006...

...Time Heals:

On the 4th of June retired Captain **Ray Minkel** passed away while riding his bicycle from Sausalito to San Francisco. Ray was fortunate to have been active and in good health until being suddenly taken from us. At his service a speaker talked about how Ray had walked up to someone, with whom he had a poor relationship, put his hand on his shoulder and said, "Time heals all wounds". After that moment the two had a good relationship which lasted for several years until Ray's death. The speaker at the service said Ray would want us to know that "Time heals all Wounds". Something to think about since life is so short...

...In Memoriam:

Another etired SFPD member **Thomas Robert Carey** passed away on May 13, 2004 in Sutter Creek, California. His sudden death was an unfortunate outcome of a traffic accident. He was 71 years old. Tom Carey was an active member of the San Francisco Police Department from August 15, 1954 until his retirement at the rank of Lieutenant on July 11, 1979. Tom's son, Detective **Steve Carey**, serves with the Vacaville Police Department.

...Memorial:

If you get by Bayview Station be sure to spend sometime at the Officer Isaac Espinoza Memorial. The letters from his wife and community members shed a perspective on the department and its members that can not be seen from the inside...

...Are You Healthy?

The Behavioral Science personnel spend a lot of time discussing the health of the department. Recently Retire Department Psychologist **Dr. Forrest Fulton, III Ph.D.** discussed the importance of having a yearly physical and being proactive about your medical care. He advises young officers to start contributing to long term care while they are in their 20's rather than in their 50's when the cost starts to become prohibitive. He also points out that sleep apnea is a large contributor of stroke and heart attack for those in their 40's and 50's. If you are over weight and snore get in right away and get checked...

...Uniform and Safety:

The Uniform and Safety Committee has received some new technology black latex gloves that resist needle punctures while searching suspects. The gloves can be worn for long periods of time and being black can be



Jeff Levin, Juvenile; Liane Corrales, Juvenile; Al Casciato, Co. K/Solos; and Jamie Ongpin, Muni at the April 18, 2004 1906 Earthquake Memorial.

worn in tactical situations...

...Business Cards:

POA staffer **Laverne Petrucci** reports that the POA has 3000 preprinted business card blanks at DC Typography. The blanks have the SFPD patch in the upper left corner, but the rest of the card is blank. In a deal reached with the company, members may order up to 150 cards at reasonable price with your name and info printed onto the blank. If you are interested, phone 863-2287 and ask for **Michelle**...

...Support a Walker:

Dave Albright, Co. B, reports that his wife, Barbara, is participating in the Avon Walk for Breast Cancer and is seeking sponsors to donate just ten

cents for each mile that she will walk, or \$10 for the entire event. This is the fifth year that Barbara has participated in this worthy cause, and she is hoping to raise at least as much as the \$6500 she raised last year. For information about sponsoring Barbara's walk, go to www.avonwalk.org and click on "Support a Walker." Once the page appears, click on "San Francisco" and then please indicate that it is for participant #441050. You may also contact Barbara directly at 171 Minorca Way, Millbrae, CA 94030.

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, SE, CA 94103.

TRAFFIC TIPS

By Sgt. John Nestor, OIC
Traffic Company, STOP Program

Vigorous Traffic Enforcement is Vital to Safe Streets

Has this ever happened to you? You observe a flagrant traffic violation, stop the motorist, and are immediately confronted with a hostile demand: "Don't you have something better to do?"

Seeing the anger in the face of the motorist, and hearing the hostility in their voice, do you wonder why you bother making stops at all? Why put up with this stress? Why increase your blood pressure; expose yourself to OCC complaints and creating a hostile citizen who sure isn't going to vote in favor of the next police ballot measure?

The reason is because you have contributed to making the roads safer for all of us. Due to your dedication to duty there has been a dramatic downward shift in fatalities in San Francisco from January through May in 2004 when compared to the same period in 2003. There has been a 50% drop from 16 fatalities to 8. That's significant, and it is not because there are fewer and safer drivers on the road, it's because your combined enforcement efforts

have curtailed the haphazard driving habits of the city's motorists.

I recently attended a "Livesafers" conference put on by the National Highway Traffic Safety Administration. One of the things the speakers and instructors emphasized over and over again was that without traffic enforcement the other key elements of traffic safety, education and engineering, are greatly diminished.

At the conference I met numerous citizens, agencies and organizations like MADD (Mothers Against Drunk Drivers) who are passionately dedicated to making our streets safe. Every person I met at the conference had nothing but praise for law enforcement officers. They all realized that without an officer's willingness to enforce traffic laws, their safety endeavors would often be fruitless.

So the next time you make a traffic stop take comfort in knowing that your actions might change the driving behavior of the violator and make the streets safer for us all.



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Wife of Sgt. John Hallisy — Narcotics Bureau

New Procedure

continued from page 1

portant for the OCC investigators to come to know these rep's and respect them as professional, accurate, and truthful advocates. There's the old saying about catching more flies with honey than with vinegar, but our plan is much more than that. There is a need to maintain a respectful working relationship between the POA and OCC.

Breen: Kevin's right. We need to have that ability to gain a concession from OCC, to make a schedule change or some other administrative change without it being adversarial or confrontational. We need the process to serve OCC and our members, because that's really all it is, a process. We deal with it as professionals in a professional way. Let's face facts here. The OCC is not going away, and neither is the POA. We're going to know each other for a long, long time.

Martin: And let me add that this

does not necessarily diminish the dedication and hard work that many rep's put in to the OCC hearings. It's just a way to streamline the process, to add a degree of consistency, and improve the lines of communication between the POA and OCC. Speaking as a member of the Executive Board, we are very pleased with the level of commitment and service we see in our station representatives. We know how difficult that job can be, and no one respects what is demanded of the men and women who serve the members more than us.

Journal: Okay. So, how will this new core team of rep's actually function? What are the basics of the plan?

Martin: Well, for starters, the member becomes more responsible for his or her own case. Once a member receives a copy of an OCC complaint, that member really needs to pay attention to it. Don't leave it sitting in the mailbox until the day before the interview. Start things going on it right away.

Breen: That's right, and it's so important these days. We're in the post Prop H era. The focus on our members' conduct has never been more intense. Merited or not, all OCC complaints need to be closely monitored from start to finish. It is the members reputation and career that are in jeopardy, and mistakes and miscommunication are not uncommon at OCC. Members need to ensure that they are receiving all the due process to which they are entitled. They should let nothing lapse.

Martin: It works like this. When a member receives a complaint they need to immediately start the process. First, the member needs to make a copy of the complaint and immediately forward it to the POA, attention to me [Kevin Martin] or Chris [Breen].

Next, the member needs to get a copy of the report or a ticket and the CAD printout or whatever documents pertain to the complaint and review them carefully before sending copies of everything to the POA. Check and double-check everything for accuracy

and completeness. Make copies of everything.

As soon as we receive the copy of a member's OCC complaint and all pertinent documents we will log it and start a comprehensive file, then assign the case to one of the core rep's. All the cases will be centrally filed and we will be able to track each case from start to finish.

Once a case has been assigned to one of the core rep's, he or she will contact the involved officer and arrange a conference well ahead of the interview date. This will allow the rep to review the file and fully prepare for the interview at OCC.

Journal: Can a member select his or her representative from among the team of core rep's?

Breen: A member can request a person from the core group, and we will make every effort to accommodate that request. But, there will be occasions when a requested rep will not be available. Of course, a member is not compelled to use any person recommended by the POA. Nothing changes in that regard at all. An officer is still entitled to a representative of their choosing, be that person a core rep, the station rep, or anyone else. We are not forcing this new plan on anyone, and despite our reorganization, the fact remains that station and unit rep's will still have occasional representation duties at OCC.

Journal: Will the core rep's receive enhanced training, update training, that sort of thing?

Breen: Oh, yes, they already have. We have provided some excellent training to these members during two separate seminars. We had experts in the areas of police officer rights and representation give the group some very pointed and in depth instruction. POA attorney Vin Harrington briefed them on the Peace Officers Bill of Rights, Frank McKee on use of force procedures, Kevin Allen on the procedural workings of an OCC interview. Dave Ambrose from MCD. It has been very comprehensive. Case reviews and critiques will be frequently conducted in order to hone the skills and knowledge of the rep's. It would be too impractical to provide such comprehensive training to each and every rep on the Board, that's one of the benefits of using a core group of specially trained people.

Journal: Will the core rep's also handle MCD and Commission cases?


Martin: Not very often. Steve Johnson will be the lead representative in those cases. Part of the motivation behind the core rep plan is to relieve Steve of some of his tremendous caseload by taking him off the lion's share of the OCC stuff. And, like Chris just said, if we need to bring in attorneys or other experts for any case, Steve will be the liaison who sets up that extra service.

Journal: How many people comprise the core rep squad?

Martin: Twelve. Chris and I will be responsible for assigning the cases evenly amongst them.

Journal: Who are the core rep's?

Martin: Well, myself, and Chris [Breen], John Evans from Central Station, Theresa San Giacomo from TTE, Tony Montoya from the Canine Unit, Teresa Ewing and Jim Miller of Mission Station, Mike Moran from Bayview Station, John Cagney of Narcotics,



SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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Member's Request for OCC Representation

Use this confidential form to notify the POA when served with an OCC complaint.

OCC Complaint Number _____ Date of Service: _____

My Name and Star Number: _____

I am assigned to (unit, detail, or station): _____

My assigned watch and days off are: _____

My contact numbers (on and off duty) are: _____

My Email address is (optional): _____

The initial OCC interview is scheduled for (date and time): _____

The OCC Investigator's (name and phone number): _____

I have enclosed, or will forward, the following items:

- _____ Copy of the OCC complaint
- _____ Copy of the CAD printout from the date of the incident
- _____ Copy of the Incident or Traffic Collision Report
- _____ Copy of the Use of Force Log for the date of the incident (if applicable)
- _____ Copy of any Traffic or Misdemeanor Citations issued
- _____ Copy of tow slips and inventory; 849(b) PC Form; other documents

The following information may be useful in your initial review of this complaint (brief comments, if appropriate):

Enclose this form in a sealed envelope and forward to the POA, attention Kevin Martin or Chris Breen

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Mike Nevin of Southern Station, Dominic Yin of Ingleside Station, John Van Koll from Northern Station, Gabe Gallaread from Park Station, and Frank McKee, who is now retired, is our Defensive Tactics advisor.

Journal: Will it be necessary for a member to respond to the POA in order to confer with his or her core rep, or will the rep respond to the officer's station for consultation?

Breen: The core rep and the involved member will make those sorts of decisions. Much of the preliminary work can probably happen by way of phone conversations or even email. Regardless, the idea is to provide the members with a more experienced and knowledgeable representative while accommodating the officer and his or her work schedule as much as possible. We're very sensitive to the needs of the member in regards to the watch they work, days off, etcetera. Don't forget, we want this to be a better, more controlled process, a service oriented to the needs of our members. We are not out to make anyone's life more complicated than it already is.

Journal: Did either of you, or anyone else on your committee or from the POA, confer with the OCC or SFPD before you formulated the concept of using core rep's?

Martin: Not initially. After we had formulated our working plan we did contact the department and OCC. In fact, OCC Director Kevin Allen, and MCD investigator Dave Ambrose both

attended one of our training sessions and provided our team with some valuable procedural information. They were very helpful in that regard.

Breen: Yeah, that's one of the motivating ideas behind this plan; to open those lines of communication, develop a level of cooperation and respect with OCC and the department. We think everyone wins in that regard, but particularly our members.

Journal: Is there anything else you would like the membership to know about the use of OCC core representatives?

Martin: Just stay on top of these cases. Never take an OCC complaint lightly. I would hope that the members trust us and will have confidence in us and in our plan. We think it's the best way to represent them, and we are always considering what's best for the members when we develop these ideas.

Breen: Yes, and if you have any concerns or questions, please contact us and let us assure you that this plan will better serve you and the association.

Journal: Well, it's an intriguing concept, and it appears you have both put a lot of thought and effort into developing a viable plan. Good luck to you both, and to the members you have selected as the core rep's. We all know how much work is involved, and how much is at stake.

Martin: Thank you.

Breen: Thank you.

What to do When Served with an OCC Complaint

(Use the confidential Member's Request for OCC Representation form to notify the POA if you are served with a complaint)

If you are served with an OCC complaint ...

- 1) Immediately mark your calendar with the following information:
 - Date and time of the interview
 - Name and phone number of the OCC Investigator
 - OCC Complaint number
- 2) Make a copy of the entire document.
- 3) Forward the copy along with the confidential Member's Request for OCC Representation form to the POA, attention Kevin Martin or Chris Breen.
 - Include your on and off-duty contact numbers
 - Specify your watch hours, days off, and best time to contact you
- 4) As soon as practical, obtain copies of all pertinent documents, including:
 - CAD printout (It would be helpful to highlight your unit transmissions)
 - Police reports
 - Copy of Use of Force log, if applicable
 - Copy of traffic or misdemeanor citations issued
 - Copy of booking slips
 - Copy of tow inventory
 - Copy of daily watch sheet, if applicable
- 5) Forward all document copies to POA as above. Use the OCC complaint number to reference all documents forwarded to the POA.
- 6) Thoroughly read all documents and the OCC complaint. Mark errors and inconsistencies.
- 7) If you made notes of the incident, copy and forward to the POA. Use the OCC complaint number to reference the notes to your file.
- 8) If you know of any witnesses to the incident that are not listed in the documents, provide those names to the POA representative.
- 9) No later than one full week prior to the scheduled hearing, contact the POA by telephone if a representative has not already contacted you.

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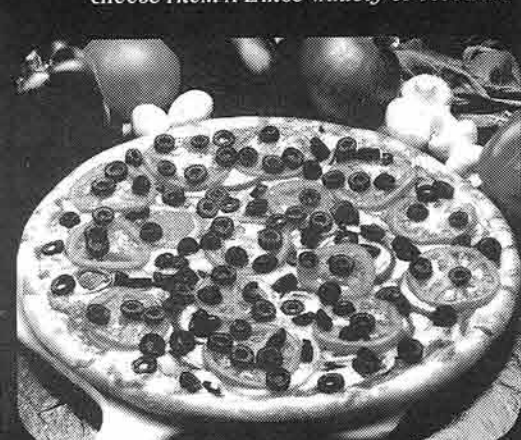
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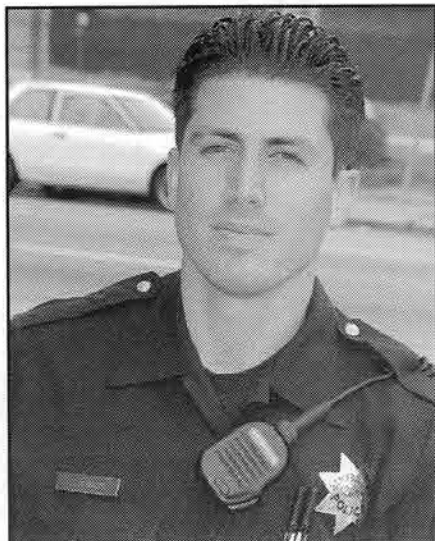
Isaac Espinoza Memorial Video

By Andrew Cohen
POA Videographer

It is with great sadness that we are again, memorializing one of our heroic fallen officers — Officer Isaac Espinoza. He was a devoted husband and father, a dedicated street cop, and a selfless POA activist. It is fitting that we honor this fine man with a video of his professional life in law enforcement.

We need your help. We need Officers who have been touched by Isaac, in any way, to come in and be interviewed on camera for this tribute video. The completed project will be edited and enhanced, and presented as a gift for Renata and Isabella. We hope that they will look back upon the video and remember and realize what a great husband and dad he was, and how loved he was by his colleagues and the community he served.

The final cut will be added to the



Hearts of the City-Part 8 DVD, currently in production. The theme of Hearts 8 is the "Bayview" and it will also be dedicated to Isaac's memory.

Please help us with this tribute. Contact the POA Video unit to set up a time to come in and talk with us about Isaac. (415) 431-6541.

Dear Friends,
April 29, 2004

In the days following Isaac's tragic death, I could not stop thinking of Renata and Isabella and how empty their lives will now be. What an overwhelming loss. As for Isabella, it makes my heart ache knowing that she will grow up never knowing her father. What a character he was! That is so unimaginable to me. She will grow up without ever knowing him and how wonderful he was. I wanted her to know him in a way that she now, never will. I am sure that we all have thought about that. I get so angry when I realize all that she is missing out on. Sadly, there isn't a whole lot we can do now to change things. What I have decided to do may one day be a wonderful gift for Isabella, when she has a milestone birthday such as turning 13. We can give her a gift that may one day give her a glimpse into whom her father was and how much he was respected, admired, and adored — and just how funny he was. He was so many great things.

I would like to put together as many "Isaac" stories as possible. If you can please send me a funny Isaac story or any memorable experience (photos, arrests, academy stories, training, off-duty stuff, anything that you can offer), I will be collecting them and will ultimately compile them into an album. The album will be dedicated to Isabella, and collectively authored by the members of the SFPD. We will present it to Renata so she can give it to Isabella on her thirteenth birthday, or at a time when she feels it would be appropriate.

Send anything you have to me at wendyhurley@sbcglobal.net, or via Department mail. If you have any questions call me at

Thank you,
Wendy Hurley
Bayview Station

Dear Gary, Staff, and Members of the SFPOA,

First of all, I wanted to thank you not only for your financial contributions to our family, but for all of your support through this difficult time. I don't even know where to begin.

It has taken me a while to write this letter because there is just so much I am grateful to all of you for, and not enough words to say it. You have shown me love that I never expected, and support that is so amazing. I know now that just like me you also loved Isaac, not only as a co-worker, but also as a friend. Thank you.

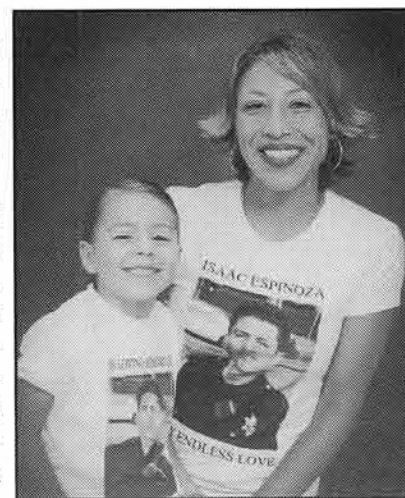
These last few weeks have been so difficult for me dealing with Isaac's death, but also with the disappointing decision of the Attorney General. This was really hard on me and I wanted to give up, but after speaking with Gary and a couple of police officers, and hearing their willingness to keep fighting, it gave me strength.

I want you to know how grateful I am for the wonderful letter that you wrote to the Attorney General asking him to take over Isaac's case. I finally was able to read it a couple of days ago, and I started to cry reading all the things you presented to him, and pleading with him on Isaac's behalf.

All of you have a very special place in my heart, and you are my family. Difficult times are ahead of us, but no matter what happens I am not giving up. I will fight to the end to make sure that Isaac gets justice for his murder, and also make sure that this never happens again to another officer here in San Francisco.

Thank you for making me feel like I am not alone. Your generosity and kindness will never be forgotten. Everything you do and have done I will forever be grateful for, and Isabella will always know about it. Holding her in my arms and knowing that she is the best gift that Isaac ever gave me, gives me the strength to go on for him. Thank you again for everything. May God bless you and show you the same love and kindness that you have shown my family and me. You are all amazing and wonderful people.

Eternally Grateful,
Renata Espinoza and Family



Isaac Espinoza Trust Fund

On the evening of April 10, 2004 Officer Isaac Espinoza, #64, tragically lost his life in the line of duty. Isaac was a dedicated eight-year veteran of the S.F.P.D. who was just recently appointed to the Board of Directors of the SFPOA. Isaac leaves behind a wife, Renata, a four-year old daughter, Isabella, and many extended family members. A trust fund has been established at the San Francisco Police Credit Union. Donations can be sent directly to the SFPCU 2550 Irving St., San Francisco, CA 94122.

Make checks payable to: The Isaac Espinoza Trust Fund (account #1360436S5).

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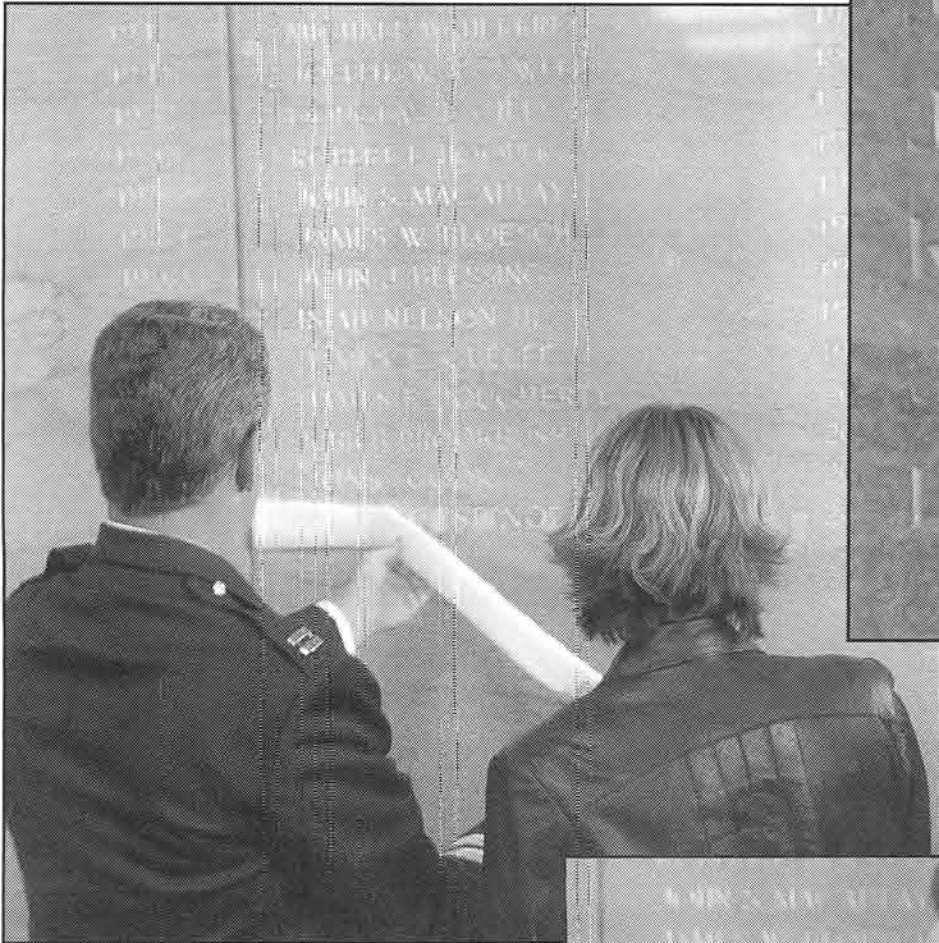
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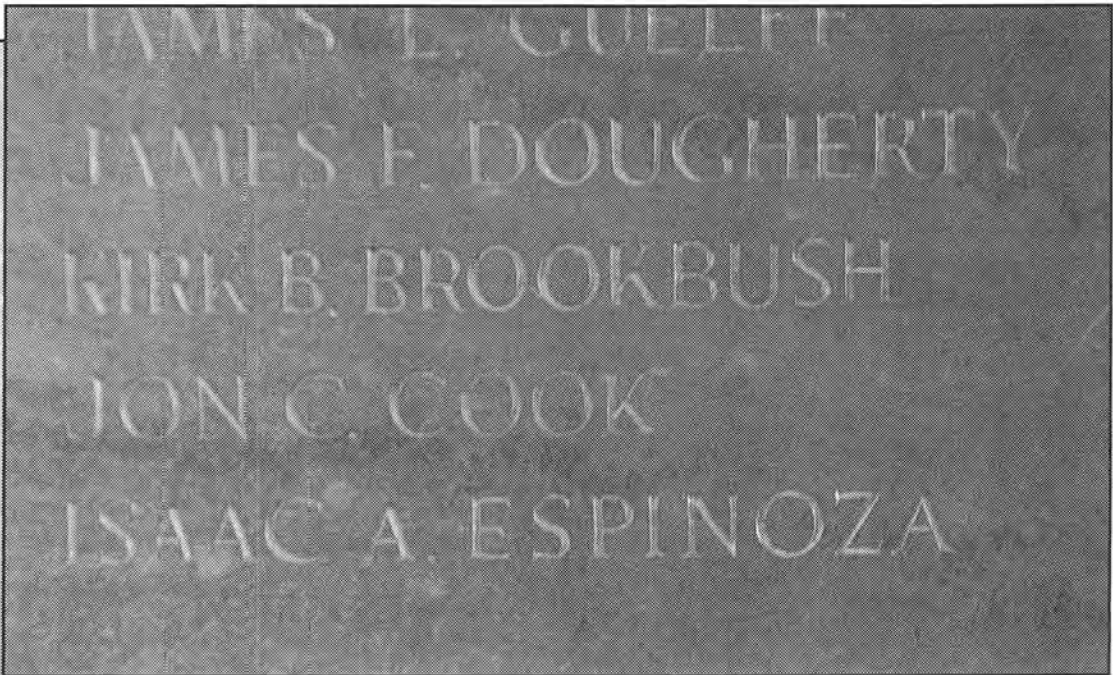
Sister of David O'Connor, SFPD — Southern Station

The Unveiling – A Ceremony No One Ever Wishes to Attend

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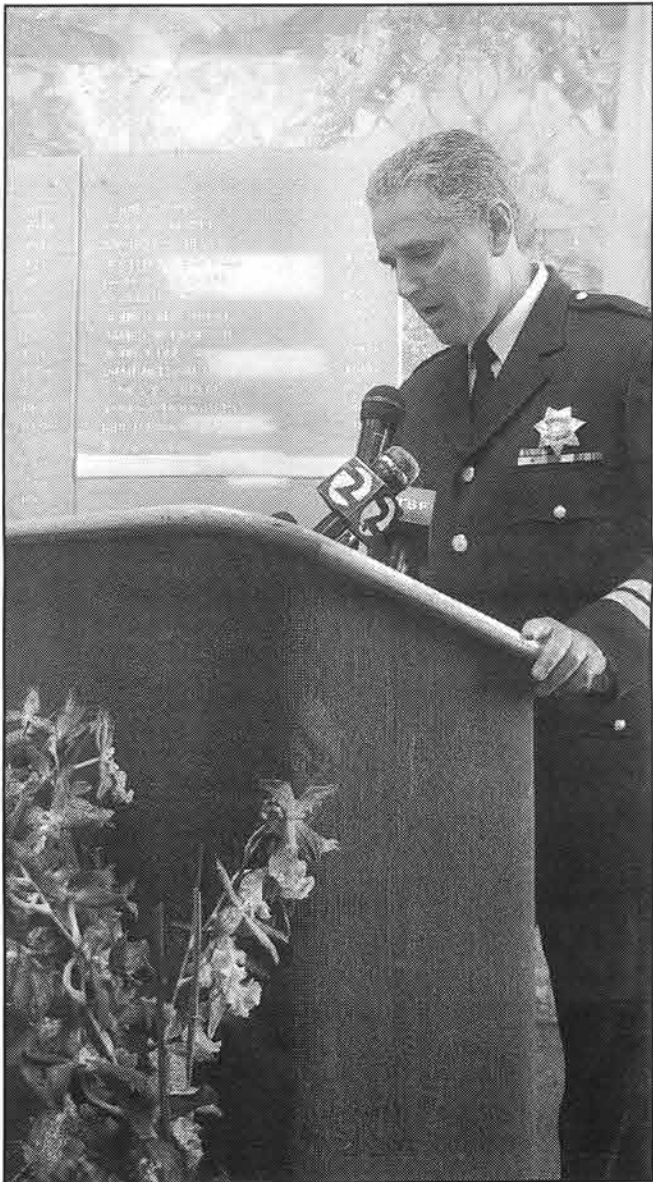
The unveiling...



Chief Fong



Mayor Newsom addressing the assembly



Bayview Captain Rick Bruce spoke about the lost hero of his command.



Police commissioner
Louise Renne spoke briefly



Renata Espinoza and family listened to Chief Fong's kind words.

Q&A for Gary Delagnes

The Espinoza Case: Where Do We Go From Here?

Staff Report

Journal: Attorney General Lockyer has announced that his office will not intervene in the prosecution of Isaac Espinoza's murderer. Is that the end of the POA effort to remove SF District Attorney Kamala Harris from the case?

Delagnes: Yes, pretty much. We have exhausted all of our options in that regard. I was disappointed in the AG decision, but I respect it. He and his staff gave the situation a lot of consideration. They invested a lot of hours in the research and the case law. Bill Lockyer himself appeared before the POA Board of Directors to answer questions. He also spoke privately with the Espinoza family. His decision was carefully, carefully considered. He did not rush it. He did not make a decisive statement until after he had all of the facts at hand. That is the difference between his decision and that of Ms. Harris.

Journal: Well, now that you bring it up, discuss the politics in the decision of both Lockyer and Harris.

Delagnes: I think it's apparent that politics played a much more significant role in Harris' decision. I mean, the sheer speed with which it was made tells you that. Before the final police reports were even submitted, she had announced that she would not seek the death penalty because she had made a campaign promise never to do so.

Journal: What do you expect now from the San Francisco District Attorney?

Delagnes: I expect her to keep her word. Just as she kept her word to the



voters of this city, I expect her to keep her word to the men and women of the SFPD. She vowed to prosecute David Hill to the maximum extent short of the death penalty — life in prison without the possibility of parole. I want her to see to that. I want her to use every resource available to her to place that cowardly criminal behind bars for the rest of his miserable life. I want her to use this prosecution to send a message to every gang-banger and dope dealer in San Francisco that killing police officers will bring the wrath of her office upon them, and while they may go on breathing, it will be the stale, cold air of their prison cell, a place that the sun will never shine, and in which they can never feel free again. That is what I want from Kamala Harris, and truthfully, I expect that is what we will get. You know, none of us has ever doubted her ability as a prosecutor. We're confident that she is a capable and experienced trial attorney. Her ability to do the job was never an issue.

Journal: Will that posture be seen as a capitulation by the POA?

Delagnes: No, I don't think so. Kamala Harris is on record stating that she abhors the murder of Isaac Espinoza. She is on record opposing the gang violence plaguing the Bayview. She is on record supporting the efforts of the SFPD to clean up the crime in those neighborhoods. She is on record opposing the use of guns by gangs and dealers. She is not Terrence Hallinan. It appears that she is intent on doing what a DA is elected to do: prosecute criminals. The POA supports those same efforts. In the end, we have more in common than we have differences, moral and personal issues set aside.

Journal: How will the POA support the DA's effort to send David Hill away forever?

Delagnes: Well, procedurally, there is little we can do. But symbolically — and practically — there is much that we can do. We will be sitting behind her, in the gallery, every day, every hour, every minute that the trial takes place. We will be a constant reminder to her and to everyone else that the POA is watching every move made by her and by the defense. We will not allow the memory of a brave officer to be debased or trivialized. We will be there to support the Espinoza family, and to honor the memory of a dedicated police officer. If our presence in that courtroom — our conspicuous and significant presence — will lend any moral support to her prosecutorial endeavor, then that will be our role in this case. She needs to know that we will be with her at every step of the way, so long as she is leading this worthless criminal to the front door of San Quentin on a long, lonesome one-way trip.

Journal: Well, certainly there is heavy symbolism in filling the courtroom with officers every day, but you said there are practical ways to support the prosecution. To what were you referring?

Delagnes: This tragedy demonstrated that we have the unequivocal support of most of San Francisco's legislative leaders. We will tap that support for legislation that will eliminate the option of a District Attorney to seek a death penalty for the slaying of a police officer. We will seek a law that makes the death penalty mandatory whenever a person is convicted of murdering a law enforcement officer in the line of duty. A law like that would, in effect, force the local DA to relinquish the case to state prosecution if she — or he — is morally opposed to the death penalty. We will call it Isaac's Law.

Journal: You are confident that such a law can be passed?

Delagnes: Well, judging from the outcry that this case generated, and hearing the statements made by the likes of Diane Feinstein, Barbara Boxer, Bill Lockyer, Leland Yee, Fiona Ma, Tony Hall, Gavin Newsom, etcetera, I have to believe there is a good shot at it right now. I do think we have to keep the issue in the forefront of the public and political horizon. If such a law is ever going to become a reality, it is now while the murder and trial are still front-page stories.

Journal: Still, there are realities to deal with. One that stands out is the demographic of San Francisco. This is one of the most liberal cities in the nation. It has been said that a jury here will not impose a death sentence. There are statistics to substantiate that. How do you overcome these real political obstacles?

Delagnes: To be honest with you, I don't know. But that doesn't mean we should not try. It is true that a death penalty jury would be difficult to impanel in San Francisco, but that doesn't mean that it can't happen. It just means that it will be very difficult. But listen, we're cops. Our whole career is difficult, but we put on the blue suit every day and we still go out there and we try to make a difference. You know, an earnest, sincere try at something that does not succeed is not necessarily a failure.

Journal: True. But do you gamble that a San Francisco jury acquits a murderer rather than be forced by law to sentence him or her to death?

Delagnes: San Franciscans may be liberal, but they are also sophisticated. To think that a jury here would cut a murderer loose in order to avoid a duty imposed by law strains incredulity in the whole jury system. By that I mean that a jury is presented evidence. If it is clear that the evidence overwhelmingly incriminates a defendant, then I believe a jury will follow their duty and convict that person guilty of the crime. If the sentence is mandatory under law, then the court can impose the death sentence. It will not be the burden of the jury to sentence a guilty party to death. That can be a matter of law — Isaac's Law.

Journal: Okay. But you must admit that it is an arduous task. The Jim Guelff Body Armor bill took years to make its way through the system.

Delagnes: Yes, but there is a law today named in his honor, so we know it can be done.

Journal: Well, then you are resolved?

Delagnes: I am committed to looking into it, to conferring with experts in the field. I am sure there are constitutional questions, things like that. But I will investigate the possibility of such a law. If it looks like it would be lawful and constitutional, then I for one would be in favor of pursuing the matter. Of course, I would need the support of the Espinoza family, the POA Board of Directors, department command staff, and state and federal lawmakers.

Journal: Well, then, good luck to you.

Delagnes: Thank you. I'm sure I'll need it.

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May 28, 2004

Andrea R. Gourdine
Human Resources Director
City and County of San Francisco
44 Gough Street
San Francisco, CA 94103

Re: Police Commission Action of May 21, 2004 - General Order 8.11

Dear Ms. Gourdine,

As you know, this office represents the San Francisco Police Officers' Association in labor relations matters. The Association is the recognized collective bargaining representative of approximately 2000 sworn members of the San Francisco Police Department.

We have been advised that at its meeting of May 21, 2004, the Police Commission unilaterally made changes in existing General Order 8.11, subdivision F(5). The purpose and intent, and effect, of this change is apparently to permit the public disclosure of the names of officers involved in incidents where firearms are discharged. This rule change was undertaken without prior notice to, or opportunity being given to the Association to meet and confer regarding the proposed change.

The rule change violates long-standing past practices regarding the disclosure of police officer names and identities. The rule change affects the health and safety of officers, as it may jeopardize their individual safety. Finally, the change affects the officer's interests in confidentiality with regard to ongoing investigations which have not resulted in any finding of culpability or wrongdoing of any kind.

We are writing to you as the Chief Labor Relations Representative of the City and County of San Francisco in order to ask that you direct a rescission of this rule change, and that you advise the Police Commission that the proposed changes are within the scope of representation, and they are therefore obligated to meet and confer with the Association concerning any proposed changes. Time is of the essence in this matter, as you understand that the Commission has unilaterally established a date upon which this rule change will become effective, on or about June 1. In the absence of a prompt response by the City to this demand, the Association will exercise its legal rights will file an unfair labor practice charge against the City with the Public Employment Relations Board and will seek appropriate injunctive relief.

Sincerely,
Vincent A. Harrington, Jr.

Cc Heather Fong, Chief of Police
Gary Delagnes
Steve Johnson

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President's Message

continued from page 1

Division, from where we expect a decision very soon. (Read Mr. Harrington's letter to the City Attorney on this page.)

The bottom line is this, if the new police commission wants to improve the relationship between the police department and the community we are anxious to participate in that process — assuming, of course, that they can differentiate the community as a whole from a regular band of agenda-driven claims attorneys.

If there are changes in general orders or other rules and procedures that the commission feels are necessary to effect positive change, we are more than willing to sit down with them and the department and seek resolutions. If they will be fair and impartial in their treatment of our members, then we will have a positive relationship.

On the other hand, if this commission labors under the misconceived notion that they were appointed to clean up some out of control depart-

ment, riddled with corruption, violence, and racism, they in for a very big disappointment. They will not find such a department in San Francisco.

...assuming, of course, that [the Commission] can differentiate the community as a whole from a regular band of agenda-driven claims attorneys.

This union will not tolerate any attempt to trample our meet and confer rights. We are a fair and reasonable organization, but also one that will not be bullied. It would behoove this police commission to understand that, and to also understand that much can be accomplished in the spirit of cooperation.

As always, we pray for the best and prepare for the worst.

Oro En Paz, Fierro En Guerra

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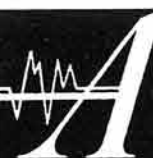
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Retirement Planning Seminar

Three Days At The Academy

By Mike Hebel

Welfare Officer, Attorney, CFP

The SFPD regional police academy hosted the SFPD-POA semi-annual pre-retirement seminar (May 17, 18 & 19, 2004). The seminar has been expanded to include discussion of social security and medicare benefits, health service system plans, veterans' administration benefits, PERS long-term care, post retirement employment, retired/veteran employee organizations, health and nutrition, taxation, essentials of estate planning, and critical psychological issues presented by retirement.

This seminar, titled "The Gino Marionetti and Michael Sugrue Memorial Seminar", honors its two founders. May they rest in peace. This seminar is now in its 20th year having started in March 1985.

Special thanks to Chief Heather Fong and Captain Ron Roth for providing the necessary funding to expand the seminar subjects and to allow members a three day detail to make plans for a prosperous and rewarding retirement.

49 Participants

Forty-nine participants attended this lively and informative seminar which was coordinated by Kelly O'Donnell, POA staff member.

The seat of honor, which is reserved for the most senior member in attendance, was given to Gene Powers of the 113th recruit class (December 1969). A special moment of appreciation was given to senior department members Marty Bastiani (48 years' department service) and Jim Wertz (47 years' of department service).

Most of the attendees were in the Tier II retirement plan having joined the department after November 1976. The 120th - 130th recruit classes were well represented. The current academy class, for reference, is the 207th.

As expected, much discussion focused on the 3% at 55, 90% cap charter amendment which was approved by the voters at the November 2002 election. It passed with an unprecedented 65% majority.

Chief Heather Fong welcomed the participants and asked them to put to practical use the information that is contained in this 3 day seminar. She reminded the attendees that police work is a stressful occupation; she exhorted them to take good care of themselves, their families, and their future.

POA president Gary Delagnes stated that a large exodus of police officers was expected over the next 12 to 18 months with as many as 150 retirements from the sworn ranks. He presented the good news on the current MOU with pay raises set for the next 3 years commencing on July 1, 2004 which, over this period, should exceed 23%. Gary was commended for his primary role in advancing, in ten years, the total compensation of police officers from #92 in the state of California to within the top 10 in the nation.

Class Comments

Comments from the attendees during the course evaluation included: "very helpful and useful information. What an eye opener. A wonderful seminar — the Department did something good for us all. I am glad I came; everyone close to retirement should come to these. Much needed information; should be open to officers with

20 or more years of service. Super and marvelous; I enjoyed this seminar immensely. I am now more confident in the City's retirement system. I would hate to think what would happen if we retired without the knowledge that we now have. Great class, everyone should attend, keep them up. Very good, can I come again. Most practical course I have ever attended. Great facility, coordinators, and presenters."

Gary Bozin, ING deferred compensation manager, noted that "retirement is a whole bunch of weekends strung together." Gary said that the police department's average deferred compensation balances are the highest amongst all city departments. He set forth the 5 most common retirement investing mistakes: miscalculating everyday living expenses, underestimating health care costs, underestimating life expectancy, investing too conservatively, and failing to recognize the impact of inflation. ING deferred compensation account representative George Brown urged diversification in the deferred compensation program; he stated that nothing would help more than spreading the risks with multiple, different style/approach funds. He recommended the use of 4 funds unless a person is a very conservative investor with all funds committed to the general, stable value fund. He said that the newly added life style funds (near term, mid term and long term), with their automatic rebalancing every 3 months, were particularly attractive offerings.

When to start social security payments? The class agreed, the sooner the better. If you began to collect at age 62 (the earliest age allowable) rather than at age 66 (normal retirement age for baby boomers), it would take 14 years for the older recipients to catch up.

Wow! said many: a CCSF retirement pension (at 90%), deferred compensation distributions, and social security.

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

It was noted that the average retirement age for San Francisco police officers in 1931 was 71.5 years; in 2003,



the average age was 52.5. Quite a difference in two generations.

Tier I vs. Tier II

The participants reviewed the retirement/survivor benefits contained in the two police retirement plans. Tier I (pre-November 1976) remains superior for 3 main reasons: 1. spousal/domestic partner continuances are 25% larger; cost of living adjustments are at least 2 times better; and the marriage rights are superior (a Tier I member can marry after retirement, live one year, and then the spouse is entitled to a continuation; for Tier II, the marriage must have occurred at least one year before retirement for there to be a spousal continuation entitlement).

To understand the cost of living adjustment (cola) differences, the class undertook a comparison exercise. One of the presenters, who retired in 1976 in the Tier I system with nearly 30 years' service, received his first monthly check in the amount of \$1,130. In May 2004 that monthly check has grown to over \$4,100 thanks to the power of the cost of living adjustments. The class was asked to compute the May 2004 monthly check that would be received if this retiree had been governed by the Tier II cost of living adjustment. For purposes of this exercise, the class considered only the basic non-compounded 2% and not the supplemental 1% cola which is dependent upon Retirement System earnings. To their amazement, a Tier II retirement, over this same 28 year period, would have grown to only \$1,762.80. The difference between a Tier I and Tier II monthly pension, in this example, was \$2,337.20 per month. Why? Tier I grew at a 4.7% compounded rate; Tier II grew at a 2% non-compounded rate. Attendees quickly realized that a Charter amendment was needed to improve their annual cost of living adjustments.

Other Observations

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

Attendees were stunned by the costs of health coverage upon retirement. Few had realized just how good the POA Memorandum of Understanding is in keeping these costs down for members and their families. After retirement, there is no subsidized dental plan, but thanks to Proposition E (Nov. 2001 ballot) there now is a medical care monetary subsidy for the principal dependent. The member's health care cost on retirement, depending upon the plan selected and the num-

ber of dependents included, is zero or highly subsidized.

Special thanks to Tom Cunnane, SFPD physical training specialist, for his 7th presentation on exercise, health, and nutrition. Tom noted the top 3 police disabilities: cardiovascular, gastro-intestinal, and low back. He delivered the good news that police officers are surviving/living longer into their retirements than 10 years ago. The reason: more awareness of positive behaviors and attitudes that lead to a healthy life style. Upon observing that diets don't work (he calls them starvation plans), Tom urged exercise and less eating. When asked how to determine if you need a diet, Tom quipped: "Look in a mirror!" Tom noted that the biggest health epidemic in the US is now diabetes due to excess sugar consumption. "America is getting fatter and less physically active." He urged all participants to become avid walkers (using the proper shoes) or gardeners. He recommends a heart monitor as a Christmas gift or an annual subscription to the UC Berkeley "Wellness Letter." He praised the benefits of 6 to 8 glasses of water daily (toxin removal) and vitamins C and E (anti-oxidant).

Dr. Forrest Fulton, Ph.D. (formerly of the behavioral science unit, retired July 2003) reminded the attendees that men are the suicide gender with men's rates now increasing and women's decreasing. Reason: women are better at expressing their feelings. He urged the use of stress reducers including restriction of caffeine and alcohol and the elimination of tobacco. Relying on the work of George Valliant entitled *Ag-ing Well*, Dr. Fulton said that longitudinal research has shown what life styles led to a successful life. He mentioned: good attitude, positive self identity, intimacy in relationships, love-work-play in balance, career transitions, generous & giving back, keepers of meaning, mentoring other people, integrity and a personal value system, need for a retirement plan with fun and creativity, wisdom in old age, and a spiritual dimension to help give meaning to life.

Next Seminar

The next retirement planning seminar is scheduled for Oct. 18, 19, and 20, 2004. The seminar will be available to the first 50 persons, members and their spouses/partners, who contact the POA after the announcement is sent to all members with or near retirement eligibility. Preference is given to those members who are near retirement or who have already contacted the Retirement System for their retirement dates. The seminar fills up quickly so don't delay. Contact Kelly at the POA (861-5060) if you desire advance notification of this seminar.

American Veterans Must Support Their Own!

By Rene LaPrevotte
Adjutant
SF Police-Fire Post #456

As with most every fraternal organization these days, the San Francisco Police & Fire Post of the American Legion has fallen upon hard times. In years past, men and women of the San Francisco Police Department were "joiners" and took pride in their association with, and membership in, various civic and fraternal groups. It seems the "X" generation has other things to do with their time, they certainly aren't dedicating it to supporting others as in years past.

As most military veterans know, the American Legion is a National organization made-up entirely of men and women who served this great country in its military during time of conflict. Our sole purpose is to work for Veterans' rights, and make certain that everyone who made the sacrifice receives all the benefits and rights due them for that service. The Legion is a leader in pestering the Veterans' Administration to maintain the VA hospitals, National cemeteries, and medical benefits for those who "answered the call."

Because of a 30-year hiatus since Viet Nam, and the reluctance of the "New Warriors" (Panama, Kosovo, Afghanistan, and Iraq) to join this proud organization, our numbers have dwindled precipitously. Five years ago, the San Francisco Police Post merged with the San Francisco Fire Post due to dwindling membership in both organizations. At that time, our combined post strength was over seven hundred members, the second largest post in California. Today, through apathy, old-timers passing away (Old soldiers do die...) and former members neglecting to renew their paltry \$25 a year dues, our post had shrunken to four hundred members. This impacts the power we have within the Department of California, as well as on a National level.

Because we have found it next to impossible to get the new veterans to join-up, it is even more catastrophic when previous members let their membership lapse. Our country, post-September 11, 2001, has enjoyed a renewed sense of national pride and patriotism, and it's for that reason that I can't understand it when the old-timers neglect to renew their membership in this fine organization. I have listed the names of Police Post #456 members who have yet to renew their membership for 2004. Three notices have been mailed to each lapsed member by the 8th District to no avail. I beseech every man listed below to send their \$25.00 check made payable to the SF Police & Fire Post #456 in care of Room #127, Veterans Building, 401 Van Ness Ave., SF, 94102.

Lapsed members, 2004:

Eugene M. Ahem Jr.; Michael Alexander; David Baker; Bob Becker; Elliot Blackstone; Dennis Bonne; Mike Bonnell; Richard Breitbarth; Richard Buoncrisiani; Robert E. Burke; James T. Coil; Willie Cunningham; John P. Daly; Fred Dayoan; William Decarsky; Nick Eterovich; Bob Gillaspie; James L. Griffin; Patrick Grimesey

Harold J. Growney; Donald Harrington; Frank J. Johnson; Albert J. Johnston; Willard D. Kaleva; Gerald B. Mahoney; Kevin McConnell; Yukio Mizota; William Mooney; Harry Mould; William W. Murphy; Bruce Navarrett; Daniel O'Donnell; William R. O'Neil; James Williams

Ed Paasche; John C. Payne; Eric Perez; Matthew Plescia; Marty Sacco Jr.; Richard L. Sanden; William Sarafini; Francis Shannon; Phil Von Steinman; John Sterling; Ronald Van Pool; Bill Wakefield; Robert Wemer; Patrick White; Charles Wilson; Wiley S. Wong

If you've passed-away, I will forgive you, but that, however, is the only acceptable excuse for not renewing your membership!

Retirees, don't toss out those uniforms

POA Uniform Recycling Program Under Development

Staff Report

Attention retirees and those members soon to be retired: after clearing out your lockers and desks, please do not throw away your uniforms and serviceable equipment. Save them for recycling through the POA to be used and worn by those officers who are still active.

Soon, all SFPD officers will be required to purchase and maintain their own uniforms using an annual Uniform Allowance provided for in the current MOU. Anyone who has visited a uniform supply house lately knows that it will be a challenge to maintain a locker or closet full of neat, presentable uniforms while remaining within the budget constraints pro-



vided for by the MOU allowance.

Members of the POA have come up with the idea of recycling used but serviceable uniforms, particularly those that might otherwise be disposed by retiring members. Why not deposit the used uniforms into a recycle pool where officers from throughout the department could acquire additional shirts, pants, and other items for use on the street?

The plan is being developed, and further information will follow about the uniform recycling program. But for now, please hold on to those used uniforms and other equipment items so that others may benefit from your consideration and generosity.

Sheriff's organization reports special homeowner plan

Program for Police and Firefighters Provides Options

Reprinted from the Contra Costa Deputy Sheriffs Association Newsletter

The high cost of homeownership can certainly interfere with the American Dream of owning a piece of California. Paragon Mortgage Bankers has teamed up with California Home Source Lease/Purchase Program allowing you to live in the home of your choosing now, lock in an affordable, housing payment, and build a good credit record. The program offers flexible credit criteria, and NO down payment or closing costs required.

This special program is designed for moderate-level income borrowers who have stable and durable income, yet have not been able to save enough for the down payment or closing costs on a home in the Bay Area. They can also help those who have had or currently have credit problems.

Paragon Mortgage Bankers provides the real estate and the lending services to ensure all steps are completed accurately. The company pre-approves

the police or firefighter buyer before assisting them in locating a home for purchase through the program. Cal Home Source then buys the desired property outright, including paying all closing costs. The agency then leases the property back to the applicant for a period of 39 months, but the applicant begins building equity as soon as they move into the home.

There are some restrictions to the program, however. The buyer must make lease payments on time, and maintain the property in good condition. The buyer can take over the existing mortgage with no additional down payment.

There are a number of programs offered, and this might be a great opportunity for a number of hardworking families to get on the road to owning their own home.

For more information, contact the Special Programs Director at 925-984-3721.

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Retirement

The San Francisco Police Officers' Association congratulates Lt. Vicki Quinn #2077 on her recent retirement from the SFPD. Vicki was serving in the Crime Scene Investigations unit.



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Excited Delirium: A Two-Fold Problem

By Al Benner,
Retired Director of SFPD Behavioral
Science Unit

Editor —

I was going through my files and came upon the attached article I wrote for IACP's Police Chief Magazine around 1995 or so. The article is on "Excited Delirium", a phrase used to infer that suspects acting in particular ways should be treated as "medical emergencies" rather than suspects/prisoners. You will no doubt remember the Aaron Williams incident and the damage it did to us back then. This article was a direct result of that situation.

The IACP "Excited Delirium Executive Summary" was translated "whole cloth" into a SFPD Policy by then Deputy Chief of Administration Frank Reed. This was an example of Administration efforts to be scrupulously responsible causing unintended consequences visited upon the working cop. The same thing happened when we allowed outside interest groups to participate in the rewriting of our General Orders on crowd control procedures. They were so restrictive that it was almost impossible to NOT violate them in a hectic crowd control situation.

At any rate, history has a way of repeating itself. I wanted to send you my article for possible use if and when another "in custody death" of a coked-up suspect is used to malign our officers.

— Al Benner

Reprinted from Police Chief June 1996

By Lieutenant Alan W. Benner, Ph.D.,
Department Psychologist, San Francisco
Police Department and
S. Marshall Isaacs, M.D., San Francisco
Department of Health, Paramedic
Division, San Francisco, California

Problem 1: "Excited delirium" is not a recognized medical or psychiatric condition. However, with various media citing this descriptive phrase as a cause of death, street police officers find themselves held to a higher level of diagnostic acuity and standard of care than can be expected within their scope of responsibility, equipment and training.

Problem 2: Well-meaning police departments are unintentionally creating a potentially libelous situation by recognizing "excited delirium" as a medical condition with "symptoms" that include commonly encountered street behaviors, and mandating that the condition be treated as a medical emergency.

The Problem

Excited delirium was originally a descriptive phrase coined by medical

researchers to describe the extreme end of a continuum of drug abuse effects. Unfortunately, the professional literature, departmental training bulletins and-in many cases-agencies' general orders have expanded this descriptive phrase to a symptom of "life-threatening" linkage, effectively changing the phrase from a descriptive to a prescriptive medical mandate. When disconnected from the precursive drug phrase (such as "cocaine induced excited delirium"), the term "excited delirium" takes on the connotation of a recognized medical or psychiatric condition. It must be emphasized that excited delirium is neither a medical nor a psychiatric condition. It is a term used to describe the manifestations of extreme drug abuse.

The Situation

Over the past decade, increased attention has been paid to the sudden and seemingly inexplicable deaths of some subjects being held in police custody. In most of these cases, the force required to subdue the suspect was not sufficient to cause death. Medical authorities have typically had extreme difficulty in identifying the cause of death.

A not-uncommon cause of sudden death in police custody is cocaine toxicity, a phenomenon noted by Drs. Mittleman and Wetli in the late 1980s. Cocaine is an agent that stimulates both the central nervous and the cardiovascular systems. Pharmacologically, cocaine constricts blood vessels, elevates the heart rate, raises blood pressure and increases body temperature. Such effects have produced lethal physiologic catastrophes in individuals without underlying preexisting anatomic disease(s). Mittleman and Wetli noted that the medical literature clearly documents cocaine-induced vasoconstriction, vasospasm and hypertension that have resulted in spontaneous intracranial hemorrhage and infarcts of the cerebrum (i.e. strokes), kidney and intestinal tracts. Cocaine may also be the cause of death in cardiovascular incidents in which there is no anatomic abnormality. Likewise, these effects can substantially compromise an already diseased heart or vascular system, potentially resulting in fatalities. Cocaine toxicity leading to death can exist in the drug abuser regardless of the actions taken by the police.

Researchers found that cocaine-related emergencies in California climbed from 3,688 in 1985 to 10,660 in 1988. Although such emergencies dropped to 7,545 in 1990, the decrease lasted only a year. Since then, the numbers have climbed annually, reaching a record high of 13,496 in 1994. Simi-

larly, amphetamine morbidity has taken on epidemic proportions. In 10 years, amphetamine-related emergency admissions in California increased by 366 percent, from 1,466 in 1984 to 6,834 in 1993. This increase in drug-related emergencies means that there will be an increased need for the police to handle such incidents, and probably an increase in sudden in custody deaths.

The News Media

In-custody death cases draw a great deal of attention from the news media and the community. After all, once a person is in police custody, all due care must be exercised to ensure his safety and medical well-being. An in-custody death may very well create an environment of suspicion concerning the propriety of the police action-even in communities where the police enjoy strong community support.

"Police Probe of Suspect's Death Called a Cover-up" shouts the headline of an article in the San Francisco Chronicle. This article is one of a series on the in-custody death of a subject arrested on suspicion of burglary. Irrational and violently resistive, the subject had to be sprayed with Oleoresin capsicum (OC or pepper spray) before he could be subdued. After being transported to the district police station, he stopped breathing and died, despite attempts to revive him. According to the newspaper report, the medical examiner had not announced formally what killed the subject, but that "...it was either 'excited delirium'—a mental condition that can cause a heart attack—or the cramped position officers placed him in inside the police van, or a combination of these two causes."

Three days prior to this "in-custody death," an individual who was irrational and violently resistive was rushed to San Francisco General Hospital. Strapped to a hospital gurney, he was still resisting violently when he suddenly succumbed. Although taken directly into medical emergency treatment, he died three days later.

Both subjects were found to be suffering from drug toxicity, and both were going to die, regardless of any actions taken by the police or the medical team. Mittleman and Wetli noted that it is impossible to ascertain an individual's minimal lethal dose of cocaine since fatalities have been associated with a wide range of concentrations. For example, the sudden occurrence of seizures and death has been documented in recreational users who chronically use even small amounts of cocaine. This phenomenon is apparently the result of a kindling effect—a reverse tolerance whereby the brain's sensitivity to cocaine is increased and its seizure threshold lowered. Fishbein and Pease noted that such potentially lethal seizures may occur any time.

Exacerbating the Problem

When the references to excited delirium contained in professional literature, departmental training bulletins and general orders are disconnected from the precursive drug phrase, there are two significant ramifications: (1) the more frequently the term "excited delirium" appears outside of the drug context, the more often it will be cited as a recognized medical or psychiatric condition; and (2) this then could provide the basis for a case of legal negligence if a standard of care is not provided to a person who dies while in

custody and who has exhibited one or more of the published symptoms attributed to "excited delirium."

These symptoms include:

- bizarre and/or aggressive behavior
- shouting
- paranoia
- panic
- violence toward others
- unexpected physical strength
- sudden tranquility

Many of the people arrested daily will exhibit these characteristics, and none will have life-threatening symptoms. Think about this—how many people arrested by your officers are shouting and behaving violently toward others? How many are exhibiting bizarre behavior? Should all of these arrested subjects be taken to the hospital to receive a toxicology screen for drugs and have their pulse, temperature and blood pressure checked?

The basic problem is that these symptoms are not specific enough to identify a medical emergency. In everyday situations, aggressive subjects are arrested, quieted down and transported to detainment facilities—most of them, without developing any medical problems.

Addressing the Issue

The issues surrounding the widespread use of the term "excited delirium" were discussed during the 102nd Annual IACP Conference held in Miami, Florida, October 14-19, 1995. At the conclusion of these discussions, the IACP Police Psychological Services Section passed a motion:

Police officials are encouraged to review their current policies and general orders, and re-consider the use of the phrase "excited delirium." Officials are also encouraged to visit their medical examiners and discuss the concerns raised by the use of descriptive terms in official medical reports describing the cause of death, especially in cases of in-custody deaths.

It is hoped that in the future, medical researchers will be able to articulate with specificity the symptoms of persons suffering from drug-induced, life-threatening phenomena. For now, the state of knowledge is such that the medical profession may not always be able to treat the problem and save the life in a hospital. Obviously, then, police officers on the street should not be held accountable for failing to prevent drug users from killing themselves. That responsibility belongs to the users alone.

1. Mittleman and C.V. Wetli, "The Pathology of Cocaine Abuse," in *Advances in Pathology and Laboratory Medicine* (St. Louis, MO: Mosby-Yearbook, Inc., 1991).

2. "Cocaine Ad Sudden Natural Death," *Journal of Forensic Sciences* 1987, 32(1):11-19.

3. James K. Cunningham, Margaret A. Thielemier and Daniel A. Hicks, *Cocaine Related Emergency Admission: Trends and Regional Variations in California (1985-1994)* (Irvine, CA: Public Statistics Institute, 1996).

4. James K. Cunningham and Margaret A. Thielemier, *Trends and Regional Variations in Amphetamine Related Emergency Admissions, 1984-1993* (Irvine, CA: Public Statistics Institute, 1996).

5. "Police Probe of Suspect's Death Called a Cover-up," *San Francisco Chronicle*, June 6, 1995.

1. D. Fishbein and S. Pease, *The Dynamics of Drug Abuse* (Needham Heights, MA: Allyn and Bacon, Inc.)

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Catastrophic Illness Program Donation Form Changes

By Officer Ernie McNett,
Behavioral Science Unit

The Catastrophic Illness Program is now using two "new" forms to donate time to recipients in the program. The three-part triplicate form that we have grown accustomed to is being replaced by a single page form. Donors are asked to make a copy for themselves before submitting the "original" form to the Behavioral Science Unit.

The two new forms have been revised and are as follows:

2006A – Donor's Vacation Transfer Form for "Catastrophically Ill Family Member".

2006B – Donor's Vacation/Sick Pay Transfer Form for "Catastrophically Ill Employee".

Catastrophically Ill Family Member is when a recipient is in the program

because a member of their family has a "life-threatening" illness or injury. Recipients in this category may only receive donations of VA time.

Catastrophically Ill Employee is when the recipient him or herself has a "life-threatening" illness or injury. Recipients in this category may receive donations of either VA or SP time.

The new forms will be available through the Behavioral Science Unit. Donations of time should be forwarded to the Behavioral Science Unit so that we may ensure timely processing of the forms and confirm that they have been posted to the recipient's account. If anyone has any questions or concerns, please contact Ernie McNett at the Behavioral Science Unit, 837-0875.

Long-term Health Care

On more than a few occasions, some of our members have incurred an illness or injury which prevents them from working. Some of these members also find him or herself without any time on the books or with little time on the books. When the injury or illness is not considered "life-threatening", they may not qualify for the Catastrophic Illness Program. The Health Department often considers this type of illness or injury as "disabling" but not life-threatening. (Disabling injuries may include back and neck surgeries, hip replacement, knee surgery, or other types of surgery.)

I urge members to consider long term health care to cover this type of incident should it occur. There are many companies who offer this type of insurance so one should shop

around.

All California public employees, retirees, and their spouses, parents, parents-in-law, and siblings (age 18 and older) are eligible to apply for the CALPERS long term care program. Open enrollment started beginning May 1, 2004; through August 31, 2004.

Anyone who would like information on this coverage may contact the CALPERS folks at:

- (1) E-mail: oltc@calpers.ca.gov
- (2) Web site: www.calpers.ca.gov
- (3) Phone: 1-888-651-8801
- (4) Fax: 1-888-321-5824

The Behavioral Science Unit also has a video describing the coverage should anyone be interested.

July 1, 2004

Catastrophic Illness Program:

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

- #000939 Sgt. Mel Cardenas (Co. B)
- #001083 Insp. James Blanson (E.E.O.)

Catastrophic Illness Program - Family Member:

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

- #001070 Off. Damon Williams, Jr. (Co. E)

Please forward all original donation forms to the Behavioral Science Unit to ensure posting.

Purple Heart Award Presentations

By Officer Ernie McNett,
Behavioral Science Unit

The San Francisco Police Department has issued the Purple Heart award since the year 2000 to family members of police officers who have died in the line of duty. To honor the family members of those who have died prior to 2000, Sergeant Mary Dunnigan of the Behavioral Science Unit requested that they, too, be awarded this very meaningful award, honoring them for their ultimate sacrifice.

The Police Commission has recently

voted unanimously to approve Sergeant Dunnigan's request. We would like to plan a ceremony formally acknowledging them by presenting their families with this award. In order to achieve this, we need assistance from you so that we don't leave anyone out. Although we currently have many addresses, we still need more. If you have any information such as addresses or phone numbers of those surviving members, please contact us at the below number so that we can reach them.

Behavioral Science Unit: (415) 837-0875.

Thank you for your assistance.

Bay Area Law Enforcement Assistance Fund

By Marilyn Rosekind, President

Dear Fellow Survivors:

My husband Barry was a solo motorcycle Officer in the San Francisco Police Department and was killed in 1958 in the line of duty. Unlike today, where counseling, referrals, and support are readily available for survivors through the Behavioral Science Unit, there were no resources available to me. I helped found the Bay Area Law Enforcement Assistance Fund (BALEAF) to help others through catastrophic events. BALEAF currently provides financial support, grief counseling, education and training for the law enforcement family. We are reassessing how BALEAF can help with your needs. We would like to know if surviving family members are interested and your level of participation.

Please take a few minutes to answer the following questions:

1. Are you still interested in receiving information or invitations to our events?
_____ yes _____ no

2. If yes, please list what type of events are of interest to you:

3. Are you interested in events during the:
____ day ____ evening ____ weekends ____ with children

4. Are you interested in:
____ educational programs ____ social gatherings ____ counseling
____ attending the memorial in Sacramento and Washington D.C.

Please fill-in the below information so that we can keep you informed and return to Marilyn Rosekind at the bottom listed address.

Name: _____

Address: _____

Phone: _____ e-mail: _____

Thank you,
Mail to:
BALEAF
Marilyn Rosekind, President BALEAF
P.O. Box 22325
Behavioral Science Unit (415) 837-0875
San Francisco, Ca. 94122



DENVER POLICE PROTECTIVE ASSOCIATION TRUCK RAFFLE

Drawing To Be Held:
Friday Sept. 3rd, 2004 at 12 noon
At the PPA Event Center, 2105 Decatur Street, Denver, CO
All Proceeds to Benefit the Non-Profit Relief Fund.



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303-433-8247 • 303-477-3166 (fax)
www.dppa.com

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Prizes to be accepted as awarded. Winner is responsible for tax, title and license.

International Association of Women Police New Member & Renewal Application Form

(Please Type or Print Legibly)

Last Name, First, Middle _____

Sworn Police or Law Enforcement Officer? Yes _____ No _____

Current/Retired Officer? Current _____ Retired _____

Rank/Title/Position _____

Agency _____

Agency Address _____

City, State, Zip Country or Province _____

Home Address _____

City, State, Zip Country or Province _____

Agency Phone (____) _____ - _____

Home Phone (____) _____ - _____

Fax Number (____) _____ - _____

Email Address _____

How did you learn of IAWP? _____

Preferred mailing address: HOME _____ WORK _____

Do you want to be listed in the Speakers Bureau? YES _____ NO _____

_____ I am applying for new membership _____ I am renewing my membership

_____ Active Membership _____ Associate Membership _____ Affiliate Membership

Membership Fee Schedule:

\$40.00 per year - U.S. \$25.00 per year - Retired U.S.
\$20.00 per year - All Other Countries \$40.00 flat rate - Affiliate
\$400.00 flat rate - Life Membership

Payment Information:

All amounts must be tendered in US funds. Amount \$ _____

Check # _____ ☐ Master Card ☐ VISA ☐ Discover ☐ American Express

Credit Card Number _____

Signature _____ Exp. Date _____

Send Completed Form with Payment to:

IAWP Treasurer Jo Ann Acree

P.O. Box 184

Marble Hill, Georgia 30148

Fax: 706-268-1945

Email: JoAnnAcree1@aol.com

Member Number _____ Renewal Date _____

First president of the IAWP Lois Higgins-Grote Dead at 94

Submitted by Robin Matthews

Lois Higgins-Grote, the first President of the International Association of Women Police (IAWP) organization, died on May 30th, 2004 at her home in Chicago. She was 94.

Besides being the first IAWP President, Lois Higgins-Grote was one of Chicago's earliest policewomen. The following article/obituary was printed in the Pioneer Press newspaper in Niles, Illinois (a north suburb of Chicago) dated Thursday, June 10, 2004. I thought it would be interesting to share a piece of IAWP history, as well as history of women in law enforcement history, with the readers of the Journal.

Lois (nee Lundell) Higgins-Grote, 94, of Chicago's Edison Park community, died May 30 at her home.

As one of the city's early police-women, she later headed the Illinois Crime Prevention Bureau, taught criminology and headed various law enforcement organizations. She proved that women could raise a family and have a career.

When she graduated from Mount Mary College in Milwaukee, Wis., she initially pursued a singing career, but completed a master's degree in sociology at Loyola University. She began as a case worker for United Charities in 1932, worked as a probation officer in 1933-4 for the Cook County Juvenile Court then began a career as a social worker in Domestic Relations Court.

In 1937 the Chicago Police Department offered its first tests for police women in 20 years. Lois Higgins rose to the challenge and passed at the top of the list. Police women had no ranks and no uniforms. She was assigned as the only woman in the "Sex and Homicide Bureau" among 50 men. In those days, the Narcotics Bureau, operating out of the same office, had two

detectives for the entire city.

Higgins-Grote was often loaned to other police departments to do undercover work against drug dealers and illegal abortion clinics, and also participated in homicide investigations. In the 1940s she began speaking to students about the dangers of using drugs.

In 1949, the Illinois Crime Prevention Bureau was created to coordinate city, state and county law enforcement efforts, especially against drugs. Loaned by the Chicago Police to be the assistant director, she was named director in 1951 and remained in the job until her retirement in 1963.

She testified before the U.S. Senate and the US House of Representatives, was named a member of the Advisory Committee of the U.S. Bureau of Narcotics in 1960, and served on the President's Committee on Delinquency and Youth Crime from 1961 to 1963 during the Kennedy Administration. On an around-the-world tour, she visited heads of police departments and discussed anti-drug efforts and the role of women in police agencies.

After her retirement she taught criminology and sociology aboard ship for the University of the Seven Seas. She continued to enjoy cruises, and took many, including one last fall.

She received an honorary doctorate degree and authored two books, "The Policewoman's Manual" and "Criminology and Crime Prevention."

She is survived by her husband Clifford Grote; children Frank J. Higgins and Mary Lois (Joseph) Pfaffinger of Des Plaines and Clifford Jr. (Elena) Grote; 15 grandchildren; 16 great-grandchildren; many nieces and nephews. She was preceded in death by her first husband, Frank Higgins, and a sister, Aileen (the late Larry) McElheny.

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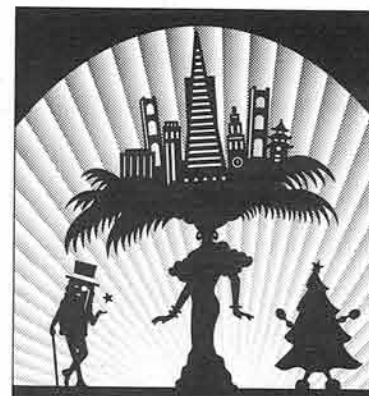
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September 12-16, 2004

IAWP Training Conference Boston, Massachusetts

By Robin Matthews
EEO

This year's International Association of Women Police (IAWP) Training Conference will be held in Boston, Massachusetts September 12-16, 2004. If you didn't get a chance to attend last year's conference when it was in San Francisco, this would be a wonderful opportunity for you to experience the outstanding training and get the opportunity to make new connections from around the country and around the world by attending this year's conference in Boston. This year's theme is "Learning is the Trail to Freedom".

The conference will be held at the Sheraton Boston located at 39 Dalton Street, and is in an excellent location for sightseeing, dining, shopping, and exploring the City. The conference rate is \$179.00 per night, and reservations can be made on-line (sign onto the IAWP website at www.iawp.org then click onto the link for the 2004 Boston Conference for details on both making your hotel reservations, as well as up-to-date info on the conference).

Staying at the host hotel is critical, as I learned from being the conference director for the San Francisco conference last year, as the number of training rooms, plus other amenities, are dependant on the number of delegates that stay at the hotel. Besides classes that will be held at the Sheraton, there will be some classes held offsite which will only be offered to those delegates

who stay at the host hotel, so please stay there to take advantage of these limited classes.

Class topics will include leadership, terrorism, homeland security, DNA/cold cases, investigative techniques, internet crimes, domestic violence, strangulation, child abuse, child witness to violence, crime scene preservation, probation and parole, court testifying, trial preparation, and prosecution of cases, to name a few. Their conference website will be updated as classes continue to be confirmed.

Conference registration fees are as follows: from September 30th, 2003 to May 31st, 2004, IAWP members \$450.00; non IAWP members \$500.00; from June 1st to the conference, IAWP members \$500.00; non IAWP members \$550.00. Companion fees are \$150.00. Daily registrations are also available with a limit of two days total (the prices do not include meals or special events) - Monday, September 13th - \$100.00; Tuesday, September 14th - \$100.00; Wednesday, September 15th - \$100.00; and Thursday, September 16th - \$50.00.

Payment can be paid by check or money order, master card or visa. Checks should be made out to IAWP/Boston 2004 Conference, and sent to IAWP/Boston 2004 Conference, c/o Albert Riva, P.O. Box 961824, 31 Milk St., Boston, MA 0219-1824. Conference registration forms can be obtained off of the IAWP website, or you can contact Inspector Robin Matthews at the Department's EEO Unit at 553-

1093, and she'll be happy to send you an application.

A special note to those who volunteered at the San Francisco conference - if participating at the IAWP conference in San Francisco was your first involvement with an IAWP confer-

ence, I STRONGLY encourage you to attend this year's conference in Boston. I guarantee you it's a totally different experience being a delegate as opposed to being a staff member or volunteer - I promise you, you won't be sorry!



IAWP 2004 BOSTON



September 12th -16th, 2004
Conference Registration Form



Name _____
Last Name First Name Middle Initial
Agency _____ Rank/Position _____
Mailing Address _____
City _____ State/Province _____
Country _____ Postal/Zip code _____
Phone # _____ Fax # _____
E-Mail Address _____
Name for Badge _____

Registration	to May 31, 2003	to Sept. 30, 2003	to May 31, 2004	to conference
Member	\$350.00	\$400.00	\$450.00	\$500.00
Non-member	\$400.00	\$450.00	\$500.00	\$550.00

Daily registration (1) limit of two days total; (2) price does not include meals or special events
Monday 9/13 \$100.00 Tuesday 9/14 \$100.00 Wednesday 9/15 \$100.00 Thursday 9/16 \$100.00
Companion fee \$150.00

Method of payment (U.S. funds)

- ☐ Check/money order _____, payable to **IAWP/Boston 2004 Conference**
☐ Please charge my credit card ☐ MasterCard ☐ Visa

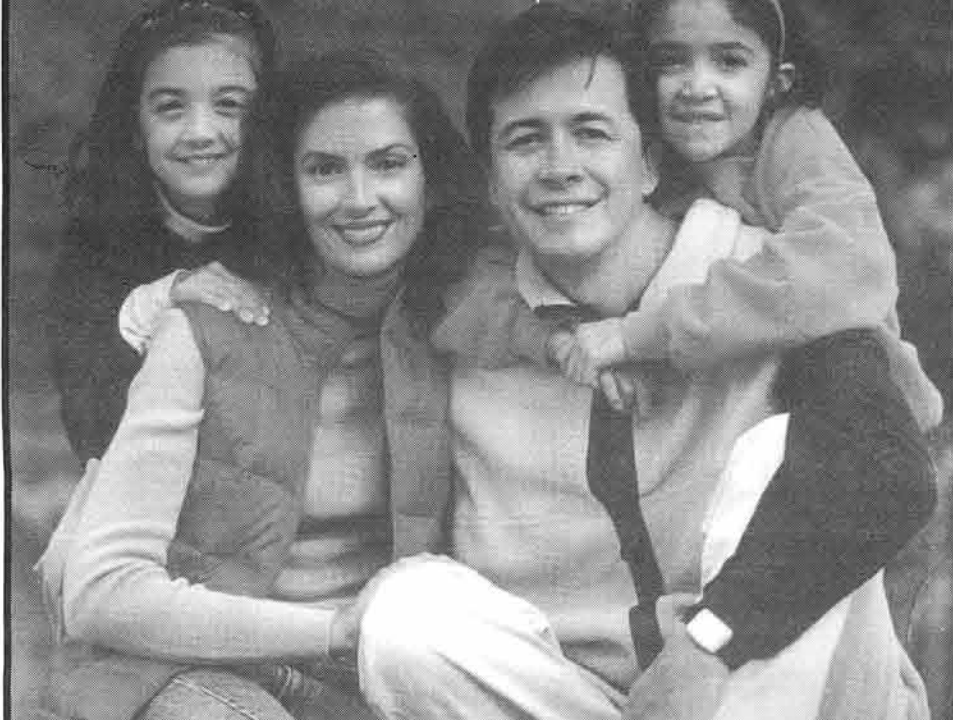
Card Number
Card Holder's Name _____ Expiration Date _____

Card Holder's Signature _____

Mail to : IAWP/Boston 2004 Conference,
C/O Albert Riva
P.O. Box 961824
31 Milk St.
Boston, Ma 02196-1824

Cancellation Policy: 120 days prior to conference = 100% refund
90 days prior to conference = 75% refund
60 days prior to conference = 50% refund
After that, no refunds will be issued, however, registrations can be transferred

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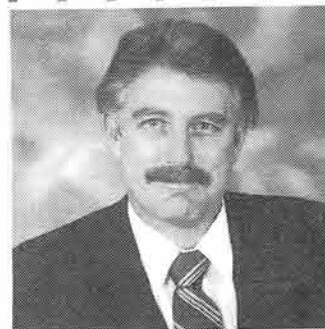
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The 2004 Law Enforcement Torch Run

By Sgt. Bob Guinan, Co. K
SFPD Special Olympics Coordinator

The annual Law Enforcement Torch Run, a footrace that winds through the city to raise money for California Special Olympics, occurred on Thursday, June 24, 2004. Dozens of law enforcement professionals and other supporters participated in this popular event.

This year, the Torch Run hosted and sponsored by the Union Square Merchants Association. The Run started at 9 AM in Union Square, and included teams from the SFPD, FBI, US Marshall, US Postal Inspectors, US Coast Guard, California Highway Patrol, and community runners from Pamakids, Dolphin Club, South End Rowing Club and the Bay Club. The civilian runners were issued SFPD Junior Stars and "deputized" by Captain Ron Roth. Media personality Sue Hall from KFRC Radio greeted all participants, lit the Special Olympics Torch, and officially declared the start of the Run. Deputy Chief Greg Suhr and Sue Hall led the runners to Geary and Powell to follow their Solo Escort.

Leading the torch bearer and the body of runners was a motorcyclist riding a glimmering new V-Rod Harley-Davidson, courtesy of the Dudley Perkins Company, two motorized cable cars courtesy of Bauer's Transportation, a bright yellow SSR Car/Truck courtesy of Ellis Brooks Chevrolet, and a vintage Corvette courtesy of Phil Hons. Runners were supplied water throughout the entire 12.3-mile course (yes folks, it was 7 tenths of a mile shorter than last year) courtesy of Arrowhead Water. The weather was great with the fog lifting shortly after the start of the run and giving way to a clear sunny day.

A special guest for this year's Torch Run was musician Booker T. Jones of Booker T. and the MGs fame who provided encouragement and support to the runners throughout the entire event.

As it wound its way through the districts and neighborhoods, the Torch was met by enthusiastic members of the Fisherman's Wharf Merchants Association. The stop at Jefferson and Taylor was highlighted with a photo op featuring the Merchants and the Special Olympics Torch. During this stop, one of the youngest runners (14 yrs old - son of an unnamed SFPD member) took the opportunity to take a bio break. Upon his exit from the restroom, he discovered that the Torch

Run runners had left the area. Finding himself "lost" in the big city, the enterprising young man took it upon himself to find a bus stop and figured out the bus route that would return him to Union Square. Just one small problem, he had no cash on him. That did not deter him and with an honest approach, asked the Muni bus driver for assistance in returning to Union Square. Luckily, the Muni driver let him ride for free and he was soon reunited with the runners as they ran the last two blocks up to Union Square. Our special thanks to that unidentified Muni driver.

As the Torch Run reached its final leg, the current SFPD Academy Class, directed by Lt. Lazar, joined in at Central Station meeting their Commanding Officer Ron Roth and pumping new energy and excitement into the Run.

The Torch Run completed the course through the streets of San Francisco without any other reported incidents or "lost" runners.

Upon their return to Union Square the runners and supporters were greeted by San Francisco Giants mascot, Lou Seal and the San Francisco Police Department's Mounted Color Guard, and refreshments and lunch were served to all participants.

At noon, the hand-off ceremony began with a performance by the San Francisco Police Department's Lion Dance Team. Master of Ceremonies, Tom Sinkovitz, KRON TV's News Anchor, greeted the crowd and introduced invited guests and members of the Oakland Police Department. Shanelle Craig led everyone in the reciting of the Pledge of Allegiance. Officer Carl Payne, SFPD and ten-time Cable Car bell ringing champion wowed the crowd with his bell ringing skills. The Union Square Merchants Association, Macy's and Special Olympics Northern California made presentations. KFRC DJ, Sue Hall (a third year Torch Run runner), was joined onstage by Booker T. Jones who gave a very uplifting speech about the benefits derived from giving, receiving and experiencing a charitable act.

The Hand Off Ceremony concluded with the official passing of the Special Olympics Torch to the Oakland Police Department. The Torch then continued on its journey to the Special Olympics Summer Games in Stockton, CA where it signaled the beginning of the Summer Games on Friday, June 25, 2004.



Bob Guinan passes the torch to Oakland PD.

A special thanks to:

- ARROWHEAD Water
- Bauer's Transportation
- Booker T. Jones
- Caffè Roma
- California Highway Patrol
- Cell-U-Cycle
- Coca Cola Bottling Company
- Dudley Perkins Motorcycles
- Ellis Brooks Chevrolet
- Fisherman's Wharf Merchants Association
- KFRC Radio
- Macy's - Mariposa Yacht Club
- MJM Management - Union Square
- Paragon Restaurant
- Pamakids Runners Club
- Phil Hons
- SF Police Officers Association
- SF Police Credit Union
- SFPD Lion Dance Team
- SFPD Department Mounted Patrol
- San Francisco Wholesale Produce Market Association
- San Francisco Giants Baseball Organization
- SignoGraphics
- StarFish
- Sue Hall
- Tom Sinkovitz
- Union Square Merchants Association
- All Torch Runners and Sponsors



Beefeater Tom Sweeney, right, points the way to DC Greg Suhr and KFRC DJ Sue Hall.



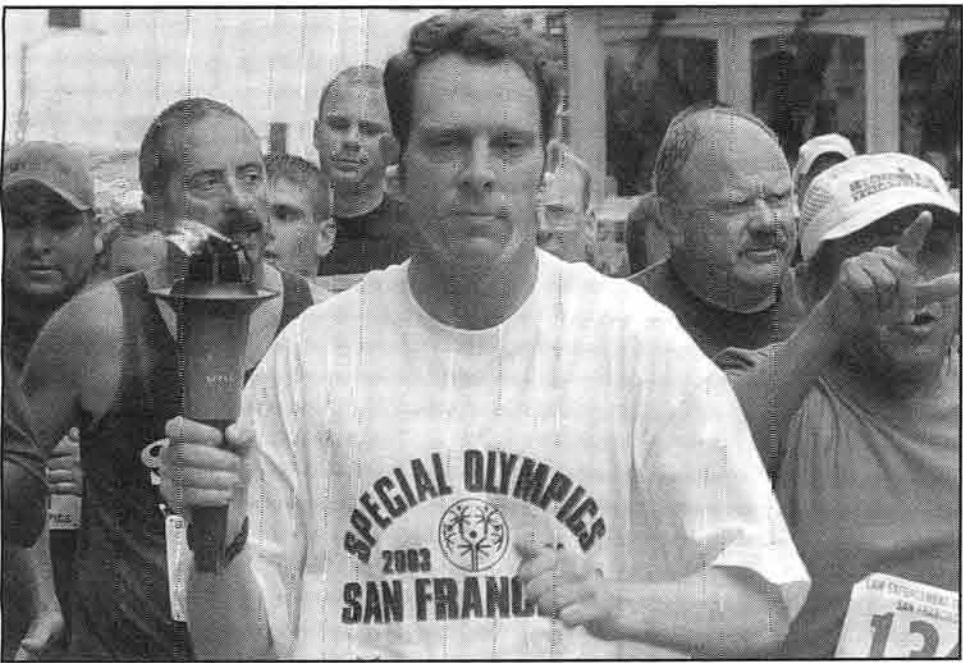
Booker T. Jones and Sue Hall



SFPD Lion Dance Team



Here comes the 207th Academy Class.



Lou Seal and Tom Sinkovitz.



Join Us for the
**Law Enforcement
Motorcycle Torch Ride**
Sunday August 22, 2004
10:00 am Start

Law Enforcement Torch Ride



Ride from Dudley Perkins in San Francisco past SBC Park through San Mateo County via Hwy 280 and the Pacific Coast Hwy back to San Francisco over the Golden Gate Bridge to Marin County, crossing over the Richmond/San Rafael Bridge for the final leg to Treasure Island for a Barbeque and raffle
Guaranteed to be the Best Ride for 2004



Open to all riders
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\$25.00 per motorcycle/\$40.00 double rider
Registration after July 26th/ Day of Ride
\$35.00 per motorcycle/\$50.00 with rider (double)

Pre Ride Rally and registration from 9 to 10 am
@ Dudley Perkins 123 So Van Ness Ave
All proceeds go directly to Special Olympics

All riders receive 2 Ride Pins, a raffle ticket and a Barbeque Lunch
Open to all riders

Presented by Dudley Perkins Harley Davidson, the San Francisco Police Department, the California Highway Patrol (SF), San Mateo Sheriffs and the SF Police Officers Association



Torch Ride Registration Form
Number of Riders 1 or 2 (circle one)

First Name _____ Last Name _____
Address _____ City _____ Zip _____
Second Rider: First Name _____ Last Name _____
Address _____ City _____ Zip _____

Make all checks payable to Special Olympics
Mail to The Law Enforcement Torch Ride C/O Special Olympics
109 Stevenson St. San Francisco 94105

At check in on the day of the ride all participants will be asked to sign a release and waiver of liability

Contact Angie Calderon @ (415) 593-3250 or email Angiec@sonc.org

The Special Olympics Needs Your Help

- Cell Cycle and the San Francisco Police Department are collecting used cell phones to benefit the Special Olympics. Each cell phone collected raises money for this great cause.
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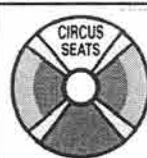
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"More than just a circus" - Sierra Vista Herald

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Moraga

Lot on Country Club Drive
Friday, June 18 to Sunday, June 20
Host: Coalition of
Moraga Service Organizations

Livermore

Adjacent to the Livermore
Valley Stadium in Robertson Park
Mon, June 21 to Thur, June 24

Tracy

West Valley Mall Parking Lot
I-205 at Grant Line Road
Fri, June 25 to Tue, June 29

Hercules

I-80 and Hwy 4
Wed, June 30 to Friday, July 2
Host: The Rodeo & Hercules
Chambers of Commerce

El Cerrito

Portola Middle School
Sat, July 3 to Mon, July 5
Host: The City of El Cerrito
Cerrito Theatre
El Cerrito Rotary Club
Read Aloud Program

Alameda

Alameda Point - Atlantic & Ferry Point
Tues, July 6 - Thurs July 8

Antioch

Call 1-888-ONE-RING for Location
Friday, July 9 - Monday, July 12

Guerneville

Guerneville School on Armstrong
Wed, July 14 to Thur, July 15

Pleasant Hill

Diablo Valley College
North Parking Lot (Golf Club Road)
Fri, July 16 to Sun, July 18

Newark

Newark Mall Parking Lot
Monday, July 19 to Thursday, July 22
Host: League of Volunteers

Fremont

Kennedy High Football Field
Fri, July 23 to Sun, July 25
Host: Ohlone Humane Society

Hayward

Southland Mall Parking Lot
Winton Avenue & I-880
Mon, July 26 to Sun, Aug 1

Half Moon Bay

Call 1-888-ONE-RING for Location
Monday, Aug 2 to Wed, Aug 4

San Mateo

Call 1-888-ONE-RING for Location
Thurs, Aug 5 to Sun, Aug 8

San Francisco

Marina Middle School - Fillmore St
between Bay St & Chestnut St
Monday, Aug 9 - Sunday, Aug 15
Host: The American Diabetes Association
To prevent and Cure Diabetes and to improve
the lives of all people affected by diabetes.

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Letters



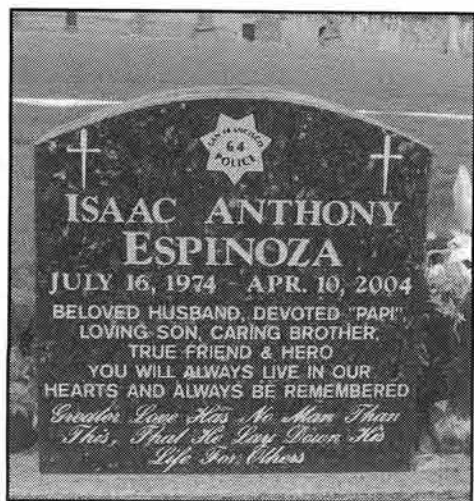
Dear Steve [Johnson],

Thought you might like to have a picture of the monument that we made for Isaac.

Unfortunately, I have had to make too many memorials for officers killed in the line of duty.

All officers should know that the majority of the community (if not exactly aware of the duties of the job itself) value and appreciate the officers on the line.

Cordially,
Mark Fontana
V. Fontana & Co.



Dear Mr. Delagnes —

On behalf of the Board of Directors, the 2004 Golf Committee and the police officers of this Association, I would like to thank you for your participation and financial support of our 9th Annual Santa Ana Police Officers Association Invitational Golf Tournament.

Every year we are able to surpass our previous tournaments with the generous support of our many donors and sponsors. Your "Tee" sponsorship is greatly appreciated!

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

Sincerely,
Sgt. Mark Nichols
President
Santa Ana Police Officers Association

Dear Gary —

On behalf of the Bay Area Women's & Children's Center, I want to thank you, and the SF Police Officers Association, for the generous donation that you gave for this year's Tenderloin Family Fair. It was a great help to us.

This year, we had even more children and families. We had more than 300 children and another 150 to 200 adults who came and spent the day at the Fair. It was a beautiful day, and because of the donations that we got to underwrite the costs of the Fair, everything was either free or very low cost for the children and families, so they could stay and have fun all day.

Thank you so very much. The Fair was just a terrific, fun day for more than 500 people, and you and the SFPOA really helped make that possible.

Warmest regards,
Midge Wilson
Executive Director
Bay Area Women's & Children's Center

Marty [Halloran] —

On behalf of the Traffic Bureau please accept our gratitude for the generous donation of \$500. Your contribution enabled the Traffic Bureau to host a BBQ picnic at the San Francisco Zoo for over 1,000 students and parents.

Thank you and the rest of the board for your support and thoughtfulness.

Sincerely,
Officer John Centurioni
Traffic Company

Dear Marty,

On behalf of the San Francisco Building and Construction Trades Council (SFBCTC) we wish to thank you for your consideration and generous support of the first annual Vegas in San Francisco at the Westin St. Francis Hotel on May 21, 2004.

The event was a huge success and with your help we raised over \$115,000 for the SFBCTC POWER PAC and General Fund. POWER PAC supports the pursuit of union friendly development through ballot measures, initiatives and candidate elections, and the SFBCTC General Fund, supports its membership through member training, education and non-profit donations to local and state endeavors.

Proceeds from this event will go toward furthering the pursuits of the San Francisco Building & Construction Trades Council in the coming calendar year.

We hope you enjoyed the evening and we look forward to seeing you again at the second annual Vegas in San Francisco.

Best regards,
Larry Mazzola, President
San Francisco Building and Construction Trades Council

Editor —

Enclosed please find a donation certificate to write off the donation of space in the *POA Journal*. We have already had two sales of 5 tickets each from a couple of your retirees in Arizona.

Thank you so much for passing our need along to your treasurer, and we will greatly appreciate any donation they are willing to give.

We are recipients of [the *POA Journal*], and we are incredibly sorry to hear about the slaying of Officer Isaac Espinoza. We will pray that they pursue the death penalty and that the perpetrator is apprehended. What a tragedy and loss of an officer committed to other people's protection.

We are hoping to sell 5,000 raffle tickets, but still have a long way to go. We are grateful for your help and all you have done by running our add and informational letter.

Please let us know if there is anything we can help you with in the future.

Gratefully yours,
Alannah Quiniones
Office Assistant
Denver Police Protective Association

SFPOA —

The vast majority of law abiding, tax paying citizens of San Francisco truly appreciate the hard work, dedication, and integrity of the men and women of the SFPD.

Sincerely,
Owen Harrington and Family

Gary—

My sons and I want to thank the Police Officers Association for supporting the 18th annual Mike O'Brien Memorial Pistol Shoot held at the SFPD Range on May 13, 2004. The turnout of shooters was another great success. Your support year after year is greatly appreciated.

We are proud this event is well received. The older Mike's sons become, the more this Annual Pistol Shoot means to them.

Sincerely,
Susan O'Brien and Sons
Jonathon and Matthew

Chief of Police
Heather Fong
850 Bryant Street, #525
San Francisco, CA 94103

Dear Chief Fong:

We were at the peace rally in San Francisco on June 5, 2004, and were so impressed with the attitude and actions of the police on duty at that rally. We were walking with Veterans For Peace in the middle of the parade, and feeling a little anxious as the police presence became very obvious. When "anti-protestors" broke into the march, and we watched the officers take calm and careful control of the situation, we were reassured about our own safety and the safety of others.

After learning about the over-reactions and abuses of police power in Seattle and Miami, we felt especially grateful for the response of your officers. They were calm, orderly, effective and non-threatening, and I am sure deescalated any tensions which may have been on the rise during that time.

We have always valued the role of the police as they "protect and serve", and we want to thank you and your police department for an outstanding display of efficient action that showed sensitivity and excellent training in a situation which continued and ended peacefully. What a fine example to police in other tension-inducing events who sometimes "lose it" and end up creating a far greater problem, inciting hostility from the general public. You are GREAT!

With honor and appreciation,
Jim and Linda Sorter
Arcata, CA

June 16, 2004

Heather J. Fong, Chief
San Francisco Police Department
850 Bryant Street #425
San Francisco, CA 94103

Dear Chief Fong:

Last week, I was among the attendees at the BIO 2004 meeting in your city and wish to express my appreciation for the services provided by your department.

I was extremely impressed by the organization, professional conduct and demeanor of your officers. This is clearly a reflection of the selection and training of your officers and the support they receive from your administration of the department and from the city.

Like most people, I have always

enjoyed my visits to your city. Like most visitors, I have never required any special services from your department, and probably never will. The more unusual circumstances of the meeting provided a glimpse into what it takes to both facilitate free speech and maintain safety and a reasonable level of order.

My experience last week has kept your city among the top of my list as a place to go. This will be reflected in my advice to other organizations.

Sincerely,
Alan J. Snyder, Ph.D.
Professor of Surgery and Bioengineering
Director, Office of Technology
Development
Penn State College of Medicine

June 22, 2004

Mr. Gary Delagnes
President, Police Officers
Association

Dear Mr. Delagnes:

Attached is a letter sent to Ms. Kamala Harris, San Francisco District Attorney. I don't want to wind up like Officer Isaac Espinoza and every other murdered San Franciscan. The letter demands the death penalty prosecution if I am murdered in San Francisco.

So there's an idea for you. Perhaps you could encourage police officers to send Ms. Harris similar letters to let her know in advance that they will not countenance the dishonor suffered by Officer Espinoza.

As I say, criminal prosecution is about the victim and the criminal and the law. It is not all about Kamala Harris. With the victim specifying the death penalty in advance, the prosecution will be forced to uphold the law.

Jeffrey P. Ricker, CFA
San Francisco, CA

June 22, 2004

Ms. Kamala Harris
District Attorney
850 Bryant Street
San Francisco, CA 94103

Dear Ms. Harris:

Together with the family of murdered San Francisco Police Officer Isaac Espinoza, and the Police Officers Association, and many upstanding San Franciscans, I am outraged by your refusal to pursue a death penalty charge against the murderer, the career criminal and gang member David Hill.

If your personal philosophy and political campaign promises against the death penalty prevent you from properly applying the laws of the State of California, you should resign from this case. Criminal prosecution is about the victim and the criminal and the law. It is not all about Kamala Harris. Officer Espinoza's ultimate sacrifice has been dishonored by your selfish despicable fecklessness.

Do not do this to me.

By this letter, be it known, that if I should be murdered in the City of San Francisco, and you or your successor is the District Attorney responsible for the prosecution of the murderer(s), that I demand that you prosecute the murderer(s) with the death penalty. If I am killed it will be my dying wish that the criminal(s) suffer the same fate as I. I will not suffer the dishonor that you have inflicted upon Officer Espinoza and every other murdered San Franciscan. Got that?

Jeffrey P. Ricker, CFA
San Francisco, CA

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Testing Of Replaced Vests Discloses Problem Even Worse Than Thought

From The East Valley Tribune,
May 30, 2004

ARIZONA – Bulletproof vests replaced by Valley police officers because of a threat of deterioration in the Arizona heat may have offered even less protection than originally thought.

Testing of the vests ordered last year by U.S. Attorney General John Ashcroft and conducted by the National Institute for Justice showed that about 50 percent of the vests failed to stop a bullet, according to a recently released government report.

The tests were performed under the Body Armor Safety Initiative, which was created to examine the reliability of body armor used by law enforcement now and in the future.

"I truly believe (the initiative) already has saved officers' lives," said Bryan Soller, president of the Arizona Fraternal Order of Police and a Mesa police officer. "These vests have proven, even in preliminary tests, to

be faulty."

Most, if not all, police officers in the East Valley have stopped using body armor made with Zylon, a bullet-resistant material that, although popular because of its comfort, may deteriorate by 20 percent within two years.

Ashcroft ordered the tests in November after several local and national police associations questioned their effectiveness in light of an officer's death in Pittsburgh.

Testers shot voluntarily surrendered vests, firing six shots of two different bullet calibers.

Results showed that 10 out of 20 vests were penetrated by at least one round.

In January, Arizona Attorney General Terry Goddard filed suit against Second Chance, maker of the Ultima and Ultimax brand of vests used by many Arizona police officers.

The ongoing lawsuit came after the company refused to provide full refunds or replacements for the vests.

San Jose Police Association Opposes Open Grand Juries In Police Shootings

From The San Jose Mercury News,
June 4, 2004

SAN JOSE, CA – The San Jose Police Officers' Association is launching an effort to keep grand jury investigations into officer-involved shootings secret, the association's head said Friday.

Don DeMers, the association's president, said he will ask other leaders of law enforcement labor organizations in Santa Clara County to join him in urging District Attorney George Kennedy to support a closed-hearing policy.

The move comes on the eve of a decision over whether to make public the criminal grand jury hearings into the shooting death of a 43-year-old San Jose man.

The death of Rodolfo "Rudy" Cardenas, shot Feb. 17 by a state Bureau of Narcotic Enforcement agent who mistook him for a fugitive parolee, prompted community anger and calls for a public review.

In March, Kennedy said he would ask for an open grand jury investigation.

This week the district attorney's office said hearings will convene July 19. Superior Court Presiding Judge Thomas P. Hansen will make the final decision on whether to open the hearings.

If Hansen agrees, it will mark the second time in less than a year that the court has opened the normally secret proceedings. After public hearings last fall, the grand jury cleared a San Jose police officer in the fatal shooting of a Vietnamese mother.

The trend troubles DeMers, who said the publicity surrounding public hearings may discourage truthful tes-

timony about sensitive topics and corrupt the process.

"It's supposed to be an objective process," DeMers said. "By having the political interest or the press interest at that stage when the officer is in an adversarial position isn't fair to him or her."

DeMers also said that having an inconsistent policy regarding investigations into officer-involved shootings sends the wrong message.

"When you start doing that, you're suddenly making judgments about whether there's a problem with some cases and not others," he said.


San Jose Police Chief Rob Davis said he sympathizes with those on both sides of the issue but said his department should remain neutral in the decision over whether to open a particular grand jury investigation.

"My position is that in general I think it's a good idea that they are closed," Davis said. "However, I recognize that there are times when a community may see a need to keep it open, and it's up to the presiding judge and up to the DA to decide how they want to proceed."

DeMers said the Peace Officers Research Association has agreed to help him arrange a meeting on the topic with police association leaders countywide within the next few weeks.

Assistant District Attorney Karyn Sinunu said her office would be willing to listen to any proposal from police association leaders.

"We'll want to see their rationale," she said. "Then we can address it." But she said the office was still committed to requesting open grand jury hearings into the Cardenas case.



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San Francisco Fellowship of Christian Peace Officers

By Magdalie Granados

Personal Commentary

Submit To Government

Let every soul be subject to the governing authorities. For there is no authority except from God, and the authorities that exist are appointed by God. Therefore, whoever resists the authority resists the ordinance of God, and those who resist will bring judgment on themselves. For rulers are not a terror to good works, but to evil. Do you want to be unafraid of the authority? Do what is good, and you will have praise from the same. For he is God's minister to you for good. But, if you do evil, be afraid; for he does not bear the sword in vain; for he is God's minister, and avenger to execute wrath on him who practices evil. Therefore, you must be subject not only because of wrath but also for conscience sake. For because of this you also pay taxes, for they are God's ministers attending continually to this very thing. Render therefore to all their due; taxes to whom taxes are due, customs to whom customs, fear to whom fear, honor to whom honor. Owe no one anything except to love one another, for he who loves another has fulfilled the law. For the commandments, "you shall not commit adultery," "you shall not murder," "you shall not steal," "you shall not bear false witness," "you shall not covet," and if there is any other commandment, are all summed up in this saying, namely, "you shall love your neighbor as yourself. Love does no harm to a neighbor; therefore love is the fulfillment of the law. And do this, knowing the time, that now it is high time to awake out of sleep; for now our salvation is nearer than when we first believed. The night is far spent, the day is at hand. Therefore, let us cast off the works of darkness, and let us put on the armor of light. Let us walk properly, as the day, not in revelry and drunkenness, not in lewdness and lust, not in strife and envy. But put on the Lord Jesus Christ, and make no provision for the flesh, to fulfill its lust.

The Epistle of Paul the Apostle to the ROMANS- chapter 13

Although obedience to earthly authority is the general rule, a clear biblical principle is that we may need to disobey government if commanded to sin, for loyalty to God always takes priority over all human authority (Esther 4:16; Daniel 3:12-18; 6:10; Matthew 2:12; Acts 5:29; Hebrews 11:23) When government officials use force to restrain and punish evil, they are not doing wrong. Rather, they are God's minister (servant) and are doing good. Therefore, Christians may serve as police officers and soldiers in good conscience. Bear the sword is to carry and use weapons. This implies the right to carry out capital punishment on wrongdoers, for swords were used to take people's lives. The fact that God authorizes governments as His servants to use force even to the point of taking human life does not contradict the command "You shall not murder" in Exodus 20:13. The word used in that commandment refers to criminal murder and does not include judicial taking of life or killing in war, for which the Old Testament uses other words. The same is true of the Greek word translated "kill" or "murder" in such New Testament passages as Matt. 5:21. To execute wrath. Sometimes God's wrath is car-

ried out through civil government when it punishes wrongdoers. This means that civil punishments should not only be imposed for the purpose of restraining evil, but also for the purpose of retribution. Paul gives two reasons why Christians must obey government: 1) Because of wrath, that is, to avoid the punishment that government executes on those who do wrong (v.4); 2) For conscience' sake, that is, because we want to keep a clear conscience before God, who has established government and commands us to obey it. This second reason means that even where there is no likelihood of arrest or punishment. Christians should be fully obedient to government. Both Paul and Jesus direct Christians to pay taxes to the Roman government, which was certainly not pure or righteous in all its actions. As with all commands of God, we should try to obey this one joyfully, not grudgingly. Whenever we tend to become discouraged with the imperfections of our government, or the burden of taxation that it imposes upon us, we would do well to remember that the alternative, anarchy, is far worse (Judges 17-21). **Owe no one anything:** The Greek present tense of the prohibition may be translated, "Don't continue owing anything to anybody." The verse probably does not forbid all debt, but it certainly forbids an attitude of contentment with indebtedness, or thinking that indebtedness is a normal situation. **He who loves another has fulfilled the law:** If we truly understood and completely followed the command to love one another, we would fulfill every social duty and would especially observe those commandments that are most fundamental in human relations (v.9). **Summed up:** Love is a summary of God's moral laws-yet a summary should not be used to contradict one of the items it is summarizing. Therefore, to say that love for another requires one to break some of God's laws from time to time (as in "situation ethics") is a misunderstanding of Scripture. Paul emphasizes a high standard of moral conduct, particularly in view of the nearness of the Lord's return, when our salvation will be consummated (vs.11-12). The way to moral excellence is twofold (v.14). Positively, we must put on the Lord Jesus Christ, submitting to His lordship, accepting His moral standards, living in constant fellowship with Him, and depending upon His strength. Negatively, we are to make no provision for the flesh, doing nothing to foster its sensual desires and appetites (Galatians 5:16-25)

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Soccer

The PAL Soccer season concluded on June 12th with the following winners:

UNDER 10 GIRLS NORTH DIVISION	JAMESTOWN
UNDER 10 GIRLS SOUTH DIVISION	SHOOTING STARS
UNDER 10 GIRLS WEST DIVISION	WILDCATS
UNDER 12 GIRLS NORTH DIVISION	CHIVAS REBELS
UNDER 12 GIRLS SOUTH DIVISION	SF UNITED
UNDER 12 GIRLS WEST DIVISION	CL LIONS
UNDER 14 GIRLS SOUTH DIVISION	HORNETS
UNDER 14 GIRLS WEST DIVISION	BLUE BEARS
UNDER 10 BOYS NORTH DIVISION	SF MILAN
UNDER 10 BOYS SOUTH DIVISION	JCSC CHIVITAS
UNDER 10 BOYS WEST DIVISION	JCSC CHIVITAS USA
UNDER 12 BOYS NORTH DIVISION	CRUZ AZUL
UNDER 12 BOYS SOUTH DIVISION	SF UNITED
UNDER 12 BOYS WEST DIVISION	CHIVAS RESERVE
UNDER 14 BOYS DIVISION	MUSTANGS
UNDER 16 DIVISION	SF JR GLENS
UNDER 18 DIVISION	SSF DC ATLAS

Our grateful thanks to Laurie Berk, Fernando & Noemi Cortez, Marcos Estebez, Ernie Feibusch, Rob Feuerman, Dan Goodman, Bill Guertin, George Jacobs, Dana Ketcham, Rob & Laura Klapper, Clay Leighton, Jim Letchworth, Shelli Meneghetti, Carlos Mejia, Jalal Mogannam, Alisa & John Oberschelp, Siena Perez, John Prior, Kevin Reavey, Andrea Sello, Kiyoshi Sera, Laura Vidal and Kit Yap for helping make the PAL spring soccer season a success!

Help Us Keep Kids In Sports And Out Of Trouble...

Donate to the San Francisco Police Activities League (PAL) which has kept underprivileged kids off the streets since 1958. Donate your car, truck, boat and more (running or not, restrictions apply). Receive full tax deduction, free pick up and we handle DMV paperwork. Call 1-800-677-1744.

PAL Judo

PAL Judo is a year round activity for boys and girls ages 7- 17. Classes are held at the Mission Recreation Center on Mondays, Wednesdays and Fridays from 4-30 PM - 630 PM. Call 415-401-4666 for more information.

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San Francisco Police Officers Association Golf Tournament

This is your invitation to play in the 13th Annual San Francisco Police Officers' Association Golf Tournament on Monday, September 20th, 2004.

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

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

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



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

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

Tournament Schedule:

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

Entry Fees for this year's charitable fundraiser:

Friends and Supporters:	\$195
POA Members:	\$180

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

Additional Information:

Tim Hettrich	(415) 970-3052
Gary Delagnes	(415) 861-5060
Marty Halloran	(415) 861-5060

Yes, I will be playing in the SFPOA 13th Annual Tournament

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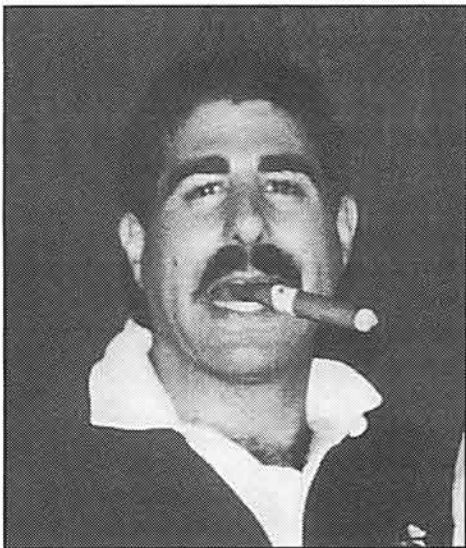
Sports



Nick's NOTES

By Nick Shihadeh,
POA Journal Sports Editor

CHECK IT OUT: I want to congratulate the Narcotics softball team for winning the B Division championship over Southern Station by a score of 25-14 back on June 1 at Kimball Field. Their victory was keyed by an 18-run inning early on that set the tone for the rest of the game. Key players for Narcotics were



Northern Bulldogs — A Division Champions. L to R: John Crudo, Brett Thorpe and Joe Zamagni, Jr. feebly celebrate their championship victory.

PHOTOS BY RAFAEL LABUTAN

Larry Mack who filled in decently at the pitchers spot, Kevin "Scrappy" Healy who was base constantly, Jake Fegan, who not only manages the team but hits blasts as well, and Kevin "Lab" Labanowski who has great range when playing the field.

Southern Station had a great run all the way to the championship game - they defeated a tough Central Station team in the first round and, then had no problem with TAC in the second round. Congrats to the likes of Marky Mark Marquez, Nelson Ramos, and the rest of the crew for a good season.

I'm having a hard time congratulating the Northern Bulldogs for the A-Division championship victory as it was against my own Park Bulldog team. The score was 15-9 in a game that Park was never into because of lead-off batter Rob Fung who was relentless at the plate with 6-RBIs on the day. Joe "Buddy, Buddy" Zamagni had a good game in the field while long time veteran Steve Collins had a good day at the plate. Keeping a sharp book was John Crudo who kept his team in the loop with constant stat updates and the up-to-the-minute scores all during the game.

The Park Islanders were once again a bridesmaid but not a bride as this is their second runner-up finish in the last three years. The likes of Leroy

Lindo, Curtis Nakano, Henry Garcia and Wil Elieff just couldn't keep the ship afloat during the biggest game of the year. Where the Park Islanders do come in first place though is their celebrations after their games. Note the pics of the two squads celebrating their seasons in the stands after the championship game. As everyone can see, the Park squad really has great camaraderie being so very proud of their second place finish. On the other hand, the Northern Bulldog celebration (or lack of it) was the weakest one I've seen in all my years as a softball commissioner. Like they used to say about the Boston Red Sox teams of the late seventies, "twenty-five players, twenty-five cabs."

Moving on I would like to mention the great job done by fund raiser Suzie Han and the SFFD's John McNulty in the first annual Par Wars Golf Tournament that took place at the impressive Silverado Golf Course in Napa County back in May. The tourney was originally planned to raise money for the SFPD's Widows and Orphans and the Fire Department's Surviving Families fund. A last minute decision was made to steer the funds toward the Isaac Espinoza Family Trust, and an impressive two-thousand dollars was raised. Please note the article submitted to the Journal Sports by Suzie Hart.



A Division's Park Islanders and friends enthusiastically celebrate their second place finish.

Speaking of fund raisers for the Espinoza Trust, there was a co-ed softball tournament that took place also in May at Moscone Playground by the SF Children's Worker's Fund just for Isaac's wife and daughter. The department team that competed in this event was put together by Mission Station's Glen "The Rotation" Ortega, and they just happened to win the whole thing. The Tournament victory was a proud one for the excellent group of players assembled all in the memory of our fallen comrade. Please also note the article and pics submitted by Ortega in this same sports page.

I finally want to point out my article in this issue about the SFPD Softball Banquet with great pics provided

by Val Kirwan and Rafael "Raffy" Labutan. Raffy also provided pics from the softball championships and I would like to thank both of them for their help and their gifted camera work.

As far as next month's sports page, I will have news about the California Police/Fire Summer games that took place in mid June in the lovely town of Stockton, California. Lots of competitors were able to attend thanks to the command staff's leniency during the week of the Bio-Tech demos, and some medals were won during the various competitions.

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



B Division Champions — Narcotics



B Division Second Place Finishers — Southern Station

2004 SFPD Softball Banquet A Success

by Nick Shihadeh

The 2004 SFPD Softball Banquet took place on Tues., June 1st, at the City Forest Lodge, and the event was a successful end to an emotional and memorable season. The banquet was set-up and MC'd by softball commish Nick "Someguy" Shihadeh and almost one hundred people were in attendance to witness trophies and awards being given out.

After a fine prime rib dinner catered by Forest Lodge owner Ron Dumont,

more special.

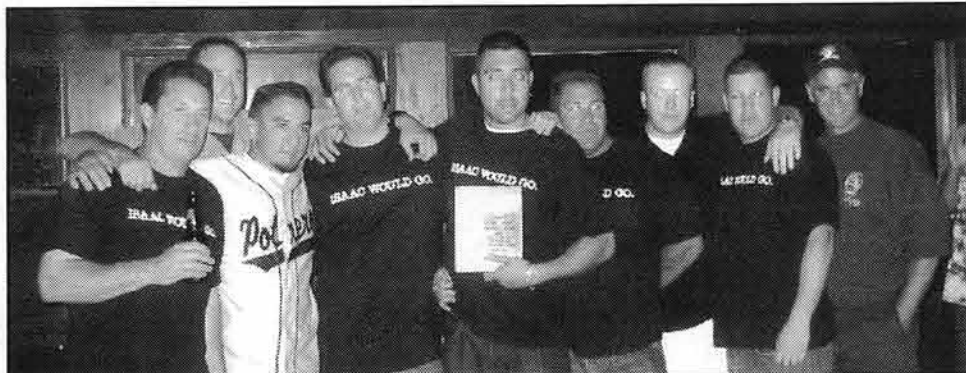
First announcement was for the winner of the O'Brien Award. This year's winner was presented in memoriam to Brian "Monkey" Olcomendy for not only being a commissioner and playing year in and year out for a very long time; but, for also managing many Park Islander and Narcotics teams over the years. Accepting the plaque on Olc's behalf was best friend Matt Gardner along with two of Brian's kids: Frank and Melissa Olcomendy. This was a very touching moment dur-

getting thrashed week in and week out during the season by the other A Division teams, Lazz still fielded a decent team every time and not once did his club forfeit during the year.

The Espinoza MVP Award was the final presentation of the evening. It was given to an outstanding player over the years who not only hits to all fields with power, but fields his outfield position with such a competitive zeal. The MVP award was presented to the one and only Greg Latus of Southern Station. Latus appeared to be sur-

prised and genuinely pleased by receiving the award when accepting it at the podium but he didn't have many words to say. Never-the-less it was a well deserved award for a very exciting ball player in the league.

The 2004 SFPD Softball Banquet proved to be a great time had by all. With the large attendance and the very enthusiastic ovations given to winners of trophies and plaques, it's obvious that the SFPD Softball League is alive and well and will be for many years to come.



Bayview Pitbulls led by Captain Rick Bruce, right, accepting the Layne Amiot Most Inspirational Award.

PHOTOS BY VAL KIRWAN

Shihadeh started the presentations. He first gave out trophies to the teams that finished in first and second place in both the A Division and the B Division. Southern Station took second place in the B Division and the trophy was presented to manager Mark Marquez. The B Division champs were guys from Narcotics – they were led by manager Jake Fegan when receiving their trophy.

The second place finisher in the A Division was the ever fun and popular Park Islander team with the likes of Dante "Big Daddy" Giovannelli leading the guys to the podium. The A-Division champs were Rob Fung's Northern Bulldogs; they finally had a good turnout to the banquet with at least twelve in attendance from the club. Now that the trophies were done,

ing the night that brought on a very emotional standing ovation from the crowd.

The Amiot Award was to be presented next in which there wasn't just one winner of this award but rather a group of fellows. The Most Inspirational Award went to the whole Bayview Pitbulls softball club for continuing to play out the season despite losing their coach and compadre Isaac Espinoza. The team was led to the podium by Captain of Bayview Station Rick Bruce (who was a team member as well). Bruce then spoke very well as usual about the meaning of receiving the award. New team manager Eric "E" Solaris also said some proud words in honor of his fallen comrade Espinoza and once again a standing ovation came from the crowd.

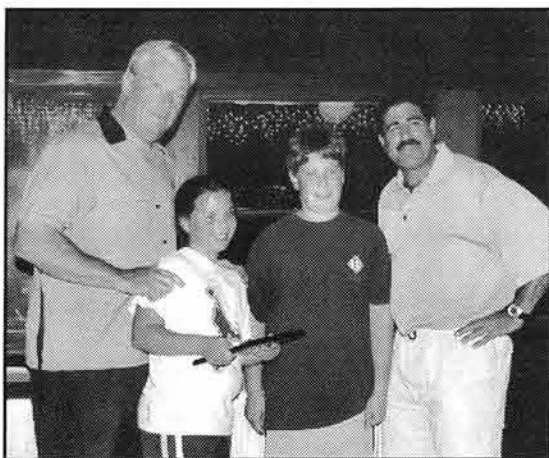
Next was the Olcomendy Manager of the Year Award which one would think would be given to the manager of the team that has a very successful season. That wasn't the case as the award was presented to the manager of the worst team in the A Division, Bob "Lazz" Lazzaretto of the Ingleside Station softball team. This was done for a number of reasons: not only has Lazz kept the Ingleside club playing in the league year in and year out for a very long time, but this season he volunteered Ingleside to compete in the very tough A Division. Even when his team was



Bob Lazzaretto accepts the Olcomendy Manager of the Year Award surrounded by his Ingleside teammates.



Park Islanders, A Division, Second Place.



Matt Gardner, Melissa and Frank Olcomendy accepting the O'Brien Award from Nick Shihadeh.

PHOTO BY RAFAEL LABUTAN



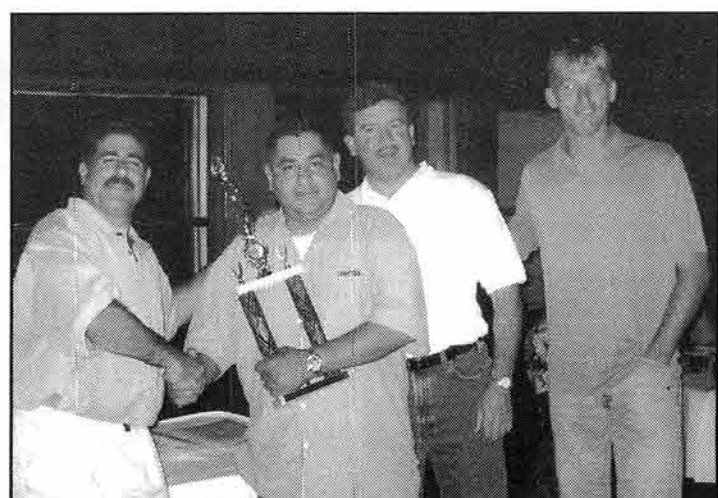
Narcotics, B Division champs

it was on to the awards presentations.

Over the years with the SFPD Softball League, the only award given was the Mike O'Brien Memorial Softball Award for long time participation and contribution to the league. This year three more awards were added. These were: the Layne Amiot Most Inspirational Award, the Brian Olcomendy Manager of the Year Award, and an also very special Isaac Espinoza Most Valuable Player Award. These awards being given out for the first time in memory of these fine former commissioners of SFPD softball made the banquet just that



Northern Bulldogs, A Division champions



Nick Shihadeh presents the B Division Second Place trophy to Southern Station's Mark Marquez, Bob Del Torre and Greg Latus.

Angel on the Diamond

By Glenn Ortega
Mission Station

On May 1st and May 2nd the "San Francisco Children's Worker's Fund" held their 15th annual softball tournament. This organization raises money to help abused and neglected children. In the tournament's early years the participants consisted of only city agencies and employees i.e.: Fire Dept., Park and Rec, Adult Probation, D.P.W. etc. For the first ten years the Fire Department held a juggernaut on the championship trophy. During the last few years Adult Probation was the team to beat. In order to spice up the competition, within the last few years outside "community" teams have been allowed to participate... (aka ringers).

Two years ago, I put together a co-ed team. We won our first two games on Saturday. We lost our first game early Sunday morning putting us in

will never forget his image permanently etched in my mind. Isaac was my close friend and academy classmate. We would always talk about the latest softball bats on the market, work, and our families. I loved playing against him and Bayview Station, they always seemed to be well organized.

After Isaac's death, Dwayne Kinner called me up and informed me that the tournament's Board of Directors had decided to, "dedicate this year's tournament in honor of Isaac Espinoza". I thanked him for the department and for Isaac's family. I called numerous people and told them, "we are going to win this for Isaac."

The weekend forecast was scheduled for overcast with a chance of rain. Almost overnight a warm front moved in and forced the rain back out into the Pacific. San Francisco recorded record temperatures for these two glorious sun-filled days.



Back row, 1 to r: Rachel Ozenne, Clayton Goodwin, Qwock Do, Aaron Fisher, Nelson Ramos, Mike Harra, Glenn Ortega. Front Row, 1 to r: Juan Gala, Michelle Spears, Molly Penel, Jennifer Streegan, Jaura Pengel, Tracey Harriet, Eric Solaris.

PHOTOS BY ERIC SOLARIS

the loser's bracket. We had to play 6 consecutive games to reach the championship game. Unfortunately, a well-rested and talented adult probation team demolished us. They had played a total of 5 games in two days, we had just finished playing 6 that day. I really hated this feeling.

In January 2004, tournament director Dwayne Kinner contacted me and asked me if I was going to put together a team for this year's tournament. I told him that I was and would get back to him with a roster. I wanted a group of talented athletes that were team oriented. With the help of Maura Pengel, I put together a group of excellent players. Mike Harra, Maura Pengel, David "Qwock" Do, Rachel Ozenne, Molly Pengel, Aaron Fisher, Tracey Harriet, Clayton Goodwin, Michelle Spears, Juan Gala, Jennifer Streegan, Nelson Ramos, Eric Solaris, Pablo Ossio, Miriam Pengel, Irene Christi and I.

Tragedy struck us all on April 10, 2004 when officer Isaac Espinoza was murdered. I was there that night and

Our first game on Saturday was against Department of Mental Health. We beat this team by over twenty runs and only played five innings. Our second Saturday game was against a team called, "Beast of Burden" we also beat this team by over 15 runs and called it a game in five innings.

Our first game on Sunday morning was against a highly touted Department of Public Health. This ball club had already beaten Adult Probation, the reigning champs. They came in talking a whole lot of mess. They scored a couple of runs on us but we quickly matched them. The game was back and forth for a few innings. We did our talking on the field and scored 15 plus runs against them, thereby reaching the slaughter rule by the fifth inning. We didn't hear them talking much after that.

Next up was probably the best team in the tournament. Hiyamoto was a formidable opponent. This team was stacked with great players (this was the ringer community team). This team was very familiar to Nelson Ramos and



I. It had four players that we play with and against on our City League team.

Two of these guys had come in #1 and #2 in the home run hitting contest on Saturday. I had so far won every coin toss during the tournament and had chosen last licks. Once again I had won the coin toss. Also on top of every line-up card I wrote, "Isaac Espinoza #64 we love you bro, r.i.p."

The game was exciting, we traded runs with them until they pulled away and we had to play catch up. This was

double play. Big mistake!!! Qwock smashed a line drive over the shortstop's head giving us the championship. We poured onto the field in celebration.

I'd like to thank all the players who gave their all this weekend. This was truly a total team effort. I would also like to thank Juan Gala who pitched 5 masterful games.

This was a memorable weekend. I believe deep in my heart that Isaac had a hand in us winning the tournament.

I believe deep in my heart that Isaac had a hand in us winning the tournament...It was like we had an Angel on the Diamond.

the first time during the tournament that we were close to losing a game. The game came down to the bottom of the 7th inning. Good thing we won the coin toss. We were down by 5 runs. During the inning we managed to score 4 runs and had the tying run on second base. Mike Harra stepped up to the plate and wham. He crushed the pitch into the next diamond, home run!!! We went nuts. Hiyamoto went packing to the loser's bracket. We just had to sit around and wait for the loser's bracket to play itself out. We would shortly see who we would face in the championship game. Now I like this feeling.

Guess who won the loser's bracket? Yup you're right, Hiyamoto. Once again I followed my ritual with the line-up card. We again won the coin toss and were the home team. The game was a mirror image of the first contest. They quickly scored multiple runs and we were playing catch up again. We chipped away little by little and once again found ourselves down a few runs in the bottom of the 7th inning. I gathered the team and told them that we could do this, we could win this game. I told them that we were in this situation before and we could do it. I told them let's win this for Isaac. With great poise, character, and timely hitting we tied up the game. We had runners on second and third with one out. They decided to walk Maura Pengel and go after "Qwock". They wanted to set up the

Everything went right, winning 5 out of 5 coin tosses, the weekend forecast suddenly changing from rain to paradise, 2 come from behind wins in the bottom of the seventh inning. It was like we had an Angel on the Diamond.

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Former San Francisco Assistant District Attorney (1979-1997)

Great Day for Golf at Silverado!

First Annual "Par Wars" Golf Challenge Benefits the Isaac Espinoza Family Fund

By Suzie Hart

When the idea for Par Wars came up it was meant to have two purposes. One, to raise money for the SFFD Surviving Families Fund and the SFPD Widows & Orphans and two, to create some publicity for another upcoming fundraiser, The Hook and Ladder event, coming this October.

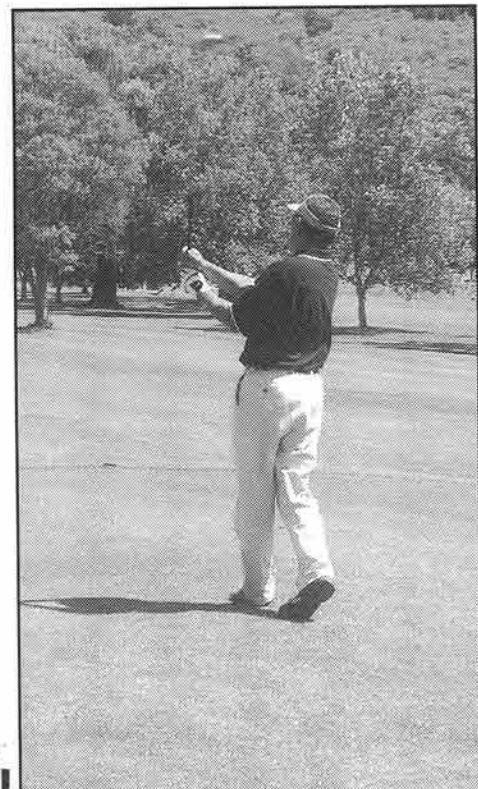
The golf tournament would pair firefighters and police officers in a four-some and knowing the competitive nature of the two departments we thought it would be a great idea for a golf tournament.

While planning this event, the San Francisco Police Department suffered the loss of Officer Isaac Espinoza. Now our fundraising focus had changed. It was determined that any money raised from this first time event would go directly to Isaac's family.

Phone calls were made to anyone and everyone we could think of to let them know of the change. With the tournament only a couple weeks away we didn't have much time to get the word out. But with the help of some friends we were able to get 98 players

for a beautiful day of golf at Silverado Resort. Players received a canvas shoe bag containing Arrowhead bottled water, Wilson golf balls, coupons and a commemorative tee-shirt from the event as their tee-prizes.

After all was said and done, we were able to make a donation of \$2,000 to the Isaac Espinoza Family Fund as a result of this tournament.



Nice follow through!

At the end of the day the players enjoyed a small reception before heading home. The feedback from SFPD players was enthusiastic and I hope to bring this event back again.

The winning department received a silver bowl to be placed at Station 17. Central Station will be the new (and hopefully temporary) home for the "booby" prize, a plaque of a horse's ass. I hope this is an incentive to bring in more players next year and beat the pants off the fire department. Wouldn't that bowl look nice at Central??

Thanks again to all the players that came to bat in the 11th hour, to the SF Police Credit Union, Arrowhead Water, San Francisco Fire Credit Union and all the donors for the raffle prizes. I'd also like to thank John McNulty (SFFD #17) and the SFFD Golf Club for allowing us to introduce this first time event as part of their annual golf tournament. It was great working with all of you.



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Report from Police/Fire Games

Track and Field 2004

By Alex Jackson, Retired
Airport Bureau

On Friday, June 11, 2004 and Saturday, June 12, 2004, I competed in the California Police And Fire Games that were held in Stockton, California. I competed in the Grand Masters-B category, which lists age groups from 55-59-years-old. I'm 59.

I trained for approximately five months and did my training, and ran my races in the name of an old friend of mine. Yes, I ran in "His name." He is quite old, though He remains ageless. No other person can be found in this world like my friend. That's why I'm giving Him the recognition and thanks that is due Him. I always do. In His name, I found Him to be Lord and Savior. He neither sleeps nor slumbers. He teaches us to ask for things in His name when we pray to His Father. He has the ability to light our way through the darkest night. In His name, one can find a compassionate, merciful, loving and redeeming Savior. In His name you will find someone who will never leave or forsake you. By the way, this friend's name is Jesus of Nazareth. The Son of God. Seek Him and you will find a friend in Him like no other. He's always available.

I competed in the following events and won the following medals: The

100 meter run, I won a gold medal in a time of 13.12 seconds. In the 200 meter run, I won a gold medal in 26.56 seconds. In the 4X100 meter relay, I ran the first leg with a team that consisted of the following officers: Maurice Valentine, SF Sheriff, 2nd leg, Harold Dixon, LACSO, 3rd, and Dave Deflelsen, anchor, from the Oakland Fire Dept. We won the gold medal in 54.67 seconds. We've got to do some serious work on those baton passes in the future.

I met Officer Michael Simmons of Southern Station on the track as he was warming up for his races. As always, he is an exceptional personality and sprinter. On the field, Mike jokingly yells at a competitor who is favoring his hamstring, "wrap it up and let's go!" That's how he competes, without excuses and with the utmost conditioning, psychology, speed and determination. I am content that I do not have to compete against him.

Officers, continue to be dutiful, alert, objective and fair in all that you do. Accomplish. Exercise restraint during times of ridicule and scorn, or when praise is shortcoming. I encourage you to continue to dedicate yourselves before God (Code of Ethics) and your chosen profession, Law Enforcement. Don't forget to give God some of your time. God bless.



John Burke and Bassey Obot (Tactical) participated in the 2004 Police and Fire Games in the triathlon event held at Lake Camanche, California. It was a challenging course that included a one kilometer swim, a 27 mile bike ride, and a 10 km run. John Burke finished the course in a respectable 2 hours 42 minutes, and Bassey Obot finished in 2 hours 52 minutes. Burke competed in the most difficult bracket (40-44 year old competitors), and Obot competed in the less-competitive over 200 pound category but received a silver medal for his efforts. Though the course was challenging, Burke and Obot had a great time and plan on competing in the 2005 Western States Police and Fire Games in Reno, Nevada.

Medals for SFPD Bowling Team

By Bob Massola
Airport Bureau

Masters Division, and averaging 227 for all 15 games combined.

Participating in the 2004 California Police & Fire Games held in Stockton, the SFPD Bowling Team took 3rd Place, winning a Bronze Medal in the Open Division.

Bowling on the team were Bob Massola (Airport), Les Adams (Retired, Solos), Bob Kellogg (Central) and Pete Kozel (Hondas). The average score per bowler per game was 216.

Bob Massola took 2nd Place, winning a Silver Medal in the Singles Event, Open Division, averaging 253 for five games.


Pete Kozel took 2nd Place, winning a Silver Medal in the All Events, Grand

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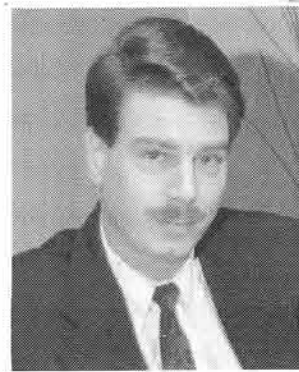
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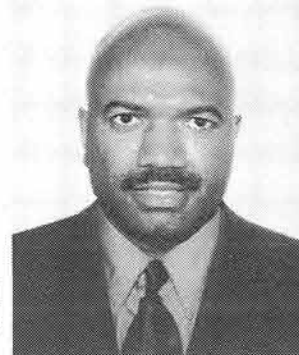
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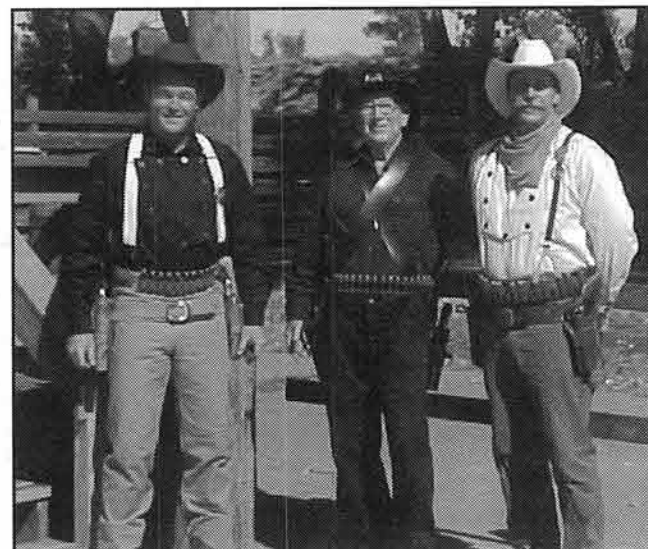
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Shooting News and Updates

By Gian Tozzini
Mission Station



Cowboy Action Shooting event: Gian Tozzini, Ton Morris and Fraser McLeod.

The shooters of the San Francisco Police Department rifle and pistol team have been busy practicing and competing since the California Police and Fire Summer Olympics.

As with most sports, constant practicing and competing helps to improve the athlete and maintain the skills needed to compete. Shooting sports are no different. Many people do not realize that there

is a great deal of physical and mental strength required in all types of shooting.

Among the most tiring and mentally challenging is the small bore rifle (.22 long rifle) competition. Starting off with the most recent shooters, Angelo Spagnoli of CPC, competed on the "Springfield XD Challenge" on October 11, 2003 in Ontario, CA. There were 270 competitors in the event, and congrats to Angelo for taking 1st place in the Law Enforcement category, and 2nd overall. Angelo is now sponsored by Springfield, and can provide you with information regarding the XD semi-automatic pistols.

On the weekend of 10-19/20, I shot the Brogden Brothers Annual Match at Richmond Rod & Gun Club, which is open to members only and is a free event. This consisted of shooting, five rounds from an M1 Garand rifle and a percussion black powder rifle, ten rounds from a .22 rifle and pistol, shooting a rack of metal plates with a IPSC style gun (fastest time wins), last; Saturday's competition was shooting in the Cowboy Action Shooting event wherein the shooter had to shoot two targets with a side-by-side shotgun, then pick up a lever action rifle and shoot five times, and then pick up a single action revolver and shoot at metal targets. These were timed events.

Sunday consisted of Trap and Skeet events, followed by lunch and awards. I placed 1st in the IPSC portion of the match and received an award.

On 11/09, Angelo, myself, and Alex Takaoka of Co. E shot at the annual Bay Area Rangemasters Association match held at the Alameda County

Sheriff's range. This facility is wonderful to shoot on and is run by Deputy Jeff Reed, many thanks Jeff. This was a combat match consisting of 5 different courses. The average course could last from 30 to 50 seconds and involved running, shooting (minimum of 18 targets) and shooting from different positions and cover. It was exciting and lots of fun.

There were agencies from all over the Bay Area represented, including BART PD and the FBI. Angelo took 1st place in the service stock weapon and overall winner. I took 2nd place in the enhanced service weapon (I had a competition grade barrel and combat adjustable sights, trigger job) and 6th place in the stock weapon class. Alex placed 5th in the enhanced class and 10th place in the stock class.

On 11/10, I shot my 1st IDPA match, again at Richmond Rod and Gun Club. This is similar to IPSC combat shooting, but is designed for concealed weapons, holsters and mag pouches, and wearing a jacket over them. Full time law enforcement may use duty gear. Shooters must also shoot and reload from behind cover, and retain magazines with rounds still in them, unlike IPSC shooting.

It was an interesting match, and different shooting part of it in the rain! I finished 1st in my class. To learn more about this, go to www.idpa.com for the entire rules of the sport. On the same day, Alex Takaoka shot a high power rifle match in Sacramento and placed 2nd. This consists of shooting from different positions from 200, 300 and 600 yards. To learn more about these events contact Alex (Co. E), Angelo (CPC), or myself at Mission Station.

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THE LOON'S NEST REPORT

By Ed Garcia, Central Station

Monterey Peninsula Hosts Spring Championship

The first week of May saw a large gathering of Loons heading south to the Monterey Peninsula and Carmel Valley area for the playing of the 17th L.N.G.C. Spring Championship. This West Coast golf Mecca provided the Loons with two days of good weather, under the bluest skies and few breezes. The Loons opened up the two-day tournament at the historic Del Monte Golf Club, next to our host hotel, the Del Monte Hyatt Regency. This marked the fourth appearance by the Loons at the Del Monte course since 1992, and the great layout has never been a disappointment. The par 72 course was first opened in 1897 and currently plays to a maximum length of 6,357 yards with a slope of 123.

The opening day medalist was Loon Handicap Chairman Ed Anzore of Permits. Ed led the pack with a round of eighty, while three Loons followed with scores of eighty-three. Bunched at eighty-three were Robbery's Steve Morimoto, S.F.O.'s Steve Moss and United Airline Loon Dave Pomicpic.

As the Loons approached the end of the first golf day, they gathered on the clubhouse veranda for cocktails and watched fellow Loons as they completed the 18th hole. The light breeze of the afternoon had been stilled and the flock enjoyed the perfect early evening in Del Monte's great golf setting. Loons relaxed, talked, drank, and enjoyed putting matches as Loons cheered on the contestants.

But the day was far from over, as the Loons and some lucky Loon spouses were soon heading to the Monterey Pier at the end of Alvarado Street and Cafe Fina. Host Dominic Mercurio took very good care of the Loons and guests, as we were given the entire top floor of the restaurant. Very fresh fried calamari and salmon cakes kept coming as the hungry Loons enjoyed cocktails and appetizers before a fine dinner and dessert and a private

label wine provided to the Loons by our host Dominic, who happens to be the cousin of Co. A's Mel DeAngelo.

Many of the Loons also had the pleasure of meeting and talking with former Oakland Raider Coach John Madden, a close friend of Mr. Mercurio who was in the restaurant that night. This was certainly one of the most fun dinners that the Loons have enjoyed on the road.

As the night went on, two Loons were watching each other, as they attempted to not break training too hard. Ed Anzore, the opening day leader was feeling inspired toward a victorious round on the following day, looking back at the 2003 Summer Golf Classic, played at Del Monte and Pacific Grove Golf Links. Ed had not only won that championship, but also had a tournament hole-in-one at Pacific Grove Golf Links. Robbery's Steve Morimoto was also ready to meet the challenge, as Steve is the defending 2003 Charlie Anzore Memorial at Reno Champion and was hungry to again taste victory on the links.

Early the next morning, the Loon's traveled down Carmel Valley Road to the Rancho Canada Golf Club. The Loons were scheduled to play the tough West Course, which boasts a top slope of 125. As luck would have it, the Loons had the West Course to themselves, as the S.I.R.S. had the shorter East Course, and there were no other players scheduled for the day. Light to moderate breezes blew through a clear blue sky as the Loons hit the links. Rancho Canada played tough, but Anzore was up to the task, as he fired a seventy-seven, giving Ed a two-day total of 157. Morimoto made a valiant effort, but struggled to an eighty-five and a total of 168. S.F.O.'s Steve Moss grabbed third with a total of 169. Monterey has been very good to Ed Anzore.

In first flight low net play, United Airline Loon Oscar Ochoa took the prize with a two-day net total of 146, leaving him two strokes ahead of Joel Timpano who posted a net 148.

Second flight low gross went to the Tenderloin's Joe Fischer who fired a two-day total of 186, giving him a two-stroke victory over Fraud's Earl "The Pearl" Wismer. Fischer had a tough opening day at Del Monte with a score of 96, but rallied back like the true competitor that he is and made a six-stroke improvement as he fired a 90 at Rancho Canada. Wismer also made a six-stroke improvement on the second day, and it was nice to see Earl back in the trophy circle again.

Second flight low net was a battle between neighbors. Central Station's Dave Boyett brought his neighbor Jack Walton as his guest for the tournament. Dave had a net lead of one stroke going into the second day, and both men had matching net scores on the second day, as Dave finished with a net 143. Good neighbor Jack finished at 144 and took second place.

The Long Drive winner at Rancho



(left to right) Meixner, Ochoa, Morimoto, Timpano, Wismer, Fischer, Anzore, Walton, Boyett

Canada was recently retired member Dennis Meixner, who blasted a 304-yard shot. Ed Anzore took the prize at Del Monte with a 289-yard rip down the middle of the 16th hole. The "Close to the Hole" winners were lead by Dave Pomicpic, as the Elk Grove resident put a shot 7 feet, 1 inch from the cup on the 12th hole at Del Monte. Steve Moss took a prize on the 11th hole at Rancho Canada with a shot that was 11 feet, 2 inches from the pin. Ken Johnson, brother of Homicide's Mike Johnson took a prize on the 7th hole at Rancho Canada with a shot of 15 feet, 10 inches. Rick Parry of Narcotics grabbed a prize on the 3rd hole at Rancho Canada, leaving the ball 16 feet 7 inches from the hole. On the

16th at Rancho Canada, Steve Morimoto won with a shot of 16 feet, 10 inches. On the fourth hole at Del Monte, Homicide's Mike Johnson won the award with a shot of 25 feet, 4 inches, as the Johnson brothers walked away with awards and side pots.

As the event came to a close, the Loon's had the awards ceremony and then said good-byes, ready to head home. This was certainly one of the best of many Monterey trips the Loons have made in 18 years, and we will return many times in the future.

Our next event will be the Summer Golf Classic to be played at the U.S. navy's mare island Golf Club in Vallejo on July 15th. Watch your mail, and get entries in early.

Loon's Nest Scoreboard

Player	Del Monte	Rancho Canada	Total
Anzore	80	77	157
Morimoto	83	85	168
Pomicpic	83	86	169
Garcia	89	82	171
Moss	83	89	172
Timpano	90	87	177
Ochoa	93	88	181
Finigan	95	87	182
Sarchett	95	85	185
Brown	93	93	186
Fischer	96	90	186
Parry	99	87	186
Wismer	97	91	188
Johnson, K.	101	91	192
Johnson, M.	97	96	193
Meixner	104	90	194
Boyett	105	96	201
Fulton	106	96	202
Trierweiler	108	94	202
Walton	102	100	202
Dyer	103	102	205
La Rocca	103	106	209
Kiely	114	97	211
Bronfeld	114	103	217
Godfrey	111	108	219
Stockwell	113	110	223
Pursley	113	115	228
Martinez	120	119	239



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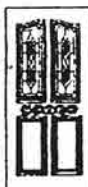
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MaxMuscle SFPOA 2004 Ironman/Ironwoman Isaac Espinoza, Jeff Barker Memorial

By Angelo Spagnoli,
Ironman/Ironwoman Organizer

The Ironman/Ironwoman competition will be held on Wednesday, September 15th 2004 at the Hall of Justice, 850 Bryant Street, 5th floor gymnasium. The event will start at 9:00 a.m. and will be videotaped by Andrew Cohen and Bob Mammone as a part of the Hearts of the City special Bayview Station edition. This year's Ironman/Ironwoman competition and Hearts of the City video will be dedicated to the memory of Isaac Espinoza. Isaac was very competitive in the Ironman last year and in the pull-up event he was able to complete forty-nine pull-ups. This year any competitor who is able to complete forty-nine pull-ups will be awarded the maximum score for this event of one thousand points. The pull-up event in particular is dedicated to Isaac's

memory. In addition there have been some other changes regarding the other four events. In the rules it states that any competitor that exceeds the maximum in each of the events: 50 pull-ups, 200 sit-ups, 100 reps on the bench press, or runs Lake Merced in under 27 minutes will be awarded over 1000 points. Due to the forty-nine pull-up maximum, we have made recent changes to the point structure. We will not be awarding over 1000 points per event due to the point limitation of the pull-up event. The point system for the shooting event will remain the same as in prior years, 1000 point maximum. This year's event has several changes from the past years in order to generate more participation. Two of the main changes have been the addition of the Clydesdale and the Two-Man team category. The Clydesdale cat-

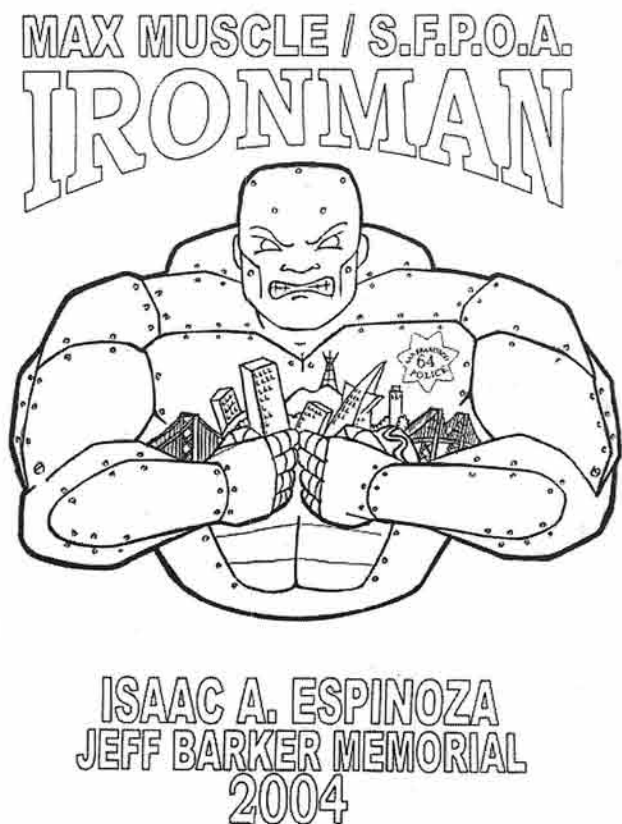
egory is a two hundred pound and over event. Any competitor weighing two hundred pounds or more can choose to compete in this class. The Two-Man team event is just that, two men competing together; one man competing in two events while the other competes in three of the five events. Several other changes have been made for the 2004 event and the complete competition rules are attached to this article. This year we have MaxMuscle along with the SFPOA as our sponsors. James Johnson of MaxMuscle San Francisco is gracious enough to be donating \$1,500.00 in apparel and product for the event. He will also be donating \$1,500.00 cash to the Isabella Espinoza Trust Fund. MaxMuscle is located at 3600 16th Street, at Market Street. MaxMuscle offers several different types of workout gear and a very large selection of nutritional products, pro-

tein powders and vitamins. Mr. Johnson is offering a complementary two-pound container of MaxPro protein powder to all Ironman/Ironwoman competitors. Just stop by MaxMuscle and let them know that you're an SFPD Ironman competitor and pick up your MaxPro powder. Springfield Armory has donated a pistol for this year's event. They have donated a Sub-compact XD (Xtreme Duty) model for off duty carry for the overall winner of the Ironman competition. Are you ready for this year's challenge? Get your teams together early and come out and see if you can beat last year's winners. We hope that this year's competition will have the largest attendance ever. All competitors interested in competing in this year's event should fill out the entry form attached as soon as possible.

2004 Ironman/Ironwoman Competition Rules

WHEN: Wednesday, September 15, 2004
WHERE: Hall of Justice, 850 Bryant Street, 5th floor gymnasium.
TIME: 0900 Hrs.
Competition to be completed at the San Francisco Police pistol range located at Lake Merced and Skyline Blvd. Awards luncheon to follow the competition.

- CLASSES OF COMPETITION:**
A person may compete in as many categories as he or she wishes.
1. **TEAM OPEN:** (5 Person, either sex, from the same unit, each person, all five events)
 2. **TEAM SENIOR:** (5 Person, either sex, 40 years and over, from the same unit)
 3. **MIXED DOUBLES:** (Male/Female, split the events, one does 2, partner does remaining 3)
 4. **IRONMAN OPEN:** (Any age, all five events)
 5. **IRONMAN SENIOR:** (40 years and over, all five events)
 6. **IRONMAN SENIOR/MASTERS:** 50 years and over, all five events)
 7. **IRONWOMAN OPEN:** (Any age, all five events)
 8. **IRONWOMAN SENIOR:** (40 years and over, all five events)
 9. **IRONMAN 200 LB AND OVER OPEN:** (Clydesdale) (Any age, all five events)
 10. **IRONMAN 200 LB AND OVER SENIOR:** (Clydesdale) (40 years and over, all five events)
 11. **IRONMAN TWO MAN TEAM:** (One does two events, partner does remaining 3)



2004 Ironman/Ironwoman Entry Form

Name: _____

Unit/Agency: _____

Class/es competing in _____

Team name (if applicable) _____

Team members	Event	T-shirt size
1. _____		
2. _____		
3. _____		
4. _____		
5. _____		

Entry fees: \$15.00 per participant regardless of number of categories. (This includes your 2004 Ironman Muscle T-shirt, catered lunch, and awards.

This year we have decided to add a two man team event and the 200 lb and over category (Clydesdale) weight classes.

Please complete the above information and send it to Officer Angelo Spagnoli at the Tactical Division. For additional information, contact Angelo (work 553-1278) or cell (415-606-8506).

- 1ST EVENT-BENCH PRESS 1000 POINTS**
10 Points per repetition to 100. The bar must touch the chest and be raised to full arm extension. The weight lifted will be 100 pounds for men and 60 pounds for women. Three, five second pauses in the lockout position will be permitted. (Jason Sawyer from Tactical, did the most in 2003 with 95 reps)
- 2ND EVENT-PULL-UPS 1000 POINTS**
20 Points per pull-up to 49. A pull-up consists of a participant gripping the bar with hands facing outward at shoulder width; feet shall be together; arms fully extended; the body will rise until the chin is above the bar; the body will then descend and the arms will lock out; feet shall not touch the floor. (Kipping is allowed). Women: hang from the bar, fully extended, with hands facing outward; 3 points per second hanging. (Edward Yu from the inspector's bureau did the most in 2003 with 50)
- 3RD EVENT- SIT-UPS 1000 POINTS**
5 Points per sit-up in a 3 minute period. A sit-up consists of lying supine; legs bent; hands touching behind the head. Raise body and touch both elbows to both knees; then lower body until back touches the mat. (John Burke from Tactical set a new record in 2003 with 200 reps in 3 minutes)
- 4TH EVENT-PISTOL SHOOT 1000 POINTS**
From the 50 yard line; 20 shots (10 right handed and 10 left handed) The participant may use the barricade for support. Department issued handguns only (40 cal Beretta). 10 minute time limit for all 20 rounds. (Matthew Neves was 2003 topgun with a score of 815)
- 5TH EVENT-4.7 MILE LAKE MERCED RACE 1000 POINTS**
Start/Finish at the Lake Merced Range parking lot. 27 minutes-1000 points. Subtract 1 point for each second over 27 minutes for men and 30 minutes for women. (John Burke from Tactical, had the best time in 2003 with a time of 28:29)

Classified Ads

Free Classified Advertising Available for POA Members

The *POA Journal* now has free classified advertising, a no-fee service available to our active and retired members. Buy, sell, or trade in the *Journal* and reach 5500 readers each month. The following rules apply to Classified Ads:

- To place a free classified ad, you must be an active or retired POA member.
- A member may run only one classified ad per issue. However, a member may repeat the same ad in each or subsequent issues.
- 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.
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 5. **Sporting Goods:** Skis, ATVs, Boats & kayaks, Gym equipment, Bicycles, Fishing gear, Hunting rifles & shotguns, binoculars, camping gear, hang-gliders
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Automotive; Motorcycle

1997 Honda Shadow VLX/Deluxe 600. 2,800 miles. Black & Yellow. \$3,000 includes helmet, blk leather jacket and battery charger. Seller Rich Oakes (retired SFPD) (650) 344-5630.

1996 KTM 360 MXC, 360cc 2 stroke. MSR bars, Renthal sprockets, new tires. FAST & ready to ride! \$1,900. or B.O. Call Roland @ CSI 415.553.1506 or 575.4300(msg).

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The 2004 Classified Advertising deadlines are as follows:

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:

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Close Encounters

By Steve Johnson
SFPOA

The last few articles in this column concentrated on the manner in which the Office of Citizen Complaints (OCC) files allegations against members of the SFPD.

Unwarranted Action allegations filed against officers for making an 'arrest without cause', even though the person arrested was caught on videotape. Unwarranted Action allegations against officers for filing "incomplete and inaccurate" police reports where the allegations were made only because the complainant said the police report was "incomplete and inaccurate" absolutely no other factual basis for the allegations other than the complainant's say-so.

Anyway – I received a number of phone calls – actually, a whole lot of phone calls from both our members as well as police officers from other cities and states. The officers from other jurisdictions thought I was kidding. Unfortunately, we're not. They couldn't believe that a police officer's entire career could be jeopardized by an individual making a complaint without any basis.

The members of our Association who called me want something done. One officer wanted a petition initiated that would be directed to the Police Commission demanding the OCC clean up their act. I think we're one step away from such an action. I'd first like to work within the confines of the General Order regulating the conduct

of OCC (General Order 2.04) and make certain demands. Stand by for further...

Officer Richard Yick was at a traffic stop at 12th/Folsom when a broadcast of a felony hit/run vehicle was made. Officer Yick just happened to see the suspect drive by so he dropped his one traffic stop for the other. Rich got the car stopped and then the 3 occupants wanted to confront him. That didn't last long once his back-up, Officer Larry Bertrand and Officer Sean Cronin, arrived. Meanwhile, paramedics were trying to save the young woman who had been struck by the suspect vehicle – her injuries were extremely serious. Officer Tony Innocencio and Officer Glenn Sherry did an outstanding job coordinating the investigation. They found 3 independent witnesses who saw the vehicle driving out of control at 11th/Harrison, just barely missing many other pedestrians and then striking the young woman who was in a crosswalk.

An elderly driver was stopped at the intersection of 44th Avenue and Judah just before noon when several individuals traveling in a gang ran up to his car, broke out the side window, and started beating him. The suspects then used a Muni LRV as their getaway vehicle, trying to blend in with the rest of the passengers. Officer Sam Martin, Officer Brian Barba, Officer Lindsey Suslow, Officer Gene Kalinan, and SF Sheriff Brian Rice converged on the LRV and removed the suspects. The officers then coordinated their efforts to obtain positive

identification of all the suspects who were then booked for the vicious assault.

Officer Josh Kumli and Officer Kevin Knoble stopped an individual for a traffic violation. The extremely nervous driver had no identification and other problems that necessitated having his vehicle impounded until he could obtain the proper vehicle registration forms. So, while the officers were conducting an inventory search of the car prior to towing, they found a whole lot of money stained with red dye...The suspect, as it turned out, was a great bank robber but just couldn't get through all that DMV red tape.

Officer Kevin Dempsey hooked up with Inspector Dan Gardner and they both brought in 2 bank robbery suspects within 3 days. The suspects didn't even get a chance to spend any of their un-dyed money.

Robberies in the Mission District were increasing dramatically and, even worse, the victims were being viciously beaten. Officer Kevin Healy volunteered to serve as a decoy officer, assuming the role of a potential victim, an extremely dangerous assignment. On April 8th of this year Kevin was robbed five separate times. He was punched, kicked, and thrown to the ground during two of the robberies but managed to come back each time resulting in the arrest of 8 violent criminals. Kevin was nominated for a Police Commission Commendation on April 13, 2004 – we're still waiting to hear from the Commission. Perhaps they could act just as quickly as they did when they wanted to change a certain general order without meeting and conferring...

Officers received information that an individual was dealing narcotics from his vehicle on a regular basis so Officer Theresa Sangiacomo, Officer Mike Lee, and Officer Chris Muselman tracked the suspect down and had the opportunity to confront him with the accusations. The suspect immediately admitted to having a gun on him (turned out to be 2 guns – but he had the right idea). And the reason

he was driving the SUV was for the extra storage to hold the narcotics he was trafficking. Wouldn't that make a great commercial for the car dealership...then again, maybe not.

The burglary suspect hit a commercial establishment on the 4500 block of Geary Boulevard and, before he could escape, Officer Roger Peters responded and made the arrest. The items the witnesses had seen the suspect take were nowhere to be found until Officer Peters checked out the car the suspect was earlier seen standing next to – there in plain view were the stolen goods and the vehicle – it just happened to be stolen ...

Officer Amy Bartholomew ran a check on a vehicle that had just committed a traffic violation and it turned out to be reported stolen. Officer Bartholomew noticed that there were 4 on board so she strategically delayed activation of her emergency lights until she had sufficient support at the corner of 8th and Brannan where all 4 were taken into custody.

Officer Dave Kranci pulled a car over that had an expired registration and was a little concerned as the driver immediately jumped out and came back at Dave. Dave moved the subject to the sidewalk and noticed that the car had a punched ignition just about the same time that it came back as being reported stolen,

And Officer Benny Lew and Officer Nicole Bernal heard the description of the 2 suspects who had just committed a homicide in the Taraval District and who had stolen the murdered victim's car. They worked their way towards the area where it occurred and found the 2 suspects trying to escape and placed them under arrest.

There is a tremendous amount of outstanding police work taking place every day in this City at a tremendous personal risk. You may not hear it a lot from within the political circles of San Francisco, but your demonstrated professionalism is very much appreciated by the people who need you most.

POA Archive Available to Members – Some Dated Material Missing

By Ray Shine
Editor

Thanks to the tireless effort of retired Solo Mike Truman, the POA archive of newspapers and photos has finally been categorized into an organized, searchable file. The archive consists of more than four decades of POA Journals, Notebooks, Policeman, and other named publications, all of which document the parallel, intertwined histories of the POA and the San Francisco Police Department.

Over the next several months, Mike will be entering searchable information into a computer program specially formatted for the archive. When this project is complete, we hope to have the digital archive available on-line.

Many of the older copies are damaged or have been degraded to the point where reproduction will not be clear and presentable. It may be possible, however, to digitally photograph these copies and enhance them on the computer.

There are also several missing issues, and several years worth of the paper that have been hard bound and therefore not readily reproducible. Please help us develop a complete and accurate archive. Send us your old forgotten copies and we will file them properly for all to use. We are in particular need of the following missing issues:

- 1997 POA Notebook; January, February, and November
- 1996 POA Notebook; November
- 1991 POA Notebook; March and September

1989 POA Policeman; February, March, June, September, October
In addition, we have only single, hardbound copies of every issue printed from September 1970 through December 1988. Additional copies of these issues would be very much appreciated.

Any member or other interested party may search the hard-file archive that is housed at the POA building. However, since Mike is volunteering his time, an appointment is necessary for on-site search and review. Otherwise, members can send a request for material via email or USPS. Please do not make requests by telephone. Whenever possible, the request will be fully researched and clear copies of the article or photos will be forwarded back to the requesting member. Send requests for an archive search to the following:

POA Archive
Attn: Mike Truman or Ray Shine
San Francisco Police Officers Association
800 Bryant Street
San Francisco, CA 94103
Email: journal@sfpoa.org

From the Archive...July 1997

In the July 1997 *Notebook*, an inexperienced new – and, admittedly, too glib – editor splashed the Airport/SFPD consolidation across the entire front page. The merger of the two police agencies was the culmination of months of planning and negotiation, and marked the fulfillment of a 1995 campaign pledge made to the POA by Willie Brown.

POA NOTEBOOK
SAN FRANCISCO POLICE OFFICERS' ASSOCIATION
VOLUME 29 SAN FRANCISCO, JULY 1997 NUMBER 7

SFPD/SFO-PD Consolidation Flying High

Notebook Staff Report

The long awaited SFPD/SFO Police Department merger has finally taxied down the bureaucratic runway and taken off from SFO. The destination: 850 Bryant Street, 94103. The Pilot: Deputy Chief Melinda Pengel. Her Second Officer: Commander Gary Pisciotto. Navigator: Chief Fred Lau. Air Traffic Controller: Mayor Willie Brown. The passenger list: 150 sworn police officers and 108 non-sworn employees. The type of aircraft: Union Made.

Big Send-off For Inaugural Flight San Francisco and, peripherally, San