

JOURNAL

— Official Publication Of The —
**SAN FRANCISCO
POLICE OFFICERS ASSOCIATION**

VOLUME 38, NUMBER 12

SAN FRANCISCO, DECEMBER 2006



www.sfpoa.org



The pinning of the Star. Virtually every San Francisco police officer stands tall for this first important step in his or her career in the SFPD. It is always a proud and honorable moment in the life of a new officer, and nearly all who experience it will recall it vividly and fondly even three decades later. On Page 7 a veteran offers a street cop's primer for making the most out of a career in the San Francisco Police Department.

Golden Badge Awards

SFPD Members Receive Special Honors

By Val Kirwan
Northern Station
Member, California State Police Officers
Memorial Board

On Friday November 10, 2006 the 4th annual Golden Badge Awards ceremony took place at 20th Century Fox Studios in Century City, California. This year, Fox Studios were the main sponsors and host of the event. Five active and retired members of the San Francisco Police Department were among the recipients of this year's coveted award. They are: Andrew Meehan, Matthew Goodin, and Jim Kelly — all of Southern Station — received awards for Heroism; POA Legal counsel and retiree from FOB Steve Johnson received the Excellence Performance Award; and Nick Rubino, retired from Mission Station received the "Lifetime

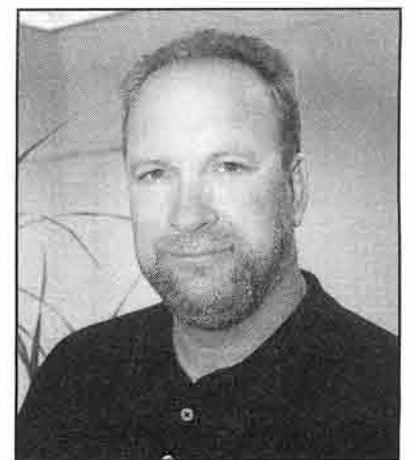
Achievement Award."

The evening started with a hosted reception at the Fox Studios VIP suite. The room was beautifully decorated, and on display were all the "Oscars" and "Emmy" that Fox has won throughout the years. Following the reception, the recipients and their guests were driven by limousine to the awards ceremony. The event was held in the "Fox Studio Executive Movie Theater." The master of ceremony was Pete Demetriou, a 12-time winner of the Golden Mike Award. Attorney General Bill Lockyer presented the awards. Attendees included law enforcement professionals from throughout the state, as well as their families, friends, and supporters. The money raised at the event will be donated to the California Police Officers Memorial Foundation.

PRESIDENT'S MESSAGE

By Gary Delagnes,
SFPOA President

It's hard to believe that another year has gone by and we are in the middle of our national holiday season. The traditions of this season are shared with family and friends, and it is a time on which we focus on the good and positive things in our lives. I, for one, have much to be grateful for. Like most San Francisco cops, I have a comfortable and secure life, with a close family, and valued friendships. On the whole, we are a fortunate bunch, and I know that most of you realize that, and that you conduct yourselves accordingly, both in your personal and professional lives.



President Gary Delagnes

Life is good, and there is much for which we should be thankful, and many to whom we owe our thoughts and prayers. At the top of that list are, of course, fallen heroes Officer Nick Birco and Darryl Tsujimoto. Their ultimate sacrifice must be remembered by all of us and by all San Franciscans during this season. Near the top of that list, too, are the thousands of brave men and women serving our country in the military. Separated from their loved ones, engaged in the most serious of enterprises, these dedicated Americans are deserving of our support, our best wishes, and our prayers.

The same can be said for each of you, and for every man and woman who wears a law enforcement uniform. Our enjoyment of these holidays, our ability to feel safe and secure as we shop, visit, and travel around our neighborhoods and malls is due in most part to those who work around the clock to ensure our rights and freedoms — the men and women in blue.

On behalf of Kevin Martin, Marty Halloran, Tony Montoya, Chris Breen, Steve Johnson, Mike Hebel, and all the POA staff, I wish you a safe and happy holiday.



Matthew Goodin, Andrew Meehan, Jim Kelly and Nick Rubino

POA Board Of Directors Meeting November 15, 2006

Sergeant-At-Arms Chris Breen called the meeting to order at 1300 hours. Next were the Pledge of Allegiance and the roll call. Secretary Montoya was excused. President Delagnes asked Breen to take the minutes of the meeting.

Minutes Of The October Meeting

A motion was made by Martin, second by Rosko to accept the October minutes. Without dissent, the motion passed.



Deputy Chief Mindy Pengel

Presentation By Deputy Chief Mindy Pengel For Heroes And Hearts

Deputy Chief Mindy Pengel, Airport Bureau, gave a presentation to the Board on behalf of "Heroes and Hearts," a luncheon event in honor of local heroes who make San Francisco a first-class city. The beneficiary of the "Heros and Hearts" is the San Francisco General Hospital Foundation. The sole purpose of the Foundation is to fund special projects for SF General Hospital. DC Pengel requested a financial contribution from the POA. President Delagnes thanked her and said the Board would take her request under consideration later in the meeting.

Presentation By Lt. Fatooh For "Youth Day At The Movies"

Lt. Colleen Fatooh, OIC, Youth Services Unit, explained to the Board that her unit has been sponsoring an event called "Youth Day at the Movies" for the past several years. This event allows approximately 600 underserved youth to enjoy a day at the movies, in addition to a lunch, at no cost. The Youth Services Unit, which has no operating budget of it's own, relies on contributions from the community in order to sponsor events like this.

Donation Of School Supplies

The Board of Directors presented a \$1,000.00 check to Steve Courier, from the Outer-Mission, on behalf of Guadalupe and Longfellow Elementary Schools, for the purchase of school supplies.

Presentation By Editor Ray Shine Regarding New Editorial Policy

Editor Ray Shine recommended to the Board a new editorial policy for the *POA Journal* and web site. Among other provisions, the new policy will require a member submitting unsolicited material to use common salutations (Dear POA, Editor, SFPOA, etc.), and sign the material. Additionally, unsolicited material will be placed in a correspondence section of the paper that clearly identifies the content of the material to be that of the author and not necessarily of the POA or other members.

POA Attorney John Tennant was asked to provide his take on the new editorial policy. Among other legal

points in his response, he remarked that no police officers' association is required to publish any article in its union paper that would damage its efforts to win better wages, benefits, and working conditions for its members.

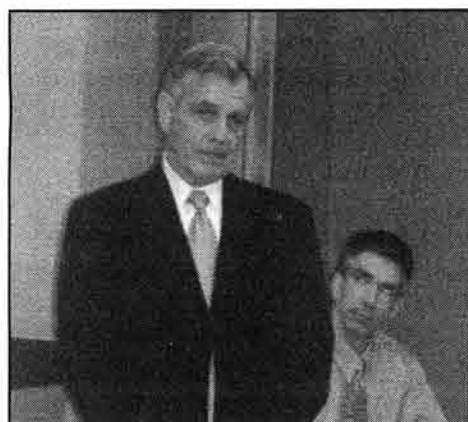
A motion was made by Halloran, seconded by Rosko to adopt the policy. Hearing only one "No," the motion passed by voice vote.

Presentations By Candidates For The Retirement Board

The Board heard two separate presentations for from candidates vying for a seat on the CCSF Retirement Board. The first was by candidate Tom Harrison, who has been a labor leader in San Francisco for the past 10 years. SF Retirement Board president and SFPD Captain Al Casciato asked the Board to give candidate Harrison an audience despite the fact that the Board has already endorsed another candidate. Harrison is endorsed by Casciato, many of the city's crafts unions, and the SF Firefighters union.

The candidate who received the POA endorsement at the October meeting is Herb Meiberger. He is a sitting Retirement Board member, and was presented to the POA Board by his supporter, POA Welfare Officer Mike Hebel.

Following the candidates' presentations, Al Casciato and Mike Hebel both spoke on behalf of the candidate that each respectively supports.



Retirement Board candidate Tom Harrison



Retirement Board candidate Herb Meiberger

Following the speakers, a motion was made by Madsen, seconded by McEachern to rescind the POA Endorsement of Herb Meiberger and take a new vote of endorsement for each candidate. Following discussion on the motion, McEachern rescinded his second on the motion. Engler then seconded the motion, and the vote was called. Following a roll call vote, the motion failed with 18 "No" votes, and 8 "Yea" votes. The failing motion retained the POA endorsement of Herb Meiberger.

Police Memorial

POA member Val Kirwan, Co. E, advised the Board that the San Francisco

Police Department now has a seat on the California Peace Officers Foundation Board. Val has been appointed to fill that seat. Officer Nick Birco will be honored in Sacramento as one of the California law enforcement professionals who was killed in the line of duty in 2006. That ceremony, which will take place during the second week of May 2007, will include a Solo escort from the SFPD Traffic Company. More details will be forthcoming.

Report By Poa President Gary Delagnes

President Gary Delagnes spoke to the Board about the recent District elections. Gary thanked all the officers from Northern, Tenderloin and Southern Station who were willing to spend their own time campaigning for the candidates that best represent the goals and ideals of our association. Special recognition was given to Representative Tim Flaherty, Co. E, for his hard work in rounding-up several officers at Northern Station who spent several hours handing door-hangers for candidates Doug Chan and Rob Black. Great job.

The Executive Board is in the process of selecting a Negotiation Committee for the upcoming contract talks with the City. The POA expects the contract talks to begin somewhere around the middle of January. 2007.

The 4% retention pay for 30-year veterans was supposed to have been heard by supervisors on the Government Audit and Oversight Committee on Monday, November 13 but was continued because of the timing of the "foot patrol" controversy." The Board of Supervisors will discuss this issue in the near future.

President Delagnes talked about upcoming meetings with the Executive Board members regarding internal issues for the upcoming year, budgetary issues and ballot issues for the upcoming year. Those meetings will take place sometime around the latter part of December.

Report By Steve Johnson

Steve spoke to the Board about the department's proposed Early Intervention System (EIS). Chief Heather Fong is attempting to institute a new system to "track" officers, and to identify officers who might be "at risk." This new system, which incorporates OCC complaints, MCD complaints, officer pursuits, officer-involved accidents, the number of times that an officer charges a suspect with 148 and 243 PC, among other indicators, is scheduled to go "on-line" in January of 2007. Steve Johnson, John Tennant, along with all the Executive Board members, assured the Board of Directors that we intend to fight the flawed aspects of the proposed policy. Much more information regarding this issue is forthcoming.

Financial Requests

A motion was made by Walsh, seconded by Martin, to donate \$5,000 to the Hearts and Heros, provided that the POA will nominate the member of the SFPD to be honored by that organization. On voice vote, the motion passed unanimously.

A motion was made by Rosko, second by Halloran to donate \$1,000 to "Youth Day at the Movies." On voice vote, the motion passed with just one dissenting vote.

A motion was made by Walsh, second by Nevin to pay off the balance on the loan of the POA president's automobile (approx. \$11,000) and donate the car to SFPD Chaplain Father Healy, and to replace the president's vehicle with a newer leased vehicle. Following discussion, the motion passed on voice vote.

A \$1,000.00 was donated to Senator Leland Yee. \$2,000.00 was donated to Congresswoman Loretta Sanchez.

Adjournment

The meeting was adjourned at 1600 hours.

Respectfully submitted,
Chris Breen,
Sergeant-At-Arms

The San Francisco Police Officers Association

POA JOURNAL

(USPS #882 320)

MANAGING EDITOR

Ray Shine

SPORTS EDITOR

Nick Shihadeh

WEBMASTER

Jason Hui

PUBLISHED MONTHLY \$10 PER YEAR

OFFICIAL PUBLICATION OF

THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

800 BRYANT ST., 2nd FL., SAN FRANCISCO, CA 94103

(415) 861-5060

www.sfpoa.org

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Co. F	Patrick Burke, Peter Dacret	RETIRED	Ray Allen

ASSOCIATION OFFICE: (415) 861-5060

ADDRESS ALL CORRESPONDENCE TO: Editor, *POA Journal*, 800 Bryant St., 2nd Floor, San Francisco, CA 94103. No responsibility whatever is assumed by the *POA Journal* and/or the San Francisco Police Officers Association for unsolicited material.

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

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

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

ADVERTISING: Contact Michael Popoff, Advertising Coordinator
(415) 515-1862 • sfpoa_ads@sbcglobal.net

POSTMASTER: Send address changes to *POA Journal*, 800 Bryant St., 2nd FL., San Francisco 94103. Periodicals Postage Paid at San Francisco, CA.



POA Election Notice

For Station and Unit Representatives to the Board of Directors

At the December 13, 2006 POA General Membership Meeting, nominations will be accepted for the following offices:

Two Representatives to the Board of Directors
from the following units

- Co. A

Co. B

Co. C

Co. D

Co. E

Co. F

Co. G

Co. H

One Retired Member Representative to the Board of Directors

Note: Representative Offices are two-year terms.
- Co. I

Co. J

Co. K

TAC

Investigations Bureau

Administration Bureau

Narcotics Division

Airport Bureau

Nominations

As per Section 3, Article VI of the POA Bylaws, nominations for officers and representatives to serve on the Board of Directors shall occur at the December membership meeting. That meeting is scheduled for **Wednesday, December 13, 2006**. The meeting will be convened at the POA building in the Layne Amiot Meeting Room, 2nd Floor, 800 Bryant Street, at **1300 hours**.
As per Section 4, Article VI of the bylaws, nominations may be made from the floor at the December membership meeting. Although not specified in the bylaws, past nominations have been received in writing prior to the December meeting. Written nominations should be forwarded to the POA, attention General Election Committee. The bylaws do not require that a member be present at the December membership meeting in order to be nominated.

Election

As per Section 4, Article VI of the bylaws, the election shall commence at 0800 hours on the fourth Monday of January – which will be Monday, January 22, 2007 – and continue until 2400 hours on the second Friday in February – which will be Friday, February 9, 2007. Members shall cast his or her votes on ballots mailed to each member. Completed ballots must be received by the General Election Committee via US Mail.

Candidate Statements, Letters of Endorsement, and Photographs

Candidates may submit written statements, letters of endorsement, photographs, or other graphic for publication in the *POA Journal*. Any two or more candidates may submit material that identifies them as a slate of candidates, and request a layout of submitted materials that depicts them as a unified slate. Deadlines for submission of material directly related to the election are as follows:

- For publication in the *December Journal*, the deadline is **November 15, 2006**
- For publication in the *January Journal*, the deadline is **December 20, 2006**

Submit all material and layout requests to Editor Ray Shine at the POA. Editor Shine can also be contacted by email at journal@sfpoa.org. Editor Shine can be contacted by cell phone after obtaining the number from POA office staff.

POA Journal Deadlines

	Advertising	Editorial
January 2007	December 20	December 22
February 2007	January 19	January 22
March 2007	February 20	February 23

Calendar of Events

Mark your calendars for the following meetings and events by the POA and its friends and supporters. All dates and times are subject to last minute changes, so always contact the event coordinator to confirm dates and times. If you have an event you would like posted on our calendar, contact the editor at journal@sfpoa.org.

Regularly Scheduled Meetings or Events

Event	Location	Date & Time	Coordinator
Meeting, Veteran Police Officers Association	3255 Folsom, SF	Second Tues. of Every Month, 11:00 AM	Larry Barsetti (415) 566-5986 larry175@ix.netcom.com
Meeting, Widows & Orphans Aid Association	Ingleside Police Station, Community Rm	Second Tues. of Every Month, 2:00 PM	Mark Hurley (415) 681-3660
POA General Membership Meeting	POA Building	Third Wed. of Every Month, 1:00 PM	POA Office, (415) 861-5060
Meeting, Retired Employees of CCSF	Irish Cultural Center	Second Wed. of Every Month, 1:00 PM	Sara Johnson (415) 681-5949
Retiree Range Re-qualification	SFPD Pistol Range	First Fri. of each Month, 0730-1130	Range Staff (415) 587-2274

Specialty Scheduled Events

Charity Challenge Boxing –SFFD vs SFPD	Kezar Pavilion	Sun, Dec 3, 2006, (subject to change)	Jason Garden, Co. J (415) 345-7300
Foothill Fuzz Luncheon	Lou LaBonte's Italian Restaurant	Wed., December 6, 2006 11:00 AM 13460 Lincoln Way, Auburn,	Rene LaPrevotte 530.295.0946
Co. D Christmas Dinner Party	Sinbad's on the Wharf, Pier 2	Saturday, December 9, 2006, 6:00 PM	Officer Bell, Co. D
POA/SFPD Blood Drive	"Old" POA Building, 510 7th Street	Wed. December 13, 2006 11 AM – 8 PM	Mark Hawthorne (415) 553-1506
Co. K Christmas Dinner Party	The Olympic Club	Saturday, December 16, 2006, 6:00 PM	Joe Mayers (415) 553-1398
Retirement Dinner	Irish Cultural Center, 2700 45th Ave, SF	Friday January 12, 2007 6:00 PM	Wayne Smith 415.671.3100
Honoring Brian D'Arcy & Dave Fontana			
Benefit Reception	Don Ramon's Restaurant	Wednesday, January 17, 2007 6:00 PM	Corrado Petruzzella 415- 850-9742
Bernie Sullivan Relief Fund	225 11th St., SF		
6th Annual Guns & Hoses	San Francisco Tennis Club	Saturday April 28, 2007	Robin Matthews 415-553-1093
Charity Tennis Tournament	5th at Townsend, SF		

POA Board Adopts Revised Editorial Policy

At the November 15, 2006 General membership Meeting, the POA Board of Directors voted to adopt a revised and updated editorial policy for the *POA Journal* and POA web site. The change will become effective with the preparation and publishing of the December 2006 *POA Journal*.

A number of issues gave rise to the policy revision, including the POA's move into new media and internet publication, conflicts between paid advertisers and commentary submitted by members, and conflicts between the goals and objectives of this association and commentary by disgruntled members or members with opposing views.

While the new policy provides a venue for members to make commentary critical of the department or the POA, it also establishes more defined guidelines for the submission, layout, and printing of those commentaries.

— Ed.

Editorial Policy

(Effective December 2006)

The *POA Journal* and the POA web site (www.sfpoa.org) are the official publications of the San Francisco Police Officers Association and are published to express the policies, ideals, and accomplishments of the Association. The following provisions that are specific to the publication of the *POA Journal* shall also be applicable to publication of material on the POA web site to any extent that is practical. Publication of material in the *POA Journal* or on the POA web site does not necessarily include publication on or in both instruments of communication. Nor does the following editorial policy for the *POA Journal* preclude a different or contrary editorial policy for the POA web site.

Member Opinions and Commentary: Unsolicited Written Material

A member or group of members may submit **unsolicited written material** to the *POA Journal* that expresses his/her/their opinion(s) and concerns within the following limitations and guidelines:

- Such material must be addressed as a letter or mail using common salutations such as "Dear POA," "Editor," "SFPOA" "Dear POA Members" etc.
- Such material must be authored and signed by the member(s) making the submission. Anonymous submissions will not be published.
- Such material must be factually correct and presented in a respectful and civil manner.
- Such material can not be slanderous, unnecessarily inflammatory, sexist, racist, or otherwise offensive, nor can it be disparaging of any member or bring upon them unwarranted accusation or rebuke, either express or implied.
- Such material can be forwarded to the editor by electronic mail, US Mail, inter-departmental mail or other written communication, or delivered in person to the editor or to any person in the POA office.
- Upon receipt of such material, the editor shall cause it to be published in the next regular printing of the *POA Journal*, or in a future issue designated by the submitting member provided that the content complies with all the

provisions of this policy. Such material will not necessarily appear in more than one issue of the *POA Journal*.

- Such material will be published in a designated section that shall be clearly titled as "Letters to the Editor," "Letters to the *Journal*," "Mail" or other similar title indicating that the material included therein is the express opinion of the author(s) and not necessarily that of the SFPOA or any of its elected or appointed officers.
- Depending upon considerations of timeliness and space, the editor reserves the right to withhold publication of such material for as many as two issues. The editor also reserves the right to decline to publish material beyond a date wherein the context of the material is no longer timely.
- All such material is subject to editing for grammar and punctuation. Portions of a submission may be omitted for considerations of space so long as the general context of the material is not significantly diminished or altered.
- The editor may select portions of a submission to be highlighted in a common editorial manner such as pull quotes, sub-heads, or kickers.

Other Submitted Material

All other written, photographic, or graphic material must be:

- Specifically solicited by the editor;
- Or be unsolicited material that may be published at the discretion of the editor, and in accordance with other applicable sections of this editorial policy and Article XI, Section 8(e) of the by-laws.

Special Editorial Policy: POA Elections

The POA reserves the right to amend or create a separate and special policy for election material submitted to the *POA Journal* or the official POA web site by a nominated candidate for the POA Executive Board or Board of Directors. Any said special editorial policy shall be approved by, and can be amended by, the POA Election Committee. Any said special editorial policy shall apply only to the election designated by such policy. If no special policy is designated and announced by the Election Committee, then the general editorial policy applies to all submitted election material. Said special editorial policy shall be published with each election notice, and shall be particularly provided to each member who has been nominated for an office in said election.

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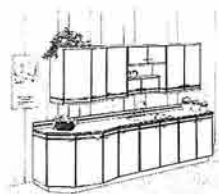


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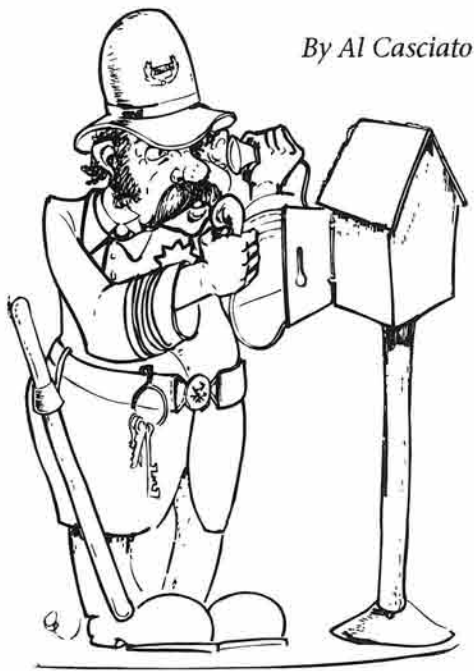
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AROUND THE DEPARTMENT



By Al Casciato

...Footbeats:

Footbeats are the big subject lately. But is it a new subject? Here is a brief outline gleaned from several sources which may or may not be accurate. – In 1921 the public and business community was very upset at the loss of their beat officers when the Department began utilizing officers in “new fangled” radio cars – 1943 saw a hue and cry to bring beat officers back to “South of the Slot”; seems that the Department was down 230 officers as a result of WW2 – In 1975 City Hall politicians removed officers from beats and implemented rotation requirements so officers wouldn’t get too friendly with the community. These moves were as a result of the passage of the Safety Tier 1 charter amendments. Analysts claimed that beat officers wielded too much political influence from spending too many years in the same community. – The early 1980’s saw a massive hiring and a move for more beat officers. – Budget problems slowed hiring in the late 80’s and by the early 90’s beats were becoming a thing of the past as two minute response times were in vogue and there was even talk of laying off and furloughing officers to save money. – The late 90’s saw various strategies of Community Policing evolve into a cottage industry. – By ‘04 staffing shortages and budget problems again set the stage for a public debate about beats and toady we are right in the middle of it all.(again) – But the real question really is. **What is full staffing?** 1971 as per the Charter or 2500 to satisfy the demands from all the communities...

...Fire-Police Museum:

Inspector **Liane Corrales**, Juvenile, and **Paul Barry**, SFFD, are really carrying the ball to make a Fire-Police Museum a reality. As a member of their committee I can attest to their dedication. A museum would have great value not only for being able to see the items of the past but it would also provide a resource to study or history and capture our collective institutional memory. Researchers could study subjects such as “Beat Officers” and we could then select best practices rather than reinventing the wheel every few years...

...Juvenile Crime:

Not much news coverage about juvenile crime, but you can expect that to change soon since Juvenile

Hall is running at 180% of capacity.

The more vexing problem is how to deal with those 12 and under violent criminals. Should there be a facility to house them? Do we return them to parents who cannot control them? How do we protect the public from a 10 year old who likes to knock down little old ladies or the 8 and 10 year olds that walk into the sand box area of the park and brandish a butcher knife telling a mother with toddler that she better give them money or they’ll cut them?

...Birth:

Big celebrations at Vice Crimes as **Ray and Jean Callo** proudly announce the birth of their first child, a son. **Taylor Villanueva Callo**, 6lbs 9oz 18 ½ inches, arrived October 9, 2006 at 1523 hours at the Kaiser Hospital in Hayward. All are doing great. We wish them the very best...

...Thanks and Good Bye:

Longtime SFPD Executive Secretary, **Marita Spes**, Airport Bureau writes to say Thanks & Good Bye to all. Marita started her career 36 years ago on November 4, 2006 she worked her final watch as assistant to Deputy Chief **Mindy Pengel**. Excerpt from Marita’s e-mail “...Thank you for all your support and friendship. Be Safe and God Bless You!!!!!!!!!!!!”

Happy Retirement Marita we will miss you very much...

...Paperwork:

How many hours per year do you spend on paper work? An unofficial study at Park Station estimates that **the average officer spends about twelve working days a year** filling out forms and writing reports. In 1970’s beat officers had clerks who they could call and dictate their reports in order to stay out on the beat. I recently talked to **Nina Lipney** the clerk who was shot at Ingleside Station the night **Sgt. John Young** was killed. That night Nina was plugged in typing a dictated report when the attack took place. Shortly after that attack the clerks were moved to a “bullpen” in the record room. Needless to say the clerks slowly became history and the era of the handwritten report began...Isn’t there some technology out there that would allow us to dictate reports to a computer and have a clerk at the station clean them up and have them ready for a final edit upon returning from the field. Wouldn’t that save a lot of time and keep everyone out on patrol...

...Happy Anniversary:

A big Happy Anniversary to retired **Sgt. Ray Crosat** and his lovely wife **Mary** who are celebrating their 60th wedding anniversary on December 5th. Their son also retired **Sgt. Bob Crosat** reports that mom and dad will celebrate with a 15 day cruise to Hawaii. Congrats Ray and Mary we wish you many more...

...Christmas Special:

The Central Station Floral fund has come up with a great “plush and squeezable” SFPD Toy Car that is very unique. The car makes a great stocking stuffer, desktop stress reducer or just plain great toy. The cars are selling for \$10 to SFPD members and are going quickly. To place an order call **Dwight Lee** at 415-315-2422 or drop by Central Station open 24-7 and see the Station Keeper. All proceeds go to the Central Station Floral Fund...

...Very Proud:

On November 18th, the California Narcotics Officers’ Association held its annual Awards dinner in conjunction with its training conference. At the dinner U.C. Irvine freshman **Lauren Miller**, 18, was awarded one of 4 \$1000 (one-thousand) scholarships. Lauren is the daughter of **Jim and Marla Miller**, Mission Station, very proud parents. Lauren also was awarded one of our own SFPOA scholarships last month. We wish her all the best and congratulate Jim and Marla...

...Pitcher of the Year:

The Carolina League Pitcher of the Year is **Chuck Lofgren**, son of **Chuck Lofgren**, Muni detail/Tactical. Young Chuck just completed his first year in the minors pitching for the Class A, Kinston Indian part of the Cleveland Indians Organization. His record was 17 wins–5 losses with an ERA of 2.32 in 139 innings pitched with 125 strikeouts and allowing just 5 home runs. Good chance we’ll see Chuck next July in the Futures Game which will be played in conjunction with the All-Star game at AT&T Park...

...Bernie Sullivan Family Fundraiser:

A fundraiser will be hosted at Don Ramon’s Restaurant in January to benefit **Melissa**, 20 and **Rory Sullivan**, 16, the children of recently deceased **Solo Bernie Sullivan**. Bernie’s untimely death at age 53 has left the children with many financial challenges resulting from the fact that as a single father there are no long term continuation retirement benefits. Rory will only

receive payments until his 18th birthday in 1 ½ years. Melissa at age 20 is considered an adult and is not eligible for any benefits. Bernie’s children need us. Please help. For more information contact **Corrado Petruzzella** at Co. K 415-553-1927...

...In Memoriam:

On November 2, 2006 we gathered at the Church of the Visitation to mourn the death of **Sgt. Phil Lee**, Ingleside Station. Phil was taken from us at the young age of 49 after battling cancer for over two years. The church overflowed with Phil’s history represented by his family, friends and co-workers. His wife SFPD retiree **Jennifer Lee** couldn’t stop looking at us from the front pew. Wearing her Hawaiian shirt I couldn’t get out of my mind that phone conversation a few days before Phil’s death she had told me about their great desire to go back to Hawaii. Well Jennifer will be going back to Hawaii with Phil’s spirit very soon. **Sgt. John Hagget**, Traffic Company, is putting together the trip for Jen and family. Contact John at 553-1927 if you wish to help...

...Take Time:

As we enter the Holiday Season take time to call all your loved ones, take time to contact your friends and most of all reach out to your family... Have a wonderful Holiday Season and New Year...

Announcements, notices or tidbits can be e-mailed to alfrmsf@aol.com, faxed to 552-5741, or mailed to **Around the Department**, 800 Bryant St., 2nd Floor, SF, CA 94103.

Benefit for the Bernard J. “Bernie” Sullivan Relief Fund

Established at The SFPCU #1365925 for Bernie’s children

Cocktail Reception & Drawing
Wednesday January 17, 2007 6:00 PM

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WIDOWS' AND ORPHANS' AID ASSOCIATION

PO Box 880034, San Francisco, CA 94188-0034 ♦ Established 1878 ♦ Telephone 415.681.3660

November 14, 2006

The regular meeting of the Widows' and Orphans' Aid Association of the San Francisco Police Department was called to order by President Mike Kemmitt at 2:05 PM in the conference room of Ingleside Station.

PLEDGE OF ALLEGIANCE: Led by President Mike Kemmitt.

ROLL CALL OF OFFICERS: Members present; President Mike Kemmitt, Treasurer Jim Sturken, Secretary Mark Hurley. Trustees Joe Garrity, Dave Fontana, John Centurioni, Fred Pardella and Matt Gardner. Vice President Rene LaPrevotte excused.

MINUTES OF THE OCTOBER MEETING: Motion by John Centurioni, seconded by Joe Garrity that the minutes be approved as published. Motion carried.

BILLS: Treasurer Sturken presented the usual bills.

COMMUNICATIONS: A \$100 donation made in memory of Edward "Ed-die" Johnston, by Tina Sankoff. (Former owner of the Gavel Saloon and a good friend to numerous Cops)

We Had Tiiree Deaths This Past Month:

EDWARD P. MARKEY, 86 years.

Ed was born in San Francisco and grew up in the Haight. He attended Poly High School, and then served his country as a member of the Army Air Corps during WWII. Upon returning to San Francisco after the war, he was employed as an elevator mechanic before he entered the Police Academy in 1947. His first assignment was Co. K, Solo's. Eighteen years later he made Sergeant and worked Northern, Ingleside, Park and ended his career at Richmond Station in 1976. Most of Ed's career was spent on the bikes, and he was known as "Smilin' Ed". As he issued a moving violation he would just smile at the violator and get their signature and wish them a great day. Ed received several Captain's Comp's and two Silver Medals of Valor. One medal was for stopping three men who had just committed an armed robbery. Ed thought they were suspicious, and made the stop. A loaded shotgun was found in the trunk. Another medal was for the arrest of an armed robbery suspect who just robbed a liquor store. Ed was fired upon, returned fire, and had to disarm the suspect by force. Ed was awarded Heroic Policeman of the year in 1962.

EUGENE H. DEL CARLO, 85 years. Gene was born in San Francisco and grew up in the Excelsior. He attended

Balboa High School, and then served his country during WWII in the Navy. Upon his discharge, he returned home and attended City College and was also employed as a machinist before he entered the Police Academy in 1948. His first assignment was Ingleside, followed a year later by the "Big Lights" of Central. In 1964, he made Sergeant and was assigned back to Ingleside. A few months later he was back at Central. Ten years later, he made Lieutenant and was assigned to "The Big E." Gene retired in 1976. Gene was awarded several Captain's Camp's. He was presented with a Bronze Medal of Valor for his capture of an armed robbery suspect who had fatally wounded a security guard. He led a skillful investigation and interview that led to the arrest of his accomplices. Gene was a regular at the monthly meeting of the Veterans Police Officers Association. All his friends will miss his 6', 6" frame and his easy soft-spoken personality.

GEORGE W. GAMBLE, 84 years. George was born in Vancouver, British Columbia. He moved to San Francisco at a young age and grew up in the upper Haight. He attended Poly High, and was employed at the Hunters Point Naval Shipyard during World War II. He then was employed as a warehouseman before he entered the Police Academy in 1943. His first assignment was Richmond, followed by Mission, Central, Ingleside, Communications, Park, and then his last twelve years at Richmond. George retired in 1974. George received several Captain's Comp's. George's son, Mark, is currently assigned to the Honda's and carries on the family tradition of service to the city.

SUSPENSIONS: Pursuant to Article III, Section 4 of the Constitution (non-payment of dues for one year) Anthony Nelson. President Kemmitt ordered him stricken from the roles. Pursuant to Article III, Section 3 of the Constitution (non-payment of dues for six months) Ricardo Lopez.

REINSTATEMENT: Pursuant to Ar-

ticle III, Section 6 of the Constitution. Stephen D. Rist was reinstated to full membership after payment of past dues and interest.

REPORT OF TRUSTEES: Mr. Jerome, our Wells Fargo Senior Investment Counselor, gave his report. We had some money in a hedge fund that we held with Bank of America that is currently tied up in legal problems. However, we are getting interest on the money (\$6,100). Our account is up 2.4% for the past month, and 12.4% for the year. With gas prices down and more people getting back into the stock market after staying on the side lines, things are looking pretty good. We are remaining cautious about bonds. We are favoring international stocks. Diversification is our key. We are getting into alternative investments. 6.5%, domestic equities 31 %, international equities 16.5%, real estate 3.8% and bonds 41.5%, with 0.7%. This last month, after taking care of all our expenses, we made \$185,033.36.

NEW BUSINESS: First reading and nomination of Officers and Trustees for the coming year.

For President: Rene LaPrevotte; for Vice President, Dave Fontana; for Secretary, Mark Hurley. For Trustees: Matt Gardner and Mark McDonough. Joining members that ran last year. Treasurer Jim Sturken. Trustees Joe Garrity, John Centurioni and Fred Pardella. Jim Sturken made a motion that the nominations be closed. Seconded by Garrity. President Mike Kemmitt so ordered.

ADJOURNMENT: President Mike Kemmitt had a moment of silence for our deceased members and those serving our country in harms way. He set the next meeting for December 12, 2006 at 3PM (NOTE THE CHANGE A HOUR LATER). We will meet with Wells Fargo Bank at 5PM, that same evening. The meeting was adjourned at 3PM.

Fraternally,
Mark Hurley,
Secretary

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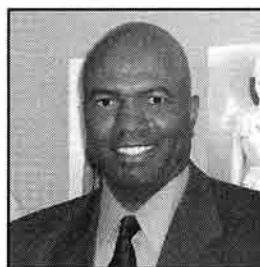
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Counterpoint

A Veteran's Primer for a Gratifying and Fulfilling Career in the San Francisco Police Department

The following letter deserves a place of prominence on the pages of the POA Journal. Intended to be a public rebuke of another member's sour opinion piece — which I reluctantly published in the November issue of the Journal — this letter is a virtual primer for any new officer to follow if he or she aspires to a gratifying and fulfilling career in the San Francisco Police Department.

In the summer of 1971, I anxiously reported for my first evening on patrol at Ingleside Station. Having just graduated from the police academy, I was eager to begin working the street and starting what was to become more than 32 years of service to the people of San Francisco.

I entered the locker room — more than an hour ahead of my time to report — found an available locker, and set about putting into it my spanking new uniforms and equipment. A short time later an old, weary day watch officer trudged up the stairs and opened a locker across from mine. It was the end of his shift on the Day Watch. He did not speak to me, or even acknowledge my presence. OK, I thought, I'm the new guy. It should probably be me, then, who makes the first overture of introduction. I turned, smiled, and extended my hand. I introduced myself and explained the obvious: I was one of the new guys reporting from the Academy. I can put his response in quotation marks, because I have never forgotten what he said.

"Why'd you take this f@#king job? This is the sh*ttest job in the world." He closed his locker and walked out, donning an old blue button-up sweater over his uniform shirt.

I rarely saw the old-timer after that, and never spoke to him again. I spent

two years at Co. H, and then was transferred to Northern Station. A few years later, I was sent to Traffic Company, Solos. I remained in Traffic for the rest of my career. I enjoyed a satisfying, eventful, and, at times, challenging career. I have always had great bosses, and worked with very fine people. This job has given me a comfortable life, with regular paychecks, generous benefits, and fond, life-long memories. Of course there were bad days, and certainly a few significant disappointments, but all in all I have never regretted taking the job in the first place, or staying with it for more than half my life.

As I read Officer Cohen's open letter to SFPD recruits last month, the Ingleside locker room incident immediately came to mind. I recalled how dispiriting that veteran officer's comments were to me as a raw, wide-eyed, proud rookie seeking to just fit in. I'm sure that Cohen's letter had a similar effect on the new officers of this day and time. I apologize to anyone who has taken Cohen's comments to heart because, for the most part, they are not true. I know Drew Cohen, and I do not believe that he really meant to sound so contemptuous or virulent — at least I hope he did not. I know that he is frustrated, and that he is exasperated, but that is no excuse. For my part, it was my editorial call to print his letter. It was more diatribe than commentary, and I ceded personal preference to the rights of POA membership. Such is the virtue of the First Amendment.

Fortunately as counter-point we have the letter printed here. In it, veteran Officer Peter McLaughlin of Central Station sums up well the more noble aspects of serving in the SFPD. I am proud to print this piece. — Ed.

Letter to the New SFPD Recruits:

Greetings, new recruits. Welcome to the San Francisco Police Department. In the November issue of the POA Journal, an article appeared by Officer Drew Cohen from the Support Services Division. Cohen, who on past occasions has described himself as a "Berkeley liberal," sends you all a very negative message about the department you are entering and the careers you are about to embark upon. I would add "whining" to his Berkeley liberal label. My message to you might seem like a mixed one and it comes after twenty-something years on the job. Congratulations to

form judgments based on what they observe. They also vote.

When I was fresh out of the Academy, my brother-in-law, a well respected veteran, explained the job to me this way: T.H. told me that people call the police when they have a problem; usually one they can't solve themselves. In other words, they're calling us for help. Sometimes there is no quick solution to their problem and sometimes there is.

Whether we can solve their problem or not, if we as cops show that we understand their plight and give our best effort to help that person,

trouble and still be a good cop is to become a fair cop. Most bad guys know if the officer is treating them fairly, even when they're sniveling and whining about being arrested. Apply the age old "Golden Rule"; treat everybody like you would want to be treated. You will not only maintain a clear conscience throughout your career but you will gain a reputation among your peers and people on the street as someone who is trustworthy and fair.

Some of the nicest people and the best police officers that I have known in my years in this department are also the hardest working. Conversely, the few that gripe and moan the most are the ones who do the least work. Funny how that works out.

Enjoy yourselves. Maybe get involved in some of the team sports. It's a good way to get your picture onto Nick's Notes in *The Journal*.

As for the POA, which was so maligned by Cohen, I don't agree with everything they do; especially in regard to supporting certain politicians in this town. I do believe that

they in turn will know that we are indeed doing our best and they will be grateful, or in T.H.'s words, "They'll feel like they're getting their money's worth out of us."

You as officers will never regret the effort you put forth to help people. Police work can be very stressful. Some of the most difficult times we might experience can be brought on by our own mistakes, which could result in disciplinary action.

Many of you will be in this job for the next three decades. If you bring a good attitude with you, good times will follow. Nobody can hurt your reputation but you.

Minimize those poor decisions by first of all knowing department policies and G.O.s; especially orders regarding the use of force.

The best way to steer clear of

they do have the best interest of the members in their minds, and I'm sure they are holding their noses as they endorse some of these politicians. Nothing's perfect.



A career begins.

you all. Only a small percentage of applicants make it through all of the testing and screening to reach the Police Academy. You've arrived.

This job has its share of negatives. Show me a line of work that doesn't. It also has a few members who will cozy up to the bosses and administration. Again, what workplace doesn't have those types who Cohen refers to as kiss-asses. Big deal!

The political climate in San Francisco has swung so far to the left over the last two decades that it feels like we are an island separate from the rest of California. So be it. Can't do a lot about that. Can't do much about the OCC and their sometimes-misguided views of the world as it relates to police work, or for that matter, the politically appointed Police Commission either.

What we all have control over though is how we conduct ourselves as police officers. Much of our performance as officers depends on how we interact with the public; because the public is important — they observe how we act and they

I don't know about the Catholic High School thing Cohen refers to. One thing I might have gained from attending Sacred Heart is the ability to lose graciously.

It is my opinion that the more San Francisco's leadership adopts the attitude where traditional moralities are scoffed at and moral relativism infiltrates the population of this city, then the more they will rely on the police to maintain order; although they might not want to admit it. I'm sure that we are considered by some of these elitists a necessary evil but the truth is, I believe, we are the cream that rises to the top.

Many of you will be in this job for the next three decades. If you bring a good attitude with you, good times will follow. Nobody can hurt your reputation but you.

Good luck to all of you. Stay safe and we'll see ya out there.

Peter McLaughlin
Central Station

Patrol Officers of the Month



COLLAGE BY SHERRI HICKS

By Ray Shine,
Editor

Seeking to acknowledge the hard work and dedication of San Francisco police officers, Police Chief Heather Fong established the San Francisco Police Department's Officer of the Month, a program that recognizes individuals who personify the admirable qualities common in all of San Francisco's finest.

The selection of a single officer, or team of officers, for this honor will prove to be an unenviable task. It will, after all, be very difficult to single out one or two officers from among so many, all of whom are as focused on their duty; every one as unassuming as the next; all as worthy and deserving.

The San Francisco Police Officers Association applauds Chief Fong and the Administration for recognizing the officers who proudly serve this city.

The Association also congratulates Sergeant Marina Chacon and Officer Nelson Ramos for being chosen as the December 2006 Officers of the Month. As with all such honorees, the selection of these Marina and Nelson serves to exemplify the strength of character, compassion, and commitment to community that is embodied in all of the men and women of the SFPD.

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Counsel's Corner

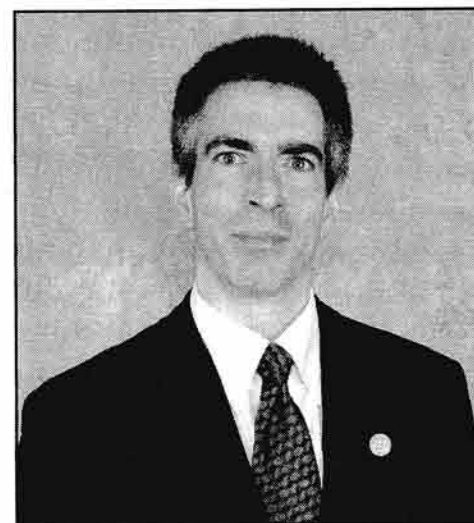
Honored to Serve Both the San Francisco and San Jose Police Officers' Associations

By John Tennant,
SFPOA Counsel

This is the first opportunity I've officially had to address what many of you already know: As of November 1st, both the San Francisco and San Jose Police Officers' Associations have elected to have me serve as their general counsel per a resource-sharing agreement between the two unions. It is difficult to find words adequate to express how humbled and honored I am to serve the rank-and-file members of the two finest POAs I have known, as those members' chief legal counsel.

When SFPOA President Gary Delagnes first approached me earlier this year about the possibility of working with the men and women of the SFPD, the thought thrilled me but came accompanied by a daunting challenge — given my fierce devotion to the men and women of the SJPD, was there a way I might serve both POAs? After much thought, the leaders of both the SFPOA and the SJPOA and I devised a plan whereby I would split my time 50/50 between the two organizations, and, they, in turn would share equally the costs associated with my salary and other items of legal support (e.g., legal publications, secretarial support, etc.) The leaders of both POAs proved to be visionaries in constructing an arrangement that essentially amounts to an alliance between the SFPOA and SJPOA, as we fight together for better wages, benefits, and working conditions.

Under the resource-sharing agreement, the two unions can share the oftentimes exorbitant costs of contract negotiations, e.g., expert witnesses on comparability, accountants' appraisals of the cities' financial conditions, actuarial cost estimates of retirement benefit improvements, etc. And as the wage/benefit levels for the police



SFPOA Counsel John Tennant

officers of the two largest cities in the Bay Area have a direct impact on each other, the wisdom of sharing these costs amounts to an unmatched level of solidarity between the two flagship POAs of Northern California. I really do view this arrangement as being far less about me than about a powerful alliance between two police unions who understand the importance of solidarity.

I give a solemn pledge to every member of both the SFPOA and SJPOA that I will work tirelessly to advance your cause, to ensure that you and your families have equitable wages and benefits, to safeguard your rights in the workplace; in sum, to do everything in my power to afford you the dignity that your noble profession deserves. Please know that somebody out there "has got your back," just as you protect the citizens of San Francisco and San Jose.

I wish you and your families a blessed and restful holiday season, and I look forward to meeting together with you the challenges and opportunities of the coming New Year. United in solidarity, we will meet the future with confidence and strength.

"Roll the Unions On . . ."

Feinstein Endorses Change in Social Security Benefits for Public Service Employees

By Rene LaPrevotte
Retired SFPD

A friend of mine, Pat Keenan, wrote to both of our Senators (Barbara Boxer and Dianne Feinstein) to encourage them to work for repeal of those unfair rules for Social Security applied to public employees. The letter reprinted below is Feinstein's response. Boxer's was also positive.

Please send these lawmakers messages encouraging them on this issue. They need to hear how important this is to us.

November 9, 2006
Miss Patricia Keenan
San Mateo, California

Dear Miss Keenan:

Thank you for writing to me regarding the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) provisions currently mandated under Title II of the Social Security Act. I very much appreciate hearing your views.

I agree that the Federal Government should not discourage people from pursuing careers in public service. That is why I have reintroduced the Social Security Fairness

Act (S. 619) in the 109th Congress. By eliminating the WEP and GPO provisions of the Social Security Act, this bill will allow government pensioners the chance to earn the same 90 percent to which non-government pension recipients are entitled, rather than the unfair 40 percent of earnings that they receive under current law.

Under current law, public employees, whose salaries are often lower than those in the private sector, find that they are penalized and held to a different standard when it comes to retirement benefits. I will do all I can to address this inequity. The unfair reduction in such benefits makes it more difficult to recruit teachers, police officers, and fire fighters.

Again, thank you for bringing your concerns to my attention. Please know that I will work hard along with my colleagues to get this important legislation passed. If you have any further questions,

Please do not hesitate to call my Washington, D.C. staff at (202) 224-3841.

Sincerely yours,
Dianne Feinstein
United States Senator
<http://feinstein.senate.gov>

Vice President's Message

Plain Speaking

The following is a copy of the text from my address before the Police Commission on Wednesday November 1, 2006 whereat I challenged our esteemed commissioners regarding their stated belief that police officers are "public employees who must sometimes kill people." — KM

"Good evening Commissioners. My name is Kevin Martin, and I am the vice-president of the San Francisco Police Officers Association.

To refer to San Francisco Police Officers, in part, as "public employees who kill people" is very disturbing, and incredibly irresponsible at best. There is a keen fundamental distinction between taking one's life and killing someone — namely the criminal element of malice aforethought. To my knowledge, no San Francisco Police Officer has ever been charged for the crime of murder while in the course and scope of his or her duties.

comments is more maddening and disappointing than the comments themselves.

I would now like to speak of Sergeant Phil Lee.

Sergeant Phil Lee was a twenty-three year veteran of this department who passed away this weekend after a valiant battle against cancer. Phil dedicated almost half of his life to the San Francisco Police Department and the citizens of San Francisco. During his accomplished career, Phil never killed anyone, nor did he ever take one's life. On the contrary, Phil was an elite member of the department's Hostage/Crisis Negotiation Team. I had the honor and privilege to work with Phil on some occasions and on those occasions Phil used his skills and talents to save lives. At this time I would ask all to please stand and honor Phil with a moment of silence."

As soon as I made my comments,

took the comments "out of context" to enflame our members.

Really? Believe me, no comments were taken out of context but were taken in the spirit they were delivered.

After I finished, Treasurer Halloran made a statement of his own. Shortly thereafter, Marty left to attend the wake of retired Lt. Del Carlo, father of Narcotics/vice officer Eddie Del Carlo and I left to attend the wake of Sgt. Phil Lee.

I think the men and women of this department deserve better. Do you feel the same, or am I just on an island of pipedreams? Please let me know if you think I'm way off base or was my request valid.

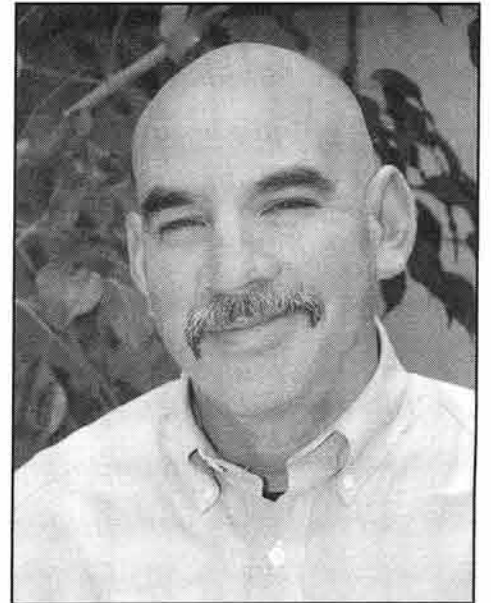
Special Thanks

Special thanks to two outstanding members of our department, Sergeant Marina Chacon and Officer Nelson Ramos Jr. Both officers came to the aid of a Tenderloin family whose 12-year-old daughter was afflicted and eventually succumbed to the illness of spinal meningitis. Marina and Nelson took it upon themselves to start a fundraising drive to help pay for the funeral expenses the family could not afford. News of their efforts spread quickly around the department, and soon thousands of dollars were collected from our members as well as generous members of the public who heard of the family's plight.

The response to this family's need was so great that the family was able to move out of their Tenderloin apartment and into a house! My sincere thanks to all officers and members of the community who contributed to this family's need.

The family told Nelson and Marina that their daughters' dream was to become a nun so she could help people. As it turned out, the young girl was buried in an area where she was surrounded by deceased nuns. Now the young girl rests in peace in the heavens surrounded by nuns and angels, a most fitting tribute.

I would also like to thank the members of Mission Station who made the monthly visit to U.C.S.F. for



SFPOA Vice President Kevin Martin

the special children's visit. I am very grateful to Captain John Goldberg, Officers Priscilla Espinoza, Mike Dis-kin, Angel Rodriguez, and Lynn Riley. Please forgive me if I did not list any member who also attended. I am going by the list of names sent to me from the station.

No police officer relishes the thought of having to take a life. Police Officers clearly save and preserve more lives that they are forced to take.

We who wear the star have such a unique calling that at any given time we can be called upon to save or preserve a life, or to take a life. The prospect of taking a human life is not an easy one, but certainly one of the realities of our profession.

However, when we are forced by another's actions to take one's life, we exhaust all means possible before taking such action. No police officer relishes the thought of having to take a life. Police Officers clearly save and preserve more lives that they are forced to take. Funny how you never seem to comment on the outstanding efforts of those police officers who have acted selflessly to save the lives of others. I guess it's not politically correct to do so in this town, nor does it fit into your agenda.

Only the silence of those who are supposed to lead, protect, and stand up for us against such disparaging

President Louise Renne started banging her gavel denying my request and saying that the police commission meeting would end in his memory. I stated that was nice but the commission has stood in honor before when several months ago the commission and members of the command staff except for retired Commander Puccinelli stood in honor of those killed by police bullets. Again, my request was rebuked except for POA treasurer Marty Halloran, Steve Johnson and POA general counsel John Tennant. I guess it's easier for some to stand eagerly to dishonor police officers than it is to honor them. What kind of message is that for our members?

Steve Johnson later asked for an apology for such putrid comments but of course he was denied. Later, the two offending commissioners in an *Examiner* news article dismissed the need to apologize and one stated that the POA

News of their efforts spread quickly around the department, and soon thousands of dollars were collected from our members as well as generous members of the public who heard of the family's plight.

I close my article by thanking our members for all the outstanding work they do day in and day out. May God bless you and yours and if you have a moment, please remember Sgt. Phil Lee. I will never hesitate to stand in memory of any fallen or deceased member of this department or this association. I trust you would not hesitate to do the same.

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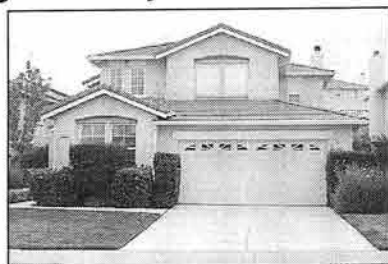
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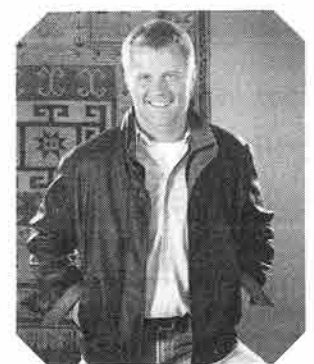
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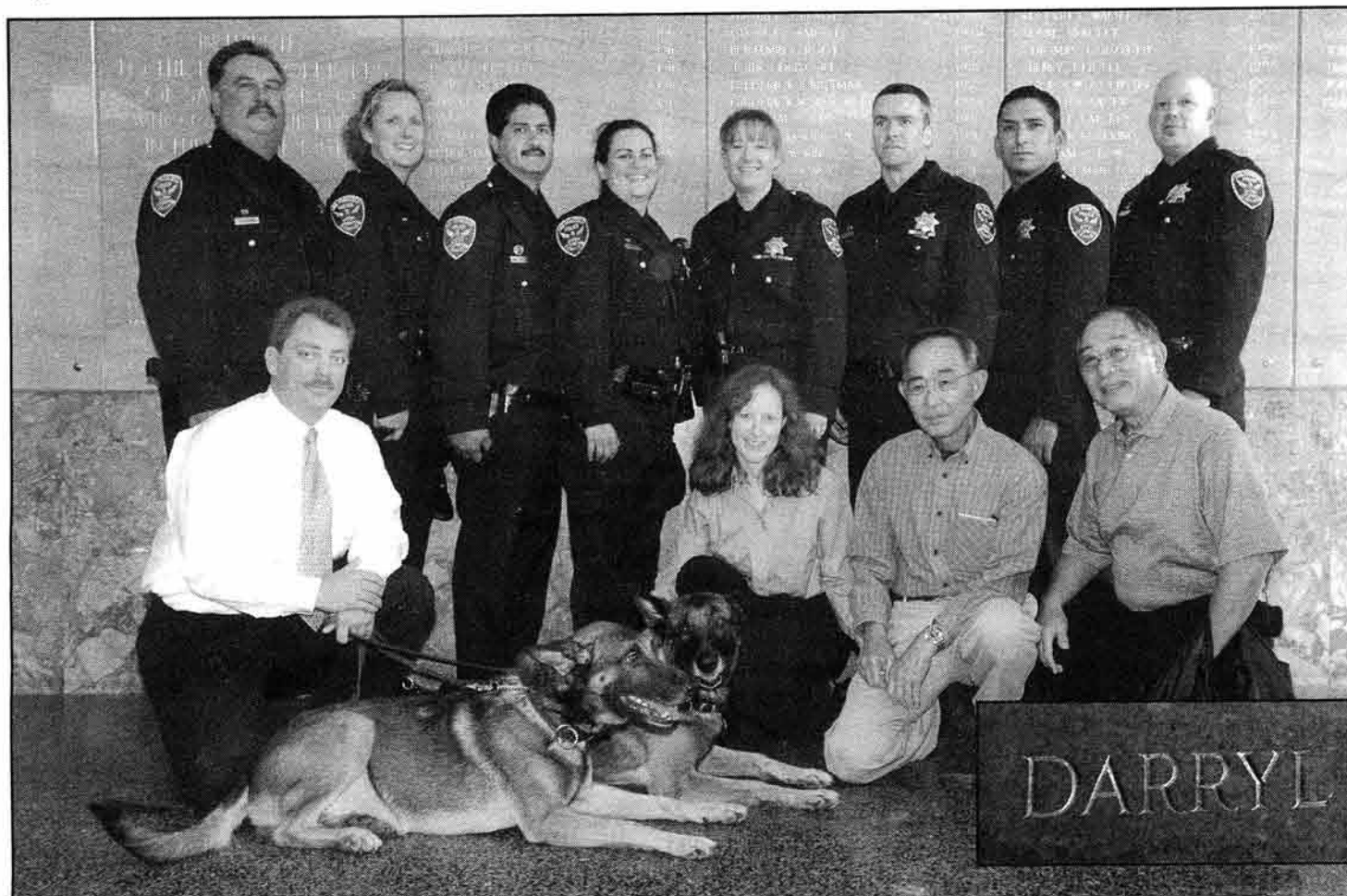
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SFPD K-9 Unit poses in front of the Wall of Honor at the Hall of Justice after the name of Darryl Tsujimoto was added to the honoerd roll. In the photo are Darryl's family members as well as his two dogs. Sergeant Tsujimoto died during a training exercise on May 1, 2006.

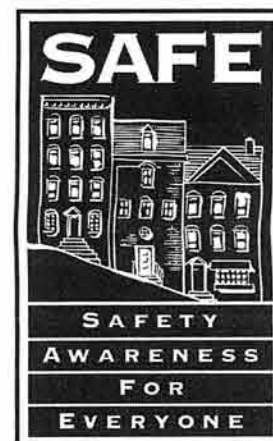
PHOTO BY SHERRI HICKS

Just in time for the Holidays!

SAFE is hosting a Sports Memorabilia Sale & Fundraiser

Need a perfect gift for the ultimate sports fan for the Holidays???

SAVE the Dates!!! On Tuesday, December 12th and Wednesday, December 13th, SAFE will be hosting a Sports Memorabilia Sale from 8:30 a.m. to 5:00 p.m., at the SAFE Office located in the Hall of Justice, Room 135. There will be many items available for all types of sports: baseball, football, tennis, golf and cycling - from signed pictures to other memorable items - featuring Barry Bonds, Joe Montana, Lance Armstrong, Tiger Woods, and more! All proceeds will benefit SAFE in our efforts to continue crime prevention education and public safety services citywide. For more information, call the SAFE Office at (415) 553-1984.



- Prevent identity theft by only carrying the cash and credit cards you will need.
- Avoid pick-pocketing by being alert in crowded shopping areas or on public transportation.

SAFE Promotes Safety Tips during the Holidays

It's that time of year again for SAFE to start its Holiday Safety Campaign! The holidays are a time to enjoy festivities and celebrate with friends and family. Most people do not think about safety or crime prevention during this cheerful season. Consider this: many criminals use the holidays to conduct illegal activities, such as robbery, burglary, pick-pocketing and auto break-ins, knowing that there is more opportunity to take advantage of potential victims. Some general safety tips for yourself, your family and your property:

Personal Safety:

- If shopping after dark, take a friend. Park in well-lighted & well-traveled areas.
- Be Alert! Look confident, walk with a purpose.
- Avoid overloading yourself with packages.
- Lock the doors of your car, whether driving or parked.
- Keep keys in your hand when walking to your car or home.
- Be aware of your surroundings and anyone approaching you or your vehicle.

Property Safety:

- Keep all doors and windows locked.
- Gifts and valuables should be kept out of sight and away from windows.
- If you are traveling, ask a neighbor to watch your house.
- If you have an alarm system, use it!
- Put timers on different lights throughout the interior and exterior of the house.
- Have newspapers, mail and deliveries held or picked up by someone you trust.
- Do not publicize that you will be out of town for the holidays on your answering machine or to others whom you don't know.
- Do not leave anything visible in your car; if you put items in your trunk, move your car to a different location.

For more safety tips, visit www.sfsafe.org or call our office at (415) 673-SAFE.

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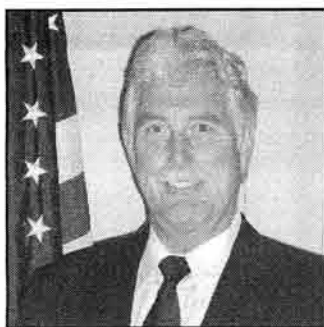
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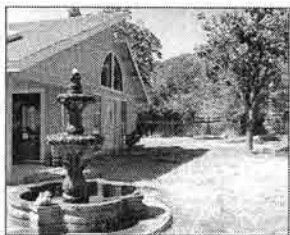
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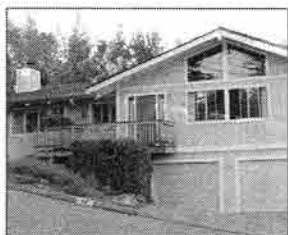
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Past POA Presidents Endorse Tom Harrison For Retirement Board

As past Presidents and current enthusiastic supporters of the San Francisco Police Officers Association, we have been reluctant to second guess the actions of successor administrations.

However, because a recent endorsement for a seat on the city Retirement Board may go a long way towards jeopardizing significant interest San Francisco's police officers have in the administration of the Retirement System, we feel compelled to speak out.

The Retirement System is governed by a Board made up of seven members, Three members are appointed by the Mayor, one by the Board of Supervisors and three are elected by city employees. The three city employee representatives have had a great deal to do with the preservation and growth of the System's fund, the maintenance and improvement of our retirement and related benefits, and in assuring disability retirement issues are fairly determined.

The Police Officers Association has worked hard in the past to have a seat on the Retirement Board. So have the firefighters. Because both have been largely successful, the POA and Firefighters Local 798 have generally had two of the three city employee seats, as is the case now. We have been able to do this, despite the fact that together we represent less than 15% of the members of Retirement System, in significant part because almost all of the other city employee unions have supported our candidates. They have done so in large part because they recognize our particular interest in seeing to it injured and disabled police officers and firefighters receive the representation and benefits they need.

This year, those city employee unions that have always supported our candidates for the Retirement Board, including The Laborers' Union, Local 261, Bay Area Union Labor Party, The Deputy Sheriffs' Association, The Transport Workers Union, Local 250A, The Plumbers' Union, Local 38, The Electricians, Union, Local 6, The Stationery Engineers Union, Local 39, The Teamsters' Union Locals 350 & 853, The Painter's Union, The Carpenters' Union, The Operating Engineers' Union, Local 3, The Roofer's Union, The Plasterers and Cement Mason's Union, The Glaziers Union, Local 718, The Theatrical Worker's Union, The ILWU, Local 6, the Hod Carriers' Union, Local 36, and others requested that Firefighters Local 798 and the POA support their candidate, Tom Harrison, for the third seat on the Board. Local 798 endorsed Harrison, but the POA Board of Directors refused.

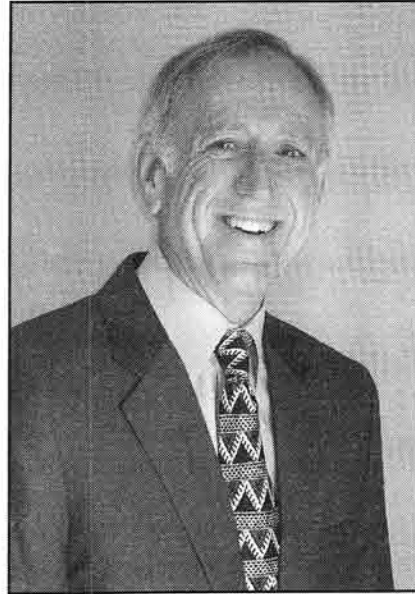
Harrison is eminently qualified, having been the chairman of the S. F. Labor Council's Public Employee Committee for the past several years. At the same time, the candidate endorsed by the Board of Directors, Herb Meiberger, who is the incumbent, not only is being opposed by the city employee unions listed above, but in addition is not being supported by his own union, SEIU, which recently rejected him by voting "no endorsement." The firefighter on the Retirement Board, Joe Driscoll, is supporting Harrison because Meiberger has been so difficult to work with on the Board and your own representative, Al Casciato, opposes Meiberger for the same reason; as well as for his passive support of anti-safety forces within the miscellaneous ranks who have worked to block additional benefits for safety officers and other city employees.

It seems to us this endorsement should have been a "no-brainer". There is no sound reason for opposing the candidate that the city employee unions that have always supported our candidates for the Retirement Board have selected to represent them. We urge you to vote for Tom Harrison to mitigate the damage that could be caused by this ill-advised endorsement. Doing so may help us continue to have the support we need from other city employee unions when we seek their support to retain a seat for the POA on the Retirement Board.

Al Triguero & Al Casciato

SFPOA Endorses

Herb Meiberger, CFA For San Francisco Retirement Board Experience * Proven Results * Integrity



Herb Meiberger is endorsed by the SFPOA

My qualifications are:

- Incumbent retirement board commissioner since 1992
- Cal Berkeley – MBA Finance (*GO BEARS!*)
- Investment Instructor at San Francisco State University
- 20 years' experience managing and monitoring investments to increase your pension fund
- Chartered financial analyst (CFA)* certification

*The Institute of Chartered Financial Analysts tests, regulates, and sets ethical standards for professional money managers.

WE WANT HERB!

Partial list of endorsements:

- * The Retired Employees of the City and County of San Francisco
- * San Francisco Police Officers' Association
- * IFPTE Local 21
- * International Association of Machinists
- * Local Lodge 1414
- * Peter Ashe
- * Mike Hebel
- * Nancy Gin
- * Jean Thomas
- * Ed Walsh
- * Claire Zvanski
- * and many others

Stay informed:

Visit my website: www.meiberger.com



Photo courtesy of Insp. Matt Perez

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Catastrophic Illness Program Need's Hours

The S.F.P.D. Catastrophic Illness Program currently has six recipients with possibly two new recipients to be approved soon. The San Francisco Department of Health is the approving authority for all recipients of the program. In order to be approved by the Department of Health, the applicant must have a "life-threatening illness or injury".

Two of our members are in need of time and have been going without a paycheck or with a paycheck that is very short due to lack of time. Even a minimum donation of eight hours can help these folks out and if we can get a lot of eight-hour donations, this can lead to a full check.

Catastrophic Illness Program – Employee :

(Donations to the below recipients should be made on form F2006b - Catastrophically Ill Employee. Recipients in this program may receive SP or VA time and the citywide pool is always in need of time:

- #000939 Sgt. Mel Cardenas (Co. B)
- #001181 Confidential (S.F.P.D.)
- #001219 Civ. Kay Trimble (Hit & Run) Currently needs time

Catastrophic Illness Program – Family Member:

(Donations to the below recipients should be made on form F2006a - Catastrophically Ill Family Member. Recipients in this program – family member; may receive donations of vacation time only:

- #001154 Sgt. Susan Reed (Airport) Currently needs time

Looking for a last minute Tax Write-Off for 2006?

By Robin Matthews
BALEAF Treasurer

Are you starting to look around for some last minute tax write-offs for 2006? How about a tax-deductible donation to the Bay Area Law Enforcement Assistance Fund (BALEAF)? BALEAF provides support to law enforcement families who have had members killed in the line of duty, have been seriously injured, or have experienced a catastrophic event. What better way to honor a family member or friend who are no longer with us than by making a donation in their memory to BALEAF, which will ensure that other officers and their families can also be assisted in their time of need.

100% of your donations go directly towards assisting law enforcement officers and their families. The Board of Directors of BALEAF continue their commitment of paying for any operating expenses that may occur so that all money donated to BALEAF can go directly to those in need.

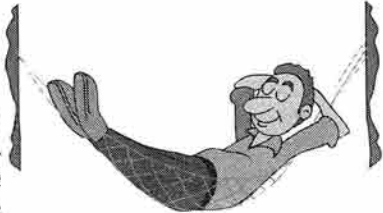
To make a donation, please write your check to BALEAF and send to P.O. Box 31764, San Francisco, CA 94131. For additional information or copies of our brochure, please phone 415-837-0875 and one will be sent to you. You can also obtain information about BALEAF on our website at www.baleaf.org.


Thank you, stay safe, and have a wonderful holiday.

Retirement

The San Francisco Police Officers' Association congratulates the following POA member on his recent retirement from the SFPD. He will be difficult to replace, as he takes with him decades of experience and job knowledge.

Inspector Lynn Smoot #535 from the Fraud Detail





Steve Shanahan reports that word of POA President Gary Delagnes' beverage preference and reluctance to meet with certain SF elected officials has apparently circled the globe. In this shot, an Afghan police advisor dons one of the infamous t-shirts that appeared after President Delagnes scoffed at the notion that he would enjoy a diet Pepsi with Supervisor Chris Daly. The shirts were not POA produced or approved, but rumor has it that translation into Farsi will appear shortly.

PHOTO BY JAMES SPEROS

Announcing the 9th installment of the
Foothill Fuzz Luncheon

When: Wednesday: Dec 6th, 2006

Where: Lou LaBonte's Italian Restaurant
13460 Lincoln Way
Auburn, Calif (At Foresthill off ramp)

Time: Attitude Adjustment @ 11:00
Lunch @ 12:30

After a brief Summer hiatus, we are again meeting for lunch, libations and lies in the Gold Country.


Please RSVP Rene LaPrevotte at:
(530) 295-0946 or rlaprevotte@comcast.net


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I was sitting in the mortuary staring at Dad, my best friend. A steady stream of people kept arriving at his casket. I heard a commotion and turned to see an army of Hell's Angels. They reverently approached Dad then came to my Mother, sister, and me. The president introduced himself, as did all the rest. They expressed their admiration for Dad and their respect. Dad often spoke of the Angels and his respect for their brotherhood. The President grabbed my hand and whispered "If we find them first, you'll see them hanging from the telephone poles on Castro Street." Their presence meant more to me than any politicians'. It confirmed the kind of cop he was.

Respect all people and stay safe.

Bob Brodnik
Cell: 415.320.0628
Office: 415.295.8161
Email: bobbrodnik@kw.com
750 Lindaro St., Suite 200, San Rafael, CA 94901





Retirement Dinner
(Roast)

for
Officers Brian D'Arcy & Dave Fontana

Friday January 12th, 2007
Irish Culture Center
2700 45th Ave.
San Francisco, Ca. 94116

6pm Cocktails (no Host)
7pm Dinner & Wine


Dinner choice Salmon Chicken
Pomodoro New York Steak

\$50/active members
\$40/retirees
\$40/guest

For more information & reservations

Tac/Hondas Sgt. Smith.....	671-3100
Co. A Sgt. Vince Catanzaro	315-2400
Co. B Off. Kevin Martin	553-1373
Co. C Off. Don West.....	671-2300
Co. D Sgt. Mark Solomon	558-5400
Co. E Sgt. Dan Linehan	641-3400
Co. F Off. Bob Ford.....	242-3000
Co J Sgt. Gerry D'Arcy.....	345-7300
Narcotics Lt. Harry Pearson	970-3000
Solo Lt. Bob Armanino	553-1245

Sorry no tickets at the door



Gala Celebration

Kiss My Assets (KMA) Investment Club Celebrates Its \$500,000 Portfolio

By Mike Hebel, Club Member

On October 3, 2006 the Kiss My Assets (KMA) Investment Club members met, with their spouses/partners, at the Basque Cultural Center in South San Francisco to commemorate and applaud another milestone. Its portfolio had just exceeded \$531,000 in value. It was a joyous prosperity dinner.

The 28 partners, active and retired SFPD members, toasted each other for having the patience and endurance to remain together since December 1996. The club is now in its 10th year. It was formed with the three "E's" as its foundation – education, entertainment, and enrichment – and over the years, this is exactly what the Club has done. It has diligently studied stocks, equity trusts, and mutual funds, invested wisely – stayed the course – and celebrated each \$100,000 advance.

Like most clubs and individual investors, KMA saw its portfolio erode during the dot com crash of 2000 – 2002. Its portfolio reached an all time high (\$296,000) in April 2000; thereafter, it declined to \$206,000 in October of 2001. Then it began its climb to its present value, currently exceeding \$545,000.

KMA meets the first Tuesday of each month at noon at the Police Officers' Association Board Room. At its typical



monthly meeting, the Club will review its equity portfolio, its partners' capital accounts, and any significant events affecting its holdings. Partners review and present reports on individual stocks and mutual funds – both those presently owned and those under consideration. Buy and sell decisions are then made.

The partners are already making plans for their \$600,000 and \$750,000 celebrations. A very special gala for its first million-dollar portfolio is under active consideration. The partners are committed to remain with the Club for the long term.

Top Ten Holdings

Harley Davidson	8.13%
Wells Fargo Bank	6.66%
Bank of America	5.14%
Franklin Resources	4.95%
Johnson and Johnson	4.89%
Cisco Systems	4.07%
Sysco Corp	3.89%
Home Depot	3.72%
Pepsico Inc	3.71%
Pfizer	3.51%

Investment Process

The KMA Investment Club is affiliated with the National Association of Investors Corp. (NAIC) – a national educational organization of over

20,000 US investment clubs. The Club invests monthly, reinvests all dividends, looks primarily for growth companies that are "best of the breed", and seeks a broad diversification of industries and company sizes.

The Club relies on Value Line, Standard and Poor's, and Morning Star for its research.

Also, members subscribe to the *Wall Street Journal*, *Barron's*, *Money Magazine*, *Kiplinger's Personal Finance Magazine*, *Forbes*, *Fortune*, and the NAIC monthly publication *Better Investing*.

The Club is looking for companies

Michael Griffin
George Gulbengay
Michael Hebel
Herman Jones
Rachel Karp
Janet Lacampagne
Leroy Lindo, Treasurer
Carolyn Lucas, Secretary
Rose Melendez
Antonio Parra
Holly Pera
Joseph Reilly, Vice-President
Sid Sakurai
Mark Solomon
Farrell Suslow, President
Glenn Sylvester
John Syme
Joseph Toomey
Julie Yee

Kiss My Assets Investment Club remains optimistic that the Dow Jones Industrial Average (DJI) will hit new continuing highs in 2006 and may very well cross the 13,000 boundary by mid-2007.

with strong and growing revenues, earnings, and dividends. It is also concerned about price. At its best, KMA buys good to great companies at fair to good prices.

Like many investment clubs, KMA struggles with "when to sell." It continues to refine its sell discipline.

Kiss My Assets Investment Club remains optimistic that the Dow Jones Industrial Average (DJI) will hit new continuing highs in 2006 and may very well cross the 13,000 boundary by mid-2007. It believes that the S&P 500 and NASDAQ will make strong and impressive single digit gains in both 2006 and 2007, but no record highs for NASDAQ.

KMA Investment Club's Partners

Michael Brady
Dennis Callaghan
Eric Caracciolo
Matthew Castagnola
Sally DeHaven
Colleen Fatooh
Neville Gittens
Alexis Goldner
Michael Gonzales



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Second Annual POA Sports Hall of Fame Induction Dinner

The second annual POA Sports Hall of Fame Banquet was held on Friday, November 10, 2006 at the Italian-American Athletic Club on Stockton Street. A large crowd of inductees, family and friends filled the large banquet hall to honor some of the finest athletes ever to play for the SFPD. POA President Gary Delagnes emceed the event.

Shown on these pages are a few photos of the event, and a short recap of each inductee's athletic accomplishments. –Ed.

TIM DEMPSEY

- Attended Sacred Heart High School, class of '77
 - Captain of the soccer team
 - All League Honors last three years
 - League MVP senior year
 - (Inducted into Sacred Heart HS Hall of Fame in 2006)
- Attended City College of SF
 - Captain of the Soccer team
 - All Golden Gate Conference Honors
- Attended San Jose State University
 - Earned soccer scholarship
 - Played on team while they had a top. NCAA ranking
- Entered the SFPD in 1981
 - Played for Division I Soccer as starting "Sweeper" for 23 years
 - First year on team, helped earn their first-ever Gold Medal
 - Won several Gold, Silver, and Bronze medals in Police/Fire Games
 - Played Tight End/Special Teams for SF Police Centurions Football Team
 - Played intramural basketball for PBTF, earning numerous first place trophies

JOHN ANTON

- Attended Newark High School in Newark, California.
 - League MVP in both Junior and senior years.
 - High School All- American selection his senior year.
- Attended the University of San Francisco on a full scholarship
 - 4-year starter on the Don's soccer team.
 - All- West Coast Athletic Conference in his Junior and Senior years.
 - Member of the USF 1975 and 1976 NCAA national championship teams.
 - (Inducted into the USF Sports Hall of Fame in 1999)
- Member of the 1977 NCAA runner up at the National Championships.
- Member of the United States Olympic soccer team from 1977-79
- Played professional soccer for the San Jose earthquakes, the Oakland Stompers, the Edmonton Drillers, and the San Diego Sackers.
- Played professionally for 1 year in Norway.
- Coached at USF from 1985-1989
- Joined the SFPD in 1989
 - Was immediately drafted into the SFPD Soccer Club as both player and coach.
 - Amassed 17 Police Olympic medals
 - Won numerous other championships and awards.

KURT BRUNEMAN

- Attended St. Ignatius High School
 - Named to the 1976 All-WCAL team
 - Member of the 1976 WCAL Championship Basketball Team.
- Joined the SFPD
 - Drafted onto the SFPOA Basketball All-Star teams
 - Won numerous medals at the California Police Olympics
 - Member of a team that played in the World Police Games.
 - Named MVP of the SFPD Basketball League 5 times
- Member of the "Olympic Club" traveling team and was
 - Named Rookie of the Year in 1979
 - 3-time MVP of that Semi-Pro basketball team

GERALD D'ARCY

- Attended Riordan High School, class of 1972
 - Starred in both basketball and football.
 - First team All-League on offense and defense for the 1971 WCAL champion Riordan Football team
 - Was an all-WCAL selection in basketball
 - Named to the Riordan High School Sports Hall of Fame.
- Attended the University of Arizona
 - Played on the 1973 Pac-10 Championship Team.
- Entered the SFPD in 1981
 - Played basketball for the department all-star team for the next 17 years
 - Won numerous medals and championships throughout California.
 - An original member of the Centurion football team
 - An avid rugby player for 15 years
 - Served as Commissioner of the SFPD Basketball League for 5 years

BRIAN DELAHUNTY

- Attended Riordan High School
 - Played Varsity soccer for three years
 - Named All-WCAL three years
 - Led Riordan to 3 WCAL Championships and one CCS title
- Attended CCSF
 - Named to All Golden Gate Conference
- Played Major Division with the San Francisco Glens Soccer Club
- Played 10 years with the Glen Park Overlords in the San Francisco Soccer League.
- Entered the SFPD in 1982
 - Played for the SFPD soccer club 24 years
 - Won 17 Olympic Medals
 - Won numerous tournaments in Vancouver, Calgary, Edmonton, Portland, Seattle
 - He played for the Centurions for 4 years and was named MVP on two different occasions
 - Played basketball and softball in the department leagues since entering the department
 - Coaches the SFPD Soccer Club

SILVIA V. DAVID

- Balboa High School – Class of Spring 1971
- Graduate of SF State College (May 1976)
- Entered the SFPD 1977
 - Played on Park and Narcotics softball teams
 - Competed in 1978 Police Olympics winning 5 Gold and one Silver Medals in Track & Field events
 - Competed in the next 6 Police Olympics winning numerous medals in Track& Field
 - Was a member of the SFPD Women's team that dominated the 400-meter relay for six years
 - 3-time medal winner in Track & Field at the International Police Olympics
 - Amassed a total of 31 Police Olympic medals in her career

BOB DELTORRE

- Graduate of Riordan High School
 - Starred in football, baseball, and track & field
- Attended CCSF
 - Played football and competed in track & field
- Entered the SFPD
 - Played on the SFPD Flag Football team for 5 years, served as Captain for 2.
 - An original member and 6-year player/co-captain of the Centurions football team
 - Instrumental in a game at Kezar Stadium in 1982 defeating a champion LAPD team
 - Was co-founder and director of the police-fire football game that helped raise over \$60,000 for the Recreation Center for the Handicapped.
 - Competed in the SFPD basketball league for 23 years and was part of 2 championship teams.
 - Played in the department softball league for 32 years
 - Played on the SFPD All-Star softball team for 22 years
 - Amassed 12 Police Olympic medals for softball
 - Coached the police all-star team that won the first Isaac Espinoza Softball Tournament in 2005.
 - Won an additional 6 Police Olympic medals in discuss and javelin events
 - Finished 1st in the SFPD Iron Man competition in 1981
- Won a Handball Championship and competed in 26 Bobsled competitions representing the United States, winning a total of 4 medals

KEN FOSS

- Attended Balboa High School, Class of '51
 - Played Varsity Football
 - Tied the city High Hurdle record in Track & Field
- Attended San Jose State College
 - Played football and Track & Field
- Entered the SFPD in 1955
- Drafted into US Army that same year, later stationed in Germany
 - Played football for a US Army Team in Germany
 - Competed in All NATO Competition
 - Won Second Place in High Hurdles
- Discharged from Army, returned to SFPD
 - Competed in Police Olympics for many years in Swimming, Track & Field, and Marksmanship with pistol
 - Swam in several International Police Olympics
 - Awarded approximately 40 medals

MIKE LAWSON

- Has participated 31 years in SFPD sports
- SFPD Centurion Football Team: 1981-1986
- Was team Captain for 2 years
- Played SFPD Flag Football: 1975 -1981
- Co-Captain for 6 years
- 1975-1981 was Co-Director of Annual Charity Police/Fire Football Game
- Raised over \$60,000 for Special Olympics and Recreational Center for the Handicapped
- 23-year competitor in the SFPD Basketball League
- SFPD Softball: 1974 - 1994
- 1975 Mission Station Championship Team
- SFPD Boxing Team: 1982 California Police Olympics Silver Medal



Gary Delagnes (R) congratulates inductee Ken Foss (L), who flew in from Germany to accept his Hall of Fame honor.

MIKE DOWER

- Graduated from Riordan High School in 1961
 - Lettered 4 years as a varsity swimmer
- Graduated from SF State in 1966
 - 3 varsity letters in water polo, 4 varsity letters in swimming
- Entered the SFPD in 1967
 - From 1968-1994 competed in 15 Police Olympics amassing 60 swimming medals
 - Medaled in swimming at 2 International Police Olympics
 - A member of the first SFPD relay team to swim from the Farallon Islands to San Francisco in 1968
- Is a 40-year member of the South End Rowing Club
 - Has 25 Alcatraz and 25 Golden Gate Bridge swims
- Member of the first relay team to swim across Lake Tahoe,
- Has swam 5 times in the Hawaii Rough Water swim (3.5 mi)
- Has swam in 10 Donner Lake Opens
- Presently competing in the US Masters Swimming Program.
- In 2006 he was ranked 14th in the nation for his age group for the one-mile swim.

BOB FOLEY

- Graduated from St. Ignatius in 1968
 - Lettered in Track and Cross Country.
- Entered the SFPD in 1971
 - Won 12 Police Olympic medals in Weightlifting and Archery
 - Won a silver at the International Police Games in Austin, Texas
 - Rated among the top 5 archers in California law enforcement for many years

GARY LEMOS

- Attended Mission High School
- Played baseball in the city leagues until he enlisted in the Army in 1962
 - Played two years of 2nd Army Baseball for Aberdeen Proving Grounds in Maryland earning a try-out with the NY Mets
- Entered the SFPD in 1966
 - Played 28 years in the SFPD softball league
 - Played in 16 championship games winning 10
 - Played on the SFPD Pre-Olympic Law Enforcement Lake Tahoe Tournament, State championship team.
 - Played softball in every year of the Police Olympics winning 6 medals.
 - Recipient of the coveted SFPD Mike O'Brien award
 - Played with the department "Prince League" basketball team in the early 60's
 - Pitched on the department baseball team in the 70's
- After retirement, continued to play Senior's softball with the Redwood City Seniors

WARREN HAWES

- A 30-year veteran of the SFPD
- Played in the SFPD softball league for 30 years gaining the reputation as one of the finest hitters in the history of the league.
- Played for years as an "A" Division player for a variety of teams throughout the Bay Area.
- Member of the SFPOA All-Star Softball Team which won over 400 games
- Amassed 14 Police Olympic medals
- Named to numerous All-Star and All-Tournament teams

MARK HURLEY

- Attended Saint Ignatius High School & San Francisco City College
- Enlisted in the US Marine Corp in 1960
 - Set record as first Marine to complete the 50-mile swim test
 - Set record of ten and one half hours in the 50 Mile Run/Walk at Twenty Nine Palms
- Joined the SFPD in 1964
 - Winner of 22 Police Olympic Medals in Rowing/Crew
 - Top medal winner in 1979 - 3 Gold & 1 Silver medal
 - California Police Olympics Honor Medal – Rowing/Crew
 - International Police Olympics: Silver Medal in four man shell with cox.
 - LAPD vs. SFPD Crew/Rowing: 3 times from Catalina Island to Marina Dey Ray
 - SFPD winner of the 35-mile race
 - Long Distance Rowing Record: San Francisco to Sacramento with Officer Brian D'Arcy (100 miles in 43 and one half hours)
 - Cross Country: SFPD 10-man relay foot race from L.A. to San Francisco – 543 miles.
 - Softball: Played in SFPD league for Five years
 - Founding Member/President of the SF Police Athletic Club for 28 years

ROSS LAFLIN

- Attended Marina Jr. High, Lowell High School, and CCSF.
 - Lettered for three years in football at Lowell.
- Entered the SFPD in 1971
- Played in the SFPD softball league for 30 years
 - Won 5 Championships
 - Honored with the prestigious "Mike O'Brien" award in 1991
- Played on the SFPOA All-Star Softball Team for 30 years
 - Was part of those teams that won over 500 games, 45 tournaments, 14 Olympic Medals, and was named to numerous all-star teams during those years



The 2006 inductees are, front row, L to R: W. Hawes, A. McCann, B. Deltorre, T. Dempsey, S. David, J. Anton, B. Delahunty. Back Row L to R: B. Foley, B. Lorin, G. Lemos, M. Lawson., M. Hurley, Mrs. H. Kyle, K. Bruneman, K. Foss, D. Matisek, and G. D'Arcy. Not shown: R. Laflin and M. Dower.

HOWARD KYLE (Deceased)

- Joined the SFPD in 1958
- Member of the SFPD Bowling Team in the early 1970's
- Competed in swimming competitions throughout the U.S. and Canada from the 1970's through the year of 2000 earning countless Gold, Silver, and Bronze medals in many swimming competitions
- Competed at several International Police Olympics in many downhill skiing events Earned the First Place trophy and presented it to the S.F. Police Chief as a symbol of dedication to the Department

BRUCE LORIN

- Graduated from Lincoln High School in 1962
 - Lettered in basketball
- Enlisted in the Navy in 1962
- Joined the SFPD in 1971
 - Was a member of two championship basketball teams and 4 championship softball teams while playing in the department league
 - Competed in the California Police Olympics, Police/Fire Games, and the Far Western States Police/Fire games in softball, soccer, and golf
 - Earned 30 medals in these three events over the course of his career
 - An original member of the SFPD Flag Football Team
 - Member of the SFPD All-Star Softball Team through the 70's.
 - A founding member of the annual SFPOA Golf Tournament helping to raise 100's of thousands of dollars for charity
 - A proud member of the Loon's Nest Golf Club, twice winning club championships

DON MATISEK

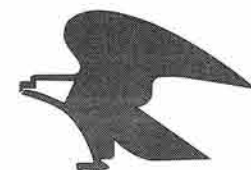
- Attended Lincoln High School
 - Played football for four years and swam on the swimming team
- Graduated from Dominican College with a degree of Bachelor of Arts
- Served the SFPD for 31 years
 - Competed in swimming at the California Police Olympics, The International Police Olympics, California Police & Fire Games, World Police & Fire Games, and The Western States Police & Fire Games
 - Swam mostly in the relays and backstroke and won over 125 medals, many of which were Gold
 - Swam in Canada, Australia, Sweden, and in the U.S.A. at Honolulu, San Diego, Las Vegas, Reno, Salt Lake City, Memphis, Birmingham, Sacramento, Stockton, Washington D.C. and Colorado Springs.
 - Is most proud of swimming with friends, Ken Foss, Howard Kyle, and Frank Petuya, winning the world record in 1989 in the Medley Relay at Vancouver Canada in the World Police/Fire Games
 - With his friends, defended and kept the record for over 12 years
- Now retired, he intends to compete in swimming in 2007 at Mesa Arizona in the Western States Police & Fire Games and at Adelaide, Australia in the World Police & Fire Games

AL McCANN

- Attended Washington High School
 - Starred in Football, Baseball, and Wrestling
 - Named All-City in all three sports
- Attended San Francisco State University
 - Lettered in both Football and baseball
- Entered the SFPD in 1973
 - Starred on the flag football team as a linebacker
 - Played for the Centurion football team where he played linebacker for several years and was instrumental in handing the LAPD their first football defeat ever at Kezar Stadium in 1982, making a key interception to seal the victory
 - Named the Defensive MVP of the Centurions in 1986.
 - One of the best handball players in the history of the SFPD winning over 15 Handball medals at the California Police Olympics
 - Played for over 20 years with the SFPD All-Star Softball team
 - Was a major part of a team that won over 14 Olympic softball medals, won over 40 police tournaments, and won over 400 games in that 20 year span
 - Made numerous all- tournament teams in those years and was quite simply the best softball hitter I have ever seen



POA MAIL



Journal Mailbox

The letters printed here are unsolicited, and are received as US, inter-departmental, or electronic mail. Mail may be addressed to the editor, the POA, the membership as a whole, or to individual or groups of individual members. Copies of letters sent to other persons, publications, or web sites may also be reprinted here if they were forwarded by the author, or by the recipient member of the POA. The content of each is the opinion, sentiment, or commentary of the author.

Thank You

Dear Gary —

President John Vannucci, and the below noted members of the San Francisco Veteran Police Officers Association, thank you and the membership of the San Francisco Police Officers Association for your generosity and gesture of brotherhood. The purchase of two tables at the Dante Benedetti 35th Annual Dinner in honor of Chief Tony Ribera and Commander Ray Canepa is deeply appreciated. It is the hope of all members of the San Francisco Veteran Police Officers Association that such generosity and brotherhood between both associations continues and deepens.

Fraternally yours,
Larry Barsetti
Secretary

Veteran Police Officers Association

Dear Mr. Delagnes —

On behalf of the Board of Directors, staff, and young clients of the San Francisco Court Appointed Special Advocate (SFCASA) Program, I would like to thank the San Francisco Police Officers Association for its generous gift of \$500. This gift will support SFCASA Program volunteer advocacy and mentorship services to San Francisco's abused and neglected children in foster care.

For the San Francisco Police Officers Association's commitment to helping SFCASA volunteers to continue their work for these children, to prevent their becoming lost in the court system, to expand opportunities for them, and to provide a consistent and caring adult presence in their lives, we gratefully thank you.

Very truly yours,
Caroline Fisher
Executive Director
CASA for Children

Marty [Halloran] —

On behalf of the members of the 203rd Recruit Class, please accept my sincere thanks for your support and assistance in our effort to commemorate our fallen friend and classmate, Officer Nick Birco. Upon learning of our intent, your enthusiastic support was remarkable. Not only did you arrange funding for the project, but you also ensured that the supplier was reimbursed in a convenient and

rapid manner.

The completed shadow box memorial will be presented to Bayview Station for permanent display, establishing a small tribute to Nick's memory and sacrifice. The eager support of you, the POA, and others in the department (notably Lt. John Feeney and Officer Eric Chiang) has made this bittersweet exercise an uplifting experience.

Thanks so much for your generous assistance, Marty.

John Crudo

Dear SFPOA—

On November 03, 2006 I received a Lifetime Achievement Award, which was presented to me in Los Angeles. I was the first recipient of this award since it was renamed in honor of Officer Charles Lazzareto, a Glendale Police Officer killed in the line of duty. His widow, AnnaMaria Lazzareto and their two children, Andrew and Mathew presented me the award.

I would like to take this opportunity to thank everyone involved who had a hand in recommending me for this prestigious award. I'm not sure if it was because of my accomplishments, or the fact that I hung around for as long as I did.

I would like to especially thank, Deputy Chief Greg Suhr, Captain Greg Corrales, Captain John Goldberg, POA President Gary Delagnes, Sgt. Mark Solomon, Insp. Marty Halloran and last but not least the one and only Officer Val Kirwan, who, as usual did all the planning and running around, and still was able to post the highest number of traffic citations for the month of October, what a guy.

I could never have achieved this award without being surrounded by San Francisco's Finest (you know who you are) and above all, by the love and support and understanding from my wife of 38 years, Diane, and my two children, Mike and Sharon. They were then and still are, always there for me.

So again, I say thank you to all for allowing me to have such a great career and enjoying everyday "on the job".

God Bless, Be Safe
Sgt. Nick Rubino (retired)

Dear POA —

Thank you so much for your generous gift of \$200, received on October 30, 2006, to benefit San Francisco SAFE, Inc. We have been providing crime prevention education and public safety services city-wide for over 30 years. Your financial contribution will be used to fund our "Kids & Cops" program. This program helps increase children's literacy and listening skills, educates them about crime prevention and public safety, and encourages positive relationships with the police. "Kids & Cops" addresses different safety concerns such as personal safety at home and on the street, bullying prevention, abduction prevention, emergency preparedness, conflict resolution and community building.

Please visit our website, www.sf-safe.org, for updates and information about SAFE's services and activities.

Sincerely,
Cindy Wandel
Executive Director
San Francisco SAFE

Dear Kevin [Martin] —

We just received your wonderful gift supporting San Francisco Suicide Prevention. All of us want you to know how touched and grateful we are. A gift like yours makes all the difference. Each dollar is a few more precious minutes of hope for someone you will never know. Another light beaming in the darkness.

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

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

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

To the POA —

My name is Jennifer Lee. My husband was Sgt. Phil Lee #1473 of Co. H. Phil passed away on October 29, 2006 after a two-year battle with head and neck cancer. I will spare you all of the details of his illness because many of you saw first hand the effect that cancer had on him. This is a letter of thank you to many people who made life more bearable in the past two years.

Captain Paul Chignell — Look up "leader" in the dictionary and you will see his face there. Paul has been remarkable as a Captain and a compassionate human being. He never stopped calling or visiting Phil throughout his illness. He is truly an amazing man who will always have a special place in my heart.

Lt. Lon Ramlan — Thank you for being there for us so many times! Your kindness and support were above and beyond.

Sgt. Rachael Karp — What can I say? Your visits, soups and calls meant a lot to both of us. Special hugs to your Mother also...since we know first hand about her cooking skills!

To Phil's Angels of Co. H (you know who you are!), the soups, cards and visits were so good for Phil. You never forgot him and I will never forget all of you. And to that special Angel — thank you for having the presence of mind for the Budweiser....believe me when I say that the night before he died, he enjoyed the sips I gave him. The smile on his face was priceless!

To the people at BSU — Sgt. Mary Dunnigan, Off. Ernie McNett and of course, my good friend Maggie Ortelle. Thank you for the endless support and for doing a very tough job.

To BALEAF — Thank you (Insp.

Robin Matthews) and all of you who were so generous to assist us in our time of need.

To all who donated to Phil through the Catastrophic Illness Program — Thank you all for keeping a second paycheck in our household. I retired from the SFPD in 2005, and the money is nice but it wouldn't be anywhere near sufficient for the medical bills, special medications, and many other things that arise when you have a major illness.

The funeral was just what Phil would have wanted. Well, there is one exception. He wanted to be buried in his precious 2002 Camaro SS. However, I didn't think even Holy Cross could have handled that request!

Father Tom Daly (Phil's cousin), Sister Lillian Repak (the Warrior Nun of SFPD) and Father Healey were so comforting in their words and actions.

Paul Chignell — again you are the best!

Big Jack Santos — I know that Phil was so proud to have you as a friend. They don't make men like you anymore. You are always in my heart.

Gerry D'Arcy your angelic voice was right from the heart.

Lt. John Carlin your bagpipes were just what Phil wanted. Go Irish!

And lastly, thank you to Kevin Martin and the rest of the SFPOA for handling the reception. That was a touching end to a beautiful service.

There are many others that I have not mentioned. You know who you are and I know who you are — your calls and support made all the difference to both Phil and I.

I hope I have properly expressed my deep gratitude to those of you who helped to make Phil's terminal illness more bearable. God Bless you all!

Sincerely,
Jennifer J. Lee

Dear Mr. Hebel —

I would like to thank you for your help and efforts in getting this case settled and bringing it to a conclusion. It has been a long process and I appreciate everything that you have done for me and Tom. I know you have a very full schedule and I appreciate and thank you for the time you have spent working with me and being there for me. It really means a lot to me and I will never forget it.

I love the San Francisco Police Department and all that they did for Tom and I. I will always think of the guys that worked with Tom as my guardian angels. They were all so good to me and Tom and all of them were there for our family when Tom was sick and when he passed away. I can never thank them enough for all that was done for us. My memories of the men and women at the San Francisco Police Department are some of the best that I will ever have.

Sincerely,
Cherel Mandelke

Dear POA —

Thank you very much for awarding me this scholarship money. This will definitely help to lessen the

money burden on my parents. It is greatly appreciated also because it will be put to great use in the furthering of my education. Just to let you all know, I am loving it here in New York, playing volleyball and enjoying my classes. Thank you once again!

Samantha O'Brien

Dear SFPOA —

Thank you so much for the \$500 scholarship. I will make sure to use it wisely and it is greatly appreciated.

Sincerely,
Matthew Taylor

Dear POA —

Thank you for your donation to the Kay Family memorial Fund. Words cannot express my appreciation for your overwhelming generosity.

The Kay Family

Dear SFPOA —

I wish to express sincere gratitude to the Honda Unit for the excellent job of escorting the funeral procession of my daughter Linda Ann Huddleston.

We are all extremely grateful.
Sincerely,
Mildred Huddleston and Family

I am not a killer

November 13, 2006

Police Commissioner President
Louise Renne
Police Commissioner
Theresa Sparks
Police Commissioner Petra DeJesus
Police Commissioner
David Campos
Police Commissioner Yvonne Lee
Police Commissioner Joe Veronese
Police Commissioner Joe Marshall

850 Bryant Street, Room 505
San Francisco, CA 94112

Dear Commissioners,

My name is Tessa Donati. I am a mother, a wife, a citizen, and a San Francisco Police Officer. I am not a killer. Commissioner Sparks stated unequivocally that you, as Police Commissioners, "... draw a distinction between a public employee who carries a gun and can kill people."

My job requires me to carry a gun, not only for my safety and defense, but that of the public. I was not hired or trained to "kill people." I am trained to use deadly force and I would appreciate if you drew that distinction. I am offended by your statement and find that it is *conduct unbecoming* of a San Francisco Police Commissioner.

This was not "an unfortunate choice of words." It was the truth as Commissioner Sparks sees it, "I don't see that there is anything to apologize about because I firmly believe that's a true statement...." It is your opinion that we are killers. As a Police Commissioner who sits in judgment of San Francisco Police Officers, I think it is an affront to the men and women of this department for such a depreciative charge.

The duty of being a police officer requires that we shoulder great responsibility. We are faced with situations that we do not wish for,

situations that are forced upon us, and we are forced to make decisions instantaneously. The situation we, as police officers, most wish *not* to be faced with is to have to take a life. We do not wake up and go to work thinking, "I am going to *kill* someone today." To the contrary, in the recesses of our minds, subconsciously we are thinking, "I hope today is *not* the day." We do not "...on occasion kill people." Members of our community make choices and put us in situations that have tragic consequences on all sides.

No, we are not gardeners, we are police officers sworn to an oath to protect and serve; however, we, at the end of the day, want to go home to our families. God rest Isaac Espinoza. He does not get to go home to his family.

As a Police Commissioners, you are charged with the duty of impartially hearing evidence in cases of discipline against police officers. Were I that officer that sat before you, I would have to wonder how impartial are you given your propensity for unfavorable opinions of police officers. How can there be trust between the police officers of this department and this Police Commission when it seems this Commission has nothing but contempt for police officers?

I am writing to remind you that we, San Francisco Police Officers, are human beings, not an army of killers. Every time you make a general statement about a San Francisco Police Officer, you are speaking about me.

Sincerely,
Tessa Donati
Taraval Police Station

Need \$500? Where Is Our ING Settlement?

Dear Editor,

In the October issue of the POA's *Journal*, I discussed the claims initiated by New Hampshire and New York, accusing ING of both skimming pension money and "buying" unions' endorsements. Well, they have settled. Prior to the deadline for our last *Journal*, *The Wall Street Journal* and *New York Times* reported a gigantic ING settlement and described the soft insurance regulatory landscape that ING's thrives in. ING will pay \$30 million to the teachers in a New York union — translating to an average of \$450 per teacher. In a New Hampshire settlement, ING will pay out \$2.75 million — translating to an average of \$550 per public employee. One could interpret the speed at which these investigations settled, as evidence that ING was fearful of a further and deeper investigation.

The New York and New Hampshire regulators stated that ING's shady practices were widespread throughout the nation. As an investor, these settlements should alert us to three issues: a) Did ING's violations occur within our deferred compensation plan, b) are we entitled to compensatory damages similar to the unions on the East Coast, and c) why are these settlements not being reported in our *Journal*. As union members we should look to the strength of our union to petition the San Francisco Retirement Board to contact both New York and New

Hampshire and inquire if we are invested in the same funds that are being skimmed there. By not disclosing these material settlements to our members and by taking no action, we are sending a clear message that it is acceptable to take advantage of our financial naivety.

A second problem discussed in *The Wall Street Journal* article (10/10/06) is how insurance companies, such as ING, operate outside of the Securities and Exchange Commission's purview where there is less regulatory oversight and the freedom to conceal fees:

"For retirement-plan investors, if their investments are in mutual funds, it is generally a simple matter to see the total expenses: The Securities and Exchange Commission requires that information be disclosed. The fee situation gets more complex when a retirement plan involves a group annuity. With these, there aren't specific federal requirements that investors be provided with information about total fees."

Because the average policeperson probably finds insurance policies and mutual funds complex, let me analogize with a simpler, real estate hypothetical. Suppose you wanted to purchase a house marketed by a Prudential Real Estate broker. After the deal closes, the Prudential broker informs you that he ran the transaction through the insurance end of Prudential — Prudential Insurance Company. You examine the final cost, and question the broker if his expenses are not greater than normal. You ask for a traditional, detailed escrow statement and the broker responds, "I don't have to provide you with an escrow statement, our insurance company handled the transaction. You actually purchased a house inside of an insurance policy, and insurance laws do not require an escrow statement." Would you not question this transaction?

ING, through their brokerage arm, markets mutual funds to the public. As in my real estate example, the ING mutual funds made available to us, are first packaged inside of an ING insurance policy? Why can we not invest in the mutual funds without the insurance paintjob? As *The Wall Street Journal* alludes to, could it be that ING, like other insurance companies, has attached an insurance policy to their mutual funds just to escape stricter SEC scrutiny and operate under the more lenient, less-attentive insurance regulators?

Do you need more evidence? If you read the ING Plan Overview or any of their fund prospectuses, you will learn that there is no cost for the insurance portion of our investment, but there is also no discussion how much we can receive in insurance benefits. Let's reword that: We are not being charged for an insurance policy, with unknown benefits, by an insurance company that just paid a \$30 million penalty for hiding fees. So why even have this "token" insurance policy? To circumvent SEC enforcement?

Over the history of our deferred comp plan, why have our investment choices been limited to this very small segment of the investment market- insurance products? How small is the insurance subset of the investment market? The entire market value of all "insurance-policy-packaged-mutual funds" is about same size as assets held in a single brokerage firm like *Charles*

Schwab. So, with an ocean of available mutual funds, why, for 25 years have we been confined to fish from this dinky, barely-policed pond of insurance products (Hartford, Aetna, ING)?

It would be a shame if our continued "POA endorsement" of ING blinds us to the possibility that ING has not been a trustworthy partner. Secondly, as investors we should question why a union employee zealously promotes: "Become a maximum contributor in deferred comp as soon as possible," but neglects to mention a \$30 million ING settlement. Let's utilize our union resources to maximize and protect our member's investments, and worry less about endorsing and sheltering ING.

Lou Barberini
Narcotics

Roth IRAs and 401Ks

Dear Editor —

"What you Should Know about Roth IRA as compared to 401K Contributions" failed to mention a most critical difference between the two, that is, 401K contributions are pre-tax while Roth contributions are post-tax.

In the hypothetical example given, in which Officer Rookie contemplates investing \$4,000 annually into either a Roth IRA or the deferred compensation plan in the same XYZ fund with the same return; the author fails to realize the \$4,000 dollars invested in the deferred compensation plan is pretax money and actually only costs the officer \$2600 at the assumed combined federal and state tax rate of 35%.

For example, if Officer Rookie's annual compensation is \$80,000, without any pretax deferred compensation deduction he would be taxed on \$80,000 which at the combined rate of 35% is \$28,000. On the other hand, with a pretax deferred compensation contribution of \$4,000, his taxable annual salary is reduced to \$76,000 with results in a combined tax bill of \$26,600 (76,000 times 35%). Therefore, by contributing to deferred compensation he reduced his tax bill by \$1,400 (28,000 minus 26,600). Or more accurately, his \$4,000 pretax contribution to the deferred compensation plan only cost him \$2,600 (4,000 minus 1,400). When Officer Rookie invests \$4,000 in a Roth IRA he gets no up-front tax benefit but, eventually can obtain all his principal plus accrued interest or dividends absolutely tax free.

In summary, when comparing the two plans, you must take into consideration what Officer Rookie does with the extra \$1,400 every year. Or an accurate comparison would be the difference between Officer Rookie investing either \$4,000 in deferred compensation or only \$2600 in a Roth IRA annually.

I do agree with Lou Barberini that you can contribute to both a Roth IRA and deferred compensation in the same year with some qualifications on the amount of your income. You should consult with a tax professional for advice to run accurate comparisons of each alternative.

James Barron
Retired SFPD

Christmas Drive for Our Troops

By Michael Nevin,
Southern Station

Mothers of Military Servicemembers (M.O.M.S.), the San Francisco Police Officers Association, and the Veteran POA (organized by Larry Barsetti) are sponsoring the third annual Troop Drive. This worthy event is organized to collect much-needed personal items that will be shipped to American service members.

M.O.M.S. was founded in 2003 by Constance Newton, the mother of a young soldier attached to the 173rd Airborne. M.O.M.S. has been honored for their heroic effort in organizing, packaging, and shipping donated items to the brave men and women of our Armed Forces. To date, they have shipped 50,000 lbs. of "Comforts from Home" to deployed troops abroad.

The POA is asking our members to join in this worthy effort. Your generous contribution will find its way to places like Iraq and Afghanistan. Please refer to the "M.O.M.S. Shopping List" below. **We will be presenting M.O.M.S. with our donated items on December 20th, 2006 at the "old" POA Building, 510 7th Street, San Francisco.**

Please contact Mike Nevin (Southern Swings) or Bill Roualdes (Southern Mids) at 553-1373 with questions or pick-up requests.

M.O.M.S. Shopping List for the Troops 2006

- Sunscreen and Hand Lotion (small 2-4 oz)
- Toothpaste (4-6 oz. sizes) & Tooth

- Brushes
- Deodorant (no gel)
- Cup of Noodles, Chips
- Small cans of soup or fruit (pull tops only)
- AT&T Phone Cards, Disposable Cameras
- AA & AAA Batteries
- Stationary & Pens,
- Odor eaters & Gold Bond Foot Powder (small)
- Cotton Socks (black & white) No Logos
- Scrunches for women (blk, brn & tan)
- Female Hygiene
- Powdered Drink Mixes
- Ground Coffee, Coffee Filters, Tea Bags, Cocoa mix
- Power Bars or Snack Bars
- Beef Jerky, Slim Jims, Crackers
- Recent Magazines & Paperback Books
- DVDs & CDs, Board Games (travel size)
- Frisbee, Nerf Football
- Baby Wipes or Wet Ones Toilet Paper, Q-Tips
- Boot Brushes (hard bristle), Pipe Cleaners
- Tubes of Lip Balm with Screw Caps
- Letters & Cards (unsealed envelopes)
- Donation Checks for Postage made to:
American Legion Post 21
(note MOMS in memo)
PO Box 809,
Geyserville, CA 95441
- Contact: MOMS@sonic.net or (707) 857-3431

1st Annual Women Leaders in Law Enforcement Conference

"Sharing Strategies for Success"

By Robin Matthews
BALEAF Treasurer

Burbank, CA — On November 9th, 2006, Lieutenant Lynette Hogue from Mission Station and I attended the 1st Annual Women Leaders in Law Enforcement Conference in Burbank, California. The California Police Chiefs Association, the California State Sheriffs' Association, the California Peace Officers' Association, and the California Highway Patrol hosted the one-day conference. The conference was open to sworn women and men, and to civilian law enforcement professionals committed to furthering women as leaders in law enforcement. The one-day event was a resounding success with well over 500 women and a few men in attendance from around the state.

Speakers at the event included: Los Angeles Chief of Police William Bratton; communications expert Fran Zone, founder of the Zone Method — a proven process for developing compelling leadership style and getting desired outcomes; and Ella Bully-Cummings, the Chief of Police for the Detroit Police Department. There were also three panels: discussing women in non-traditional assignments; discussing how to balance work and personal lives; and one on profiles of success.

The conference was very powerful and a number of wonderful contacts were made. Plans are already in motion for the conference to be held in Sacramento next year, and it is anticipated that the numbers in attendance will be even greater. A number of people from around the state had to be denied attending due to the event selling out early. I'll be sure and keep people apprised as to the date of next year's conference, and strongly recommend anyone that can attend to do so. I guarantee that you'll come away from it invigorated and prouder than ever to be a member of the law enforcement community.



The Bay Area Law Enforcement Assistance Fund (BALEAF) was the sponsor of the Keynote Luncheon by Chief Cummings. A table was provided to us where we were able to pass out information about BALEAF, as well as information on the International Association of Women Police (IAWP).

Join the International Association of Women Police

The International Association of Women Police (IAWP) was created in 1915. In the past century it has grown and evolved into a truly international organization dedicated to assisting women in criminal justice globally. In response to an ever-changing world, the IAWP mission and purpose has also evolved to meet these new and challenging times. The mission of the IAWP is to: "Strengthen, Unite and Raise the Profile of Women in Criminal Justice Internationally."

By joining IAWP, you will become a member of a fast-growing group of international law enforcement officers who strive to increase professionalism in criminal justice, further the utilization of women in law enforcement, and provide opportunities and forums for officers to meet and facilitate the sharing of problems, issues, changes in technology, leadership strategies, and to discuss ideas and work toward solutions.

Each year the IAWP hosts an Annual International Training Conference that provides excellent opportunities for professional police-related training, networking, mentoring, and development of friendships with officers and criminal justice professionals from around the world. Scholarships, Recognition and Officer of the Year Award programs are an integral part of the annual conferences and vital to furthering the mission of the IAWP.

We invite you to visit our website at www.iawp.org for more information on the history of IAWP, EEO issues, award categories, membership and scholarship programs, Speaker's Bureau, IAWP affiliate organizations, links to related websites, job opportunities and information on upcoming IAWP Annual International Training

Conferences. We also encourage police administrators, male officers, civilians, corporations and others employed in law enforcement-related professions to join the IAWP.

Contact JoAnn Acree, Treasurer, for an application. (678) 354-0435 or email: JoAnnAcree1@aol.com.

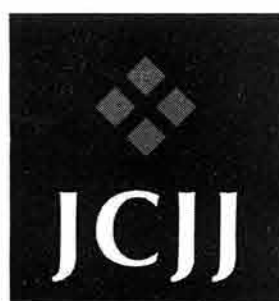
Assistance Requested For High School Senior

By Robin Matthews
EEO Unit

I have been contacted through the International Association of Women Police (IAWP) requesting assistance for a female high school student who attends Westmont High School in the Campbell/Saratoga area. This student has titled her senior project "Why I Feel It Is Important for Women to be Police Officers." Melanie Hodgkin is asking women police officers to answer the following four questions:

1. What you feel women have contributed to the Police Department?
2. How has your department changed since women have become police officers?
3. What are some of the challenges women have had to overcome?
4. Why you feel it is important that women are a part of the Police Department?

Any assistance that any woman officer of any rank can give to Melanie would be greatly appreciated. If anyone has any suggestions on articles or books that might be good for her to read, as well, would also be appreciated. Melanie can be contacted by email at debrakayhodgkin@comcast.net.



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Historical Perspective

Mandatory Foot Patrols

By Kevin Mullen
Retired

In light of the current brouhaha about mandatory police department foot patrols to combat increasing violent crime — much of which takes the form of drive-by shootings these days — it might be useful to remember that this is not the first time the subject has come up.

After several decades of moderate rates of criminal violence, crime in San Francisco, as measured by the homicide rate, began to ratchet upwards about 1910. Of major concern, not just in San Francisco but around the nation, was an unprecedented increase in armed robberies and robbery homicides.

Crime was generally a local matter and the foot beat officers knew everyone on their beats, including predatory criminals.

Prior to that time, foot patrolmen were reasonably effective in combating various types of street crime in America's walking cities. Crime was generally a local matter and the foot beat officers knew everyone on their beats, including predatory criminals.

There were problems to be sure. Isolated on their sometimes remote beats, the officers were often the victim of hoodlum assaults. That problem was addressed by the late nineteenth century introduction of telephone call box systems and horse-drawn patrol wagons which permitted an officer to call his station when in need, and summon reserve forces to assist him. Such innovations worked pretty well into the early decades of the twentieth century when crime began again to soar.

In reporting on national crime conditions at that point, the *Hearst Examiner* listed as one of the reasons for the crime wave, "The inability of the police to cope with the increasing use of high-powered automobiles for the escape of bandits, and a more general use of death dealing weapons." Sound familiar?

What the paper was reporting on was a profound change in the nature of predatory crime which has influenced the way police respond to criminal violence down to the present.

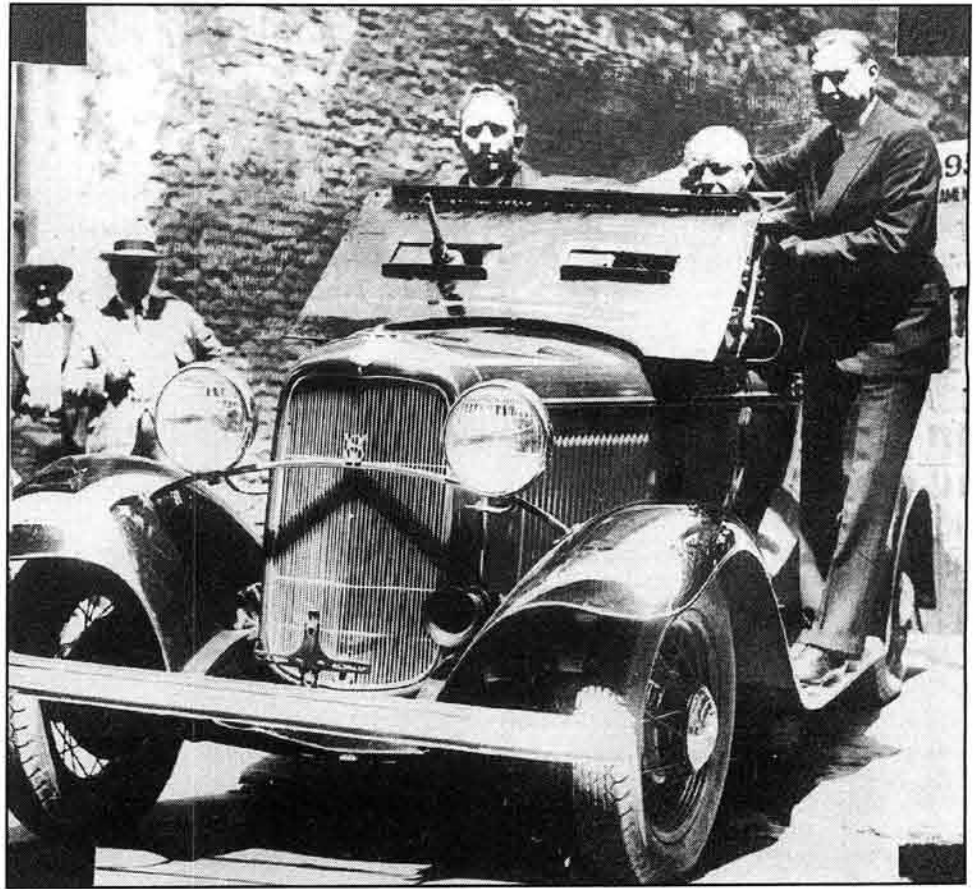
With the introduction and proliferation of individually owned automobiles, criminals obtained a heretofore unimagined mobility, allowing them to pull a robbery and be well on their way before officers, almost all of whom were on foot, even knew that a crime had been committed.

Police departments responded in the early decades of the twentieth century by equipping themselves with automobiles. But prior to the advent of radio communications, the vehicles were often positioned at station houses from which they were dispatched in response to calls for service, much like the patrol wagons that preceded them.

Depending as it did upon telephoned notification from the public that a crime was in progress, followed by a telephone call from police headquarters to a district station so that a car could be dispatched, the system was only marginally effective. The culprits could still be on their way before the police mobilized to respond.

In response to a 1919 crime wave, San Francisco Police Chief David White ordered a change. Instead of keeping the vehicles standing by in the stations, he ordered them out to proactively patrol the streets from sunset to sunrise. Next, the department established mobile "shotgun squads," teams of shotgun-armed detectives who prowled the city in automobiles on the watch for emerging problems with orders to keep in frequent telephone contact with their headquarters.

With the introduction of radio com-



The guy with the shotgun is Captain, later Chief, Michael Riordan. The man at the wheel is Department Secretary Arthur McQuaidey. Police Chief William Quinn is on the running board.

— the decline in emphasis on foot patrols.

As we now embrace "community policing," the current panacea for crime fighting, which revives the concept of the nineteenth-century foot patrolman as a day-to-day part of the community, this "militarization" of police departments in the 1920s is

officers dealt with them effectively.

In the current situation, there is a way to blend the various types of patrol in a way that best serves the needs of the public, but that should be an executive decision, best made by those who are familiar the various elements necessary to make a sound choice, and most certainly not in a politically charged legislative environment.

Retired Deputy Chief Kevin Mullen is the author of *The Toughest Gang in Town: Police Stories from Old San Francisco*. See also www.SanFrancisco-Homicide.com.

In the current situation, there is a way to blend the various types of patrol in a way that best serves the needs of the public, but that should be an executive decision, best made by those who are familiar the various elements necessary to make a sound choice

munications in the early 1930s, the radio patrol system, with radio cars dispatched from a central location in response to citizens' calls for help — generally the same system we have today — was pretty much in place.

Major declines in predatory street crime can be tracked almost perfectly against the successive introduction of improvements in vehicular patrol practices, and — correspondingly

seen as having gone down the wrong path.

That is all well and good. But it is useful to remember that the police departments in the 1920s were confronted with a very real problem of motorized robbery gangs against whom the "community policing" techniques then in vogue were ineffective, and it was only by going mobile and engaging the bandits directly that

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Modern Laser Eye Surgery: Safe and On-Target

By Alyson W. Jackson
Pacific Vision Center

Police officers have benefited from laser eye surgery for over a decade. Many report improved peripheral vision, better depth perception, and a piece of mind that comes from not having to worry about breaking glasses or losing a contact lens in a critical situation.

In fact, as technology advanced, laser vision correction became safer than contact lenses for most people. Army, navy, and air force recommend laser vision correction to the enlisted personnel. Air Force Warfighter Vision Correction Program went into effect in 2001 to get the servicemen off corrective lenses, to increase their readiness in the field and in the cockpit, to improve functioning in night vision goggles and chemical gear, and to minimize their risk under adverse conditions, such as direct combat for example.

"With modern laser vision correction we can help our patient see better than ever, with unprecedented safety and precision,"

"With modern laser vision correction we can help our patient see better than ever, with unprecedented safety and precision," says Dr. Ella Faktorovich, the leading vision correction surgeon in San Francisco and the medical director of the Pacific Vision Institute. "This is important to all patients, but is especially critical to those in high risk occupations who need great vision to make split-second decisions and function at the top of their game."

Dr. Faktorovich attributes the outstanding outcomes to three main advances in laser vision correction: improved screening, all-laser LASIK, and individualized wavefront vision map to guide the corneal reshaping for better day- and night-time vision.

Accurate Screening

If you need to wear glasses or contacts to see clearly, your cornea is either too curved (nearsightedness, or myopia), too flat (farsightedness, or hyperopia), or you may have astigmatism (cornea is oval). Often, you may have both – myopia and astigmatism or hyperopia and astigmatism. With laser vision correction, the surgeon will reshape your cornea so that it can focus the images normally, eliminating the need for glasses or contacts. To achieve an excellent result, your cornea has to be smooth, symmetric and thick enough to accommodate the correction.

Several innovative technologies evolved over the years to detect subtle

abnormalities in the cornea and help the surgeon determine if you are a candidate for laser vision correction.

The first is Optical Coherence Tomography (OCT). OCT is a miniature CT scan of your cornea that allows an extremely detailed view of your corneal layers — to make sure they are adequate for laser vision correction. Corneal thickness is measured in 25 different spots simultaneously, as opposed to just one with the older, ultrasound technology. With OCT, the doctor and you can be assured that the cornea looks normal. In fact, OCT was named one of the top medical innovations expected to improve healthcare in 2007.

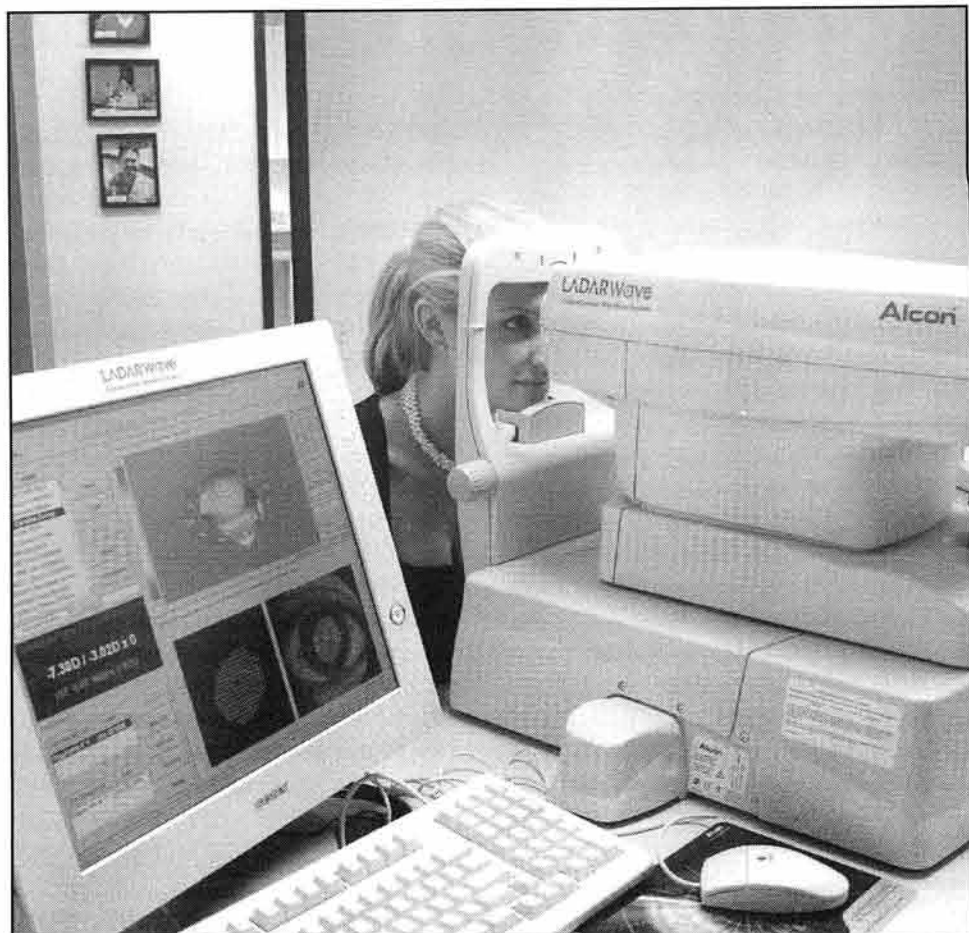
The second screening technology is Oculus Pentacam. Pentacam is the only instrument that allows the surgeon to measure and analyze the shape of the very center of the cornea — where most of the laser vision correction is performed. None of the other imaging technologies can directly measure the center of the cornea. They measure around the center and then extrapolate or guess what the measurements in the center should be. Pentacam measures the center directly. Imaging with Pentacam lasts two seconds and it analyzes over 25,000 different points on the cornea! It's truly incredible, considering that the entire cornea itself is the size of a dime.

The result? Incredibly accurate maps of the cornea, telling the surgeon if you are a candidate for laser vision correction and giving you a great opportunity for a fantastic outcome.

All-Laser LASIK

The LASIK procedure consists of two steps. During the first step, superficial corneal layer is raised to reveal the inner cornea. The inner cornea is then reshaped with a laser to remove nearsightedness, farsightedness, and astigmatism. Most people don't realize that in the original LASIK procedure, a surgical blade was used to raise the superficial corneal layers. Although the risk of complications with this method was low, it was not zero.

In 2004, Dr. Dean Edell reported on the more advanced and safer method of laser vision correction — All-Laser LASIK or IntraLASIK. With IntraLASIK, a surgeon uses a laser (IntraLase), instead of a blade, to raise the superficial corneal layers, thereby eliminating complications that were associated with the original LASIK. The laser is incredibly precise and predictable, with speed and accuracy unparalleled by any other device in vision correction. In fact, it is so safe, that IntraLASIK, rather than traditional LASIK is preferred in the active duty military personnel. More than a million procedures have been performed with IntraLase. Not only is the IntraLASIK safer than traditional LASIK, the correction is more precise, with better vision both day and night. The results comparing the traditional LASIK with the All-Laser LASIK have



Wavefront Custom Vision Map is used to guide the laser for better day- and night-time vision.

been published in major scientific eye journals and they, undeniably, support the safety and precision of IntraLASIK.

Wavefront Custom Vision Map

We all have unique imperfections in our vision that may prevent us from seeing great at dusk or at night. Laser vision correction took a giant leap forward when scientists joined your unique vision map to the laser beam that reshapes your cornea. The map guides the beam to erase your specific imperfections and improve your vision, especially at night. Glare and haloes, reported with older technology, have been reduced. Contrast sensitivity has been improved.

Military studies of snipers demonstrate improved target recognition, with and without the infrared devices. "With wavefront-guided procedures we're getting better quality of vision, better clarity, better night vision, and better contrast sensitivity than we did with previous laser eye surgeries," said Captain Steve Schallhorn, MD, director of refractive surgery at the Naval Medical Center, San Diego reporting on his findings at the 31st Annual American Society of Cataract and Refractive Surgery. His findings are confirmed by Marine Col. Mike Schupp, leader of Regimental Combat Team 1. "It's helping bring our men home because of the advantages it gives us to operate quickly and more effectively in a combat environment," said Col. Schupp. "It makes us better marksmen and better day and night fighters."

With such scientific advances to improve safety and accuracy, no wonder our SFPD officers have been taking advantage of the opportunity to see better. Over 50 officers had their vision corrected. "I have been thinking about getting laser for a while," says officer Ha Dien who recently had LASIK. "Finally, I decided to just do it. I am able to wear regular sunglasses, without prescription and without clip-ons. I was working in the rain a few days ago, and did not have to wipe my glasses of the rain drops blocking my vision. That was nice."

Officer Richard Ernst had his vision corrected over two years ago. He

recalls his reasons for getting LASIK. "It was obvious," Richard says, "that bad vision was an officer safety issue if I was at work. Not being able to see clearly, especially when working in the Potrero was not only dangerous, it was stupid. The possibility of waking up and being able to see across the room for the first time was very appealing, but was not worth the price of the surgery. However, my safety, my life, my partner's safety was definitely worth the price."

He waited, however, until the procedure improved. "I was concerned about having anyone take a knife to my eyes, which is how the standard procedure works. When I found out that there was a new procedure where a knife was no longer used to make the initial flap, I felt it was time to proceed."

"Within a couple of months of the surgery," Richard recalls, "I had to qualify at the range. Although I could see as well or better than I could with contacts, I was concerned how well I would shoot. In the end, I did as well, or perhaps better as I did with contacts. The big difference was that at no time when I was on the line, did my eye water from a dirty contact or did my vision blur because the contact moved off the centre of my eye (both of which had happened in the past at the range)."

Obviously if that could happen at the range, it could also happen in the streets. I really don't have to think about my vision being a problem now whether at work or at home. Although you only devote a small amount of time each day to putting in and taking out contacts or finding your glasses, it is just one less thing that I have to be concerned with. And with life becoming more complicated each day, every little bit helps."

Editor's note: The printing of this article in the POA Journal does not constitute either an endorsement of this procedure or a recommendation or referral by The San Francisco Police Officers Association. The opinions and statements expressed in this article are those of the author and the persons quoted by her. For more information, members should contact Alyson W. Jackson at (415) 922-9500 or info@pacificvision.org.

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Book Review

Robert Harris:

Historical Fiction At A Very High Level

A Review of three of Robert Harris's historical novels, including his recent release; *Imperium*

Reviewed by Dennis Bianchi

In addition to an interest in literature I have had a very serious attraction to Ancient History, particularly the stories of Rome, both as a republic and as an empire. I have been fortunate enough to have visited the city of Rome on several occasions in the past and each visit we find something we had not seen previously that prompts more research and reading. It has become obvious to me that Robert Harris has been very busy researching similar subjects, and then some.

In 2004 Harris released *Pompeii*, a great way to visit the last days of a Roman city before it was swallowed up by the eruption of Mount Vesuvius. In this well-researched story, Harris has produced much more than a historical thriller. Although we know the story will end with the eruption of Mount Vesuvius and the destruction of the surrounding cities, Harris has built suspense. He describes the mysterious disappearance of Exomnius, the former aquarius, (the title given to the person responsible for keeping the aqueducts in good order) and the attempts of the officials of Pompeii to prevent the new man, Attilius, from discovering the truth. This book also provides fascinating detail on the culture of ancient Rome, from the feasts in the sumptuous villas to the ingenious plumbing in the bath houses. It provides details on the aqueduct system, a marvel of Roman engineering. Each chapter is prefaced with an excerpt from a treatise on volcanoes that describes the causes of, and events occurring during, an eruption. Somehow this education becomes very entertaining and I found myself a fan of Harris.

My next Harris book was much older. In 1993 he released *Fatherland*, a musing about what might have happened if Hitler had won World War II. The action takes place in Berlin in 1964 and the United States President is about to visit. This President Kennedy is none other than Joseph Kennedy, the father of the man we know today

as the 35th President of the United States. The book was re-released in 2006 as a paperback, and may have been released to respond to the buzz of what took place in 2005: In Germany the sixtieth anniversary of Hitler's death was heralded by a controversial new film, *Der Untergang*, which was

Of course, if you have read political-police thrillers such as Gorky Park, you know there will be nothing routine about this investigation. This corpse's identity is none other than Doctor Josef Buhler, one of the earliest Nazi party members and former state secretary in the General Government, the

how a tyrant would build an empire, if allowed to do so. Which leads us to Harris's most recent release; *Imperium: A Novel of Ancient Rome*.

A few years ago author Anthony Everitt wrote a best-selling biography of the man who may have been Rome's greatest politician, Cicero. Everitt is a university professor and the book reads as though written by such a person. In other words, it's not a casual read. An excellent read, but definitely not a book one takes on vacation. Harris, on the other hand, takes a very important part of the young, aspiring Cicero's life and makes it fun. It is not a full-fledged biography as the story stops just as Cicero reaches what was then known as Imperium, or the level of power given only to but few of Rome's republic leaders. The story is told by Cicero's slave/secretary, Tiro. Tiro was a real person who, as the book relates, invented a short-hand method of taking notes which was not just new for the era, but becomes a valuable asset in the book.

The book has two major trials; the first has Cicero taking on Gaius Verres, a corrupt governor of Sicily who seemingly had absolutely no scruples. As a villain Verres comes in second only to the outrageously violent Lucius Sergius Catilina, the subject of the second trial, who attempted a coup that Cicero exposed in one of his many brilliant series of speeches.

The author's writing and his protagonist's life display a flair for politics that will remind many ambitious politicians (is that redundant?) of what originally brought them to that sphere. "Politics? Boring?" Cicero rejoins to a jaded relative. "Politics is history on the wing! You might as well say that life itself is boring!"

What is not boring is anything I have read by Robert Harris

The author's writing and his protagonist's life display a flair for politics that will remind many ambitious politicians (is that redundant?) of what originally brought them to that sphere.

released in the U.S. as *Downfall*. The movie attempted to put a human face to Hitler as opposed to some maniacal fictitious character. As many philosophers have warned us since, it's best not to allow evil to become mundane. But later that year a book was released called, *The Hitler Book*. I hope to review this book later but for purposes of this month's review suffice it to say that the book has been around for many years in Russia. It was forcibly produced by two of Hitler's closest aides who had been taken prisoners by Stalin's army. Stalin demanded a more detailed accounting of Hitler's day-to-day life and thinking. Thus, *The Hitler Book*. But Harris has a much different approach than that book. His tale is, at its core, a cop's investigation which uncovers more than the detective had ever dreamed. *Fatherland's* plot revolves around Xavier March, a former U-boat skipper who joined the German police which has been under SS control since the mid-1930s. On a rainy April morning, March takes a call out of his normal on-call duty, covering for another investigator whose personal life is more conventional. He is assigned to investigate what seems to be a routine incident: a corpse has been found in the Havel River near the area where high Nazi party officials have their mansions.

part of Poland directly annexed by the Third Reich during the war. Buhler, as most of the characters in this novel, was a real person and matches to some extent the character being described in the novel. Harris does painstaking research which makes for great stories and learning experiences.

Before long, March (who is not a Nazi party member, just a determined investigator) will follow Buhler's seemingly routine death down a dark and winding path that will lead him to Germany's darkest and best kept secret of all. Along the way he interacts with other German detectives (the title Harris uses, *SS Sturmbannfuhrer*, gives March and his cronies a different spin, no?), with party officials and eventually meets an attractive American who just happens to be a journalist. One can't have a political/police thriller without a love angle and this one is not bad for what it portrays. The two have an enormous amount of mistrust that gets worked through first. The book moves at a great pace and builds its plot carefully. One sees

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Officers Sue Burger King Over Marijuana-Laced Burgers

From *The Associated Press*,
November 8

Two police officers in New Mexico have sued Burger King Corp., claiming they were served hamburgers that had been sprinkled with marijuana.

The lawsuit says Mark Landavazo and Henry Gabaldon, officers for the Isleta Pueblo tribal police, were in uniform and riding in a marked patrol car when they bought meals at the drive-through lane Oct. 8 of a Burger King restaurant in Los Lunas, N.M.

The officers ate about half of their burgers before discovering marijuana on the meat, the lawsuit said. They used a field test kit to confirm the substance was pot, then went to a hospital for medical evaluations.

"It gives a whole new meaning to

the word 'Whopper,'" the officers' attorney, Sam Bregman, said Monday. "The idea that these hoodlums would put marijuana into a hamburger and therefore attempt to impair law enforcement officers trying to do their jobs is outrageous."

Three Burger King employees were arrested and charged with possession of marijuana and aggravated battery on an officer, a felony. They later were indicted.

The lawsuit, filed Friday in Bernalillo County, alleges personal injury, negligence, battery and violation of fair practices. It seeks unspecified damages along with legal costs.

Officials at Miami-based Burger King declined to comment, citing a company policy against discussing pending litigation.

Virginia Police Department's Recruitment Open House Has Disappointing Results

From *The Virginia Pilot*,
November 27

SUFFOLK, VA — For a police force stretched thin by vacancies, the turnout was not encouraging.

Suffolk police recruiters narrowly avoided a shutout during a six-hour open house last weekend at their downtown precinct. The sole serious inquiry came from a woman seeking information for her son, who is serving in Iraq.

Lt. Steve Patterson summed up the lesson.

"We can't expect them to come to us all the time," he said toward the end of the event. "It's just like anything else. You've got to be a salesman."

A team of nine Suffolk police officers, ranging in rank from patrol to captain, is trying to figure out exactly how to do that.

Called the "recruitment and retention team," the group has spent the past three months devising ways to reverse a more than 18 percent vacancy rate, the highest among police departments in metropolitan South Hampton Roads. One of every five spots was empty as of Nov. 17, according to the city's Department of Human Resources.

Recruiting is a common struggle for police departments, where new officers often face dangerous, demanding work at low salaries, said Dana Schrad, executive director of the Virginia Association of Chiefs of Police.

Suffolk has its own challenges. Despite the city's growth, "we're still sort of viewed as a sleepy country town," said Capt. Stephanie Burch, the recruitment team leader.

The Suffolk police force is the smallest in metropolitan South Hampton Roads, but it covers a city that at 430 square miles is the largest, geographically, in Virginia. Patterson touted the opportunities his department provides to work a variety of cases, whereas the larger departments are more specialized.

Suffolk pays new recruits \$32,785. That's more than Chesapeake and Portsmouth and slightly less than Norfolk. Virginia Beach pays the highest, at \$36,088.

The empty positions in Suffolk have

hurt morale among officers, said Lt. J. Brandsasse, who supervises a downtown squad of two sergeants and 16 patrol officers.

Overtime is common, but the biggest frustration for officers is that they can't be proactive and do community police work because they're too busy responding to calls, Brandsasse said.

Much of the recruitment team's focus is on increasing Suffolk's profile in Hampton Roads.

Toward that end, the recruiters hope to advertise the department like never before. Everything, it seems, is on the table: radio, the Internet, TV, buses, billboards, shopping malls, theaters.

"The name of the game is name recognition and branding our agency," Burch said.

They've already begun to turn their squad cars into recruitment tools.

The rear bumpers on about eight vehicles now boast the motto "Become a Hometown Hero."

The rear doors and rear windows display the department's Web address, www.suffolkpd.com.

Suffolk's recruiters also are exploring financial incentives and seeking help from businesses and residents.

Investigator Ryan Sieg has researched a program used in Sacramento, Calif., where the police trained community leaders to act as recruitment liaisons for the department. Sieg is trying to plan the program while working around his regular police duties, just as everyone else on the recruitment team does.

All the work must be paid for relatively cheaply, and sometimes creatively, because the department's budget doesn't set aside money for recruiting.

This month the department began a series of open houses to draw interest from the community.

Brandsasse, a 12-year veteran of the force, said she feels the department is doing everything it can to fill the spots. "It's going to get better," she said.

Help is on the way. Eight candidates have passed the application process and are in the police academy. They'll hit the streets this spring.

Some Police Departments Dropping Dispatch Codes In Favor Of English

From *CNN.com*, November 18

RICHMOND, VA — Anyone who ever played cops-and-robbers as a kid, listened to a police scanner or watched TV shows such as "Dragnet" or "Adam-12" knows that "10-4" and other codes beginning with 10 are radio cop-speak for "OK," or "officer down" or "burglary in progress."

But now it looks as if it's over-and-out for 10-codes.

The Virginia State Police and some local police departments are dropping them and switching to plain English.

Among the codes that have been shelved in favor of their English translation are the mundane 10-23 (arrived at the scene), the blood-pumping 10-47 (chase in progress) and the grim 10-82 (dead body).

The change comes as the Homeland Security Department presses local law enforcement authorities to improve communications so that different agencies can work together without confusion during an emergency.

The 10-code system dates to the 1920s when police radios had only one channel and officers needed to relay information succinctly. But over time, departments developed their own 10-codes.

A 10-50 to a Virginia state trooper, for example, means an auto accident. In Maryland, it means an officer is down. (10-4 seems to mean the same thing everywhere: OK.)

The potential for confusion became all too plain during such disasters as the September 11 attacks and Hurricane Katrina, when Virginia state police went to Mississippi's Gulf Coast to help out.

The York-Poquoson sheriff's department switched to plain talk two years

ago. The city of Hampton is thinking about it. More departments are expected to follow in the next year or two. Some slip-ups

For the Virginia State Police, the switch to a "common language protocol" took effect November 1, but it's clear that change is not going to occur overnight.

The codes are second nature to many officers, some of whom have been using them for decades. It's how officers were trained, and it's probably one of the things that made police work seem so glamorous when they were kids. Some officers even speak to each other in 10-code off the radio.

"We haven't had any mass cries of blood," said Lt. Col. H.C. Davis of the Virginia State Police. "But when you go out on the radio, you still hear the 10-codes. And we knew that was going to happen."

Trooper Steve Rusher, a 10-year veteran, said: "Every now and then, you slip, but everybody knows what you mean, so it's not a big deal."

In fact, 10-4 is so ingrained that it's fine with the State Police if troopers continue to say it instead of "Affirmative" or "OK."

Also, asking for backup or telling a dispatcher that an arrest is about to be made will still be done in code to avoid tipping off anyone who might be listening to radio traffic.

A sheet with a list of standardized plain-English terms is being sent to all troopers to make sure they sound professional on the radio.

"You don't want to say 'broke-down car.' It doesn't sound professional," Davis said. "You don't want to say 'dead skunk in the road.' You want to say, 'There's an animal carcass.'"

When Zero Out Of 100 Officers Pass Sergeant's Test, City Scraps Test

From *The News & Record*,
September 23

GREENSBORO, NC — The Greensboro Police Department announced Friday that it will re-administer its latest promotion tests after nearly every officer taking them failed.

Of more than 100 officers tested to become sergeants, none passed. Just two officers out of 30 passed the test to become lieutenants.

The numbers — and complaints from officers about how the tests were conducted — sparked an internal investigation.

"This is the first time I know that this has ever happened," said 21-year GPD veteran Eddy Summers, president of the Greensboro Police Officers Association. Summers did not take either test.

"That is a very large number of people to fail those tests, and I thought there had to be something wrong," said Summers.

Police Chief Tim Bellamy declined to comment beyond confirming the number of officers who tested and how many failed.

Summers said he and representatives from the North State Law Enforcement

Officers Association and the Fraternal Order of Police met with Bellamy in May to express concerns after the test results were announced.

But, Summers said, he didn't feel there was any progress toward a resolution. While his association decided not to take any direct action, Summers himself filed a formal complaint with the department.

Summers said he later learned of specific procedural flaws in the testing that explained the high number of failing grades. Summers said the tests were supposed to be overseen by "subject matter experts" who would throw out any invalid questions and would validate the tests.

Also the department's own promotion board was supposed to have oversight in the testing. Summers said neither happened.

"Policy was not followed in the way the tests were done," said Summers. "I just personally wanted to see an honest test that evaluated peoples' experience and knowledge."

The department hasn't released any specifics about when the tests will be given again. Calls to department representatives were not returned Friday afternoon.

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E-Mail Privacy Is A Myth

From *Computerworld.com*,
November 14

Each day, it becomes more apparent that e-mail and instant messages are not private. Employers are worried about liability and lawsuits, so they're monitoring employee e-mail.

Their fears are not unfounded. The "2006 Workplace E-mail, Instant Messaging & Blog Survey" by the American Management Association and the ePolicy Institute found that 24% of responding organizations have had employee e-mail subpoenaed, and 15% have gone to court to battle lawsuits triggered by employee e-mail.

On the other side, 26% of employers have terminated employees for e-mail misuse, and 2% have let employees go for misuse of IM. Even blogs are a cause of dismissal — 2% of respondents reported firing workers for offensive content — even if the blogs are not corporate based.

With employees encouraged to work longer and less-defined hours on company equipment, the lines between professional and personal use are becoming increasingly blurred. While organizations have gotten increasingly better about developing and communicating e-mail acceptable use policies, they are still lacking in addressing policies for IM and blogging.

The AMA found that 76% of the companies surveyed do have e-mail usage and content policies in place. That number drops significantly lower — to 31% — of employers that have IM policies in place. And only 9% have policies that address the use of blogs.

This lack of communications between employers and employees about expectations has set employees up for serious repercussions.

I recently discussed this changing landscape with Jeremy Gruber, legal director at the National Workrights Institute in Princeton, N.J.

What rights do employees have regarding privacy and corporate e-mail? What about using personal e-mail on a corporate computer or accessing corporate e-mail from a personal computer? Employees have virtually no privacy rights on their employer's corporate e-mail system. There is not even a hint of a balancing test involved.

Employers can monitor e-mail on their systems with total abandon and are not required to distinguish between personal and work-related messages. Indeed, an employer can monitor your e-mail messages if you are using the corporate system regardless of whether you are accessing the system from home or on the road, and can even access e-mail on personal accounts if it is accessed on the employer's server.

In fact, with the exceptions of Connecticut and Delaware, employers are not even legally required to tell their employees they are monitoring. State legislatures and Congress have completely abdicated their responsibility to regulate in this area.

What types of charges have you seen result in the dismissal of employees for using their e-mail? Employees have been dismissed for spending too much time on e-mail, sending "excessive" personal messages and for the content of their messages as well. Employees have been terminated for

a single incident.

Often employer policies in this area are not very well developed, and employees are not aware that they have violated any rule. And since most employees are "at will" — meaning they can be fired for any reason not protected by statute — these minor violations can be an easy excuse for an employer to get rid of an employee for reasons that aren't easily justified.

Do you feel there is a catch-22 because employers want employees to be available 24/7 and equip them with corporate equipment/software? The traditional 9-to-5 static workplace doesn't exist anymore. Employees are more mobile than they have ever been before. A majority of today's workforce spends at least some time working outside the office with some regularity.

Employees are working longer hours than ever before, they are working from home, on weekends and even on vacations when they are emboldened enough to take them. Many are accessible by mobile devices at virtually any time during the day and night. The lines between home and work have been rapidly dissolving for some time.

The efficiencies and increased productivity that have resulted from this sea change have been entirely directed by employers for their benefit. While they are the driving force behind these fundamental 21st century workplace changes, their conception of workplace monitoring is rooted in 20th-century ideas that have little relation to the realities of the present workplace. An employee who is working in far excess of 40 hours a week and is constantly accessible remotely should be able to e-mail their child's pediatrician or engage in other necessary communications when they are in the office without fear of highly private content being made available to their employer.

What do you recommend that workers do regarding e-mail at work or on work equipment? Unfortunately, the only way to truly protect yourself from workplace monitoring as it currently exists is to only use communications devices that are exclusively under your control (not employer issued) and whose operation is in no way linked to the employer's equipment.

What are your feelings on acceptable use policies and their efficacy? Acceptable use policies go a long way toward recognizing the need for a reasonable amount of personal communication when at work. Still, many of these policies do not go far enough in that they continue to allow random monitoring without cause but simply set up a framework of rules that inform the employee of what types of behavior are acceptable or not. They may protect employees from inadvertently doing something that could affect their employment status but won't protect their privacy.

What is most egregious is that it doesn't have to be this way. There may have been a time when monitoring technologies were too crude to adjust to a particular acceptable use policy but that is no longer the case.

Monitoring software is now highly customizable and if desired can be used in conjunction with an acceptable use policy that does not require

random monitoring of personal communications. Even so, monitoring is often adopted as a supposedly easy solution to the far more difficult task of instituting and maintaining good management. It is not and will never be a good alternative, though.

Do you see the landscape changing in favor of the employee or the employer regarding e-mail privacy? There have been various attempts at the state and local level to pass legislation that would introduce some balance in this area. Where employers could meet reasonable business objectives and employees could maintain a comfortable level of privacy. As of yet, they have met with little success. There is no reason to believe the status quo will change anytime soon.

Can you point to any specific cases where an employee was dismissed for improper e-mail conduct? Alana Shoars was in charge of the Epson Torrance, Calif., plant e-mail system. Shoars assured Epson employees that their e-mail was private. She discovered later that her supervisor was reading all employee e-mail in the Torrance plant. [Shoars v. Epson America]

Air force machinist Donald Thompson is placed under investigation [in 2004] by the Office of Special Coun-

selfor forwarding an e-mail lampooning the president's qualifications. "To me, sending it was just an electronic version of water cooler chit chat," he said.

Heidi Arace and Norma Yetsko, two employees at the PNC Bank, were terminated after forwarding jokes on their company's e-mail. Such letters had been regularly sent in the past by fellow employees with the attention of the employer, and they had previously never enforced any monitoring policies.

More importantly, though, for every employee that has been reprimanded or terminated for an e-mail message, there are literally millions of employees whose personal communications are being read every day without their knowledge.

Sandra Gittlen is a freelance technology editor near Boston. Former events editor and writer at *Network World*, she developed and hosted the magazine's technology road shows. She is also the former managing editor of *Network World's* popular networking site, *Fusion*. She has won several industry awards for her reporting, including the American Society of Business Publication Editors' prestigious Gold Award. She can be reached at sgittlen@charter.net.

Bigger, Heavier Patrol Car Computers Prompt Safety Complaint From Officers

From CBS11 TV,
November 9

DALLAS, TX — Some Dallas police officers say they face a threat more dangerous than criminals.

A formal complaint has been filed over a possible safety hazard inside patrol cars.

The department's in-car computers have recently been updated. The new devices are bigger, heavier, and mounted in front of the passenger side airbag.

Now, the department's largest police association has sent a letter to Chief David Kunkle expressing concern that, "If the right airbag deploys it will cause the computer to strike the driver or passenger."

Attorneys for the Dallas Police Association say Dallas officers have previously been injured and killed by their

equipment during collisions. "It's critical that the department listen to these officers. It's critical that they look at the issue and satisfy the officers... that there's not a safety concern," said Bob Gorsky, DPA attorney.

The police association wants a safety expert to examine the mountings and declare them safe. Until then, some officers say they will feel uncomfortable speeding to emergency calls.

As it stands a DPD police spokesperson told CBS 11 News that neither the computers, nor the way they are mounted, pose a safety hazard to officers.

"When the vehicle is in motion and the squad car is driving the MDT can be placed in a locked position and if used as according to the instructions this MDT is safe," said Sr. Cpl. Janice Crowther, Dallas Police Department.

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Across The Country, Public Agencies Look At Cutting Pensions

From The New York Times,
November 6

After losing a leg in the line of duty, Dan Toneck, a San Diego police officer, spent nearly a year in rehabilitation before returning to work, doing his job for another five years with an artificial limb.

Mr. Toneck, 37, was granted a disability retirement last year after 16 years on the job. Some of his fellow officers wept as he left headquarters for the last time.

Then, 10 months later, the impossible happened. San Diego cut his pension by about 10 percent, along with those of about 180 other disabled city retirees. "They're trying to pay the bills on the backs of the employees," Mr. Toneck said.

Across the country, government workers' pensions are protected by guarantees even stouter than those on pensions in the private sector. The legal promises, often backed up by union contracts, cover more than 15 million people.

Years of supporting court interpretations have enshrined the view that once a public employee has earned a pension, no one can take it away. Even during New York City's fiscal crisis 30 years ago, no existing pension promises were reduced.

But now a number of state and local governments are quietly challenging those guarantees. Financially troubled San Diego is the highest-profile example, but a handful of states, cities and smaller government bodies have also found ways to scale back existing promises and even shrink some current payments.

While still only scattered cases, these examples may be an early warning sign of what could be coming elsewhere. As local officials take stock of unexpectedly large obligations to retired public workers, some are starting to question whether service cuts, sales of government property and politically acceptable tax increases can ever go far enough to bring things into balance.

"This is a real-life problem," said Paul S. Maco, a partner in the law firm of Vinson & Elkins who advises municipalities on the disclosure of these obligations.

Mr. Toneck said that years ago, while he was still on the police force, he saw signs that San Diego was cutting corners. He recalled having to go to Kmart to buy jumper cables for his squad car. He was not surprised to learn the city had shortchanged the municipal pension fund. But he never dreamed his pension could be reduced.

"It was guaranteed, written in stone — when I retire, I make this much and they're not going to be able to touch that," he said.

His pension was set at about \$35,000 a year. But last May, he received a letter saying he would start getting about \$31,000 instead.

He and the others on disability pensions fell victim to an ambiguously written pension statute that lawyers noticed while combing through San Diego's financial records in the wake

of a pension scandal. But there do not have to be accusations of wrongdoing for a government to start looking into whether its obligations to retirees can be reduced.

Some places, including Oregon, Rhode Island, Milwaukee County and several cities and towns in Texas, have already cut public workers' pensions on the basic argument that their pension funds had gone disastrously out of balance. Whether because of investment losses, faulty calculations or other factors, these places have declared that they can no longer sustain a level of benefits that had looked affordable just a few years ago.

Beyond the sheer political difficulty of removing an existing benefit, an array of legal guarantees — some in statutes, some in state constitutions, some in city charters — were supposed to prevent such reversals. But lawyers have been finding chinks in the armor.

Pension funds can normally operate for many years with a shortfall, because they have investments to call upon and pensions are paid out slowly. But health claims, with little or no money set aside to pay them, can come due right away.

In Texas, the pension guarantee in the state constitution has an unusual clause, giving towns and cities the chance to hold referendums on whether to opt out.

Voters in Houston made that choice after learning that pension sweeteners issued there in 2001 were allowing some people to retire in their 40s. Others, who participated in a special program that let them simultaneously work and collect pension money in high-interest accounts, got an even better deal, sometimes walking away with one-time payments of a million dollars or more on top of their regular pensions. The city raised the eligibility requirements for retirement and cut some of the biggest sweeteners.

Oregon rolled back \$6 billion worth of public pensions in 2003, but the cuts have been snarled in legal challenges. In October, a federal appellate panel affirmed that Oregon could stop paying a guaranteed rate of 8 percent a year to participants with individual accounts. But another measure, freezing some retirees' cost-of-living adjustments, is still unresolved.

"Retirees have been in a state of turmoil," said Gregory A. Hartman, a Portland lawyer representing some of them. "They don't know what their rights are. They don't know what they're entitled to."

In Rhode Island, state workers' pensions take an unusually long time to vest, so the legislature was able to cut the planned pensions of everyone with fewer than 10 years of service, about 11,300 people.

In Wisconsin, Milwaukee County has tried to avoid legal battles by working with its eight public employees'

unions after a pension scandal broke in 2001. A recall election was held and angry voters ousted seven county supervisors from office after learning they had jacked up pensions, including their own.

"This was a totally corrupt, venal deal by a bunch of politicians and their friends who figured out how to loot the treasury," said Roger H. Quindel, a county supervisor.

Even so, Milwaukee County has been able to make only marginal trims so far. Money is draining out of the pension fund so fast that the county has been contemplating the sale of some parks and an airport, along with cuts in government services. And it plans to ask for pension cuts when its labor contracts come up for renegotiation in January.

"We won't survive if we don't," Mr. Quindel said.

Wisconsin's state constitution does not specifically protect public

pensions, but the county's lawyers have warned that a constitutional protection of property rights may cover pensions. The supervisors asked whether the county could shed some of its pension obligations by declaring bankruptcy, as airlines, steel companies and others have sometimes done. The lawyers said no.

In the private sector, a uniform federal pension law bars companies from reducing pensions that employees have already earned. Since pensions are built up over time, this means that if a company freezes or reduces the growth of benefits at some point, workers will earn smaller benefits going forward, but they cannot be stripped of anything they earned before the change. The only way around that rule today requires a bankruptcy judge to approve a default.

In the public sector, the protections often go further. About half of the 50 states have constitutional or statutory guarantees, said Robert D. Klausner, a lawyer in Plantation, Fla., who represents state and municipal pension plans in more than 20 states. "The day you're hired, your benefits are locked in at a minimum level," he said. If a government wants to cut pensions, it cannot apply the cuts to people already in the work force, as a corporation can. It can only apply them to new hires, he said.

Governments are also studying the guarantees on retiree health benefits because of a new accounting rule that is now requiring them to calculate, for the first time, the total value of the health benefits they have promised to retirees.

The numbers now being disclosed are daunting. Mercer Human Resource Consulting estimates that when all the calculations are done, the nation's states and cities will find they have

promised a total of about \$1.4 trillion, said Derek Guyton, a senior consultant.

Little, if any, money has been set aside to fulfill these obligations.

Mr. Maco, the Vinson & Elkins lawyer, said he feared that many towns and cities, particularly in places like upstate New York and along the Great Lakes, were about to discover that years of factory closings and job losses had eroded their tax bases so much that they had no realistic way to pay their full bills.

"The steel industry can shut down and close its plants, but that's hard for local governments," Mr. Maco said. After industries move away, the retired teachers and firefighters will still be there.

Pension funds can normally operate for many years with a shortfall, because they have investments to call upon and pensions are paid out slowly. But health claims, with little or no money set aside to pay them, can come due right away.

Some government agencies, like Chicago's municipal bus and rail authority, have set up a potentially explosive situation by arranging their retiree health claims to be paid directly out of their pension funds. "The taxpayers need to understand the seriousness of our situation," said Laurence Msall, president of the Civic Federation, a nonpartisan research group in Chicago. "It's not a far-off crisis."

San Diego's municipal pension fund was also responsible for retiree health care. But when the city's pension scandal broke, officials separated the health obligations.

"Now we're looking at a \$3.1 billion debt, and \$1.4 billion is health and \$1.7 billion is pension," said Michael Aguirre, the city's independent attorney.

He is now in court, leading an unusually aggressive initiative to cut the city's pension obligations, arguing that benefits granted in 1996 and 2002 were issued illegally and must be annulled.

California law protects public pensions, but Mr. Aguirre is arguing that those protections conflict with other laws that govern the actions of public officials, which he says San Diego pension trustees violated. If the court agrees with him, the benefits owed to San Diego's roughly 15,000 city workers and retirees could go back to the level before the 1996 increase — a total reduction of some \$500 million to \$700 million.

Mr. Toneck, the disabled San Diego police officer, is not directly affected by Mr. Aguirre's case. He has petitioned the San Diego city council to reverse the cut in his pension, arguing that workers disabled on the job are the last people who should pay for a mistake that was caused by an ambiguity in the law.

The council has referred his petition to Mr. Aguirre, who is busy with the broader case.

Meanwhile, Mr. Aguirre said San Diego still had not developed a plan for paying all of its obligations, whatever the courts ultimately rule. He said he might ultimately have to try bankruptcy court.

"There's no good option," he said. "It's only painful."

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Sports



Nick's Notes

By Nick Shihadeh,
SFPOA Sports Editor

Hall Of Fame Dinner A Success

CHECK IT OUT: The 2nd POA Sports Hall of Fame Banquet took place on Fri. Nov. 10th at the Italian Athletic Club in North Beach and it was a huge success. POA prez **Gary Delagnes** did a great job not just preparing bios on each athlete but reading all the impressive sports accomplishments to the big crowd. It was so obvious how proud family members were as their loved ones were being honored, and it was nice to see the athletes shine when they approached the podium for the stylish glass trophies that were presented. Check out the center spread of this same *Journal* to see the pics from that night as well as the bios on the inductees; otherwise, I'd like to congratulate **John Anton, Kurt Bruneman, Gerald D'Arcy, Silvia David, Brian Delahunty, Tim Dempsey, Mike Dower, Bob Foley, Ken Foss, Woody Hawes, Mark Hurley, Howard Kyle, Ross Laflin, Mike Lawson, Gary Lemos, Bruce Lorin, Don Matissek, Al McCann and Bob DelTorre.**

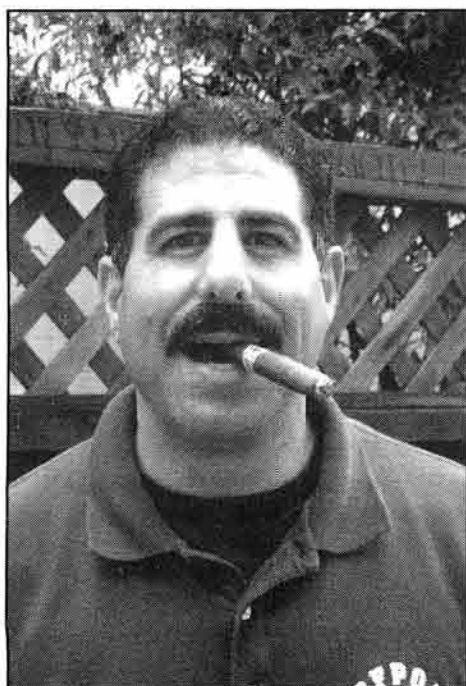
Department Hoops

The SFPOA Basketball League has gotten under way recently with ten teams making up one division. After speaking to Commish **Al Honiball**, I found out that the undefeated teams at the printing of this column are Southern Station, Narcotics and CHP. CHP is sporting a "ringer" semi-pro player from Europe whose name had escaped Honiball during our conversation. This kid is very good though and will keep the "chippies" strong throughout the season. Narcotics is playing tough with the likes of **Brian Shafer** and **Jake "Big Country" Fegan** leading the way; and, Southern has the "usual suspects" (led by **Rodney Tong**) playing well along with new addition **Brett "Ogle" Thorp** who has been scoring at will during their games. Next month's sports page will have more updates and the division standings included as well.

My Favorite Airport Cops

The last two months in this column, I've been playfully hammering **Mike Lynch** and **John Glynn** when it comes to athletics. Well, I'm going to lighten up on them now and mention that Lynch actually played some decent ball back in the day when he played on the Airport Bureau softball teams of the late eighties/early nineties. He also has been doing a great job maintaining the police gym at the ITB.

As far as Glynn is concerned, I was honored to have played soccer with him on the SF Police Soccer Club as recently as five years ago. I know that even though he wasn't as fast as he was in his younger days, he still had



impressive skills when handling the ball. Otherwise, I want to thank both Mike and John for being good sports the last two months.

The Loss Of A Gentle Giant

Earlier I mentioned **Brett Thorp** when discussing department Basketball. I was saddened to find out about the passing of his younger brother **Deron Thorp** who at thirty-three years old suffered a massive heart attack the first week of November. I didn't know him but did learn a lot about him from reading articles that appeared in the *San Jose Mercury News* and the *Reno Gazette Journal*.

Thorp was born and raised in Santa Clara and eventually starred in basketball and football at Cupertino High School. He won full scholarship for football at University of Nevada, Reno, and eventually made it to the pro level from 1996 through 2000 as a member of the NY Giants in the NFL and a member of the Barcelona Dragons in the World Football League.

Deron had been currently working for Cisco Systems as a product marketing manager and also helped coach football at Harker High School in San Jose. He also touched the hearts of many when he was raising money for the non-profit organization he founded to help Aids-afflicted women and children in Africa. He was a big man at 6'8", and I heard that he was often referred to by many as a "gentle giant."

Most importantly though is that I want to mention Deron's family that he unfortunately left behind: his lovely wife **Gillian**, his beautiful daughters **Kiara** (4 yrs.) and **Nicki** (16 months), his proud parents **Ronald and Barbara**, and of course **Brett**.

A scholarship fund for Kiara and Nicki Thorp has been established at Mission City Federal Credit Union. Donations I know would be appreciated to account number 5282624 and sent to: Mission City FCU, 1391 Franklin St., Santa Clara, CA 95050.

That's all for now...I'm hoping everyone had a safe Thanksgiving; otherwise, so see ya next month....

April 28th, 2007

6th Annual Guns And Hoses Charity Tennis Tournament

By Robin Matthews
EEO Unit

Calling all, tennis fans! It's time to mark your calendar for the 6th Annual Guns and Hoses Charity Tennis Tournament, which will be held Saturday, April 28th, 2007. The spectacular San Francisco Tennis Club, located at 645 5th Street (at Townsend), will once again host this worthy event. The tennis competitions will be from 4:00 to 7:00 pm. The dinner, silent auction, and raffle will follow from 7:00 to 10:00 pm.

The event will pair a San Francisco police officer or firefighter with a member of the San Francisco Tennis Club in a friendly, but competitive, evening of quality tennis play. Players at ALL levels of competition are welcome. This is a fun — emphasis on FUN — tournament, and is a fantastic event for the entire family to enjoy. Even if you don't play, please come and watch and cheer your favorite netsters and teams.

All proceeds raised by entry fees, donors, sponsors, and the sale of raffle tickets, will be divided between two very worthy charitable organizations — the Bay Area Law Enforcement Assistance Fund (BALEAF), and the San Francisco Firefighters Toy Program.

BALEAF is a non-profit organization (Tax ID #91-2006597) that provides assistance to law enforcement families that have had loved ones killed in the line of duty. Families that have suffered with seriously injured or catastrophically ill members are also assisted by the BALEAF relief mechanism.

The San Francisco Firefighters

Toy Program (Tax ID #94-2598851) provides new and refurbished toys to needy and disadvantaged children at the holiday season.

Player cost is a \$100 donation, which includes the entrance fee, dinner, drinks, and a must-have T-shirt.

Non-players cost is only a \$30 donation. Non-players will enjoy the dinner and drinks that follow the tournament competition.

If you will not be able to attend the tournament, you can still help by making a cash donation or donate prizes for the silent auction or raffle. Of course, a letter acknowledging your donation will be provided to you for tax purposes. Remember, the more money that we are able to raise, the more that we will be able to assist BALEAF and the Firefighters Toy Program.

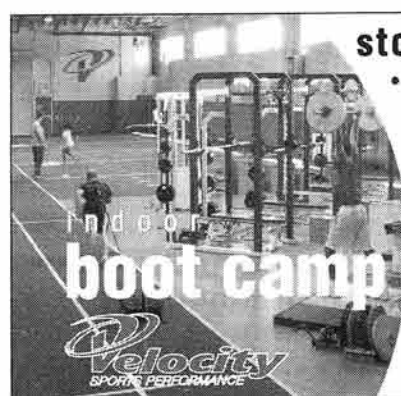
We also encourage businesses and organizations to advertise their company or group by purchasing a banner for \$250 that will be placed on the tennis courts during the tournament. It's a great way to get exposure for your business or organization at this heavily attended event, and a wonderful way to support two organizations that are dear to the hearts of our local law enforcement officers and firefighters.

For an application or further information, please contact any of the following persons:

Inspector Robin Matthews, SFPD EEO Unit, 415-553-1093

Retired SFFD Lieutenant Bob Lopez, 650-315-8268

Weston Reese, The San Francisco Tennis Club, 415-777-9000



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Former San Francisco Police Officer

Former San Francisco Assistant District Attorney (1979-1997)

Sports



THE LOONS NEST REPORT

By Ed Garcia, Co. A

Moss & Anzore Battle in Reno

In October the Loons Nest Golf Club made its seventh yearly migration to the Greater Reno area for the playing of the sixth Charlie Anzore Memorial Championship. This year, the Loons played the toughest two-course combination we have faced on our Sierra adventures.

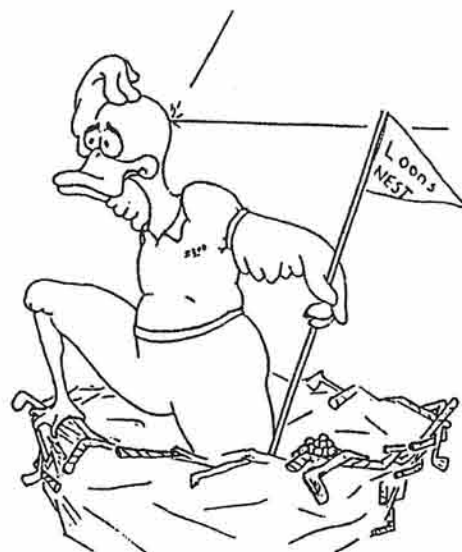
The first day saw the Loons make their first appearance on the exclusive Hills Course at the Red Hawk Golf Complex. The Loons have played the Red Hawk Lakes Course on three prior trips, but the Hills Course was really an experience in demanding golf on a beautifully designed and maintained track.

The second day saw the Loons traveling about 25 miles west of downtown Reno to the Somerset Country Club. Somerset plays to a maximum of 7,252 yards, rated at 74.4 with a slope of 135. The number one handicap hole plays uphill to a maximum of five hundred and eighty yards and boasts seventeen sand traps. Somerset has a total of one hundred and three traps and the Loons managed to find most of them as the course moved through green valleys and up to hilltops with great views of the high Sierras and Washaw Valley.

The Loons were lucky to have two days of clear blue skies and temperatures in the low seventies. Over the years, October in Reno has shown the Loons temperatures in triple digits, as well as one snow blizzard.

Local sports writers covering the event commented that they felt like they had been transported back in time and were watching a match between Sam Sneed and Ben Hogan.

This year, we saw a super match for the championship between 2006 Club Champion Steve Moss, and 2005 C.A. Memorial Champ Ed Anzore. These two players had a brutal battle at San Geronimo G.C. for the Club Championship that came down to the last putt on the final hole, with victory going to Moss. The October match between these two fine players



turned into what was probably the hottest athletic match in the Reno area since the July 4th, 1910 championship boxing match between Jack Johnson and James J. Jefferies.

Anzore and Moss both opened with one under par scores of thirty-five on the front nine holes at the Red Hawk Hills Course. While battling through the front nine, both players birdied the first and seventh holes. Local sports writers covering the event commented that they felt like they had been transported back in time and were watching a match between Sam Sneed and Ben Hogan.

As the two players made their way through the back nine holes, the match remained tight, except for Anzore running into a triple bogie on the tenth hole. Moss finished with a first-day score of seventy-five and Anzore finished at seventy-eight. George Gulbengay sat in third place with an eighty-three.

The evening found the Loons gathering for cocktails and dinner at the buffet at our host hotel, The Atlantis Casino Resort. Loons occupied spots at the race book, roulette, craps, blackjack and other games of chance, as well as enjoying shows. The Loons had only limited (very limited) luck at the tables through the evening.

The next morning brought a perfect day for golf and the Loons were ready to face the Somerset layout, which was designed by Tom Kite. Ed Anzore started the day three strokes behind leader Steve Moss. Anzore opened with a birdie on the first hole and picked up a second birdie on the fifth hole en route to a front side score of forty strokes. Moss posted an eagle on the par five fourth hole and was hot until he ran into a triple bogie on the eighth hole and a double bogie on the ninth. This gave Anzore a one-stroke advantage as the two men approached the final nine holes of tournament.

The back nine produced a seesaw battle that saw strokes won or lost on eight of nine holes, as the two players only posted equal scores of three on the seventeenth hole. The match was at a dead tie through the seventeenth hole as the two players came to the finishing hole.

The tees were set at five hundred and twenty-seven yards on this par

five hole and all the chips were down. Anzore and Moss were both on the green in three strokes with Anzore looking at a thirty-foot birdie putt that he knew he would need to win. Anzore lined it up and made his stroke and watched as the ball went through two breaks as the ball traveled the sloping contour of the treacherous green. The ball hit the center of the cup and dropped for victory. Moss made his par, but too little, too late.

Anzore finished the day with a score of eighty-one, and two-day total of 159. Moss finished the round at eighty-five and a two-day total of 160. A great match between two fine players. Anzore took first low gross in the first flight and the 2006 Charlie Anzore Memorial Championship. Moss had a two-day net score of 144, which put him in first place, low net in the flight. This allowed Bob McMillan to move into second place low gross in the flight with a two-day score of 180. McMillan played the Somerset track tough, as he won the Long Drive Contest that day and picked up a birdie on the fourth hole. Bob had also taken a Close to the Hole on the prior day at Red Hawk. Second place low net in the first flight went to John Wyman, the happily retired solo who has been playing some very good golf out of Roster Run G.C. John finished with a

two-day net score of 147, three strokes behind Moss.

Second flight play saw the Tenderloin's Chris Muselman run away with the show in the low gross division. Chris had a two-day total of 185, leaving him eight strokes ahead of recently retired George Gulbengay who had a score of 193. George had a fine first day score of eighty-three at Red Hawk, but George got slammed with three snowmen (scores of eight) at the tough Somerset layout.

Second flight low net saw Legal's Bill Coggan take the cake, as he seemed to master the five par three holes at Somerset C.C. Coggan had pars on all three of the back side par three holes and had an average of 3.6 strokes per hole for the five par threes. Bill had a net two-day total of 137, which allowed him to run away from second place finisher John Newlin.

The completion of play saw the Loons wing it back to the Atlantis to prepare for our private banquet dinner and awards ceremony. The event was opened by John Wyman, who spoke a few eloquent and heartfelt words about our lost and valued comrade and friend Charlie Anzore. Although more than half a decade has past since Charlie was taken, our memory of Charlie never fades. Loons never forget.

The Loons Nest Scoreboard

Player	Red Hawk Hills Course	Somerset C.C.	total
Anzore	78	81	159
Moss	75	85	160
Garcia	85	92	177
McMillan	86	94	180
Wyman	89	94	183
Muselman	88	97	185
Finigan	89	99	188
Hanacek	93	100	193
Gulbengay	83	110	193
Dudley	100	101	201
Johnson	98	104	202
Sorgie	91	112	203
Newlin	102	102	204
Coggin	105	100	205
Smith	99	110	209
Fontana	107	107	214
Ryan	115	113	228
Borges	102	133	235
O'Mahoney	122	118	240

Close to Hole Winners

Red Hawk		
Hole #5	Anzore	9'5"
Hole #7	Anzore	5'11"
Hole #11	McMillan	8'10"
Hole #13	Anzore	10'8"
Somerset		
Hole #3	Dudley	2'5"
Hole #6	Johnson	18'0"
Hole #12	Finigan	3'9"
Hole #15	Anzore	6'0"

Long Drive Winner

Bob McMillan 302 yds, Somerset C.C.



The Seahawk Family

By Rick Bruce

Almost fifty years ago, a group of very forward-thinking San Francisco police officers got together and vowed to do something positive about the growing social problem which was then commonly referred to as “juvenile delinquency.” These officers knew that if they could keep these kids busy with positive activities, they could keep them off the streets and out of “mischief.”

Try to imagine for a moment the types of juvenile criminal transgressions these officers were dealing with at the end of Eisenhower’s second term. Compare that to what our officers see and deal with daily on the streets of San Francisco in the early years of the new millennium, and you can make quite a case for an apple and orange comparison. And yet, even though the youth of today are facing much harsher and more dangerous realities than they ever have previously, the services available for these kids in after-school programs still falls far short of the need.

The San Francisco Police Activities League, after all these years and all these changes, is still committed to the thousands of kids growing up today in San Francisco. I spent a recent Sunday afternoon at Kezar Stadium with some of these kids, and this is their story.

Several generations of San Francisco kids... spent large portions of their youth playing ball (and cheering) for the Seahawks.

The Seahawks football program goes back to the early days of the PAL. Several generations of San Francisco kids, including scores of current and past San Francisco police officers, spent large portions of their youth playing ball (and cheering) for the Seahawks. As I sat in the stands of Kezar on that Sunday afternoon I was immediately struck by the sense of family and community that one feels at a Seahawks gathering. Our Seahawks program has several divisions of players, so the games start early in the morning and continue until late in the afternoon.

The stands are filled with siblings, parents, friends, grandparents, cousins, neighbors, former players, and others. Those present are there not just to watch the day’s games, but to participate in a weekly ritual that is part family reunion and part block party. Sitting in those stands I felt like a member of an extremely large extended family. This seems difficult to imagine in the San Francisco of to-

day where residents often lament the fact that they don’t really know any of their neighbors.

I spoke with two young men in the stands that day. They were both in their early 20’s, one of them having spent his youth in the Bayview, the other in the Fillmore. What bonded them together at this gathering was the fact that they were both Seahawks. These young men were forthright and direct with me, and admitted to having experienced many of the problems so present in their neighborhoods. But what they also told me was that



they spent their afternoons volunteering as coaches in our PAL Seahawks program.

The young men told me that they felt the need to give something back to a program that had given them so much. They explained to me that they would look forward all year to the first of August, the official first day of practice for the Seahawks program. And they admitted that, even as adults, they felt the same sense of anticipation awaiting the start each summer of that year’s practice sessions.

The young men were particularly proud of the frequent talks they had with their young players, providing advice and understanding to boys looking for both guidance and positive male role models. These young men represent what our PAL Seahawks program has done for the thousands of kids who have come through our program over the years.

As I walked out of Kezar Stadium that day I saw groups of our smallest players, still in their uniforms, playing tag in the end zones, standing in line at the concession stand with coins rattling in their hands, sitting on their parents’ laps, and just “hanging out.” It was obvious that this historic stadium, and our own PAL program, provided for these kids a sense of both purpose and belonging, and it’s something we can all take a great deal of pride in.

Note that as this article goes to print, our Seahawks “Mighty Mites” team is preparing for the most important playoff game of their young lives. If these kids win the game, they are headed for the Nationals. Next month’s article will focus on the kids in our Seahawks Cheer program, as they prepare to defend their own National Championship title earned last December.

Remember that the SFPAL is a charitable organization that exists solely because of the generosity of people like you. All of our Board members (mostly active and retired police officers), and all of our coaches, are volunteers. As we approach another Combined Charities program, please consider supporting *your* San Francisco Police Activities League.

Classified Ads

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CENTRAL VALLEJO LOCATION. Re-modeled 2 BR 2 BA cottage. Hdwd Flrs, skylights. corner lot, lg private yard, landscape maint. incl. \$1400 to SFPD Call John Currie (707) 373-0796 or fran.currie@sbcglobal.net 11/06

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PALM SPRINGS RENTAL: Lg 3BR/2 BA condo with pool and tennis courts. Convenient central location in Saddlerock Gardens. Walk to shopping and restaurants. Photos available. For information, email or call Ken or Susan: bearup@aol.com; (415) 665-9181 11/06

Real Estate For Sale

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Vacation Rental

ALPINE MEADOWS RETREAT, North Shore Lake Tahoe. 2BR/2BA with sleeping loft(sleeps 6), 1/2 mile from Alpine Meadows ski lifts, mountain views, HOT TUB, Sauna, fireplace, fully equipped kitchen, washer/dryer, Cable TV/DVD. Mention this ad for special POA discounts: 1) mid-week special-rent 2 nights and get a third free or 2)10% off of a week long booking, (both excluding holidays and high season). Contact Tahoe Moon Properties at 866-581-2771 to book the Sharer Alpine Retreat. 12/06

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WANTED:

SF POLICE MEMORIBILIA. Keep history alive – Looking for any items of historical interest. Uniforms, Stars, handcuffs, pictures, sticks, keys, etc. Call Robert Fitzter @ (415) 244-1983

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 three consecutive issues. An ad may run for three additional issues upon request of advertiser.

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

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

Word Search

By Officer Michelangelo Apodaca Taraval Station

Enjoy this relaxing and fun-to-solve puzzle! If you’ve never solved a puzzle like these before, it’s a good idea to read this before you begin.

Each puzzle has a grid of letters that conceals words reading in different

directions – forward, backward, up, down, or diagonally – but always in a straight line. The words, abbreviations, or phrases one must find and circle are listed below the grid in capital letters. That’s all you need to know before you sharpen your pencil and begin your search!

AFFIDAVIT

APPEAL

BAIL

BENCH

CASE

CONVICT

DEFENDANT

DEFENSE

HEARING

LAWSUIT

MOTION

NIGHT

OATH

OFFENSE

PAROLE

PLEAD

SUMMONS

TESTIFY

VERDICT

WITNESS

A	R	E	E	L	A	E	P	P	A	V
F	L	L	Y	I	E	S	T	I	E	T
F	A	O	D	A	E	L	P	S	S	H
I	W	R	Y	B	E	N	C	H	N	G
D	S	A	O	S	T	T	U	O	E	I
A	U	P	A	H	T	A	O	O	F	N
V	I	C	O	N	V	I	C	T	E	D
I	T	N	A	D	N	E	F	E	D	I
T	F	G	N	I	R	A	E	H	Y	U
E	M	O	T	I	O	N	S	I	H	T
S	U	O	E	S	N	E	F	F	O	Y
T	N	A	C	S	N	O	M	M	U	S
I	L	V	E	R	D	I	C	T	N	O
F	E	R	U	G	I	F	P	L	E	H
Y	N	K	S	S	E	N	T	I	W	Y

Close Encounters

By Steve Johnson

Interesting to note that there's about 1500 registered sex offenders in San Francisco. They definitely have our Sexual Offender Unit outnumbered. Outnumbered maybe, but not outclassed — we have Officer Kathleen Mullins on our side. Kathleen is always working to pre-empt any violations and found one individual, a previously convicted rapist with a history of violence, out of compliance with his reporting requirements. Officer Mullins contacted Inspector John Conefrey and Inspector Jim Serna who, after a brief preliminary investigation, confirmed Kathleen's suspicions and obtained an arrest warrant since the non-compliant felon was now a suspect in a recent sexual assault. Jim and John then contacted Officer Eric Perez and Officer Oscar Barcena to help with the investigation. Eric and Oscar knew where the neighborhood where the suspect usually hung out and 4 days later, after a whole lot of door-knocking and old-time police work, they located their suspect — he is out of circulation — for now.

Follow-up investigations...a real luxury. Usually our Patrol and Investigative Units are so backed up with calls for service pending and investigative cases backed-up there's hardly any time for the most dedicated members of our Department to do much else but go from call to call. Officer Jonathon Catlett got fed up with the citizens in his neighborhood being victimized by a certain burglary suspect but he finally got a break when CSI personnel got a hit on a tool left behind by the suspect. The suspect was already on parole for, you got it, burglary... Jonathon then responded to the suspect's last known address and made the arrest. The suspect eventually confessed to the burglaries, no doubt lonely for his fellow inmates — you know, Christmas and all...

Our Department is trying to initiate an Early Intervention System (EIS). It's a great tool to have. We've been bickering back and forth over some of what they call 'secondary criteria' which really wouldn't even be considered in this traditional non-disciplinary system unless an officer reached a certain threshold. But we still have problems with the Department trying to count arrests for resisting, delaying, or obstructing (148 P.C.) as one of the focal points of the secondary criteria grouping. It just doesn't make sense for the following reasons:

- Officers have no control over what

a suspect does when he/she is arrested. Why should a charge of 148 be counted against the arresting officer under those circumstances?

- Anyone arrested for 148 p.c. can always go to OCC and make a complaint. The complaint would then be considered an 'Indicator' which carries much more weight than the secondary criteria grouping (Confused yet? Just wait.)
- A 3rd Party can make a complaint just watching a 148 arrest taking place.
- Anyone can file an anonymous complaint against the arresting officer(s) in regards to any incident resulting in charges of 148.
- A Police Sergeant must approve all arrest charges. This is part of the check and balance to prevent any abuse of discretion.
- A superior officer, normally a Lieutenant, must approve the incident report related to the 148 arrest — again, another level of review.
- If there is a complaint of pain, notation must be made in the Use of Force Log and, if warranted, an immediate investigation must take place.
- Officers are subject to semi-annual performance evaluations — one would think their arrests would be reviewed at that time...

And that's why we have a disagreement in this area. Our Department counters with the fact that other agencies have something like this in place and they do count 148's as secondary criteria... o.k. do other agencies have an OCC? Do other agencies take 3rd party complaints? Do other agencies take anonymous complaints? Do other agencies allow their officers to be charged before a Police Commission — charges which are filed by a civilian Administrator (i.e. Director of OCC) over our Police Chief's objections? Are other agencies running a deficit of uniform personnel available for patrol duties like San Francisco? I don't think so...

It's the early morning hours and Officer Eric Altofer is working by himself when he notices a badly damaged car trying to make it down LaSalle. When the driver sees Eric it didn't look like he was saying to himself "oh, thank god there's a police officer here to help me out" — Nope. Instead the suspect ran from the vehicle with a gun in his hand. Eric immediately gave chase and captured the armed individual. Turns out the legitimate owner of the damaged car had just parked it outside his house when the suspect, now in custody, took it without permission

— the owner didn't even know it was stolen until Officer Altofer called him. Great case... oops, what do we do with that 148?

take a gold medal for fence-jumping if they'd only make it an event some day. The suspect finally gave up. So do we charge the suspect with a 148 along with all the other felonies committed thereby placing Officer O'Leary in harm's way...?

Officer Ben Manning and Officer Jonathon Tong were working an administrative assignment at Post and Kearny Streets when they were flagged down by the manager of an extremely high-end store telling Ben and Jonathon that the suspects in the vehicle heading east on Post had just stolen thousands of dollars of his product. The suspects were trapped in traffic but when they saw Officer Manning and Officer Tong running after them they started gunning their car and violently rammed the vehicle in front of them four times to make good their escape. The suspect vehicle eventually stalled on Montgomery when the occupants decided to run for it. The officers gave chase and eventually captured the suspects. The culprits were resisting arrest... right? So this should count against the officers doing their job??

And what about Officer Kevin O'Leary? There were seven armed robberies that took place in the Taraval District over a period of two days and the description of the suspect vehicle was pretty detailed. Kevin saw the same car driving opposite his direction on Irving Street at 19th Avenue. The car was stopped for the light with the driver now nervously watching Kevin's marked unit. Officer O'Leary was hoping he could notify Dispatch first and set up a net of responding units before he made his move but the suspect jumped first. He bolted out the door of his felony ride and ran full-speed across traffic on the freeway-like 19th Avenue, barely missing an early grave. Officer O'Leary was right behind him. The suspect ran down an alley and started jumping fences — Kevin could

The 'shots fired' call was announced over police radios and Officer Wendy Bear, Officer Jason Acosta, Officer Mike Peregoy, Officer Craig Wilson, Officer Robert Toomey, and Officer Danielle Weidman responded. They were a few seconds too late to capture the armed suspect but a resident nervously gave the officers the description of the car and armed infidel involved. The officers remained in the neighborhood for a few minutes and, sure enough, the offender returned to the scene of the crime. A quick detention turned up a fully-loaded, .40 caliber semi-automatic weapon. The arrest was the dangerous but quick part of this whole story — once the officers had the suspect in custody they had to defend themselves from rocks and bottles being thrown by our 'grateful' constituency. One individual was so outraged that the officers would actually remove an armed and, obviously, dangerous individual from his neighborhood that he viciously attacked Officer Bear, kicking her several times until Wendy and the other officers could get him in custody. Let's see now... if we charge the suspect with a 148 violation that leaves the officer open to scrutiny and, if we also place an additional 243 (assault on a police officer) count that's another 'secondary criteria' hit.

Do we need an Early Intervention System? It sure wouldn't hurt if it was designed properly. But do we have to copy what everyone else has? The plagiarized model proposed by the Department Administration might work really well in some other jurisdictions... but other jurisdictions also use civilian oversight as a tool for improvement... in San Francisco it's a working condition.



POA Vice President Kevin Martin unloads cases of turkeys to staff at St. Anthony's Kitchen in San Francisco's Tenderloin. The turkeys were donated by the POA in an effort to help St. Anthony's with its traditional Thanksgiving meal for the needy of the neighborhood.