

## 13th Annual San Francisco Police Officers Association Golf Tournament



**Monday, September 20th, 2004**

See page 21 for details

## POA Mourns Death of Captain Bill Davenport

On Saturday, July 24, 2004, Captain Bill Davenport, 48, a loving husband and father, lost his courageous and valiant struggle with cancer, and passed away. Bill was a 26-year veteran of the SFPD. He served with integrity and distinction at Mission, Northern, Bayview, and Park Stations. His last assignment was that of Commanding Officer of Southern Station.

The men and women of the San Francisco Police Officers Association extend sympathy and condolences to the family and friends of Bill Davenport.

Please see notice on page 7 regarding the Davenport Family Trust Fund.

### Traffic collision kills motorcycle officer

## Condolences for Oakland Officer

Oakland motorcycle officer William Seuis was killed in the line of duty on Thursday, July 22, 2004 while riding on Highway 238 near San Leandro. A large truck changing lanes collided with the officer's police motorcycle, knocking Officer Seuis off the bike and under the rolling big-rig. He was 39.

Married with two young daughters, the 15-year veteran was well liked and respected by countless friends and co-workers. The men and women of the San Francisco Police Officers Association extend sympathy and condolences to the family and friends of Officer Seuis.

### President's Message

## SFPD Promotions: Perspective From the 95th Percentile

By Gary Delagnes

There is never a fast and easy way of justifying the promotional system of the SFPD. In many ways, the process defies logic and reason. Those of you who are veterans of several past tests know of what I speak. The few of you who recall the shameful shenanigans of the seventies and early eighties have probably already stopped reading this and could very well be out kicking a hole in a basement door to vent more frustration with a system that robbed you of a promotion and a promising career. In fact, my foot still aches when I think about it.

The most recent promotional controversy centers on the existing Lieutenant's (Q-60) list and the scor-



does not prohibit testers from using banding, nor does it require rank-order appointments. Prop 209 prohibits the consideration of race or sex in de-

*Since the rule of three was first implemented in the mid-90s, there have been 719 promotions in the SFPD. Of those, a total of 623 out of 651 eligible rank order candidates were made, with 548 of those being appointed in strict rank order. That works out to a 95.7% rank-order appointment ratio.*

ing and selection criteria in the next Q-60 test. The process has evolved since the low point in the 80s, and much can be said about the efforts of the city and the department to promote qualified, deserving individuals into these crucial supervisory and leadership positions.

The department intends to use the much-maligned "Rule of Three" method for selecting persons for promotion. To make things even more suspect, the department announced that corrections would also be made for adverse impact. Is this shaping up to be a here-we-go-again scenario? Not necessarily.

At the July 21, 2004 General membership meeting, POA counsel Vin Harrington addressed the board and attending members regarding the upcoming test and the legal challenges that could arise.

More than a few members expressed concerns about the adverse impact provision, and felt that it will violate state no-discrimination laws established under Prop 209. Vin explained that Prop 209 prohibits using race as a component in promotions; but that it

veloping promotional lists, but it allows a number of variations other than rank-order for selecting candidates — including the worst of all possibilities, the "Rule of the List."

Since 1994, the department has used the less painful rule of three in its banding endeavors. While not strictly rank order, the method has not been as detrimental to equitable promotions as it was once thought to be. The city has announced that the rule will be applied to the next Q-60 test, and I am satisfied with their decision after all things are considered. I am not endorsing the process, but I am not fighting it either. What I am about to say will be of little comfort to a handful of qualified persons who were passed over in the banding process, but so far, under the Fong administration, rule of three has not been flagrantly abused.

We all know that things could be a worse. I say that with some reservation. But, when you look at the numbers, it does make the whole business more palatable.

Since the rule of three was first  
see PRESIDENT'S MESSAGE, page 6



## WIDOWS' AND ORPHANS' Aid Association

July 21, 2004

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

**PLEDGE OF ALLEGIANCE:** Led by President George Jeffery.

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

Excused: John Centuroni and Joe Garrity.

Also in attendance were past Presidents Bob Mc Kee, Bill Hardeman, Al Aguilar, Fred Pardella and Ray Crosat.

**MINUTES OF THE JUNE MEETING:** Motion by Hardeman, seconded by Pardella that the minutes be approved as published. Motion carried.

**BILLS:** Treasurer Sturken presented the usual bills. Motion by Mc Kee, seconded by Reilly, that the bills be paid. Motion carried.

**COMMUNICATIONS:** Thanks to the work of our members we have everyone paid except Dave Faingold. If anyone knows where he is hanging his hat, have him call 415-681-3660.

We also had several donations made in memory of our deceased member Joe Filzen: SJ Scovill, \$25.00; Charles Shackleton \$200.00; Arthur Sisneros \$40.00; Cornelius O'Leary, \$30.00; the Garrett Family, \$50.00; Teresa Patane, \$25.00; James Wilson, \$20.00; A.N. Kuzmanich, \$50.00; Nadine Gaetani, \$50.00; Nellie Scully, \$25.00; Nancy Mc Donald, \$25.00; Celeste Calvo, \$50.00; the San Francisco Veteran Police Officers Association, \$25.00.

Also, in memory of our departed member, Cornelius Ryan, \$25.00 from the SFVPOA.

### We Had Four Deaths This Past Month:

**JOSEPH C. FILZEN**, 83 years. Joe was born in Vesta, Minnesota. After attending local schools, he joined the Merchant Marine and proudly served his country during the Second World War. His ship, with the proud name of Robert E. Lee, was torpedoed off the coast of Cuba and sank within 20 minutes; he was one of the few survivors. After the war, Joe still sailed until he entered the Police Academy in 1949. His first station was Park for a year, then to Mission Station, followed in 1953 a transfer to Traffic, assigned to the three-wheel enforcement section. Joe worked the last couple of years in the Criminal Information Division. Joe received a Bronze medal of Valor for the arrest of an armed robbery suspect just leaving a grocery store. Joe retired in 1976 and enjoyed playing handball. What used to make his day was when he would beat opponents that were much younger than him.

**RAYMOND MICHELIS**, 73 years. Ray was born in San Francisco and grew up in North Beach. He attended Poly High. He worked several different jobs including bartender. He was with the San Bruno Police Department for three years before he entered the SF Police Academy in 1962. His first assignment was Southern as the station three wheeler, and filling in when needed in a radio car. Upon his promotion to Sergeant, he worked at Mission Station for a year before going to Traffic for five years on the three-wheel enforcement detail. Ray was awarded a Silver Medal of Valor for the rescue of tenants stuck in a burning building.

He was also awarded a Bronze Medal of Valor for disarming a robbery suspect wanted out of Contra Costa County. The suspect was attempting to board a bus at the Greyhound bus depot. Ray retired in 1979 and resided in Sonoma County for 22 years.

**CORNELIUS J. RYAN**, 87 years. Con was born in San Francisco. He grew up in the Mission and attended Mission High. He worked as an ironworker before entering the Police Academy in 1943. His first assignment was Ingleside Station, followed by Central Station for ten years. Upon his promotion to Sergeant, he was assigned to Northern Station for a couple of years before going back to Southern. He stayed at Southern for eight years, and then was transferred to Park Station for his final two years. He was awarded several Captain's Comp's. during his career. Con retired in 1971 and resided in San Jose.

**KURT T. SCHNEIDER**, 45 years. Kurt was born in San Francisco and grew up in the Sunset. He attended Lincoln High, and City College of San Francisco. Kurt entered the Police Academy in 1980 at age 21. His first assignment was Mission Station, followed by Park Station. He spent 10 great years at Park before being asked to join the newly formed Tenderloin Task Force. As an original member, Kurt worked the streets of the 'loin and also did special night enforcement under The Robbery Detail. In 2001, he went back to Park as a Sergeant. He was also promoted to Inspector. And was assigned to Narcotics, and was assigned to Tenderloin Station upon his death. He worked under the leadership and direction of Mike Puccinelli, now Commander of Metro, as a member of the "Rat Detail." He was awarded a Bronze Medal of Valor when working close cover for an operation where he put his life on the line and tackled an armed suspect, thus saving his partner from being stabbed. He did his job as a cop, but loved working on his home in Petaluma and spending time with his wife and five children. He loved his Houseboat trips with the boys and developed many a long time friendships with his fellow cops. His Father Ron, (Homicide) and uncle Paul (Robbery) gave him the proper training for his great police career. Kurt passed away while working at his home in Petaluma.

**SUSPENDED:** Pursuant to Section 3 of Article III of the Constitution. Joaquin Dominguez. (Non-payment of dues for six months.)

Pursuant to Section 4 of Article III of the Constitution, Michael Ramos and David Lee (Nonpayment of dues for one year) President George Jeffery ordered them stricken from the rolls.

**REPORT OF TRUSTEES:** Mr. Bruce Bain of Bank of America gave his report on the state of our account. Our asset summary: Cash 1 %, Stocks 45 %, Fixed 43 %, Hedge Fund 6.50% and REIT 3.50 %. We seem to be in a very uncertain market. Hopefully by the fourth quarter, after the election, we will start too bounce back. They had no recommendations to sell or buy.

**ADJOURNMENT:** President George Jeffery had a moment of silence for our departed members.

He set the next meeting for Wednesday, August 18, 2004 at 2PM in the conference room at Ingleside Station. The meeting was adjourned at 2:45 PM.

Fraternally,  
Mark Hurley, Secretary.

## Special POA Elections

Special Elections for Board of Representatives will take place at the following stations/units. Ballots will be mailed to members assigned to these units. Ballots must be returned by US or department mail by midnight August 13, 2004. Ballots will be counted on August 16.

(Candidates listed alphabetically.)

### Co. B: Special Election for one representative

- \* Steve Balma (nominated by Jason Fox)
- \* Chris Breen (self nomination)

### Co. D: Special Election for one representative

- \* Lisa Frazer (nominated by Carri Lucas)
- \* Jim Miller (self nomination)
- \* Matt Rodgers (nominated by Teresa Ewings)

### Co. H: Special Election for one representative

- \* Mike Walsh (nominated by Jennifer Marino)

### Inspectors Bureau: Special election for one representative

- \* Pierre Martinez (nominated by Joe McFadden)
- \* Glenn Sylvester (self nomination)

### CPC Tactical Co.: Special Election for one representative

- \* Dan Laval (self nomination)
- \* Bassey Obot (nominated by Mark Madsen)
- \* Jason Sawyer (nominated by Anthony Montoya)

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### The San Francisco Police Officers Association

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

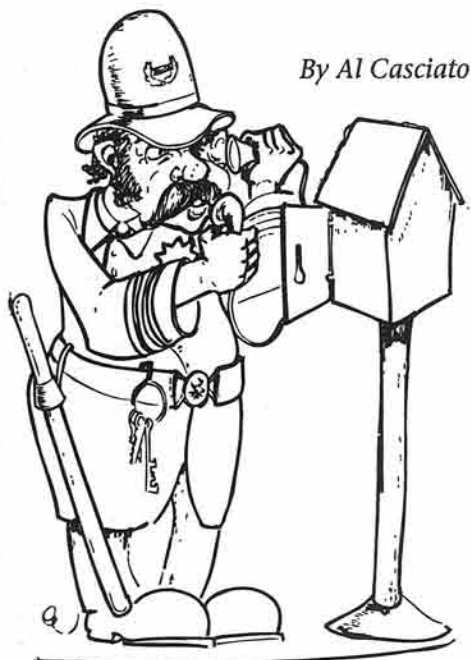
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- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced, or submitted on disk in Microsoft Word.

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## AROUND THE DEPARTMENT



By Al Casciato

### ...In Memoriam:

**C**aptain Bill Davenport, Southern Station, lost his battle with cancer on July 24, 2004. A truly good man taken from us much too soon...

### ...Graduation:

Rose Meyer, Southern Station, and Bob Mammone, Public Affairs, proudly announce that their oldest son, **Matthew John Mammone**, graduated from UC Davis on June 18, 2004 with a degree in Computer Science. 21 year old Matthew was recruited before graduating by E.S.R.I. in Redlands Ca. where he is now employed. The family now will enjoy a year respite from tuition before number two son, **Ricky Mammone**, enters college. Congratulations Matthew, we wish you all the best...

### ...Good Economic News:

The Retirement System's fiscal year ended on June 30, 2004 and the preliminary closing numbers show that

the system earned 16% for the year placing it in the 120% funding level. A good indicator that the economy has turned around...

### ...A Star Athlete:

POA Vice President Jack Minkel and his wife Marilee are the beaming-proud parents of one of the best fast-pitch softball players on the peninsula. Fourteen-year-old **Laura Minkel** pitched a no-hitter in the American Softball Association Championship game and led her team — the Burlingame Cubs — to the 1st place finish. Laura has been pitching in the league for six seasons...

### ...B&B Golf Tourney:

The annual B&B Golf Tourney will be held this year September 13-15 in Reno Nevada. A few spots are still left. Interested members should send a note to Captain **Roy Sullivan** at the Airport Bureau...

### ...Tour de France:

**Lance Armstrong** has won the Tour de France for the sixth time. He will be returning to San Francisco on Sunday September 12 for the San Francisco Bicycle Race. Expect a very busy day if you are in FOB. Watches off have already been cancelled for all full duty patrol personnel...

### ...Veterans:

In December the International Institute of Research will conduct its 13th Annual Public Pensions Conference in San Francisco. Each day of the conference is opened with a ceremony honoring those who serve our country. This year one of the days is December 7th and the conference organizers have asked if we can find any Pearl Harbor Veterans who would be available to attend the morning ceremony. If you do, contact me at 415-565-5100...

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

## TRAFFIC TIPS

By John Nestor, OIC  
Traffic Company, STOP Program

### Vehicles Displaying "Dealer" Plates

**S**ituation: You make a traffic stop on a motorist who has run a red light. The car he is driving has "Dealer" plates, and dispatch informs you that there is no registration information on file. You wonder why, and what information you should enter in the Vehicle License box on the citation that you will issue.

Dealer plates are special plates issued to a new and/or used car dealer. Such plates are not in the vehicle database (10-28 info). The number on the plate is the same as the dealer's state business license number. The license, which looks like a business permit, must be posted in a conspicuous place open to the public for inspection at the dealer's place of business (11709 CVC). The license will have a unique number on it assigned to the dealer by the DMV. The dealer upon being granted a license may apply for special plates to use in his business.

All the special plates, dealer plates, issued to the dealer will have the same dealer's license number on them (11714 CVC). However, a unique number or symbol to the right of the license number will differentiate each

plate issued to the dealer. If the dealer's license were 12345, to the right of this number would be the number 1 on top of the letter A. The next special plate issued to the dealer would read 12345, then the number 2 on top of the letter A, and so on.

A dealer may take a vehicle into his inventory without registering it (5907 CVC), however in order to operate or move the vehicle on a highway he needs to place the special plates on the vehicle, in addition to any license plates currently on the vehicle. Dealer license information is contained in the Occupational License database that is not on line. In order to obtain this information, you need to contact Occupational Licensing unit of the DMV at 916 229 3151, or a local DMV investigator at 330-6469.

In the scenario given in the first paragraph, you should record the license plates or VIN number, if the license plates are missing, on the citation. Do not record the dealer plate number. However I would place the dealer plate number in the registered owner area of the citation.



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July 12, 2004

Mr. Malcolm A. Heinicke, Chair  
San Francisco Human Rights Commission  
25 Van Ness Avenue, Suite 800  
San Francisco, CA 94102

Dear Mr. Heinicke:

The San Francisco Police Officers Association (POA) has received your letter of June 22, 2004 wherein you expressed concerns regarding the Association's "support" of the radio talk show host Michael Savage. We neither support nor denounce Mr. Savage, or any other media personality whose message does not directly impact the goals of this organization or the welfare of our members.

Accordingly, we do not restrict or censor our members, many of whom are also enrolled in other — and often opposing — employee, fraternal, or social organizations. We recognize that our membership is as diverse as the communities they serve. The POA respects and appreciates that diversity, as well as the rights afforded to us all by the laws of this state and of this nation, including those most fundamental to expression and assembly.

The POA has a long and impressive history of promoting and contributing to events and fundraisers conducted by a diverse spectrum of San Francisco's community groups. We contribute thousands of dollars annually to support them, regardless of their political ideology, creed, or faith. We are blind to color, sexual orientation, and ethnicity.

On Friday, July 9, 2004, the San Francisco Chronicle published a story that reported a sharp reduction in the number of hate crimes in our city and throughout the Bay Area. We proudly claim our share of credit for this reduction, as the men and women of the SFPD are among the most educated and pro-active combaters of hate crimes in all of California law enforcement. As individuals, and as an organization of police professionals, they strive to protect and serve everyone, regardless of one's message, mischief, or madness.

Respectfully,  
Kevin Martin, Secretary  
San Francisco Police Officers Association

Cc: Gary Delagnes; Chief Heather Fong  
Honorable Louise Renne, President, Police Commission;

City and County of San Francisco

Human Rights Commission



June 22, 2004

Gary Delagnes  
President  
San Francisco Police Officers Association  
800 Bryant Street, 2nd Floor  
San Francisco, CA 94103

Dear Mr. Delagnes:

Having worked closely over the years with the San Francisco Police Department and members of the Police Officers Association, we know well and deeply appreciate the role played by the Department in addressing hate crimes in San Francisco. For example, at a public hearing co-sponsored by the Human Rights Commission and the Board of Supervisors in response to the dramatic increase in hate-based violence against Arab- and Muslim-Americans post-September 11, 2001, representatives from the Police Department spoke about the department's commitment to respond vigorously to hate crimes and to engage in prevention efforts.

We are writing now to express our concern over the Police Officers Association's (POA) decision to promote to its membership the "Michael Savage Uncensored" event sponsored by radio station KNEW on May 15, 2004. The event featured talk-radio personality Michael Savage in an on-stage performance at the Chronicle Pavilion. By choosing to promote this event to its membership, the POA lent its name and credibility to one of the foremost promoters of hate in the United States. Using his nationally syndicated radio show as his forum, Mr. Savage uses "humor" and political discussion to vilify, make fun of, and condemn women, people of color, ethnic and religious minorities, people with HIV, and members of the lesbian gay bisexual and transgender communities.

There are so many examples of Mr. Savage's daily hateful rantings we could cite to illustrate our concern, but a few of them should suffice. He refers to Arabs as "nonhumans" while calling for President Bush to nuke a random Arab capital. He says that the "gay and lesbian mafia wants your children." He calls teenage kidnap and rape victims "sluts." He complains that Latinos "breed like rabbits" and that illegal immigrants take jobs from Americans while "sitting in front of television on welfare, popping out babies like tasty bread." He asserts that "there's no such thing as racial profiling. It's the biggest lie of our time." He derided a high school program to feed the homeless by saying that the female student volunteers could "go in and maybe get raped - because they seem to Eke the excitement of it. There's always the thrill and possibility they'll be raped in a dumpster while giving out a turkey sandwich." He recently told's gay caller he "should get AIDS and die."

As you well know, San Francisco and the rest of the country have been working for many years to create strategies to reduce and eliminate discrimination and violence based on prejudice and hate. Through education, legislation, criminal justice, and community organizing, people of good will everywhere are determined to identify and eliminate the root causes of hate crime. One of the root causes, certainly, is the spewing of hate by people such as Michael Savage. Ignorance, stereotyping, and scapegoating feed the haters and lead them to commit these crimes. Unfortunately Mr. Savage has chosen to be a part of the problem rather than the solution.

We know that the San Francisco Police Department is committed to being part of the solution and not the problem and, as noted above, we view the Police Department as an important and trusted ally in the fight against hate violence. Since the Police Department plays a major role in preventing and responding to hate-based discrimination and violence, we fear it is counter-productive to encourage police officers to support Mr. Savage. Also, though we here address our remarks to the POA and not the Police Department, it may seriously undermine the public trust in the Police Department for officers to be encouraged to attend performances by the hate-mongers of our community.

Given the diversity of San Francisco's police force and the commitment of your members to principles of nondiscrimination, it is likely that many of your own members would be highly offended and troubled by Mr. Savage's remarks. And while we acknowledge Mr. Savage's right to his opinions, we are concerned that POA support of his performance suggests that the City and the police force share or otherwise support his views.

We hope you will consider our concerns seriously and meet with us to explore these issues. We look forward to continuing dialogue about strategies and policies that will strengthen San Francisco's ability to eliminate hate-based discrimination and violence.

Sincerely,  
Malcolm A. Heinicke  
Chair of the Human Rights Commission



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| • Ham                   | • Pesto*                   | • Green Olives*        |
| • Canadian Bacon        | • Zucchini                 | • Black Olives         |
| • American Bacon*       | • Broccoli                 | • Anchovies            |
| • Linguica              | • Mushrooms                | • Roasted Red Peppers* |
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## Uncensored-S.F. Human Rights Commission and Michael Savage

By Michael Nevin Jr.  
Southern Station

In a letter from the San Francisco Human Rights Commission to San Francisco Police Officers' Association (POA) President Gary Delagnes, the commission chastised the association for promoting tickets to its membership offered by radio station KNEW to the "Michael Savage Uncensored" event this past May. The POA, representing labor interests of dues-paying cops (not the city or police department), was taken to task for accepting tickets from the radio station for an event that the commission finds repugnant. "By choosing to promote this event to its membership, the POA lent its name and credibility to one of the foremost promoters of hate in the United States," cites the letter.

### Commentary

Michael Savage is a Bay Area resident and host of "The Savage Nation," one of the country's most popular talk-radio programs with over 350 radio stations. He has ostensibly aroused the ire of the S.F. Human Rights Commission. This should come as no surprise, because he has a storied history of offending people from every end of the political spectrum. From his gripe about the melodramatic coverage of the Ronald Reagan funeral to his description of liberalism as "a mental disorder," Savage hardly fits into an easily described stereotype. He is fiercely independent and probably not on any Democratic or Republican Party mailing list. While we can debate the myriad of opinions Savage expresses, we cannot debate his popularity, even here in the Bay Area.

The commission's letter cites several examples of "Savage's daily hateful rantings." Michael Savage can defend himself and his comments, but this begs the question-what is more alarming: Michael Savage uncensored or a governmental body attempting to dissuade members of the POA from seeking tickets to an off-duty, public event?

What went unmentioned in the commission's letter but has not gone unnoticed among many San Francisco cops is the fact that Michael Savage stood up for the rank and file during the days following the killing of Officer Isaac Espinoza in April. When the San Francisco Board of Supervisors were passing resolutions supporting the decision of District Attorney Kamala Harris not to seek the death penalty for the accused killer of Espinoza, Savage was rallying support for the cops on his national radio show. POA President Gary Delagnes was invited on The Savage Nation to express the outrage that many cops felt. It was during these trying times that local radio station KNEW made an offer to POA members wishing to attend the Savage event.

The commission ends the letter with this disturbing undertone: "And while we acknowledge Mr. Savage's right to his opinions, we are concerned that POA support of his performance suggests that the City and the police

force share or otherwise support his views." Should current cops and future applicants be given a litmus test regarding what talk shows they listen to? Now that would be a concern because it wouldn't end with Savage, and background checks would take on a whole new meaning.

The commission has chosen a dangerous path bordering on the proverbial slippery slope. Who is to decide when one's opinion crosses the line from free speech to hate speech? Columnist and radio talk show host Julianne Malveaux spewed invective when talking about Supreme Court Justice Clarence Thomas when she said, "You know, I hope his wife feeds him lots of eggs and butter and he dies early like many black men do, of heart disease. Well, that's how I feel. He is an absolutely reprehensible person." NAACP Chairman Julian Bond routinely attacks conservatives. Bond gave a speech in June stating, "Their idea of equal rights is the American flag and the Confederate swastika flying side by side," Bond told a cheering audience. He continued, "They draw their most rabid supporters from the Taliban wing of American politics." Michael Moore is no stranger to controversy and polarizing rhetoric. Case in point: "The Iraqis who have risen up against the occupation are not 'insurgents' or 'terrorists' or 'the Enemy.' They are the REVOLUTION, the Minutemen, and their numbers will grow - and they will win." Many Americans find it highly offensive by comparing the barbarians in Fallujah to the Minutemen at Bunker Hill. Would the S.F. Human Rights Commission dare to censure any of these speakers? It's fair to ask whether or not a double standard exists.

It is unfortunate that a governmental body rebuked the POA President and his association for allowing the distribution of tickets to a lawful assembly. The issue isn't about supporting or opposing Michael Savage. Some cops love Savage, some cops hate him. The issue is that the POA should feel free to distribute tickets to a Michael Savage or Michael Moore event with impunity.

The police department is not unlike any other place of work. Fill a room with five cops and you'll get seven opinions. The marketplace will determine the fate of The Savage Nation. Firebrands exist on both sides of the aisle, and Americans can decide for themselves which ones are worthy of their attention. It should be obvious that the battle for hearts and minds will not be won by censorship; it will be won by ideas.

San Francisco prides itself as a beacon of tolerance and freedom of expression. It cuts both ways. Either everyone has freedom of speech and association or no one does. It's that simple. Becoming a San Francisco police officer should not entail leaving self-evident rights at the doorstep of the academy. French philosopher Voltaire famously stated, "I may not agree with what you say, but I'll defend to the death your right to say it." American cemeteries are filled with people who understood this old adage, and it still applies today.



L to R - SFPD Lieutenant Anna Brown, Police Chief Heather Fong, Mrs. Marilyn Rosekind, Fire Chief Joanne Hayes-White, SFFD Lieutenant Robert Lopez, Firefighter John Ferrando.

### Third annual tennis tournament

## Guns & Hoses Raises Money for Police/Fire Non-Profits

By Anna Brown  
EEO

Hosted by the San Francisco Tennis Club, the third annual Guns & Hoses Tennis Tournament raised more than \$10,000 that will equally benefit two public safety assistance organizations. In the photo above, Police Chief Heather Fong presents a check for

\$5,500 to Mrs. Marilyn Rosekind of the Bay Area Law Enforcement Assistance Fund (BALEAF).

Although not shown, Fire Chief Joanne Hayes-White presented a check for the same amount to SFFD Firefighter John Ferrando who accepted the check on behalf of SFFD Surviving Families Fund.



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President's Message

continued from page 1

implemented in the mid-90s, there have been 719 promotions in the SFPD. Of those, a total of 623 out of 651 eligible rank order candidates were made, with 548 of those being appointed in strict rank order. That works out to a 95.7% rank-order appointment ratio.

The remaining appointments — 96 from banding — were far outside of rank order eligibility. Many say that these promotions were not deserved, and that the individuals were not qualified to be supervisors or investigators. Yet, most of us know one or two of those who were banded who are qualified and who are great and excellent motivators and leaders. Conversely, we all know that bums and slugs have been appointed in rank order. Like I said earlier, this topic defies logic, and it's never easy to explain. It's certainly not a perfect system.

At the board meeting, a motion was made to approve the department's use of rule of three in the next Q-60 test. The motion passed, with only a single vote keeping it from being a unanimous endorsement. The call was not that easy, as the discussion and debate raged for nearly two hours. But in the end, the board realized that rule of three was workable, that the Fong administration is not likely to tamper with an eligibility list, that recent use of banding has resulted in a 95% rank order appointment ratio, and any attempt to estop banding through litigation would be a very costly loser.

1994 – 2004: SFPD Promotions				
Examination	# in Rank Order	# in Near Rank Order	Additional Jobs from Band	Total Jobs
1994 Q-60 Lieutenant's List	79	82 of the first 85 eligibles	20	102
1996 Q-50 Sergeant's List	193	203 of the first 206 eligibles	25	228
1997 Q-80 Captain's List	25	27 of the 31 eligibles	4	31
1999 Q-35 Asst. Inspector's List	143	188 of the first 200 eligibles	32	220
2000 Q-60 Lieutenant's List	33	38 of the first 41 eligibles	15	53
2001 Q-50 Sergeant's List	70	79 of the first 80 eligibles	0	79
2002 Q-80 Captain's List	5	6 of the first 8 eligibles	0	6
TOTALS	548	623 (out of 651: 95.7%)	96	719

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 ser-

viceable 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 provided 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 of by retiring members.

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.

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References:  
Lt. Bob Barnes ★ Cpt. Kevin Cashman  
Comdr. Mike Puccinelli



## Davenport Family Trust Fund

On Saturday, July 24, 2004 Captain William Davenport, commanding officer of Southern Police Station passed away after a long battle of cancer. Bill, who was 48 years of age, was a loving husband and father. A trust fund has been established for the Davenport Family at the San Francisco Police Credit Union.

In lieu of flowers, donations can be made to the Davenport Family Trust Fund (Account #1361174) and mailed directly to the S. F. Police Credit Union, 2550 Irving Street, San Francisco, CA 94122

## Schneider Family Trust Account

On Monday 06-28-04 Sergeant Kurt Schneider tragically died at home of an apparent heart attack. Kurt, who was 45 years of age, was a loving husband and father of six children. A trust fund has been established for the Schneider family 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 Schneider Family Trust Account (#1361032-S5).

## 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).

## 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.

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Address: \_\_\_\_\_

Phone: \_\_\_\_\_ e-mail: \_\_\_\_\_

Thank you,  
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Marilyn Rosekind, President BALEAF  
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**HOST: THE HAYWARD SUNSET ROTARY CLUB**

### Half Moon Bay

**Cunha Middle School Grounds  
(Church St. [off US 1] & Kelly Ave.)**

**PERFORMANCES:** Monday, August 2, 2004 through Wednesday, August 4, 2004  
♦ 8/2-7:30pm ♦ 8/3 & 8/4-4:30pm & 7:30pm  
**HOST: THE CABRILLO UNIFIED SCHOOL DISTRICT**

### Martinez

**Martinez Marina Waterfront Park**

**PERFORMANCES:** Thursday, August 5, 2004 through Sunday, August 8, 2004  
♦ 8/5-7:30pm ♦ 8/6-4:30pm & 7:30pm ♦ 8/7-1:30pm, 4:30pm & 7:30pm ♦ 8/8-1:30pm & 4:30pm  
**HOST: THE MARTINEZ AREA CHAMBER OF COMMERCE**

**Monday, August 9, 2004 is a Travel Day ♦ There are No Shows Scheduled**

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**Marina Middle School on Fillmore St.  
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**PERFORMANCES:** Tuesday, August 10, 2004 through Sunday, August 15, 2004  
♦ 8/10, 8/11 & 8/12-7:30pm ♦ 8/13-4:30pm & 7:30pm  
♦ 8/14-10:30am, 1:30pm, 4:30pm & 7:30pm ♦ 8/15-1:30pm, 4:30pm & 7:30pm  
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## Prostate Cancer Awareness

By John Scully  
Taraval Station

Last November I went to my doctor for my yearly physical. Since I turned 50 years old in 2003 my doctor advised me to take a test for prostate cancer. I took what is called a prostate specific antigen test (PSA test) which is a blood test used to help detect prostate cancer. The PSA test measures a substance called prostate-specific antigen produced by the prostate.

Shortly after taking my PSA test, I got a phone call from my doctor at Taraval Station. He informed me that my PSA level was abnormally high. He sent to an urologist and I was given another PSA test. The results were the same.

The doctor advised me that a high PSA level did not necessarily mean that I had prostate cancer. A high PSA level could indicate an enlarged prostate, or a false reading of the test. The urologist tells me that a biopsy is the only way to know for sure. A biopsy is a procedure normally done in the doctor's office, where one or more small pieces of prostate tissue are removed through a needle and examined for cancer under a microscope. Biopsies are often done during a procedure called Transrectal ultrasound (TRUS).

Shortly thereafter, my doctor notifies me of the biopsy results. He gives me some bad news. I have prostate cancer. My first reaction was to ask how I could have something as bad as cancer and not be in any pain or showing any symptoms that are associated with the disease. The urologist advises me that because of my relatively young age, I must begin a treatment plan. Prostate cancer is a slower growing form of the disease, but like any other cancer it can spread throughout the body once it leaves the wall of the prostate.

I realized there is nothing unique about my situation. 200,000 men in the United States are diagnosed with prostate cancer every year. 38,000 American males will die of prostate cancer. Such numbers make prostate cancer the most frequently diagnosed malignancy (other than of the skin) in American males, and the second leading cause of cancer deaths (behind lung cancer) in that group. I'm sure you know family members, friends and members of the SFPD who have been diagnosed with prostate cancer.

So now that I had it, how should I fight it?

The good news about early detection of prostate cancer is that one has a good chance of being cured. There is debate in the medical community as to which treatment regimen is best. The treatment is based on the extent of the inflection. Doctors define how widespread the cancer is by a staging and grading system. The most common treatment options are surgery, which is called a radical prostatectomy. The other treatment options are radiation therapy, hormone therapy, implanting radiation seeds on the prostate and, for advanced prostate cancer, chemotherapy. There is also a procedure called "watchful waiting" where no immediate treatment is administered. Instead the doctor will monitor the cancer and watch for any changes. This procedure may be a reasonable choice for older men with small tumors that are expected to grow very slowly.

There are more treatments and constant research into the treatment of prostate cancer. Each treatment has possible side effects. Instead of listing the pros and cons of each treatment plan, it is something a doctor and patient must decide on. In my situation, after discussing my condition with several doctors, I decided on a combination of radiation and hormone therapy. My decision was based on the size of my tumor. The radiation kills cancer cells, and the hormone therapy reduces the size of the tumor. I did this treatment for eight weeks at Saint Francis Hospital. I was lucky enough to be able to continue to go to work during this procedure, with minor side effects.

There are differing opinions as to what causes prostate cancer. As of now, the American cancer society does not define the cause of prostate cancer. Prostate cancer occurs more frequently in men over 50, and is even more common in men over 65. African-American men, and close family members who had prostate cancer are more likely to develop this cancer.

My reason for sharing my experience with you is to advise every man age 45 and older to get a PSA test when you go for a physical, especially if you are African-American or have a cancer history in your family. I can only speculate as to how many men have prostate cancer and do not know about it. I'm also grateful to have this job with a health plan because the cost of radiation and hormone treatments are not cheap.

## SFPD Behavioral Science Unit

### Catastrophic Illness Program

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#001083	Insp. James Blanson	(E.E.O.)

### Catastrophic Illness Program - Family Member:

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

Please forward all original donation forms to the behavioral science unit to ensure posting.

## Long-term Health Care

by Officer Ernie McNett  
BSU

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](mailto:oltc@calpers.ca.gov)
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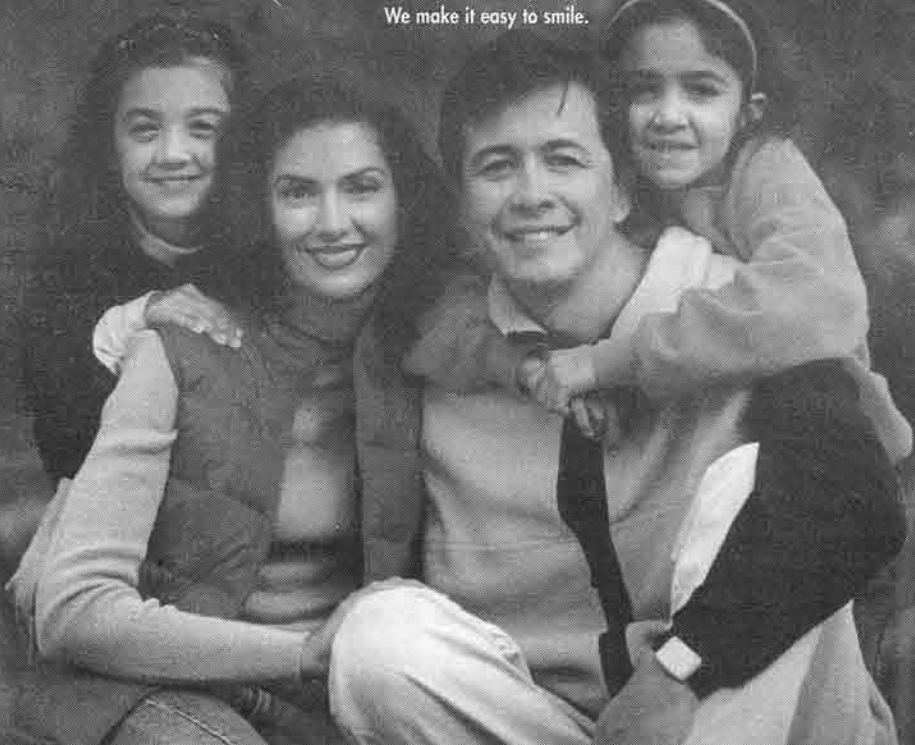
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September 2004	August 16, 2004
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November 2004	October 18, 2004
December 2004	November 15, 2004
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April 2005	March 21, 2005
May 2005	April 18, 2005
June 2005	May 16, 2005
July 2005	June 20, 2005
August 2005	July 18, 2005
September 2005	August 22, 2005
October 2005	September 19, 2005
November 2005	October 17, 2005
December 2005	November 14, 2005
January 2006	December 19, 2005
February 2006	January 16, 2006
March 2006	February 17, 2006
April 2006	March 20, 2006
May 2006	April 17, 2006
June 2006	May 22, 2006
July 2006	June 19, 2006
August 2006	July 17, 2006
September 2006	August 21, 2006
October 2006	September 18, 2006
November 2006	October 16, 2006
December 2006	November 13, 2006



# West Coast Post-trauma Retreat (WCPR)

By Al Benner, retired

One of the greatest advantages of being "retired" is the time it frees up. You get to pursue activities that interest you, even if they don't make you any money. One of my most rewarding activities is being the clinical director of the West Coast Post-trauma Retreat (WCPR). This is a peer driven, clinically directed, non-profit program for emergency responders. San Rafael Officer Joel Fay, Ph.D. is WCPR's President who directs all the organizational issues.

The purpose of this article is to introduce you to WCPR, tell you about the program and, hopefully, interest peer support members in participating in all or part of the six-day retreat. Peer supporters are the heart blood of the program. If you go to WCPR's website ([wcpr2001.org](http://wcpr2001.org)), you can read about the staff, answers to frequently asked questions and obtain contact information. I have reprinted from the website the Mission Statement and background information:

## Mission Statement

The Mission of the "West Coast Post-trauma Retreat" is to provide a safe and confidential environment for the promotion of healing and education to those dedicated to the emergency service profession.

Fellow peers of Northern California Law Enforcement, Fire Services, and Emergency Medical Services (EMS) have come together to help those overwhelmed by the debilitating impact of critical incident stress. The West Coast Post-trauma Retreat is one of only two residential treatment facilities of this kind in the world. The other being The On-Site Academy in Massachusetts, whom West Coast Post-trauma Retreat is proud to be affiliated with.

Emergency service providers and members of the armed forces from across the world are experiencing critical incident stress and post-trauma reactions to the point where their jobs, relationships with loved ones, and the quality of their lives are significantly impacted. These individuals will benefit from our program. These are professionals for whom the debriefing and/or counseling was not enough.

West Coast Post-trauma Retreat has a skilled staff specifically trained in trauma recovery. Licensed clinicians, chaplains, and peer support members from police, fire and emergency medical services roundup our team. We help emergency service professionals get back to the job with a "new beginning" to life and the tools necessary to manage critical incident stress.

The West Coast Post-trauma Retreat residential program provides an educational experience designed to help peers recognize the signs and symptoms of work related stress in themselves and in others, and help them return to work better prepared to deal with such incidents.

If you are one of the privileged to work within the field of emergency services, but are in need of assistance, make the decision to help yourself.

## Behind the Scenes

A number of years ago, various members of Northern California law enforcement went through the residential program at the On-Site Academy in Gardner, Massachusetts. Their circumstances varied but all of them shared debilitating emotional wounds that they had not been able to heal.

They went through separate sessions (limited to six people at a time) with other emergency responders from around the United States. Each had a profound and positive life altering experience. Upon returning home they linked up with one another and decided they wanted to replicate the On-Site Academy Program on the West Coast. This began a long journey of hard work and eventual success.

Hayden Duggan and his wife Valerie are the Directors of the On-Site Academy. Hayden is a Harvard trained psychologist who is also a long-term and active volunteer fireman and certified Emergency Medical Technician (EMT). Valerie is a Licensed Independent Clinical Social Worker (LICSW) who puts a lot of her energies working with the spouses of afflicted emergency responders. They have run their program full time for over ten years; approximately 2,000 emergency responders have benefited. We contacted Hayden and Valerie about our plans to create WCPR and they jumped at the opportunity to help us. For our first WCPR session they and their primary staff came out and ran the whole program with us shadowing and learning from them; anytime we have asked them, they have flown out to help us - for free! On-Site provided us with copies of their articles of incorporation, lesson plans, anything we needed. Hayden and Valerie told us that there had been six unsuccessful attempts to replicate the On-Site Academy Program before ours. This was usually due to the failure of making peers equal partners and not using a true retreat and residential setting. Hayden and Valerie want to support WCPR because they know us personally, they are impressed with the dedication and quality of our peers and clinicians and because we honor the key elements of the program.

WCPR has been doing programs for two and a half years now. We have done 10 so far, graduating over 60 emergency responders. Ninety percent of the graduates have claimed the experience has turned their life around. WCPR doesn't claim to completely "fix" people. More often they come away strengthened and armed with an understanding of what has been emotionally "kicking their butt." They have a specific game plan and resources to turn their lives around.

Originally WCPR ran quarterly, four times a year. Increased demand has got us preparing to shift to every other month. To avoid burnout, WCPR needs additional peers, clinicians and Chaplains.

When new peers volunteer at WCPR they start out doing dishes, shopping, providing security and helping with what ever needs doing. They get to sit in on any of the trainings/activities and new peers interact with the residents during down times. During the week, efforts are made to acquaint the new peers with the purpose of the program's structure and answer their questions about the how and why of things. Everyone within WCPR, be they the newest peer or the most senior clinician, is expected to pitch in and help with any and all tasks. Obtaining greater knowledge and experience equates with acquiring increased responsibilities. Prima donnas need not apply.

When the peer coordinator, retired Sergeant Michael Pool, and I think it is appropriate and they are ready (usually after a number of retreats), peers

may participate in the intensive debriefing process. The residential debriefing is different from the critical incident debriefing of department members who have all been involved in a particular event. Rather than having a group of people discussing the fact, thinking and reaction phases of a single shared event, you have six people talking about six individual situations. In the WCPR debriefing, each phase takes three to five hours before each resident has had their say and responded to questions and observations from other residents, peers, Chaplin and clinicians. The residents gradually come to the realization that while their event may be different from everyone else's, there are major similarities in the effect it had upon them, their families and their careers.

The debriefing phases are interspersed with educational blocks: Psychophysiology of Stress, Rescue Personalities, Relationships and Family Issues, Relapse Prevention and others. Jan Haglund is WCPR's lead Chaplin. Either she or an equally experienced public safety Chaplin is part of the WCPR team; before he moved to Seattle, Mike Ryan was too. SFPD's Mick Shea and Mike Cowhig lead the educational block on Alcohol and Drug Effects. They also lead an AA meeting on Wednesday night.

The residents arrive late Sunday afternoon and leave Friday at noon. During the week they start around 0830 and finish around 2100 or later. The week is structured, concentrated and intense. The beautiful retreat setting helps the process by providing a calm and safe environment. No alcohol, no T.V., no computers, no romance and limited phone usage allowed. It may sound grim but it isn't and the week seems to fly by. The

majority of peers who have participated in WCPR report they got a lot out of it for themselves and they are amazed at the transformation of the residents between Sunday and Friday. A few residents have returned for a second time. Several others have become peers and actively participate in the program.

Peers do not have to volunteer for the entire week but a two-day minimum would be appreciated. Peers who participate in the debriefings, however, are expected to be in residence for the minimum of three days of the core process; this is because there needs to be a consistency and an acquired trust level in the group where residents feel safe enough to recognize, verbalize and work on core issues underlying their symptoms. Having new people added to the mix interferes with this process.

WCPR is had a residential program in early June. The Months of July and August are heavy vacation months where agencies are particularly short of personnel. We skip those months and will start up again in September. We hope to put on orientation training for new peer, clinician and Chaplin candidates during our down time.

WCPR looks forward to having additional representation from SFPD. If you are interested in attending a program or becoming a peer contact us at (415) 721-9789. If you would like to become a WCPR peer, you must be an active or retired member of law enforcement, dispatch, fire or EMS with Basic Peer Support training and experience. If you would like to be a peer but need the training, call us and we will let you know when and where the training will be available.

You can obtain more information at [www.WCPR2001.org](http://www.WCPR2001.org) or email us at [WCPR2001@aol.com](mailto:WCPR2001@aol.com).

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## Inspectors Correa And Militello To Receive IAWP Medal Of Valor

by Inspector Robin Matthews  
EEO

I'm thrilled to let everyone know that Inspectors Pat Correa and Lea Militello from the Department's General Work Detail will be honored at this year's International Association of Women Police Training Conference (IAWP) in Boston, Massachusetts. They each will be awarded the IAWP Medal of Valor in a ceremony on September 12th through the 16th. Also being honored at the conference will be Officer Mary Ann Collura from the Fairlawn Police Department in New Jersey. Sadly, Officer Collura will receive her honor posthumously. This will be the second year in a row where an officer has been honored at an IAWP Conference who has been killed in the line of duty.

Pat and Lea were chosen to receive this prestigious, international award after review by the organization's awards committee. There were a number of submissions for the award from around the country, and around the world. Lieutenant Lynette Hogue from the Tenderloin Station, who is the Region 10 Coordinator, which includes California, Arizona, Hawaii, Nevada, and Utah, submitted Pat and Lea's names for the award after they each survived being stabbed twice by a sus-

pect last year. The incident nearly cost them their lives. Pat, declaring immediately after the stabbing that "I am not dying today," reminds us all that no matter how bad it gets for us out on the streets, a positive mindset and attitude, and a determination to survive CAN make a difference. We very easily could have been honoring three officers posthumously this year; fortunately, we are not.

I strongly encourage everyone who can to come to Boston and be there to support and honor Pat and Lea when they receive their Medal of Valor awards. You'll not only be there to participate in a moving Awards Ceremony, you'll also get a chance to receive outstanding training and make new contacts in law enforcement from around the country and around the world. AND, if that's not enough, 100% of the trip is a tax write-off! (Okay, not the alcohol that might get consumed, but everything else!) Get your detail requests in now, and experience an IAWP Conference first hand. I guarantee you won't be sorry!

For more details on the Boston Conference, log onto the IAWP website at [www.iawp.org](http://www.iawp.org), and click the link for the 42nd Annual Training Conference. It's being updated regularly. See you there!

### International Association of Women Police New Member & Renewal Application Form

(Please Type or Print Legibly)

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Sworn Police or Law Enforcement Officer? Yes \_\_\_\_\_ No \_\_\_\_\_

Current/Retired Officer? Current \_\_\_\_\_ Retired \_\_\_\_\_

Rank/Title/Position \_\_\_\_\_

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# IAWP/Boston 2004 Conference

## September 12-16, 2004 Sheraton Boston

There's still time to make arrangements to attend the 42nd Annual International Association of Women Police (IAWP) Training Conference in Boston. The event will be held from September 12th through the 16th, 2004. The Conference will be held at the Sheraton Boston.

For those familiar with Boston, the Sheraton is located in the Back Bay section of the city adjacent to the Prudential Center, and is centrally located to most attractions. It's a four star hotel with 1,200 rooms, and is in an excellent location for sightseeing, dining, shopping, and exploring. It's not unusual for Boston to sell out their hotel rooms due to it being a popular tourist destination; and with it being a relatively small city, there does tend to be a shortage of hotel space, so book your rooms now to ensure being able to stay at the host hotel. Be sure and let the hotel know that you are attending the IAWP Conference, so that your room will be counted towards the hotel block reserved for the Conference.

The Conference rate for the Sheraton is \$179.00 per night. Online registration is set up as a link on the Conference website, for your convenience, though you can also contact the hotel directly. For access to the hotel link, and other detailed information on the Conference program, schedule, and activities, go onto the IAWP website at [www.iawp.org](http://www.iawp.org), then click onto the link to the 42nd Annual Training Conference in Boston. In the event that you are able to get a lower hotel rate at the Sheraton through AAA, AARP, or any other discounts or promotions, please make sure that you

tell them you are with the IAWP Conference, as those rooms will also be able to be counted towards the reserved rooms blocked out for the Conference. Staying at the host hotel is critical, as the number of training rooms and other amenities that are being provided depend on the number of people staying at the Sheraton. If the cost is a concern, consider room sharing to lower the cost, but please stay at the Sheraton if you're able to attend. Remember that your hotel costs, Conference registration fees, transportation costs, and any meals that you pay for on your own, are a tax write-off!

The Opening Ceremonies will be held on Sunday, September 12th at 1000 hrs. Buses will begin taking attendees over to the City Hall area from the hotel at 0900 hrs. where we will line up for a very short march to historic Faneuil Hall for the Opening Ceremonies. Uniforms or business attire are required for this event. For those of you who were able to attend the IAWP Conference that was held in San Francisco last year at the Hyatt Embarcadero, the Opening Ceremonies and March are impressive events. Be sure and bring your cameras, because officers from around the world will be in their dress uniforms! The International Scholarship Award winner will also be introduced during the Opening Ceremonies.

Following the Opening Ceremonies, Region photos will be taken (we're Region 10), followed by the Awards Ceremony and Luncheon at 1300 hrs. The Awards honor officers from around the world in the areas of

Leadership, Mentoring, Community Service, Excellence in Performance, Medal of Valor, and Officer of the Year, as well as a new Civilian Award that will be instituted this year. Our very own Pat Correa and Lea Militello from the General Work Unit will be receiving Medal of Valor Awards (see accompanying article). We'd love to have a big showing of SFPD officers to support Pat and Lea and be witness to their receiving this prestigious, international award. Register now so that you can be sure that you'll be able to participate.

Later in the afternoon, there will be a networking and social icebreaker event at Dick's Last Resort, which is connected to the hotel via the Prudential mall. Casual dress is the norm, and it will be a wonderful opportunity to begin connecting with old friends and making new ones.

The training schedule looks like it's going to be outstanding, as it usually is at IAWP Conferences. There are four major subject areas: leadership skills, crime scene/DNA, terrorism issues, and judicial, probation, and correction issues. Each day there will be eight hours of instruction in these subjects from the panel in the morning to the breakout sessions in the afternoon. In addition to these subjects, there will be classes on domestic violence, child abuse, elderly abuse, disabled abuse, as well as the prosecution of these cases. There will also be classes on gang/drug investigations and drug hides, use of force training, and policing within the Muslim community.

The use of force training class is a hands-on class, utilizing the appropriate amount of force for a particular situation. The class only has space for twenty attendees, and a requirement for being able to attend this class is that you have to be staying at the host ho-

tel. For a more complete class schedule, please go onto the IAWP website, listed above.

Tuesday night, September 14th, will be Leeds, England hospitality night, where they will be promoting their upcoming 43rd Annual IAWP Conference next year (more to come on that in future articles.) Thursday afternoon, September 16th, there will be a scavenger hunt on Beacon Hill and the Faneuil Hall area. This event promises to be a lot of fun, and will not only be interesting, but will be a learning experience, as well. Teams are encouraged, and prizes will be awarded for different categories.

Following the scavenger hunt will be the Final Banquet. Black and gold will be the colors for this event. Celebrating the impending autumn in New England, the Banquet's meal will be the traditional turkey dinner. Arrangements are being met for those who have dietary issues. Please sign onto the Conference website for more information.

Registration for the Conference is now at \$500.00 for IAWP members and \$550.00 for non-members. Daily registration is also available, as follows: Monday, September 13th - \$100.00; Tuesday, September 14th - \$100.00; Wednesday, September 15th - \$100.00; and Thursday, September 16th - \$50.00. There is a limit of two days total that you can sign up, and the price does not include meals or special events. A companion fee of \$150.00 is also available. Registration forms can be obtained on the IAWP website, or can be obtained through me at the EEO Office, Room 577-4 at the Hall of Justice, 553-1093 (direct line).

For training that you won't soon forget, come to Boston! Hope to see you there.

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AURA MARTINEZ, SFPD	♦ BOUGHT	AL GRIFFIN	♦ BOUGHT
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 After that, no refunds will be issued, however, registrations can be transferred



# The Hebel Recommended Reading List

by Mike Hebel

The 10 honor roll members have much to teach about long term wealth accumulation using the CCSF Deferred Compensation Plan. These members have urged the continuance of investment education. I know that their wisdom works. To that end, I have put together a recommended reading list to help deferred compensation participants become more knowledgeable about their investments choices. I urge you to begin reading some of these books. Take your time. The months you spend perusing this list will be well spent. Since the list is rather long, I have placed the recommendations into three categories.

**Very, Very Important**

*Common Sense on Mutual Funds: New Imperatives for the Intelligent Investor* by John Bogle.  
*Asset Allocation: Balancing Financial Risk* (3rd edition) by Roger Gibson.  
*Stocks for the Long Run: The Definitive Guide to Financial Market Returns*



Mike Hebel

*and Long-Term Investment Strategies* (2002 edition) by Jeremy Siegel  
*Winning The Losers Game: Timeless Strategies for Successful Investing* (2002 edition) by Charles Ellis  
*The Millionaire Next Door* by Thomas Stanley and William Danko  
*A Random Walk Down Wall Street* (2003 revised and updated edition) by Burton Malkiel.

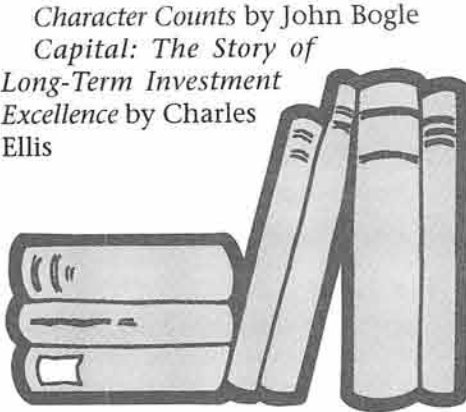
*One up on Wall Street: How to Use What you Already Know to Make Money in the Market* by Peter Lynch  
*The Four Pillars of Investing* by William Bernstein  
*The Only Investment Guide You Will Ever Need* by Andrew Tobias  
*The Intelligent Investor* by Benjamin Graham

**Very Important**

*Global Investing* by Roger Ibbotson and Gary Brinson  
*The Intelligent Asset Allocator: How to Build Your Portfolio to Maximize Returns and Minimize Risk* by William Bernstein  
*Earn More (Sleep Better): The Index Fund Solution* by Richard Evans  
*You're Retired, Now What? Money Skills for a Comfortable Retirement* by Ronald Yolles  
*The Dividend Rich Investor* (1999 edition) by Joseph Tigue and Joseph Lisanti  
*Ordinary People, Extraordinary Wealth* by Ric Edelman  
*Winning the Investment Marathon* by Bradlee Perry  
*John Bogle on Investing: The First 50 Years* by John Bogle  
*Of Permanent Value: The Story of Warren Buffett* (millennium edition) by Andrew Kilpatrick  
*Straight Talk on Investing* by Jack Brennan

**Important**

*Against the Gods: The Remarkable Story of Risk* by Peter Bernstein



*Character Counts* by John Bogle  
*Capital: The Story of Long-Term Investment Excellence* by Charles Ellis  
*Devil Take the Hindmost: A History of Financial Speculation* by Edward Chancellor  
*Built to Last: Successful Habits of Visionary Companies* by James Collins and Jerry Porras  
*Discovering the Laws of Life* by John Templeton  
*Economics in One Lesson* by Henry Hazlitt  
*Rational Investing in Irrational Times: How to Avoid the Costly Mistakes Even Smart People Make Today* by Larry Swedroe  
*Triumph of the Optimists: 101 Years of Global Investment Returns* by Elroy Dimson, Paul Marsh, and Mike Staunton  
These 30 books, in my opinion, are amongst the best that have ever been written on investing and investment related subject. If I have missed your favorite, please let me know. In future articles, I will do book reviews on these important titles.

Annual contribution limit for 2004:  
\$13,000

Catch up provision for 2004: \$26,000

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

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

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journey.



Calendar Year	Compound Average Annual Total Returns				Fees
	Jan/June 2004	3yr	5yr	10yr	
Global/International					
ING VP International Value	2.75%	1.84%	5.14%		1.00%
Aggressive Growth					
AIM Capital Appreciation	2.07%	-3.08%	-2.03%	8.95%	0.85%
Ariel Fund	11.84%	12.90%	13.09%	15.44%	1.19%
Citizens Emerging Growth	1.77%	-5.91%	-0.99%	12.14%	1.59%
ING JPMorgan Midcap	7.56%				1.10%
ING VP Index Midcap	6.84%	7.08%	10.17%		.53%
ING VP Small Co.	2.86%	2.29%	7.62%		.87%
Growth					
ING T. Rowe Price Growth	2.43%	0.01%	0.76		0.75%
ING VP Growth	1.34%	-6.24%	-6.46%		0.72%
ING Value Opportunity	2.65%	-5.06%	0.41%		0.72%
Growth and Income (Stocks)					
ING Index Plus	3.10%	-1.42%	-2.42%		0.45%
Vanguard 500 Index	3.37%	-0.81%	-2.26%	11.75%	0.18%
Growth and Income (Stocks and Bonds)					
ING VP Balanced	2.32%	2.54%	2.08%	9.84%	0.60%
Asset Allocation					
CCSF Long Term	4.30%				.81%
CCSF Mid Term	3.61%				.67%
CCSF Near Term	1.89%				.48%
Income					
ING VP Bond	.37%	6.51%	6.71%	7.12%	0.49%
Stability of Principal					
ING Fixed Account	2.43%	5.07%	5.30%	5.66%	0.00%
ING Money Market	.33%	1.47%	3.16%	4.28%	0.34%

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



# Deferred Compensation: A New Line-up

At its meeting of July 13, 2004, the Retirement Board approved a new line-up of deferred compensation mutual funds. This project has been in the works for nearly one year and was initially stimulated by the Board's 2003 selection process wherein ING was awarded another 5 year contract (2004-2009). During the selection process, the competitors for this coveted contract (\$1 billion in assets and growing) all presented model, recommended mutual funds for San Francisco's deferred compensation participants. None of the recommendations, including ING's, were similar to our current offerings. Hence, the Retirement Board engaged in an exhaustive process, using its staff, consultant (Mercer) and current administrator (ING), to put together a new line-up.

Phase 1 of the process witnessed the elimination of problem funds in February 2004 including the Janus Funds which were mired in poor performance and regulatory investigations.

Phase 2 (creating overall investment options that provide for better asset allocation opportunities) has been completed with the fund change over scheduled for September 9, 2004. ING will begin city-wide meetings with participants on August 30th having mailed out an explanatory booklet during the 3rd week of August.

The Retirement Board has yet to decide if participants will be able to select closed end mutual funds through the Harris Direct self-directed brokerage account. The POA's position on this issue remains: allow the widest selection of mutual funds (both open ended and closed ended) in the self directed option.

The POA's deferred compensation advisory committee closely monitored and participated in this process. The new fund line-up, we are convinced, is a significant improvement to the current offerings. We offer congratulations to the Board's deferred compensation committee (Commissioners Casciato, Driscoll, and Meiberger), the System's executive director Clare Murphy, and deferred compensation manager Carol Cypert for their dedication and hard work in this task.

## ING Financial

Phone number: 415/364-2000

George Brown, *Police Department account representative*

Gary Bozin, *District Manager*

Peter Belardinelli,  
*Regional Manager*

1 Front Street, suite 1425  
San Francisco, CA 94111

## Lessons From The Honor Roll

### "For Long Term Wealth Accumulation"

The 10 honor roll members have much to teach about long term wealth accumulation using the CCSF Deferred Compensation Plan. Over the years I have had the opportunity to interview them and to hear their message. They have set forth guidelines for others to follow. All consistently state that their financial accomplishments can be achieved by anyone willing to follow and practice those lessons which have brought their spectacular results.

1. Begin your participation in the deferred compensation plan as soon as possible.
2. Develop and investment strategy for deferred compensation wealth accumulation early on and make changes infrequently. Such a strategy should take into consideration such factors as: your time horizon, your risk tolerance, diversification, and asset allocation.
3. Have a plan and vision for the eventual use of this wealth.
4. Become a maximum contributor (currently \$13,000 per year) as soon as possible.
5. Recognize the importance of these investment values/behaviors: discipline, patience and control of emotions.
6. Investigate the deferred compensation options. Select those options which are best suited to your investment strategy. Evaluate the options for: investment objective, historical performance, fees, risks, and managers.
7. Participate in equity (stocks) funds to the extent of your comfort level. Substantial wealth is created with use of these funds.
8. Continue your investment education. This includes magazines, books, radio programs, TV shows, and web sites.
9. Develop a preliminary plan for deferred compensation distribution at least 5 years before SFPD retirement.
10. Use contribution "catch up" (currently \$26,000 annual contribution for the last 3 years prior to the year of retirement).
11. Monitor your investment performance quarterly and do a thorough fund review annually.
12. Expect market corrections, economic recessions, and market price volatility.
13. Stay the course. Have a long term view. Have fun in the process of achieving your financial goals.

### Top Ten Police Department Accounts

\$1,013,000	\$394,000
\$531,000	\$378,000
\$512,000	\$377,000
\$427,000	\$357,000
\$408,000	\$331,000

(as of June 30, 2004)

### Honor Roll

### Top Ten City Employee Accounts

\$1,051,000	\$672,000
\$1,013,000	\$641,000
\$877,000	\$636,000
\$698,000	\$630,000
\$693,000	\$600,000

(as of June 30, 2004)

### Honor Roll

### Number of Employees Participating in Top 10 City Departments (as of June 30, 2004)

Department	Active Participants
Community Health	3,465
Police	2,344
Muni Railway	2,134
Fire	1,667
Human Services	1,201
Public Health	1,005
Public Works	813
Airport	797
Sheriff	596
Recreation and Park	510

### Number of Funds Utilized per Participant (as of June 30, 2004)

# of funds	# of participants	percent
One	6,026	28%
Two	3,120	14.49%
Three	3,604	16.74%
Four	3,381	15.70%
Five	2,371	11.01%
Six	1,450	6.73%
Seven	808	3.75%
Eight	387	1.80%
Nine	193	.90%
Ten or more	192	.89%
Average number of funds = 3.23		

### Distribution by Account Size (as of June 30, 2004)

Account Size	Number of Participants
\$10,000 and under	5,706
\$10,001 to 25,000	4,479
\$25,001 to 50,000	4,352
\$50,001 to 100,000	4,055
\$100,001 to 150,000	1,543
\$150,001 to 200,000	678
\$200,001, to 250,000	345
\$250,001 to 300,000	179
300,001 to 350,000	82
350,000 to 400,000	41
400,001 to 450,000	34
450,001 to 500,000	14
500,001 to 750,000	23
Over \$750,000	3
Total:	21,535
Average Account Balance:	\$49,021



# Letters



Dear SFPOA —

Many thanks for your generous donation towards a tee sponsorship in the 2004 Viking Invitational Golf Tournament. With the help of your participation and contribution, the tournament was a great financial success. Golfers enjoyed perfect weather and playing conditions at historic Lincoln Park Golf Course and your tee sponsorship sign was visible to all.

Thanks again, and we hope you are able to participate in next year's tournament.

Sincerely,

**Kevin Brunner**

Viking Invitational Committee  
St. Vincent de Paul Men's Club

Dear Friends,

I am so grateful for your very generous contribution. Your concern for our kids means so much since oftentimes they are overlooked and ignored. Please know that your support helps them feel good about themselves, and provides them with opportunities to change their lives.

In addition to providing food, clothing and shelter, Covenant House California helps youth develop the necessary skills for achieving a life of independence. The majority of our young people often lack the education and skills to secure a job. Through our Employment Skills Program (ESP), they have

the opportunity to participate in basic job readiness and educational and vocational training, so that they can learn how to put together their resumes, achieve positive interviews, conduct successful job searches and, ultimately secure employment at a living wage. A caring and dedicated staff, along with a network of corporate partners, mentors and volunteers also provide encouragement and positive reinforcement for youth to pursue educational and employment goals.

Covenant House California is able to touch many, many young lives because of your support. Thank you once again for your commitment to our kids and for helping to make a real difference.

Sincerely,

**George R. Lozano**

Executive Director  
Covenant House California

Dear PAL Contributor —

On behalf of the Board of Directors and the San Jose Police Activities League, I would like to thank you for your participation in our Celebrity Golf Classic on May 24, 2004. The golf tournament was a great success and an important fundraiser for PAL. We hope you will enjoy the photographs and we look forward to seeing you again next year.

Sincerely,

**Robert L. Davis**

Chief Of Police  
San Jose Police Department

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Dear POA —

On behalf of The American Legion, Police/Fire Post #456, I would like to express my appreciation to the POA for sponsoring the Isaac Espinoza family, thus allowing them to attend our awards ceremony in Redding, CA. The American Legion awarded Officer Espinoza the honor of Police Officer of the Year for Valor in California. The ceremony was at our annual convention on June 25, 2004. The event is a somber and emotional part of our convention that is attended by veterans from all over the country. Your generosity allowed the Espinoza family to attend this 'presentation without having to worry about hotel expenses. Thank you so much for your kindness and support.

Sincerely,

**Bob Belt**

Commander, Police/Fire Post #456  
The American Legion

Dear POA —

On behalf of all of us at the Chinatown Community Development Center, I am writing to express our warmest appreciation for your gift made on June 29, 2004 in honor of our 27th Anniversary. Your contribution will ensure that Chinatown CDC is able to continue Building Bridges Across Communities by offering affordable housing, supportive services and advocacy to low-income people throughout San Francisco. Chinatown CDC is proud to touch lives in Chinatown, North Beach, the Tenderloin, Polk Gulch and Japantown/Western Addition.

Again, thank you for your support.

Sincerely,

**Gordon Chin**

Executive Director  
Chinatown Community Development Center

Dear POA —

On behalf of the Board of Directors, the 2004 Memorial Golf Committee and the members of our Association, I would like to thank you for your participation and financial support of our Annual Association of Orange County Deputy Sheriffs Memorial Golf Tournament.

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

Sincerely,

**Wayne J. Quint, Jr.**  
President, Association of  
Orange County Deputy  
Sheriffs

Dear Gary:

The San Francisco Luncheon at the Fairmont Hotel was

great! Great ambience, great food and great friends! Thank you for

participating.

I truly appreciate your personal encouragement and support as I prepare for the future. Many of you have asked what the future might hold. I am still considering all of my options and I will write you again when I have made my final decision. I realize how lucky I am to have your support. I hope that we can build upon this special foundation throughout the years ahead.

Thank you for your generosity and I look forward to continuing my work as your Insurance Commissioner and beyond. I hope to see and hear from you again very soon. You can go to my web site for news of my work and our upcoming events.

Sincerely,

**John Garamendi**

Insurance Commissioner  
State of California

Dear [SFPOA] —

On behalf of the Long Beach Police Officers Association and the families of officers killed or injured in the line of duty who benefit most from the Long Beach Police Officers Memorial Widows Emergency and Scholarship Trust fund, I would like to thank you for your generous donation to our 32nd Annual Charity Golf tournament.

With your assistance, we were able to raise nearly \$60,000.00 at our June 16th event. Your participation made this year's tournament the best tournament we have ever had.

Sincerely,

**Daniel T. Brooks**

Golf Chairman  
Long Beach Police Officers Memorial  
Widows Emergency & Scholarship Fund

Dear Friends;

Thank you so much for being a part of our 2004 Labor Awards Dinner and for making it a tremendous success. The dinner on June 11th forged alliances that will make our collective work surrounding the November elections more effective. Your support is a true expression of solidarity for the ongoing work of the Instituto Laboral de la Raza and is an unbeatable partnership.

We regret that Senator Harkin was unable to join us. Enclosed is his letter describing the circumstances that prevented him from attending our gala in which he expressed his thanks and support to you, our guests.

Sincerely,

**Sarah M. Shaker**  
Executive Director  
Instituto Laboal De La Raza

Dear POA —

Thank you for your gift donation to the Curry Senior Center. Your continued support helps us provide direct services to the frail and elderly of the central city throughout the year.

Thanks so much.

**Gary Kaplan,**  
Executive Director  
Curry Senior Center

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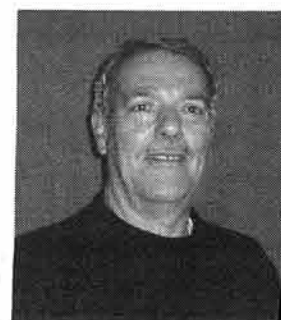
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## National Carry Law is signed!

# Law Enforcement Officers' Safety Act Signed Into Law By President Bush!

Chuck Canterbury, National President of the Grand Lodge, Fraternal Order of Police, proudly announced that President George W. Bush signed H.R. 218, the "Law Enforcement Officers' Safety Act" into law.

"Today's triumph was the result of a long, hard-fought battle," Canterbury said. "The Fraternal Order of Police has been working toward this day for over ten years. With the stroke of his pen, the President has made real the hopes of law enforcement officers across the nation."

The legislation, sponsored by Representative Randy "Duke" Cunningham (R-CA), was passed by the House in June, and then by the Senate earlier this month. It exempts qualified active and retired law enforcement officers from State and local prohibitions with respect to the carrying of concealed firearms.

Canterbury and F.O.P. Executive Director Jim Pasco were the only law enforcement representatives to meet with the President in the Oval Office before the bill signing. "The President has truly made this country a safer place," said Canterbury after the ceremony. "By enacting this legislation, President Bush has ensured that when officers are confronted with a situation to which they must react, they have the tools necessary to ensure their own safety, and the safety of their families and the public they have been sworn to protect."

Now that the measure has been signed into law, active and retired law enforcement officers will be able to carry their firearms even when traveling outside their own jurisdictions. The bill, which was the F.O.P.'s top legislative priority, had wide, bipartisan support in both the House and Senate during its consideration in the Congress.

"There are many people to whom we owe a debt of gratitude today. Senators Orrin Hatch (R-UT), Patrick Leahy (D-VT) and Ben Nighthorse Campbell (R-CO), and Representatives Tom DeLay (R-TX) and Duke Cunningham (R-CA) were all instrumental in moving the bill through the legislative process. We are especially grateful to President Bush, a true friend to law enforcement. Without his tireless support, we would not be here today. But most importantly, we owe our thanks to all those F.O.P. members who have worked so hard to achieve this goal."

The Fraternal Order of Police is the largest law enforcement labor organization in the United States, with more than 318,000 members.

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Senior Legislative Liaison  
Fraternal Order of Police  
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## Review & Outlook

# Their Day

*The following editorial was published in the April 30, 2004 issue of the Wall Street Journal. Retiree Lou Barberini submitted it to the Journal. — Ed.*

In any earthly accounting it will never add up. At 12:30 PM. tomorrow, the U.S. Post Office in Nyack, N.Y., will be renamed in honor of the two police officers and one security guard killed in the murderous 1981 Brink's robbery. As impressive as the honor is, surely it sadly pales next to the gift of freedom the New York parole board recently bestowed on one of the radical Weather Underground members convicted in the crime, Kathy Boudin.

The fallen men were. Police Sgt. Edward O'Grady, Police Officer, Waverly "Chipper" Brown, and Brink's Security Officer Peter Paige - military vets all. No doubt the quarter-century that has passed since their deaths has dimmed the collective memory of their sacrifice.

Then again, that memory has been recently aroused by today's struggle against a new breed of anti-American fanatics who also do not scruple over the cost of innocent life that their "ideals" may impose. Like the recent death of athlete-turned-soldier Pat Tillman, moreover, tomorrow's dedication ought to remind us of the special risks assumed by those who carry a gun and place themselves between us and those who would do us harm.

More than once Ms. Boudin has explained that it was an excess of idealism that led her to that bloody spot at age 38, serving as a decoy in the

front, seat of the getaway van. Though it is true that she did not pull the trigger, she did make a superb decoy. The evidence, moreover, is hard to square with claims that this magna cum laude graduate of Bryn Mawr just happened to find herself in places where her associates were killing policemen or manufacturing nail bombs to explode at a Fort Dix dance.

The ironies abound. Born to a privilege she resented, Ms. Boudin profits from it still. Had her famous lawyer father not helped arrange a clever plea bargain, she would not have been eligible for the parole she now enjoys. And a campaign seeking signatures for her release reaped a bumper crop of writers, activists, professors, and celebrities. Though many offered their "deepest respect and sympathy" to the families of the dead, we suspect that few will join them in Nyack tomorrow.

But this day is not about Ms. Boudin. It is about the sacrifice of these men. Sometimes the question is asked why a policeman's life should be "worth" more than others? The answer is that it isn't. But the murder of a peace officer is more than the killing of an individual: It is also an assault on the legal order of the community. Traditionally we have understood that the penalties ought to be commensurately greater.

As should the tribute. Plainly we live in an America where there exists a new respect for those in uniform. Tomorrow is their day in Nyack. Undoubtedly it will be a day of tears. It should also be a day of pride.

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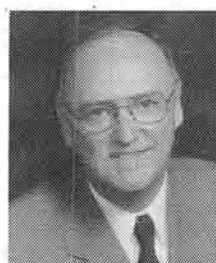
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# Police pay in New Jersey county rising above \$100,000

From NewJersey.com, July 11

Job hunters looking to bring home six-figure salaries might do well to seek out a position in a police department in Mercer County.

Ninety-three local police officers and officials in Mercer County make at least \$100,000 a year without overtime, a review of 2004 police pay by The Times shows.

The county's largest police departments — Trenton, Hamilton and Ewing — have the most personnel whose annual pay, including salary and longevity, is at or above \$100,000.

The Times' survey also found that lower starting salaries for police in Trenton make it difficult for that city to attract better-educated police officers. They tend to apply first in towns offering higher pay.

Trenton, with about 370 officers, offers some of the best advancement opportunities, however.

The survey also found that pay levels are rising in Trenton, where sergeants, one level above patrolmen, are likely to reach the \$100,000 pay level in three years.

The \$140,976 that Trenton pays Deputy Police Chief Paul Meyer, a 30-year veteran, is tops in the county's 12 police departments. It's also about \$14,000 more than the \$126,968 salary and performance stipend the city pays Joseph Santiago, the police director hired in 2003.

Meyer's pay is almost equal - give or take a few hundred dollars - to that of the acting police director in Newark, New Jersey's most populous city, which has a police force more than three times the size of Trenton's department.

Generally, about 10 percent of police personnel in each Mercer County department bring home six-figure yearly paychecks, not counting overtime, though that rises to about 15 percent in Ewing and dips to about 4 percent in Washington.

Hightstown and Pennington, which have the county's smallest police departments, are the only ones for which the highest police pay doesn't reach \$100,000.

It wasn't long ago — the mid-1990s — that only the highest-ranking police administrators would draw a six-figure non-overtime paycheck in the Trenton region. That's still the case in Washington Township, Mercer County, and in Montgomery, Somerset County, where the top salaries are \$104,000 and \$105,000, respectively.

Trenton, which has Mercer County's largest police department and the most personnel making at least \$100,000, first crossed the non-overtime six-figure threshold for police pay in 1996, city spokesman Kent Ashworth said. That year, the police chief's salary, without longevity pay, was \$96,170.

Now, the roughly 30 sergeants on the city force will likely be in the \$100,000 range in three years, Ashworth said.

That would put the sergeants in the same bracket as FBI supervisors outside the agency's upper-tier directorate, according to FBI spokeswoman Michelle Palmer. Those FBI workers earn a maximum of \$106,000 yearly.

Trenton Mayor Douglas H. Palmer said the city's police pay is justified.

"We pay our police well because they have a very dangerous job and they're worth every penny," the mayor said.

Even so, police salaries in the city are a moving target. Trenton's three deputy police chiefs are contesting efforts to restructure the department and demote them to captain, which would shrink Meyer's \$141,000 salary to \$122,000.

Still, Trenton's highest-paid police officials — lieutenants, captains, deputy chiefs and the director — are compensated at levels comparable to, and in some cases slightly better than, senior-level police in the county's smaller but wealthier suburban communities.

East Windsor pays its police chief \$132,184, and four other officers in that town's 48-member department receive at least \$100,000. Similarly, the \$131,664 salary of Ewing's police chief is just one of 12 above \$100,000 in that 78-member department.

On the other hand, the non-overtime pay of Trenton's rank-and-file officers, which ranges from \$25,535 to \$70,556 depending on the number of years with the department, is near the bottom countywide.

The maximum pay for the most senior patrol officers in East Windsor, Ewing and Lawrence, including longevity compensation, ranges from \$83,443 to \$85,535.

By comparison, FBI supervisors make between \$72,000 and \$106,000, according to FBI spokeswoman Michelle Palmer.

And Trenton's \$25,535 entry-level pay for rookie officers is second-lowest in the county. Only Washington Township pays less: \$19,500. Starting cops do better in Hamilton, \$43,352; West Windsor, \$42,599; and Princeton Borough, \$41,221.

The starting officers' pay in Trenton is sure to be an important part of police contract negotiations in the city next year, Mayor Palmer said.

"We'll take a look at our starting salary because it's on the low end," he said, noting that the city has had a difficult time recruiting college-educated officers.

That has not been a problem for higher-paying suburban communities like Princeton Township or Lawrence, where police spokesmen say most young prospective officers applying for

jobs have college degrees.

Also, the departments that offer higher starting salaries can woo new officers without relying on green cadets fresh out of the police academy.

"We don't have too many entry-level people," said Princeton Township Deputy Mayor Bill Enslin.

"Princeton is viewed as a desirable work environment and we're able to get officers with experience, which means that you have to pay them more," Enslin said.

"When they start their tenure at Princeton, they're really starting it at the higher level," he said.

As a result, Trenton tends to lose

more experienced officers than it gains from suburban departments, said Capt. Bill Seaman, president of the Trenton Superior Officers Association.

"I know we lose a lot of our good guys to those places," Seaman said. "We've lost guys to one of the Princetons, to Hamilton, all those towns that are paying the higher rates."

Newly minted officers, who in Trenton make about \$7,500 more today than Seaman's \$18,000 starting pay 22 years ago, are more likely to find a job opening and advance in the city than on a suburban police force nearby, he said.

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### Basketball

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## Labor Relations Information Systems

# Dallas Officers Involved In Shootings Now To Be Placed On Desk Duty Pending Grand Jury

Houston Chronicle, July 17, 2004

DALLAS - Police officers involved in shootings or deaths will now be placed on desk duty until the case goes before a grand jury. The new policy, enacted by new Dallas Police Chief David Kunkle, was greeted with enthusiasm from civil rights activists who have protested the recent deaths of several men in police custody.

But Officer Michael Walton, president of the Fraternal Order of Police's Dallas chapter, said he believes the change places an unfair stigma on officers.

"Chief Kunkle's new policy gives officers reservations in how they need to do their jobs," Walton said in Saturday's edition of The Dallas Morning News. "Officers are very disappointed in Chief Kunkle's stance towards them. They feel like he has not listened or addressed any concerns that we have and he's only playing to the community groups."

Under the old policy, officers involved in shootings or deaths were placed on at least one day of administrative leave before returning to their regular patrol duties. The policy was revised after 33-year-old Pedro Fernandez died as seven patrol officers tried to restrain him on June 28. The medical examiner has ruled

Fernandez's death a homicide.

Assistant Chief Tom Ward said the restrictions were not meant to punish officers but to "ensure that they don't place themselves in situations where they might have another incident of a similar nature before the investigation is completed, or where they might second-guess their own decisions."

The Rev. L. Charles Stovall, a civil rights activist, applauded Kunkle's policy change. "He's already taken some bold steps in making it possible to rebuild relationships between the community and the police department," Stovall said.

*"The chief has to be responsive to the officers and to the community."*

And Sgt. Malik Aziz, president of the Texas Peace Officers Association, said the revision was a positive one that does not presume the officers have done something wrong. "The chief has to be responsive to the officers and to the community," he said. Kunkle also has requested a list of the 20 police officers with the longest internal affairs records, saying he wanted to see "if there are officers out there that I don't feel comfortable working on the streets carrying guns and wearing badges."

The top officer on the list had 39 incidents and two pending, while the second officer had 30 incidents and one pending. The range of incidents that prompted the complaints ranged from fights one officer had with her boyfriend to the controversy surrounding the 2000 arrest of a man who said he was falsely arrested for failing to identify himself.

Kunkle said he will review the files and determine whether some of the officers should be reassigned to desk jobs.

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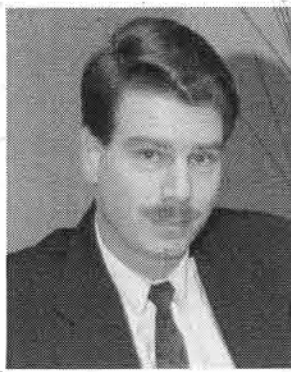
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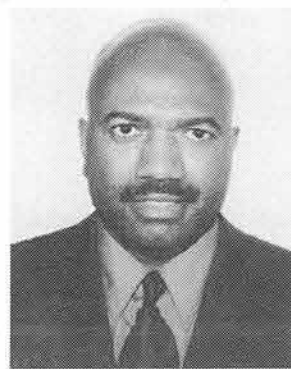
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*This year's tournament is a Scramble Format, with a Shotgun Start. Prizes will be awarded for Low Gross; Hole-in-One prizes on selected holes, include a new automobile and Spaulding Irons; and, Longest Drive. Fabulous tee prizes and raffle prizes 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
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12:00 PM	Shotgun Start
7:00 PM	Awards Dinner

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# Sports



## Nick's Notes

by Nick Shihadeh,  
Journal Sports Editor

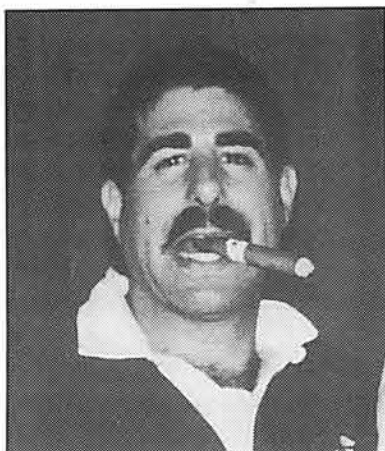
**CHECK IT OUT:** Last month when I wrote about the SFPD Softball League championship games, I forgot to mention the great job done by Mission Station's Glenn "The Rotation" Ortega, and Taraval Station's Lindsey Suslow when umpiring the games. They are always a great help to me when it comes to the league and I wanted to show my appreciation.

Speaking about softball, I'm looking forward to the first annual Isaac Espinoza Softball Tournament that will take place at San Bruno Park the first weekend of August. It's to raise money for The Espinoza Trust Fund and is being run by Southern's Marc Marquez and Central's Kevin Worrel. I know that Southern's Bob Del Torre has put a team together as well as one put together by Baview's Eric Solares. I also put together a team of mostly Park Islanders with some help from around the department. May the best team win with lots of money raised for the so worthy cause.

I next want to talk about the California Police/Fire Summer Games that took place in Stockton the second week of June. The SFPD Soccer Club sent over three teams as usual to compete. The A-Team was the most successful of the three missing the gold medal by one goal. The silver medal was still a decent finish for the likes of Pete "Liverpool" Richardson, Kevin Murray, Chris Anderson, Tracy Boes, Kirk "The Human Flea" Edison, and of course Kevin "Scrappy-Doo" Healy.

The Killer B's didn't fare so well losing two games and out, but it doesn't take away the effort from Joey "Stretch" Boyle, Pat Mullins, Joe "Buddy, Buddy" Zamagni, and John "Tippy Tap" Anton.

The C-Dogs didn't play that well either and their name should've been the C-Cups that week; but, they still



came within one victory from winning a third place bronze medal. Standouts from that team include: Steve "Ocho" Roche, Steve "Emmit" Glickman, Donald "Have A Smoke At Halftime" West, Mike "Daryl, Daryl" Cleary, and don't forget Marty "The Evil Red Head" Lalor. Nevertheless, the club appreciates the tireless efforts of Joey Boyle with help from Steve Caniglia, Matt "Diego" Gardner, Tracy Boes, and John "I Have A New Son Named Diego" Anton.

Other Teams that competed that week included the SFPD Girls Softball team put together and managed by Mission Station's Maura Pengel. I believe they took a silver medal and look forward to an article with pics from them. A coed softball team was put together by Richmond's Rafael "Raffy" Labutan and Gary Mendribil — they didn't win any medals but sure had a great time competing just the same. An article by Raffy with pics should be in the next issue.

Narcotic's Jake Fegan had his SFPD Baseball Team at the games once again; but, unfortunately they lost two and were out immediately. Kudos, to those guys just for being there.

I want to congratulate retired Inspector Jeff Brosch for his two gold medals won in the grand masters mountain bike competition. He takes part in the games year in and year out; and always comes away with gold. Great to hear from you Jeff!

In track and field, Tenderloin's Lou

Perez sent me a letter on his bronze in the mile (he also bronzed in the two mile open water swim). Raffy Labutan came away with a bronze in the masters long jump and a silver medal in the 4 x 100 masters relay. Southern's Mike Simmons won gold in the masters 4 x, 100 relay as well as a bronze in the masters 100 meter dash. TAC's Wendel Jones won a silver in the senior long jump competition, and I should get an article with pics from Ingleside's Ed Marchand who also competed in the games.

I appreciate last month's article from the Airport Bureau's Alex Jackson on his training and competition in the grand masters track and field, and I next want to congratulate TAC's Bassey Obot on his silver medal in the over 200 lbs. triathlon (TAC's Johnny Burke also trained hard and competed strongly in the masters triathlon).

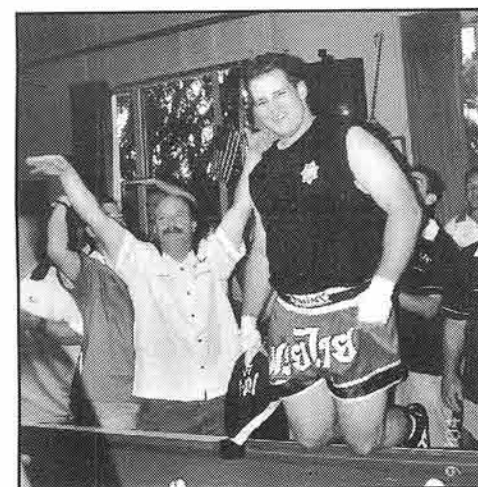
Kudos are in order for Bob Massola (Airport) in his bowling competition in Stockton (article in last month's issue) and Mission's Gian Tozzini on the success of the SFPD Rifle and Pistol Team also with an article from Stockton.

Please note the flyer for the Emerald Society's Third Annual Golf Tournament on page 27 of this issue. This tournament is always a good time.

I finally want to mention and congratulate Tenderloin's Jason "Mongo" Garden who boxed and won a silver medal in the Police/Fire Games in the heavyweight division for the second year in a row. It is such a difficult and brutal thing to box with other behemoths in the ring, but I know it helps to have either the SFPD Soccer hooligans rooting loudly for you or his compadres from the TL doing the same. I salute Mango.

This is all for now...

So See Ya next month...



Steve Caniglia, left, helps celebrate Jason "Mongo" Garden's first fight victory.

PHOTO BY RAFAEL LABUTAN

## Letters to the Sports Editor

Sunday, June 20, 2004

Dear Nick,

Here's how I did at the Stockton Police Summer Games. But first, can you mention that I tore my patellar tendon chasing and tackling a drug dealer at Ellis and Jones? I smashed my knee into the cement and refused to go DP when my doctors were advising me to go DP.

I was unable to run for five months. All I could do was some light biking and swimming. I showed tip at the games and didn't know how I'd do because of my lack of conditioning. I had only been running for a week.

I did two events and got bronze medals in both events. I did the two mile Open Water Swim and the mile on the track. I swam one of my fastest two mile times in 49:48 and ran one of my slowest mile times in 5:23.

Now I'm back in training for our Ironman event. I don't know what kind of shape I'll be in, but I want to run for Isaac Espinoza. I promised Zak at last year's Ironman that I would P-1 transfer back to Bayview and run for him. I intend to keep that promise.

Lou Perez  
TTF

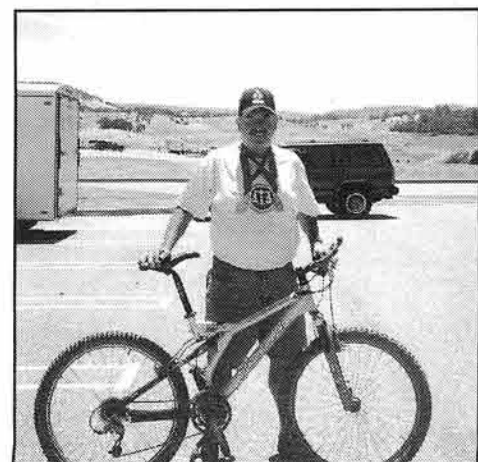
June 25, 2004

Hi Nick,

I just wanted to let you know that I competed in the Police and Fire

Games again this year in the cross country and down hill mountain bike events. The races were on June 10th and June 11th, at the Glory Hole Recreation Area (sounds like a south of Market club), but it's part of the New Melones Reservoir. It was really in the country, rattle snakes and everything. "The numbers of competitors were down this year, none of my old SFPD riding buddies were there, probably due to the early summer date. In the "old fart" division, I ran alone. I collected two gold medals, but I still had to work hard. I was racing against the field and did beat a couple of youngsters. Anyway, I trained hard and pre-rode the course, 13 miles of serious hilly single track, and I did OK. No crashes, no mechanical problems and no poison oak. It was a good time. Next year it's in the Reno/Tahoe area.

Later,  
Jeff Brosch  
SFPD, ret.



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# Shooting Team Scores at 2004 California Summer Police & Fire Games

By Gian Tozzini  
Pistol Team Captain

In June, the San Francisco Police pistol and Rifle teams ventured off to the Stockton area to compete in various shooting sports.

Cowboy Western Shooting was the first event. Stuart Molver (Airport), Tom Morris (retired), and I were there blazing away at this event. Cowboy action shooting is the fastest growing sport in the Unites States, and is spreading to other countries as well. There are rules. You have to dress the part! This was my first cowboy match. I had my Toni Lama boots with spurs, a cavalry bib shirt, western styled pants and suspenders, and a cowboy hat. For two days, we grew up to be cowboys, or gunfighters. The required guns needed are two single action revolvers, a lever action rifle, and a side-by-side shotgun, or Winchester 1897 pump shotgun. This event is a lot of fun, probably one of the most enjoyable. Everyone is very nice. It's a real social event, and everyone looks like extras for a western movie.

Targets are steel, and only lead rounds are used. There are different stages, and you use all four guns in each stage. For my first time ever shooting one of these events, I did rather well in receiving a Silver 2nd place team medal on the Calaveras Combined Team. There were a total of 32 shooters in this event.

Alex Takaoka (Co. E), Sean McEllistrom (Co. F), and Cesar Perez (Co. B), participated in the High Power



The Team — Back row l-r: Wendell Jones, Larry kempinski, Edwin Gaffud, Gian Tozzini. Front row: Sean McEllistrom Alex Takaoka, Cesar Perez.

Rifle event. In this event, competitors shoot high power rifles from 200, 300, and 600 yards in various positions. Takaoka and Perez both walked away with medals. Takaoka also shot the small-bore (.22 cal) match.

My next event was Sporting Clays, held at the Comanche Hills Sporting Range. I have never shot sporting clays before, but I do enjoy trap and skeet. Shooting sporting clays is akin to shooting trap and skeet combined;

more like hunting. The clay pigeons are thrown from different angles, speeds and directions. It is a challenging sport, and involved shooting a hundred rounds. I placed 4th in my class. Ed Reinfeld (Airport-retired) also shot and received a Gold Team event.

The most competitive event is the Action Pistol event. This is the high-adrenalin, run-and-gun event. There are various stages with steel and paper targets. It is scored on time (speed) and accuracy. Competitors reload while running, and shooting is very fast. Stock up on energy drinks! There were 163 shooters this year. In the "C" class, I placed 4th out of 42 shooters (37 out of 163), Edwin Gaffud (Co. D) placed 6th, and Takaoka placed 39. In the "D" Class, Larry Kempinski

(Co. E) received a 1st place gold, Wendell Jones (CPC) placed 5th, McEllistrom (16th) and Perez, 20th. For the team event, there was Gaffud, Kempinski, Jones, and myself. There were 22 teams in our class, and we achieved a 2nd place Silver. This was a great achievement. It was the first time an all SFPD team medaled in this event in a number of years. Takaoka, McEllistrom, and Perez also shot the team event on a combined team.

The last event was the Police Practical Combat (PPC) shooting match. This is the bull's-eye match. Shooting ISO rounds, timed from different positions, and at ranges from 7 yards, to 50 yards. This year, Takaoka, Jones, Kempinski, Gaffud, and I shot the match. Takaoka, Kempinski, Gaffud, and I received Silver Team Medals. A Bronze Medal in High Power Rifle to Alex Takoaka of Co.E. A Silver Medal in High Power Rifle to Cezar A. Perez of Co.B. A Gold Medal in Action Pistol Shooting to Larry Kempinsky of Co.E

Overall, the team has spent a lot of time practicing for the Olympics and

other matches throughout the year. Besides, practicing, it is the buying of equipment, and a lot of driving. I am very happy for the dedication of the SFPD shooting team members. Job well done!

I would also like to thank, for their support and assistance, Sgt. Rod Nakanishi and the Range staff, Deputy Chief Greg Suhr, Captain Greg Corrales, Officer Rich Lee, and Officer Joe Salazar of Co. D and his company "BulletSO.com".

To find out more about the various shooting sports, contact me (at Mission Station) or any of the other team members.

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**10:00 am Start**

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

First Name \_\_\_\_\_ Last Name \_\_\_\_\_  
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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](mailto:Angiec@sonc.org)



# 2004 – 18th Annual SFPD “Mike O’Brien” Invitational Pistol Match

INDIVIDUAL MATCH- Winner- K. Jenny- Napa PD

TEAM MATCH- Winner- SFPD Pistol Team

DISTINGUISHED AUTO -Winner- E. Espinoza SFSD

DISTINGUISHED REVOLVER- Winner- A. Portnov

TOP SFPD SHOOTER2- J. Ongpin- SFPD-TAC

TOP SF SHERIFF-A. Portnov

TOP FEMALE SHOOTER- BACHMAN, S- SFPD

## \* INDIVIDUAL RESULTS \*

### DISTINGUISHED MASTER (451-480)

1.	JENNY, K	NAPA PD	470-21X
2.	O'ROURKE, M	DALY CITY PD	469-17X
3.	GARCIA, K	BART PD	468-23X
4.	PORTNOV, A	SFSD-RANGE	466-24X
5.	ONGPIN, J	SFPD- TAC	465-16X
6.	FURUSHO, M	SFPD- RANGE	463-18X
7.	PASHOIAN, T	BART PD	460-20X
8.	CHING, R	SFPD- RANGE	459-22X
9.	YOUNG, J	FBI	459-21X
10.	SHWEID, G	SF- CITY ATTY	458-14X
11.	TAKAOKA, A	SFPD- Co. E	454-18X
12.	JAROSZEWSKI, M	FBI/JTTF	454-17X
13.	ESPINOZA, E	SFSD	453-16X

### MASTER (426-450)

1.	TONG, M	SFIPD-SFGH	448-11X
2.	GAFFUD, E	SFPD- Co D	447-28X
3.	GAN, T	SFPD- RANGE	447-15X
4.	BACHMAN, S	SFPD- BURGLARY	447-09X
5.	VIGLIENZANE, P	FBI/JTTF	445-23X
6.	LEWIS, N	Santa Clara Sheriff	444-14X
7.	APARICIO, H	SFSD- CIVIL	444-14X
8.	DUBIN, J	FBI/JTTF	444-10X
9.	OLSON, R	SFSD-ADMIN	443-14X
10.	THOMPSON, L.E.	SFSD	-RANGE 443-13X
11.	TOZZINI, G	SFPD- Co D	443-12X
12.	VALIQUETTE, F	SFPD- Co H	443-10X
13.	LOUIE, K	SFPD- Reserve	443-09X
14.	SLIVINSKY, P	BART PD	441-12X
15.	BYARD, A	SFPD- Co. E	440-12X
16.	NEVES, M	SFPD- Co C	440-10X
17.	YAWCZAK, D	SFPD- Burglary	439-12X
18.	DAWSON, B	DALY CITY PD	439-06X
19.	SHIMURA, G	SFSD	-CLASS. 438-20X
20.	WONG, E	SFSD	- CJ-1 437-09X
21.	COLIN, L	SFPD- ID	435-10X
22.	BONNICI, C	SFPD- RANGE	435-09X
23.	SUGUITAN, R	SFSD	-CJ-9 432-09X
24.	REID, D	SFPD- Co F	431-06X
25.	COLLINS, M	SFPD- RANGE	430-07X
26.	GRIFFIN, M	OES- Law Enf.	428-09X
27.	HINDS, J	SFSD	-CJ-3 426-09X

### EXPERT (401-425)

1.	JONES, W	SFPD- CPC/TAC	425-13X
2.	COATES, C	SFPD- RETIRED	425-12X
3.	NAKANISHI, R	SFPD- RANGE	423-05X
4.	BARTUSEVICS, J	CBP/INS	420-12X
5.	RAPP, R	USPP/JTTF	420-07X
6.	POINDEXTER, E	BART PD	419-08X
7.	TENKE, E	SFSD	-RANGE 418-07X

8.	RUCKER	CBP/INS	418-06X
9.	CASTRO, L	JTTF	418-00X
10.	DAVIS, C	CBP/INS	417-10X
11.	DOMINGO, A	SFSD- CJ-3	414-10X
12.	HENNESSEY, M	SFSD	-ADMIN. 413-06X
13.	CURRY, R	SFPD- Co H	413-05X
14.	LAU, P	SFSD- CJ-2	411-06X
15.	DRILON, J	SFPD- Co I	410-15X
16.	BAILEY, W	SFPD- Co I	410-09X
17.	ANDERSON, M	SFSD	- CJ-3 409-10X
18.	SORGIE, D	SFPD- Co G	407-07X
19.	GRAY	SFSD	-SFGH 404-20X

### SHARPSHOOTER (351-400)

1.	ESTONINA	SFSD	400-06X
2.	PLOSCARU, D	DHS/CBP	400-04X
3.	YEUNG, K	SFSD	-IPU 398-10X
4.	SPRINGER, E	SFPD- Co. K	398-03X
5.	WU, E	SFPD- Co. G	397-08X
6.	NGOI, V	SFCCPD	396-06X
7.	O'BRIEN, M	SFPD-HOST	392-09X
8.	HASKELL, M	SFSD- CLASS.	392-05X
9.	GIN	SFPD- Co. F	391-07X
10.	STOCKWELL, J	SFPD- Co. I	389-12X
11.	MURPHY, S	SFPD/ JTTF	389-06X
12.	CHEW, T	DALY CITY PD	389-04X
13.	DEMPSEY, J	SFSD	-ADMIN. 388-11X
14.	GRIGORYAN, V	CBP/INS	385-10X
15.	VARGAS, D	FPD	385-05X
16.	NG, D	SFSD	- IPU 384-08X
17.	CHIN, K	SFSD	382-07X
18.	BANKS, L	SFSD	380-04X
19.	ARTIFICIO	SFSD	-CITY HALL 374-10X
20.	DEL FANTE, G	SFPD- HOST	374-07X
21.	DEERY, P	SFPD- HOST	373-06X
22.	MORRIS, T	SFPD- RETIRED	371-10X
23.	LEE, E	CBP/ Imm.	370-03X
24.	CASTILLO, J	SFSD	- CJ-2 367-07X
25.	FESTA, G	SFPD- Co. C	367-02X
26.	GIOVANNELLI	SFPD- Co. F	361-03X
27.	GREGORY, S	SFPD- CSI	360-04X
28.	CLARK, J	SFPD	359-06X
29.	LEE, E	CBP/INS	356-04X
30.	TASHIRO, L	DALY CITY PD	355-06X
31.	CUENCA, J	FED. RES. PD	355-03X
32.	MURPHY, R	SFPD- Co. D	355-02X
33.	O'BRIEN, J	SFPD- HOST	355-02X

### MARKSMAN (0-350)

1.	WU, N	USPP	348-05X
2.	McELISTRIM, S	SFPD- Co. F	340-04X
3.	NAZZAL, G	SFPD- SID/JTTF	336-02X
4.	FONG, L	SFSD	333-03X
5.	VANCE, J	FED. RES. PD	331-01X
6.	MORGAN, J	SFPD- Co. I	330-07X
7.	CHIN, K	SFSD	320-03X
8.	SANCHEZ, D	FED. RES. PD	317-04X
9.	O'CONNOR, L	SFPD- CSI	305-06X
10.	LAMUG, L	SFSD- ADMIN.	299-10X
11.	TOMPKINS, D	SFSD/SFGH	298-08X
12.	CHOI, H	SFPD- ID	296-03X
13.	RAMOS, M	SFPD	295-02X
14.	BALLI	SFSD-IPU	271-03X
15.	VARGAS, R	SFPD- ID	263-00X

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2004- DISTINGUISHED- SEMI AUTO PISTOL MATCH

NAME	BUCKLE #	DEPARTMENT	SCORE
1. ESPONOZA, E	*	SFSD	471-28X
2. GARCIA, K	*	BART PD	470-20X
3. GAFFUD, E	*	SFPD	464-21X
4. CHING, R	*	SFPD	462-10X
5. JENNY, K	*	NAPA PD	461-14X
6. TENKE, E	*	SFSD	460-21X
7. ONGPIN, J	*	SFPD	458-12X
8. DRILON, J	*	SFPD	457-16X
9. FURUSHO, M	*	SFPD	456-16X
10. LOUIE, K	*	SFPD	456-10X
11. SUGUITAN	*	SFSD	456-08X
12. APARICIO, H	*	SFSD	453-21X
13. GAN, T	64	SFPD	453-18X
14. THOMPSON, L	65	SFSD	450-16X
15. POINDEXTER, E	66	BART PD	450-05X
16. NEVES, M	SFPD		448-08X
17. VALIQUETTE, F	*	SFPD	446-08X
18. VIGLIENZONE, P	FBI/JTTF		445-14X
19. JAROSZEWSKI, M	FBI/JTTF		444-13X
20. WONG, E	SFSD		444-12X
21. TAKAOKA, A	SFPD		442-11X
22. SHWEID, G	*	SF CITY	434-07X
23. PASHOIAN, T	*	BART PD	433-16X
24. YAWCZAK, D	SFPD		430-08X
25. SLIVINSKY, P	*	BART PD	429-14X
26. DAWSON, B	DALY CITY PD		428-09X
27. TASHIRO, L	DALY CITY PD		423-13X
28. BACHMAN,S	SFPD		416-05X
29. BARTUSEVICS, J	CBP/INS		414-16X
30. DOMINGO, A	SFSD		414-06X
31. LAU, P	SFSD		410-07X
32. ANDERSON, M	SFSD		407-12X
33. HASKELL, M	SFSD		405-08X
34. SORGIE, D	SFPD		405-06X
35. NG, D	SFSD		402-06X
36. RUCKER, W	CBP/INS		397-10X
37. NGOI, V	SFCCPD		393-13X
38. CURRY, R	SFPD		390-13X
39. CHEW, T	DALY CITY PD		388-12X
40. WU, E	SFPD		377-08X
41. PLOSCARU, D	CBP/INS		376-07X
42. YEUNG, K	SFSD		375-02X
43. STOCKWELL, J	SFPD		364-05X
44. DAVIS, C	CBP/INS		363-07X
45. LAMUG, L	SFSD		362-10X
46. ARTIFICIO	SFSD		358-03X
47. ESTONINA	SFSD		354-05X
48. DEL FANTE, G	SFPD		348-07X
49. CUENCA, J	FED. RES. PD		345-09X
50. McELLISTRIM, S	SFPD		337-07X
51. VARGAS, D	FPD		337-02X
52. GRIGORYAN, V	CBP/INS		334-07X

\* ALREADY WON A DISTINGUISHED BUCKLE

2004 - DISTINGUISHED REVOLVER MATCH

NAME	BUCKLE #	DEPARTMENT	SCORE
1. PORTNOV, A	*	SFSD	475-28X
2. LEWIS, N	37	SANTA CLARA SD	471-23X
3. YOUNG, J	FBI		464-25X
4. TOZZINI, G	*	SFPD	462-24X
5. GARCIA, K	BART PD		459-16X
6. TENKE, E	*	SFSD	451-13X
7. TAKAOKA, A	*	SFPD	450-09X
8. LOUIE, K	SFPD		449-08X
9. BYARD, A	SFPD		440-12X
10. VALIQUETTE, F	SFPD		408-08X

\* ALREADY WON A DISTINGUISHED BUCKLE

TEAM RESULTS  
2004- 18TH ANNUAL "SFPD- MIKE O'BRIEN"  
MEMORIAL PISTOL MATCH

MATCH WINNER

SFPD PISTOL TEAM 1809-74X      ONGPIN-TAKAOKA-GAFFUD-TOZZIINI

DISTINGUISHED MASTER TEAMS

FEDERAL- JTTF      1802-71X      YOUNG-JAROSZEWSKI-VIGLIENZANE-DUBIN  
SFPD RANGE      1799-62X      FURUSHO-CHING-GAN=COLLINS

MASTER TEAMS

SFSD RANGE      1791-71X      PORTNOV-APPARICIO-THOMPSON-SHIMURA  
BART PD      1788-63X      GARCIA-PASHOIAN-SLIVINSKY-POINDEXTER  
SFSD- TEAM #1      1733-40X      ESPINOZA-WONG-SUGITAN-LAU  
BAY AREA  
COMBINED      1728-58X      JENNY-LEWIS-LOUIE-MORRIS  
SFPD COMBINED #1      1726-37X      VALIQUETTE-BONNICI-JONES-NAKANISHI

EXPERT TEAMS

CBP INS      1655-32X      BARTUSEVICS-RUCKER-DAVIS-PLOSCARU  
DALY CITY PD      1652-33X      O'ROURKE-DAWSON-CHEW-TASHIRO  
SFSD-  
CLASSIFICATION      1641-34X      HINDS-DOMINGO-ANDERSON-HASKELL  
O'BRIEN TEAM      1601-32X      GRIFFIN-COATES-O'BRIEN,M-  
O'BRIEN,J  
FEDERAL JTTF      1563-15X      RAPP- CASTRO-MURPHY-NAZZAL  
SFPD-FOB  
COMBINED #1      1560-17X      NEVES-SPRINGER-FESTA-MURPHY  
SF CITY COMBINED      1556-48X      SHWEID-GRAY-NGOI-TOMPKINS  
SFPD- CSI      1551-31X      BACHMAN-YAWCZAK-GREGORY-O'CONNOR  
COMBINED      554-31X      BYARD-GRIGORYAN-LEE-CLARK  
SFPD- FOB  
COMBINED #2      1547-27X      CURRY-SORGIE-WU-MORGAN  
SFSD- ADMIN      1543-41X      OLSON-HENNESSEY-DEMPSEY-LAMUG  
SFPD- CO. I      1542-39X      DRILON-BAILEY-STOCKWELL-FONG

SHARPSHOOTER TEAMS

SFPD- CO. F      1523-20X      REID-GIN-GIOVANNELLI-  
MCELLISTRIM  
SFSD COBRAS      1505-23X      TENKE-ESTOMINA-CASTILLO-CHIN  
SFGH IP      1501-31X      TONG-YEUNG-NG-BALLI  
SFSD SILVER BULLETS  
BANKS  
US FED RES PD      1388-13X      VARGAS-CUENCA-VANCE-SANCHEZ  
SFPD- ID      1289-15X      COLIN-CHOI-RAMOS-VARGAS

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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-

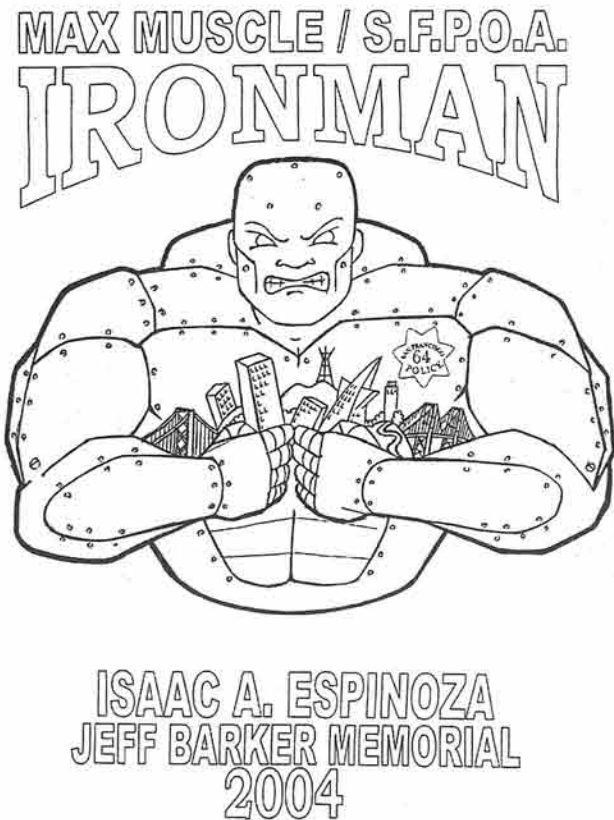
egory is a two hundred pound and over event. Any competitor weighing two hundred pounds or more can choose to compete in this class. The Two-Man team event is just that, two men competing together; one man competing in two events while the other competes in three of the five events. Several other changes 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.
3. **Real Estate:** Member owned homes, vacation rentals, time shares
4. **Home & Office:** Furniture, computers, software, fax machines, printers, telephones, kitchen appliances, hand tools, power tools, camcorders, digital cameras,
5. **Sporting Goods:** Skis, ATVs, Boats & kayaks, Gym equipment, Bicycles, Fishing gear, Hunting rifles & shotguns, binoculars, camping gear, hang-gliders
6. **Miscellaneous:** Concert and Sporting event tickets, collectibles & memorabilia, horses, dogs, ride-share/car pooling, DVDs, CDs, Videos, software

Automotive

1991 ACURA INTEGRA 2dr hatchback for sale. 230k hwy miles. white ext, blue cloth int. just detailed and has new tires. \$2300 obo. call (415) 412-8271.

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).

Firearm Wanted

SEA KAMP 25/32 CALIBER, pre-2000 issue. Contact Moore 553-1535 or page at 708-9859.

Home and Office

7' COUCH AND 5' LOVE SEAT – Excellent condition, Beige with light multi-color background, Scotchgard protected, non-smoking household. Light mahogany base. \$600 obo. Contact Bob @ (415) 730-1485.

Real Estate for Rent

IN-LAW APARTMENT FOR RENT Remodeled 1 bedroom. 2600 Block of 21st Ave. Includes: PG&E, garbage, cable, wash/dryer. \$1,300. per month. Call 415-850-7571.

Real Estate: Vacation Rental

MEXICO, south of Cancun. Fantastic 2BD/3BA condo. Sleeps six. Overlooking private pool, Marina, and Caribbean. Shops, restaurants, golf, diving, and beautiful white sand beaches. Selective weeks. Contact Walt (ret.) (916) 853 2093 or RetQ60@aol.com

The 2004 Classified Advertising deadlines are as follows:

September 2004 issue	Thursday, August 19
October 2004 issue	Monday, September 20
November 2004 issue	Monday, October 18
December 2004 issue	Thursday, November 18
January 2005 issue	Wednesday, December 22

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


US Mail, to the POA office

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Email to [journal@sfpoa.org](mailto:journal@sfpoa.org)

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# Close Encounters

By Steve Johnson

It's rush hour in the Southern District when Officer Gary Constantine and Officer Cesar Perez watch the oblivious driver and his passenger make an illegal left turn from 6th Street onto Harrison. The officers feel a traffic stop is in order and meander close enough to the violator to run his plate. The car comes back as stolen. So, the officers let Dispatch know of their predicament as they watch the 2 suspects now nervously look for an escape route — there is none. Rush hour in the Southern police district, especially right after a Giants ballgame, is just not the place you want to be while driving a stolen car. You might as well give up and get it over with because you're not going to get anywhere fast.

Unfortunately, our 2 'new to town' suspects still think they can elude Gary and Cesar by driving up and over the sidewalk, squeezing between pedestrians and parked buildings with little success. They scrape a little paint in their 2 mph bid for freedom and end up trapped in Gordon Alley. The suspects leave the vehicle and run for the nearest open door with Gary and Cesar right behind them on the radio directing the supporting cast. Unbeknownst to our suspects, the back door they just entered leads them right into Butler's Uniform store where there are several police officers picking up uniforms and who are monitoring the chase, ready to welcome their newfound arrestees. But somehow, only 1 of the suspects tries to break through the surrounding officers and, after a brief footchase, he's taken into custody by Officer Perez, Officer Constantine, Officer Frank Lu, Officer Jeremy Huerta-Miller, Officer Maureen Barron, Officer Manuel Bonilla, and Officer James Kelly.

The other suspect just disappeared — briefly. It wasn't long until the officers checked the locked rest room located in the very back of the building. A voice answered, "I'm almost through" (he was right about that) and, when the door was unlocked, a young man appeared, totally surprised, doing his very best to talk his way out of the arrest but there was absolutely no way he was going to get out of his handcuffs nor would he receive a hug from Judy...



## To Their Credit:

Last month I mentioned that it seems like an awful long time has passed since we had an award ceremony for the officers nominated for medals of valor. Police Commissioner Joe Alioto Veronese picked right up on my notation and called me to say he was personally going to look into why there seemed to be a delay. Commissioner Douglas Chan also made a public inquiry at the last Commission meeting asking for an update and making his concern known there is hope...

Anytime you have a 5'9" subject who weighs in at over 230 lbs and who has just reached the peak of his PCP "experience" standing in the middle of the intersection at 24th and Mission challenging you to fight, you start wondering whether the job is worth it... And this is exactly what Officer Len Poggio drove up on. The crazy, drugged person ran up to Officer Poggio's car and started throwing punches, and landing some, to the point where Officer Poggio's shirt was torn, his radio rendered useless, and it was getting hard for him to see since he had been struck in the eyes several times. But Officer Poggio stood his ground until Sgt. Mark Cota arrived. Mark was checking on the 'suspicious person acting strange' run that Officer Poggio responded to and, since he never heard a Code 4 (sufficient help) he thought he'd serve as a back-up, and good thing he did. Both Leonard and Mark had their hands full until the cavalry arrived to help out.

However...once the suspect was in custody, the only logical place to take him was to the hospital. Which was done. Now most people, even druggies, realize that once they are in custody the battle is over. And they should be especially cooperative when they are taken to the hospital, because there are all sorts of nice people there who want to help them. Not the case with our little fireplug...Our suspect was placed on a gurney with an I.V. drip waiting for treatment when he suddenly decided to leave without paying the bill. Once again, it took an all out effort to get him back under control, this time involving Officer Dave Dorantes and Officer Robert Padrones who had to wrestle with the suspect who just ripped out his I.V. and was now body slamming into emergency service technicians. But Dave and Robert managed to get him back into custody with a few additional charges that he can now deal with in court.

Court... another problem. It seems that this individual had already been to court 5 other times for the same type of behavior. But those cases were all Pre-Kamala so let's see what happens on this one...



Are there still a lot of weapons in the City that really don't need to be here?

That answer is pretty obvious... the real question should be, are there enough police officers in the City to take the weapons that don't belong in our City away from people who belong in jail... there are for now, just barely.

A good citizen made the call that we are waiting for hundreds of others to make — the caller saw several suspects walking right by his residence armed with assault rifles (an AK-47 and an SRS) and the officers of the Bayview

Station surrounded the area. The types of weapons we are talking about here could kill a lot of people, have been involved in the murders of police officers, and were now in the hands of several suspects who were looking to kill someone. And that's why it is so interesting to note that the police officers of Bayview Station, Mission Station, and Ingleside Station responded immediately, with total disregard for their own personal safety, in an effort to take these guns off the street before someone else was killed.

It's also important that we list each and every officer who responded so that the community knows who they can thank: Officer Kevin Wong, Officer Esteban Perez, Officer Patricia Brown, Officer Alexandria Brunner, Officer Brent Bradford, Officer Jesse Farrell, Officer Nick Birco, Officer Cory Foss, Officer Ken Bates, Officer Dave Batchelder, Sergeant Trenia Wearing, Officer Willie Haynes, Officer Chris Wilhelm, Officer Dave Rodriguez, Officer Josh Olson, Officer Christine Arndt, Officer Sean Archini, Officer Matt Kenney, Sergeant Ava Garrick, Officer Feliks Gasanyan, Officer Steven Keith, Officer Aaron Fischer, Officer Lauro Baca, Officer Mike Kawaguchi, Officer Ryan Crosby, Officer Sylvia Petrossian, Officer Carmen Barroeta, Officer Gian Tozzini, Officer Alan Levy, and Officer Rommel Baldovino.

Once the perimeter was set up the search was conducted. Officer Alexandria Brunner located one of the suspects running on the 1300 block of Ingalls. The suspect, still armed with one of the deadly weapons, the AK47, was looking for a place to hide. Officer Brunner chased him and cornered him in an area until reinforcements could arrive. Suspect in custody. The other weapon, an SRS, was located nearby having been discarded by its temporary owner.

People in the Bayview District can send their cards and letters to our office, you know, the cards and letters that should be sent every time police officers do a great job. We'll make sure the officers receive your comments.

Or, even better, members of the thankful community can appear at one of the Police Commission meetings, normally held in Room 400 at City Hall every Wednesday evening starting at 1730 hours. An appearance by someone not representing Cop Watch would be appreciative...for a change.



Interesting, it was only 6 days earlier that Officer Chad Campos and Officer Maris Goldsborough saw an individual they had warned before about driving without a license, registration, insurance — you know — all the really bothersome details about owning a car. And then he rolls through a stop sign an act which, although forgivable, was compounded when he accelerated away at a high rate of speed. The chase was short-lived when the suspect left his car on foot carrying, and trying to conceal, what turned out to be a fully-loaded, 9mm Cobray machine pistol. The capture was complete when Sgt. Jim Bosch, Officer Ed Hunt, and Officer Walt Contreras dropped the net and took

him and his weapon into custody.

Keep those cards and letters coming...



A few days later in the touristy section of our downtown area Officer Hector Basurto and Officer Keith Ybarreta spotted a traffic violation and, after their computer told them that the car they were following was stolen a traffic stop was definitely in order. The driver, an advanced felon, had the whole thing down. He simply used the proper signal to pull over, stepped out of the car and started to walk away like he had a business appointment. The passenger...she was just a mess. She was trying to decide which way to run once she managed to get out but heels just don't make a great getaway shoe. Anyway, Keith interrupted the driver's 'business appointment'. Officer Basurto approached the passenger who was now reaching behind her back, ignoring the request to show her hands and asked, "Do you have any weapons?" The young woman answered she did — she had a gun — but she was insistent that she had no intention of using it. She never got the chance.



No sense making anyone more suspicious of your car by purposely leaving off the front license plate, especially when you have an outstanding felony warrant for your arrest. Officer Juan Gala, Officer Ron Choy, and Officer Greg Gotelli spotted the driver of this vehicle and were just going to admonish him about the infraction when they found out about the outstanding felony warrant which was for a firearms violation. And, wouldn't you know it, the suspect never learned his lesson. If he had, he never would have tried to conceal the fully-loaded, .45 caliber, semi-automatic weapon under his seat.



July 4th is usually a time for barbecues and other outdoor activities — that is activities that are legal... several neighbors called in on the individual who was acting extremely suspicious, pacing back and forth, talking to himself, and definitely not all there when Sergeant John Bragagnolo, Officer Scott Biggs, Officer Alfred Wong, and Officer John Keesor responded to check him out. Good thing they did. The individual in question was currently on probation (prior weapon violations) with a search condition that he agreed to and just happened to be carrying a fully-loaded, .45 caliber, semi-automatic weapon that he had absolutely no reason to have in his possession.

There are still a lot of guns on the street that don't belong there. There are still a lot of people carrying those guns who are not afraid of the consequences. I think we need to make the consequences more difficult to ignore...