



JOURNAL

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

VOLUME 39, NUMBER 1

SAN FRANCISCO, JANUARY 2007



www.sfpoa.org



Officer Bryan Tuvera #1941

October 8, 1978 – December 23, 2006

— *Oro en Paz — Fierro en Guerra* —

POA Board of Directors Meeting, December 13, 2006

Meeting called to order at 1310 hours by Sergeant At Arms Breen, followed by the Pledge of Allegiance and roll call of the Board of Directors.

SFPD Chaplain Father John Healy introduced himself to the Board of Directors and gave a short autobiography. At the conclusion of Father Healy speaking, the Board of Directors provided Father Healy with the keys to his new (used) 2004 Ford Crown Victoria. It was approved at a prior board meeting that the POA would donate the vehicle which was currently being leased and used by President Delagnes. Father Healy was very appreciative of the POA's gesture as expressed by his heartfelt thank you.

Ed Browne (Co. A) Made a motion that the minutes from the November board meeting be approved. The motion was seconded by Bob Belt (Airport) and passed unanimously by way of voice vote.

family of Officer Nick Birco with the first POA Medal of Honor, awarded posthumously. The award was recently inaugurated by the POA to properly recognize those members whose heroic conduct personifies valor and service and all that is best about the members of the SFPD. The POA plans to host a Medal of Honor ceremony on a bi-annual basis.

Next week, the Executive Board and General Counsel will be meeting all week to discuss the POA's goals for 2007. Next year (2007) will be very busy with contract negotiations, two ballot measures (DROP Program and Airport Pension) and a Mayor's race. President Delagnes then asked board rep's to solicit ideas from their members regarding non-economic issues. All ideas and suggestions should be forwarded to the POA no later than January 15, 2007.

The recent audit of OCC is complete



Gary Delagnes presents the keys to his new (used) car to Father John Healy as Park Station rep Patrick Burke looks on.

President's Message

President Delagnes advised that the final arguments for the Officer Isaac Espinoza murder trial concluded on December 12, 2006. The case is now in the hands of the jury, and members will be advised once a verdict is reached.

Last week, the POA presented the

and the findings should be made available in January 2007.

The 4% retention pay becomes effective June 30, 2007.

The superior court trial for Tony Nelson was completed in October and the judge has 90 days to issue his ruling. Once the ruling has been made, members will be advised by way of

POA bulletin.

POA General Counsel John Tennant addressed the Board of Directors regarding the department's proposal on the EIS. The POA sent the department a letter stating that we are mostly in agreement with the department's proposal, however the POA still has concerns with 148s, 243s, pursuits, and certain OCC complaints being used as indicators or factors. Discussions between the POA and the department are still in progress. If no resolution can be reached, the POA is prepared to go to arbitration.

Board of Director Nominations (★ = contested race)

Nominations were received for the following members:

Central Station, 1) George Rosko and 2) Ed Browne.

Southern Station, 1) Mike Nevin and 2) Bill Roualdes.

Bayview Station, 1) Liam Frost and 2) George Ferraez.

Mission Station,
1) Martin Covarrubias and
2) Joe Barretta.

★ **Northern Station,**
1) Tim Flaherty, 2) John Van Koll
and 3) Bob Johnston.

Park Station, 1) Peter Dacre and
2) Pat Burke.

★ **Richmond Station,**
1) Dean Sorgie, 2) Dominic Yin
and 3) Sean O'Leary.

Ingleside Station, 1) Mike Walsh
and 2) Michelle Jean.

Traffic Company,
1) Corrado Petruzella and
2) Don Moorehouse.

Taraval Station, 1) Jody Kato and
2) Tessa Donati.

Headquarters, 1) Bob Mammone
and 2) Dennis Callaghan.

Narcotics, 1) Dave Falzon and
2) Larry Mack.

TAC, 1) Jason Sawyer and
2) Mark Madsen.

★ **Investigations,** 1) Pierre Martinez,
2) Dean Taylor, 3) Dan Gardener
and 4) Joe Engler.

★ **Tenderloin Station,**
1) Gavin McEachern,
2) Theresa SanGiacomo and
3) Kevin Lyons.

★ **Airport,** 1) Joe Finnigan,
2) Jim O'Meara, 3) Bob Chapman
and 4) Bob Belt.

Retired, 1) Ray Allen.

Dean Sorgie (Co. G) made a motion that the nominations be accepted. The motion was seconded by Pete Dacre (Co F) and passed unanimously by way of voice vote.

The following details and stations will require a vote by way of ballot: Northern Station, Richmond Station, Investigations, Tenderloin Station, and Airport Bureau. The election shall commence at 0800 hours on Monday January 22, 2007 and continue until 2400 hours on Friday February 9, 2007. All ballots must be completed and received by the Election Committee via US Mail.

Financial News

Treasurer Halloran provided each Board Member with a printed copy of the POA's year to date budget. No other financial news was reported.

Meeting adjourned at 1440 hours.

Respectfully Submitted,
Tony Montoya
POA Secretary

2007 POA Journal Deadlines

	Advertising	Editorial
February	1/17	1/19
March	2/14	2/16
April	3/14	3/16
May	4/18	4/20
June	5/16	5/18

San Francisco Police Officers Association Editorial Policy

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.

The San Francisco Police Officers Association

POA JOURNAL

(USPS #882 320)

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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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.

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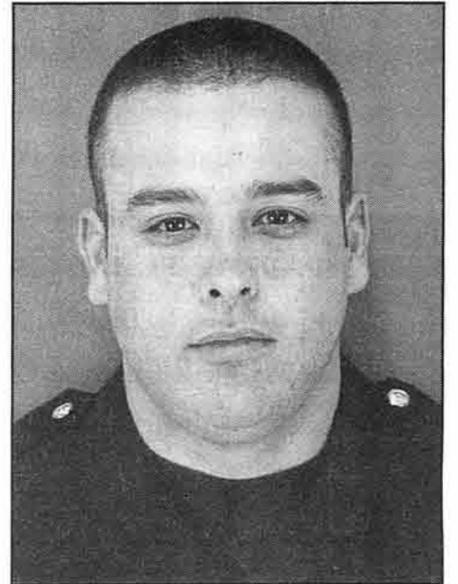
POSTMASTER: Send address changes to *POA Journal*, 800 Bryant St., 2nd Fl., San Francisco 94103. Periodicals Postage Paid at San Francisco, CA.

The men and women of the San Francisco Police Officers Association extend sympathy and condolence to the family and friends of Officer Bryan Tuvera. Particularly in our thoughts are the proud men and women of Taraval Station who had the honor to work with Bryan these past couple of years.

— President Gary Delagnes
SFPOA

Officer Bryan Tuvera

By Kevin Martin
POA Vice President



Bryan Tuvera

Bryan Tuvera was born in San Francisco at Children's Hospital on October 8, 1978 to Benny and Sandy Tuvera. Bryan spent most of his youth in South San Francisco where he graduated from South San Francisco High School in 1996. From there, Bryan attended and graduated from San Francisco State University with a degree in Criminal Justice.

From a very early age Bryan was unique. He displayed a keen wit and shared his humor with his family and friends. He was proud to come from a very close-knit family, and he adored his mother and father. To know Bryan's father Benny, was also to know Bryan. There's an old adage that the apple does not fall too far from the tree and there could not be more proof of that than that of Benny and Bryan. Bryan followed his father's footsteps into law enforcement where Benny served as a dispatcher and later as a supervising dispatcher for the S.F.P.D.

Then tragically, Benny Tuvera passed away on December 23, 1994 leaving Bryan to become the man of the house at a tender age of sixteen. Bryan stood strong to the task, as he became a devoted son to his mother, and a tower of strength to his sister. It was not at all unusual for Bryan to call his mother daily to check up on her and to reassure her that she was not alone.

As Bryan grew and matured into a fine young man, he could easily be described as wholesome and gentle with a kind heart. Christmas soon became Bryan's favorite as it often reminded him of his dear father. Once when asked of Bryan "how often do you think of your father?" his reply was certain and definite.

"Every day" he replied.

He entered the San Francisco Police Department as a member of the 205th academy class on July 1, 2002 and completed the academy on January 19, 2003. After his graduation, Bryan served his field training assignment at Southern Police Station, transferred to Park Station for his probation, and later moved to Taraval Station for his permanent assignment.

It was at Taraval Station that he met the love of his life and his future bride, Salina. Although both Bryan and Salina were struck by the "thunderbolt" Bryan was shy, so Salina gently prodded the relationship along. It did not take long for Salina to realize that Bryan was the man she wanted in her life to love and protect her. At a narcotics training class in February of 2005, Salina invited Bryan to go for a walk with her after class, and soon a friendship developed into love. Bryan and Salina became engaged in February of 2006 and later married in San Mateo on October 14, 2006.

Theirs was a love of no equal. They were the perfect complement for each other drawing out the better sides of each other for each other. A happier couple was indeed hard to find.

Bryan was heartily welcomed into Salina's family upon their marriage. Although Benny Tuvera's role as a father could never be replaced, Lindsay Suslow proved to be a great role model as they shared many common interests, values and a deep love and respect for each other. For this, the Tuvera family will be eternally grateful.

To say that Bryan Tuvera will be missed is a gross understatement. To his dearest Salina, his mother Sandy, sister Tracee and to all of Bryan's friends and colleagues, I am deeply sorry and saddened for your tragic loss. My words can offer but little solace to your heavy and saddened hearts but please know that I pray for you as I know that Bryan will look upon us with favor and prayers and blessings of his own.

Goodbye, Bryan. May God bless and protect you and hold you in the hollow of his hand.

Board of Directors Meeting Roll Call Wednesday, December 13, 2006

President	Gary Delagnes	P	Co. G	Dean Sorgie	P
Vice President	Kevin Martin	P		Dominic Yin	P
Secretary	Tony Montoya	P	Co. H	Jennifer Marino	E
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	George Rosko	P	Hdqtr.	Dennis Callaghan	P
Co. B	Mike Nevin	P		Neville Gittens	P
	Bill Roualdes	P	Narcotics	Larry Mack	P
Co. C	Mike Moran	P		Lynne Atkinson	E
	Derrick Jackson	P	Tactical	Mark Madsen	P
Co. D	James H. Miller	P		Jason Sawyer	P
	Matt Rodgers	A	Invest.	Pierre Martinez	P
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	John Van Koll	P	TTF	Gavin McEachern	P
Co. F	Patrick Burke	P		Theresa San Giacomo	P
	Peter Dacre	P	Airport	Robert Belt	P
				Bob Chapman	E
			Retired	Ray Allen	P

First POA Medal of Honor Presented to Birco Family

By Kevin Martin
POA Vice President

On Wednesday December 6, 2006 the San Francisco Police Officers Association proudly presented the family of Nick-Tomasito Birco with the first POA Medal of Honor. The medal was awarded posthumously to their son, Officer Nick Birco, who was killed in the line of duty in July of 2006. The presentation took place immediately following the Wall of Honor ceremony at the Hall of Justice. The family of Officer Birco, along with a large gathering of relatives, friends and fellow officers, attended the solemn event.

POA President Gary Delagnes opened the ceremony with a few words to welcome the gathering, thank the Birco family, and explain the significance and importance of the medal. I then spoke briefly before presenting to and placing the Medal of Honor around the neck of Nick-Tomasito's father. I was proud and grateful for the opportunity to be part of the inaugural awarding of the medal. The family was then presented with a beautiful portrait of Nick-Tomasito comprised of precious gemstones and produced by POA friend and supporter Mr. Randy Bautista.

Thank you Randy for your outstanding effort. Your portrait of our friend Nick-Tomasito was amazing and very well received.

For far too long, our members

have had to wait a most unreasonable amount of time to be recognized for their extraordinary acts of bravery, heroism, and valor for actions taken in the line of duty. I strongly felt — as did other members of the POA executive board — that it was very important to honor our members in a timely manner and not wait for the fickle political winds to die down or shift between the administration and the Police Commission before they recognized such members. In all too many cases, some of our members have had to wait the better part of two to three years to be recognized by our department for such heroism.

We absolutely believe that the members of this department and this association deserve much better than has been offered in the recent past and we moved to change this. As President Gary Delagnes remarked, "The POA Medal of Honor will be very discriminating and will uphold the highest integrity that this association has to offer".

The POA Medal of Honor ceremony will be held twice a year at the POA building with family, friends and well-wishers of the deserving recipients



invited to attend.

We hope and trust that in time the POA Medal of Honor will be a coveted award of the highest honor. Please feel free to contact me or any other member of the POA executive board for further information or if you have a desire to nominate a fellow officer for consideration of this honor.



POLICE-FIRE Post 456



Post 456 members and family members visit the SF VA Hospital

By Bob Belt,
Airport Bureau

The American Legion Police/Fire Post #456 held their annual Christmas visit to the Fort Miley Veteran's Hospital in San Francisco on Tuesday evening December 12, 2006. The visit went extremely well and we were very proud to honor the full time patients at the hospital and spend time with each veteran. We gave them Christmas presents and money, which we solicited from benefactors such as the SFPOA. On behalf of all the members of our post, I would like to express my most sincere appreciation for your generous contribution for this worthwhile event. Gary, Kevin, Marty, Tony, and Chris understand the importance of this event, and the Community Service Committee of the POA should be commended for allowing us to continue to bring a little holiday enjoyment to the permanent patients who gave so much for our country. Thank you for your continued support for our armed forces veterans!



Post Commander Bob Belt and a VA patient.

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They started to close the casket and Mom's trying to climb in. I'm trying to restrain her and some guy is removing Dad's star and hat emblem. I had to be restrained. The guy says "It's City property, son." Cops tend to "shelter" their kids, Dad was no exception. The limo turned onto Diamond St. Most Holy Redeemer Church. I saw a "Sea of Blue" uniforms. I had no idea there were so many of you. On the way to Holy Cross I kept looking back. Never did see the end of the procession. Thank you for attending. I knew you were family and I wanted to be one of you. Stay safe and God bless.

P.S. Thanks for the e-mail and phone calls. If you have any stories about Dad, please call.



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December 12, 2006

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

PLEDGE OF ALLEGIANCE: Led by President Mike Kemmitt.

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

MINUTES OF THE NOVEMBER MEETING. Motion by Fontana to make a change that Mark Gamble is not on the Hondas. "Once a Honda, always a Honda." The minutes stand unchanged. Seconded by Pardella that the minutes be approved as published. Motion carried.

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

COMMUNICATIONS: An anonymous donor gave \$1,000 forwarded to us through Chief of Police Heather Fong. Also, the nice words said by the Chief about the fine work of the Officers and Trustees in assisting and supporting the families of our deceased Officers. A \$50 donation by retired officer Joe Cotla in memory of Captain Lou Fontana, and a \$50 donation made in memory of Sgt. Jack Forbes. As Joe pointed out, they were two very fine and respected men that he worked with. We received a nice letter from Lt. Belinda Kerr of the Airport Bureau, thanking the Officers and Trustees for their work

We Had One Death This Past Month:

JAMES VINCENT KINAVEY, 61 years. Jim was born in San Francisco and grew up in the Sunset. He attended Saint Ignatius High School, and San Francisco State University. He served our country as a member of the "Fighting" Coast Guard. Jim entered the Police Academy in 1967. His first assignment was Park Station for a couple of years before being assigned to Traffic. He worked AIB for several years before being assigned to the Crime Lab. He was assigned to a new unit within the crime lab, called Crime Scene Investigation. He was appointed Sergeant and Inspector while work-

ing in the CSI unit. Jim was awarded several Captain's Comp's And A Silver and Bronze Medal of Valor. The Silver medal was awarded for the arrest of a vicious and desperate suspect who shot two Police Officers. A Bronze medal for the arrest of two suspects as they responded to a silent alarm of an armed robbery. One suspect pulled out a knife and put it to Jim's stomach. Jim overpowered the suspect and made the arrest. Jim retired in 1993. He had a long battle with cancer.

REINSTATED: Pursuant to Section 5, of Article III of the Constitution. These members have paid all their back dues and penalties. Elizabeth Loew, James Balovich, and Harlan Wilson. President Mike Kemmitt ordered them reinstated.

SUSPENSIONS: Pursuant to Article III, Section 3, of the by-laws. (Did not complete probationary period) Jerry Chan and Philip Fowler. President Kemmitt so ordered.

NEW MEMBERS: Members of the 211th Academy Class. Nicholas Buckley, Kevin Coleman, Patrick Crane, Joan Cronin, Murray Daggs, Jennifer Dickson, Jason Gallagher, Ricci Guzman, Matthew Horn, Richard Hunt, Leon Jackson, Karen Jeske, Rolly Junia, Joseph Kavanagh, Robert Kobold, Christopher Loong, Liza Lozano, Monica Macdonald, Joseph McCall III, Jeffery McHale, Thomas Minkel, Harold Murillo, Charles Ng, Jessie Ortiz, Anthony Ravano, Richard Santiago, Randy Sevilla, Carla Spain, Nicholas Suslow, Joselito Sy, Melissa Tierrafria, James Torres, Ernest Wilberg III, and Wayne Wong.

OLD BUSINESS: Seconded reading of Officers and Trustees for the coming year 2007. President Rene LaPrevotte, Vice President Dave Fontana. Secretary Mark Hurley. Trustees's Matt Gardner and Mark McDonough. They will join the existing Treasurer Jim Sturken and Trustees Joe Garrity, Fred Pardella and John Centurioni. They will be sworn in at the January Meeting.

REPORT OF TRUSTEES: (this meeting was held two hours later at the Wells Fargo Bank on Montgomery St.) Shane Hiller, Pam Royer and Jerome Paolini gave a presentation on the state of our account. The market was good to us we were up \$135,518 for the month, and 10.39% for the year. Our stocks are doing better than the S&P 500, which is at 17% compared to our account that is at 19.54%. Our asset allocations are properly balanced so we don't have all our eggs in one basket. We have had a good return in our International investments and our Real Estate sector is doing great. We are looking at the Hedge Fund part of our account.

ADJOURNMENT: President Mike Kemmitt had a moment of silence for our departed member and members that passed away in 2006. We also remembered those serving their country in the military all over the world. President Kemmitt set the next meeting for Jan. 9, 2007 at 2PM in the Conference room of Ingleside Station. Meeting was adjourned at 3:45PM.

Fraternally,
Mark Hurley,
Secretary



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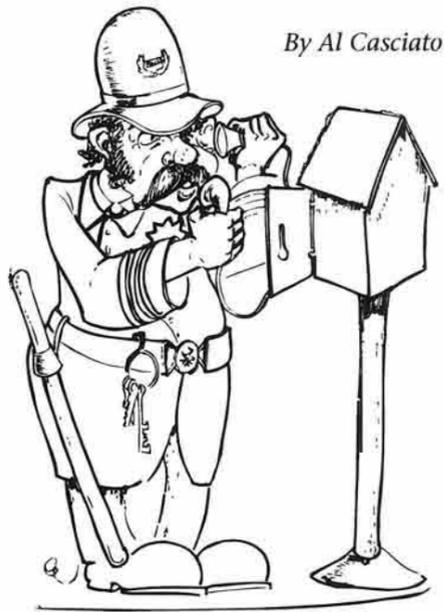
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AROUND THE DEPARTMENT



By Al Casciato

...Our Casualties:

Taraval Station Officer **Bryan Tuvera** died while in a combat situation on the Streets of San Francisco this past month. He is the third officer to die in street combat since April 2004. As I sat in St. Mary's Cathedral during last night's (12/28/06) Vigil for Bryan I could only think of how in each of the last three cases the suspects who murdered our fellow officers should never have been on the streets. I thought of **Isaac Espinosa** (4/04), **Nick Tomasito Birco** (07/06), **Bryan Tuvera** (12/06) and of the tremendous loss we have experienced and the void their families and friends will experience for a lifetime.

...Welcome 2007:

Let's hope and pray that the New Year brings our troops home...

...Birth:

Holly Stoumen (Bayview Station) and her husband **Raymond Ash** proudly announce the birth of their son **Tyler Raymond Ash**, 11 lbs. 22 inches born December 2, 2006 @ 0230 hours. The family is also very grateful to have the support of all the proud aunts and uncles of the Bayview Station. Congratulations to all and may your lives be blessed with much happiness...

...Christmas Drive for the Troops:

The M.O.M.S (Mothers of Military Service Members) conducted their 3rd annual drive within the SFPD to collect "comfort from home items" for the troops. Southern Station's **Mike Nevin** and **Bill Roualdes** coordinated the drive and report that it was successful. We would ask that you keep the troops in mind throughout the entire year mailing by to M.O.M.S a donation check for postage to help ship the collected material to the troops. To date they have shipped over 50,000 lbs. of donated items, a very large shipping bill. To send a postage donation make a check payable to M.O.M.S and mail to P.O. Box 809, Geyserville, Ca 95441. M.O.M.S staff can be contacted at MOMS@sonic.net or 707-857-3431...

...New CPOA Members:

The California Peace Officers' Association Executive Director, **Rich Gregson** welcomes to the association the new contingent from the San Francisco Police Department. The new CPOA members are **Gerald Arquero, Anthony Damato, Gordon Hom, Raymond Lee, Calvin Lew, Matthew Mackenzie, Michael Montero, Dan O'Brien & Scott Warnke**. To learn more about CPOA visit www.cpoa.org...

...The Menu:

On Thanksgiving night all the various stations had wonderful meals prepared and all were welcome to partake. The most interesting menu item was the **wild boar** served at Northern Station...

...Combined Charities:

This years' drive was the best ever with donations topping \$110,000 and over 525 SFPD employees participating. **Ken Cottura** and I would like to thank all those who participated. Final numbers will be posted in mid January...

...\$11,000 Budget:

The Clampers Organization of San Francisco has a budget of \$11,000 dol-

lars to place historical plaques at various locations throughout the City. The chair of their committee is **looking for some locations within the SFPD to honor with a plaque**; any ideas? Send me a note and I'll pass it on...

...A hidden talent.

The Police Service Aide (PSA) at Richmond Station, **Mike Conners**, has quite a talent for working with leather. Mike has been making several items which are very useful to the officers on patrol. If interested in seeing his work check HRMS and drop by Richmond Station when he's on Station Duty...

...Thought to Ponder:

Dropped by one of the cafes during my rounds of the City and started reading the *Chronicle* stories about the department when one of the locals who I know as **Walter** walked up and said; "There are some people who make their livelihood by abusing the police"...

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.



Members of the SFPD, Santas, and Santa's elves pose in front of UCSF hospital in preparation for the annual SFPD/ POA Santas visit to the Children in the intensive care unit. This worthy project was organized by **Lyn Tomioka**, sponsored jointly by the POA and the SFPD, and made possible by the big jolly guys from the north. Thanks to all, and see you next year!

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@it.nexcom.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

Specially Scheduled Events

POA Election Station and Unit Representatives	Via US Mail	January 22 - February 9, 2007	POA Office Staff (415) 861-5060
Retirement Dinner Honoring Brian D'Arcy & Dave Fontana	Irish Cultural Center, 2700 45th Ave, SF	Friday January 12, 2007 6:00 PM	Wayne Smith (415) 671-3100
Benefit Reception Sullivan Relief Fund	Don Ramon's Restaurant 225 11th St., SF	Wednesday, January 17, 2007 6:00 PM	Corrado Petruzzella Bernie (415) 850-9742
Memorial Honoring Sgt. McDonnell	Park Police Station	Friday, February 16, 2007 (Time to be announced)	Val Kirwan (415) 614-3400
Reunion Dinner/Service Celebration 128th SFPD Academy Class	Broadway Prime	Wednesday March 14, 2007 1316 Broadway, Burlingame	Cynthia Kulstad (415) 553-1537
6th Annual Guns & Hoses Charity Tennis Tournament	San Francisco Tennis Club 5th at Townsend, SF	Saturday April 28, 2007	Robin Matthews (415) 553-1093

Vice President's Message

Looking Back at 2006...

By Kevin Martin,
SFPOA Vice President

As we embark on 2007, I wish all of you, your families and loved ones all the best for a prosperous and healthy new year. While we look forward to the future, let's not forget to take time to remember the past year.

In many ways we were very fortunate to have lost only a single officer to a violent death in the streets. Officer Nick-Tomasito Birco from Bayview Station gave his life while assisting in the apprehension of three thugs who embarked on a night of terror in the streets of our fair city.

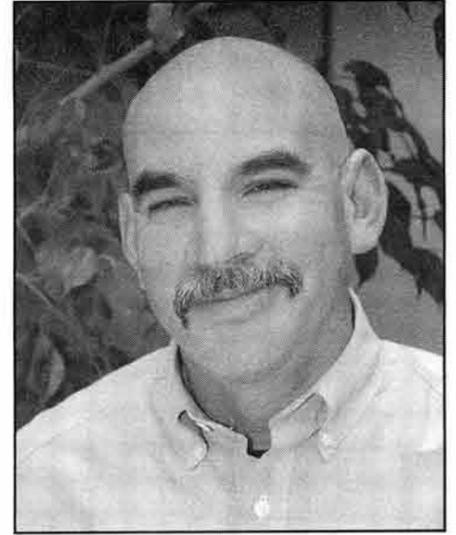
Now the rag is embarking on a series that shows how disproportionate our department is when it comes to arresting African-Americans. The bird cage liner will go out of its way to prove their point by using some very skewed numbers, but once again they will not let the facts get in the way of their story.

Any one of us with any street time knows that criminals are "profiled" by their illegal activity, not by their race or ethnicity. A great number of these arrested people are not even from San Francisco but from points around the greater bay area. These commuting criminals come to San Francisco to ply their illegal activities because

don't get it. They go out of their way to circumvent what is supposed to be a professional organization and turn it on its head. They sustain red-herring allegations against our members that are ludicrous and farcical. We actually know of one who solicits anonymous complaints from citizens. Yeah, that's fair...what a joke!

We've heard the horror stories, many to the detriment of our members. Soon, the personnel audit of the O.C.C. will be published and I for one can hardly wait to read the findings. Maybe then meaningful reform will be achieved. I pray that day comes soon. And so it goes...

My very special thanks to Sgt. Tim Flaherty and all the great officers from Northern Station who made their way to U.C.S.F. for the monthly visit to the sick and infirmed children. Officers Dermott Dorgan, Patrick Robinson and Sgt. Flaherty made the night visit and several officers including Ron Liberta, Antoine Barron, Joanne Walker, Laura Knight, Val Kirwan, Arran Pera and Doug Arnold signed up for the afternoon visit. I sincerely thank one and all for your generous time and kind hearts. I would also like to thank Sgt. Lyn Tomioka and all the wonderful officers who made the annual Christmas visit to U.C.S.F. as



Vice President Kevin Martin

Considering how many weapons our men and women in blue took off neighborhood thugs this past year, we can only thank God there were not more victims of street violence.

Considering how many weapons our men and women in blue took off neighborhood thugs this past year, we can only thank God there were not more victims of street violence. One can only be amazed by how many violent offenders we took off the streets, all the while protecting ourselves and showing incredible restraint in the use of deadly force as we did so.

There have been times this past year when I could only shake my head in wonderment as the daily rag known to some as the "comical" would have its readers believe that we have no self control or that our people have stepped back into the days of the wild west. The "comical" tried its very best to portray the S.F.P.D. and members as out of control cops. The paper and at least two of their principle writers did their best to undermine the valiant efforts our men and women give to the citizens of this city on a daily basis. In retrospect, the paper fell well short of its goal, as they could not even properly identify one of their main targets, as their identifying photo of a police officer was in fact a taxi cab driver. I wonder how much that blunder cost them in terms of dollars and cents not to mention credibility. The series went quickly downhill from there.

Several months later, they embarked on a series of police involved shootings, none of which were remotely current. I think they had to back at least ten years in one of their feature articles. In this same series, the "comical" reluctantly showed how few shootings our members are actually involved in compared to other statewide agencies. I can only imagine how difficult it was for them to actually publish that fact. I bet they held their collective nose while doing it proving the old adage that the truth sometimes hurts.

they know the chance of them going to court much less doing any kind of serious time is just a joke.

One can only wonder how many street level drug dealers come to San Francisco on BART every from Oakland, Richmond, Vallejo and other such cities knowing or believing that the police are no more than just a mere inconvenience. One also has to wonder how many crimes an individual has to commit before he actually does time to pay his/her debt to society. How many times have you heard a unit in the field run a subject only to have the return reveal that "your subject comes back 10-31 red 65 times and 31 45 times.

It just boggles the mind and reinforces the sentiment that we work in a system that is designed to fail. I don't get it ...the police respond to the areas where law-abiding citizens complain of individuals or gangs are committing violent crimes and where drug dealing is running rampant. These citizens are happy to see the cops and are grateful for the officers' efforts to combat this criminal element. They want to live in safe neighborhoods where they can raise their families without fear of retribution. The police do not prosecute these cases; we do our job by arresting the offenders. We pull our share of the load. It would be nice to see other entities within the criminal justice system do the same.

Then there is that bastion of a farce known as O.C.C.

Thankfully, some of the investigators at O.C.C. do an outstanding job. They are fair, responsible, professional, and serve the city equitably without an anti-police agenda. I sincerely thank those principled individuals, and very much appreciate their work ethic. Yet, there is a faction in that office who just

As of December 22, 2006

Espinoza Trial Report

By Kevin Martin

On Tuesday December 12, 2006 Assistant District Attorney Harry Dorfman concluded his closing rebuttal by telling the jurors in this case that slain officer Isaac Espinoza, wounded officer Barry Parker, and alleged murderer David Hill, "are the three people who need justice. Give each of them the justice they deserve."

Thus ended a very difficult trial that now lays in the hands, hearts and minds of the jurors. Although much can be said about the merits of this case, I wanted to take this opportunity to thank some of the people involved in the investigation and testimony of the case.

First and foremost, I want to thank the entire Espinoza family for their dedication and perseverance throughout the trial. I know from talking to the family that this was quite an ordeal having to relive the tragedy of their lives. May God bless you all and give you the strength and courage to carry on. My heart goes out to Renata and Bella each and every day. Please remember the entire family in your thoughts and prayers.

I also send my heartfelt prayers and sentiments to Barry Parker, Derrick Jackson and their families. Enough said for reasons I do not go into at this time. I don't have to, it's understood.

My deepest thanks and appreciation to Asst. District Attorney Harry Dorfman for all of his dedication, hard work, legal skills and acumen to prosecute such a strong and compelling case. Thank you seems too small a phrase and sentiment for all that you and your aides have done to prepare and carry out such an arduous task. I confidently speak on behalf of the entire department and POA membership in expressing our thanks. I trust that both Kamala Harris and Russ Giantini

well as other hospitals to visit the ill and lonely. I hope you realize just how many hearts you touch through your kindness and generosity.

I want to also thank all the men and women of this department who answered the call for the bone-marrow registration drive that occurred at the POA building on Monday, December 10, 2006 in search for a matching donor for the two year old son of a San Francisco Fireman. I am especially grateful to Lt. Eric Quema, Sgt. Randy Caturay, and officers Roel Dilag, Elmer Najarro for their efforts in getting the word out to the Filipino Community. We all hope and pray that a matching donor can be found in a very timely manner to help in saving the life of this precious child.

share my sentiments.

A tremendous thanks also go to Homicide Inspectors Joe Toomey and Holly Pera. They are both consummate professionals who easily set the benchmark that competent and earnest investigators aspire to. I trust we'll never know the amount of time, effort and hard work that went into the preparation of this case, but we are all eternally grateful. I hope and pray that they will never be thrust into a situation or circumstance such as this for the duration of their esteemed careers.

Equally deserving of great recognition and thanks are all the members of this department and association who helped prepare the case and who testified on the witness stand for this trial. Many of them had a close and personal relationship with Isaac, and have still to this day the same relationship with Barry Parker. I can only imagine how difficult this could have been for all of them but please know that we again are grateful.

To Rich Alves, Dave Seid, Mark Gamble, Sylvia Morrow, Mike Lewis and all members of S.I.D. who provided comfort and security for the Espinoza family throughout the course of this trial, thank you. I also want to recognize members of the San Francisco Sheriff's Department who provided courtroom security during the trial. Their efforts did not go unnoticed. Each of them is a tremendous reflection of their fine department and we all thank them.

To the members of this department who took time to attend any part of this trial, please know that the Espinoza family is grateful for your presence in the courtroom during the trial. Your attendance was of great comfort to the family and certainly not lost upon them. Thank you.

Julia A. Hallisy, D.D.S.

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In 2007...

By Gary Delagnes,
SFPOA President

We enter the New Year facing both fresh and familiar challenges. This POA administration will be deliberative, strategic, and, when necessary, aggressive in our approach and handling of the association's business. We believe that the first step in resolving any disputed issue requires patience, a good ear, mutual respect and diplomacy. We also understand the dynamic of politics, and that without a political perspective we diminish our bargaining finesse. We understand and appreciate the basic "rules of engagement."

In 2007, we must continue to reward our friends and make every attempt to forge new political alliances. We also understand that diplomacy has its limits, and when we have exhausted all reasonable options our sword will be swift. One who walks willy-nilly over the rights of our members is not taking the path of least resistance. We consider it sovereign ground. We patrol it with keen vigilance, and defend it with relentless vigor. For those who would use it as a short cut to political office, it will become a legal and PR minefield.

table. Our new labor attorney, John Tennant, has extensive experience negotiating contracts on behalf of San Jose and other local POAs.

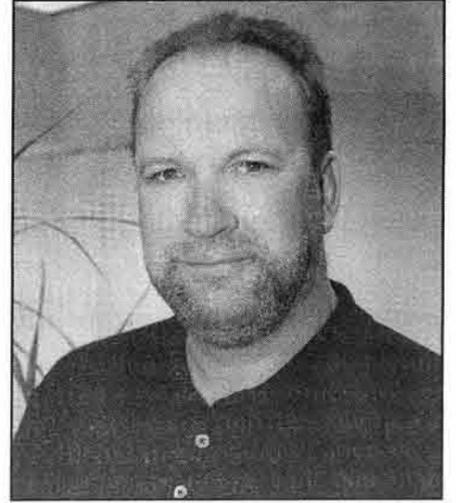
In 2007, we will be going to the voters on the November ballot with a proposed DROP program. Such a program is a fiscally sound way of maintaining senior officers for three additional years of service at a time when recruiting qualified police officers has become a national crisis. We will also be asking voters to approve a charter amendment that corrects pension inequities that exist for some of our Airport officers.

Throughout 2007, we will increase our efforts to affect positive change on the Police Commission. We hope to significantly diminish the politic of this vital panel, and to seek the appointments of new commissioners who do not have political mandates that demoralize our officers.

Our worst fears about Proposition H have been realized. Though it barely passed by a 2% margin, it is now a law that continues to further erode the morale of this department. We have seen police commissioners pander to their favored constituencies in attempt to set the stage for their upcoming supervisory aspirations, and we will not forget those who postured on the backs of our members. Supervisor Tom Ammiano authored this horrendous

continue to take our case to the people and civic leaders of San Francisco in an effort to illuminate the many shadowy problems that exist within that under-exposed agency.

In 2007, we expect the *Chronicle* to continue its regular assault on the SFPD in a desperate attempt to boost its diminishing readership. Fortunately, we know that most of the people in this city support our hard work and our individual officers. Judging from the mail we receive, the public is not naive enough to believe that our department — the most diverse police department in the United States — is somehow ethnically biased and prone to racial profiling.



President Gary Delagnes

Perhaps those who most seek to "play to the crowd" will now move on to a better-placed soapbox and leave the professionals to properly police this magnificent city.

It is really the height of hypocrisy when supervisors such as Sophie Maxwell and Ross Mirkirimi — who are the first ones to cry for our help when their communities are ripped apart with homicides, gang activity, drug sales, and weapons — will not come to our defense when the media attacks us for the very thing they have asked us to do.

In 2007, there is also an important mayoral election. We must be smart and prudent in evaluating the candidates, and we will call all of them to

task before giving our endorsement. The next few months should clarify our direction, and we will not reach our decisions hastily.

In 2007, as has been the case nearly every previous year, the challenges are great.

In 2007, as in all previous years, we are prepared to meet those challenges.

In 2007, we hold great expectations. Happy New Year to you all. Stay safe, and stay true. You are the best.

One who walks willy-nilly over the rights of our members is not taking the path of least resistance. We consider it sovereign ground. We patrol it with keen vigilance, and defend it with relentless vigor.

In 2007, our friends and allies must know they are appreciated, but our foes must be forewarned. We must send a clear message to those that continually use our members as political fodder, and who oppose us at every turn. Let them know that they will create in us an undaunted political opponent. We will use our resources to unseat, neutralize, or oppose him or her in whatever office they currently hold, or might seek to hold in the future.

In 2007, we will be entering negotiations for a new contract. This arduous and exhaustive process will begin in late January. We pledge to deliver to you a fair and equitable package that will keep us among the highest compensated police departments in the nation. We have forged vital relationships with key persons within city government and have a strong, experienced negotiating team in place. We do our homework, and we are not easily intimidated at the bargaining

piece of legislation in his desperate attempt to jump-start his failing Mayoral run. That must remember that when he seeks another office. Fortunately, the California Supreme Court's recent "Copley" decision severely constrains grandstanding and public flogging of our members. Perhaps those who most seek to "play to the crowd" will now move on to a better-placed soapbox and leave the professionals to properly police this magnificent city.

In 2007, we look forward to a performance audit conducted by the Controllers Office that we believe will finally expose the OCC for the incompetent, unprofessional organization that it is. We hope that the report will finally precipitate sorely needed reforms of our disciplinary process. It was our aggressive opposition to the OCC status quo that was, in many ways, the impetus for this audit and subsequent investigation, and we look forward to the report. We will

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Working Christmas Eve

Pat Burke forwarded this email to me, and I asked the editor to run it during this traditional season when so many of us will be away from our families during the holidays. It was received from a retired Ohio PO. I am posting it as a remembrance for all the Christmas and other family holidays we all worked.

— President Gary Delagnes

"For the cops on my list and members of their families, you will understand the memories. For those of you that haven't spent Thanksgiving or Christmas working the streets, this will give you some insight into the life of a cop..."

"On Christmas Eve in 1977, I learned that blessings can come disguised as misfortune, and honor is more than just a word.

"I was riding one-man patrol on the 4x12 shift. The night was cold. Everywhere I looked I saw reminders of the holiday: families packing their cars with presents, beautifully decorated trees in living room windows and roofs adorned with tiny sleighs. It all added to my holiday funk.

"The evening had been relatively quiet; there were calls for barking dogs and a residential false burglar alarm. There was nothing to make the night pass any quicker. I thought of my own family and sunk further into depression.

"Shortly after 2200 hours I got a radio call to the home of an elderly, terminally ill man. I parked my patrol car in front of a simple Cape Cod style home. First aid kit in hand, I walked up the short path to the front door. As I approached, a woman who seemed to be about 80 years old opened the door. He's in here she said, leading me to a back bedroom.

"We passed through a living room that was furnished in a style I had come to associate with older people. The sofa has an afghan blanket draped over its back and a dark, solid, Queen Anne chair sat next to an unused fireplace. The mantle was cluttered with an eccentric mix of several photos, some ceramic figurines and an antique clock. A floor lamp provided soft lighting.

"We entered a small bedroom where a frail looking man lay in bed with a blanket pulled up to his chin. He wore

a blank stare on his ashen, skeletal face. His breathing was shallow and labored. He was barely alive.

"The trappings of illness lay all around his bed. The nightstand was littered with a large number of pill vials. An oxygen bottle stood nearby. Its plastic hose, with face-mask attached rested on the blanket.

"I asked the old woman why she called the police. She simply shrugged and nodded sadly toward her husband, indicating it was his request. I looked at him and he stared intently into my eyes. He seemed relaxed now. I didn't understand the suddenly calm expression on his face. I looked around the room again. A dresser stood along the wall to the left of the bed. On it was the usual memorabilia: ornate perfume bottles, a white porcelain pin case, and a wooden jewelry case. There were also several photos in simple frames.

One caught my eye and I walked closer to the dresser for a closer look. The picture showed a young man dressed in a police uniform. It was unmistakably a photo of the man in bed. I knew then why I was there.

"I looked at the old man and he motioned with his hand toward the side of the bed. I walked over and stood beside him. He slid a thin arm from under the covers and took my hand. Soon, I felt his hand go limp. I looked at his face. There was no fear there. I saw only peace.

"He knew he was dying; he was aware his time was very near. I know now that he was afraid of what was about to happen and he wanted the protection of a fellow cop on his journey. A caring God had seen to it that his child would be delivered safely to him. The honor of being his escort fell to me.

"When I left at the end of my tour that night, the temperature had seemed to have risen considerably, and all the holiday displays I saw on the way home made me smile.

"I no longer feel sorry for myself for having to work on Christmas Eve. I have chosen an honorable profession. I pray that when it's my turn to leave this world there will be a cop by my side to hold my hand and remind me that I have nothing to fear.

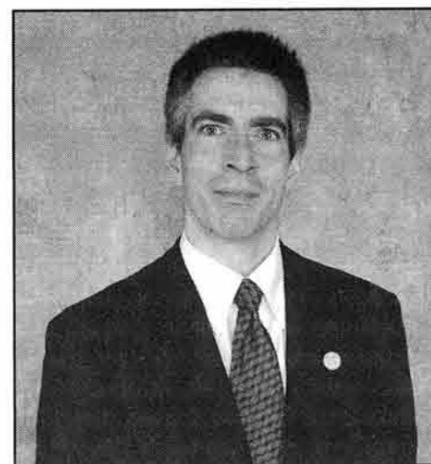
Counsel's Corner

Respect for the Police

By John Tennant,
SFPOA Counsel

"Do the people in the United States respect their policemen more than the people in France respect us?" His voice cracking slightly as he spoke – as if giving way to a weight of past indignities visited upon him – a French-African *policier* posed this question to me during a presentation I made just outside Paris in the fall of 2002 to scores of the City of Light's finest on the differences between American and French police unionism. I was there under the auspices of a Fulbright grant to study how tensions between the French police and immigrants in the blighted Paris suburbs might be lessened.

The question was heartbreaking in its unintended exposure of the officer's innocence and surprisingly still-intact idealism. He wanted desperately to believe that somewhere there existed a world where his efforts "to serve and protect" might enjoy some degree of honor. I remembered an argument I had had that same fall in France with



SFPOA Counsel John Tennant

"making mock of uniforms that guard you while you sleep." As an officer in the Indian Imperial Police, Orwell was possessed of a mind capacious enough to grasp both the injustice of British colonialism and the contempt of Britain's upper crust toward the officers charged with the unenviable and ultimately unmanageable task of policing the empire. Contempt for soldiers and police is far too easy a posture to assume when one doesn't want to own

"...if one aspires to greatness, one must be prepared to immerse oneself in the agonies of the times. I can't think of another profession more called to that task than law enforcement."

an American academic at a cocktail party: when having learned of what I do for a living, he snorted that the very phrase "to serve and protect" was patronizing: "I mean, I certainly never asked to be served or protected . . ." When juxtaposed with the French police officer's question, this riposte by my antagonist seemed almost indecent.

It is that indecency, I suppose, which drives me to do what I do: represent police unions in an effort to achieve the dignity their members deserve. Contempt for the workingman and the working woman who are our cities' police officers simply will not do.

One of my heroes, George Orwell – whom, interestingly, I have heard members of both the left and the right claim as one of their own – was fond of Rudyard Kipling's line about

up to one's own hand in having made the world that is.

Police officers stand on the front lines of a nation's social agonies – poverty, crime, racial divides, homelessness, substance abuse – the list could go on endlessly. Looking down one's nose at the men and women who must confront these agonies daily is a too-convenient way of distancing oneself from a world we'd rather not engage.

And yet, to paraphrase Oliver Wendell Holmes, if one aspires to greatness, one must be prepared to immerse oneself in the agonies of the times. I can't think of another profession more called to that task than law enforcement. And, thus, by Holmes's definition of greatness, our society's police officers become the standard by which the rest will be measured.

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POA Endorses Herb Meiberger, CFA For 4th Term On SF Retirement Board

By Mike Hebel,
Welfare Officer

The Police Officers' Association has, for the fourth time, endorsed Herb Meiberger in his election bid to retain his commissioner seat on the San Francisco Retirement Board. Herb, the incumbent since 1992, has proven himself as a most able and capable representative of City employees' retirement interests and aspirations.

Qualifications

Herb Meiberger earned an MBA from the prestigious University of California at Berkeley in 1980. He passed the rigorous Chartered Financial Analyst examination process to earn the CFA designation. Prior to his January 2006 retirement, he served as a fixed income analyst for the City's Retirement fund. During his Retirement Board tenure the funds assets grew from \$3 billion to its present value of \$15.2 billion. He played an integral role in this phenomenal growth helping to make our pension fund (defined benefit plan) the best funded public system in California.

Herb is an adjunct instructor at San Francisco State University where he teaches investment and corporate finance classes.

He has served with distinction on the City's Retirement Board for the last

15 years and now seeks his 4th five year term. He is the only candidate who has the education, investment expertise, and skills to manage the \$15.2 billion CCSF pension fund.

He is the only candidate with important allies in other California public pension plans (CALPERS, CALSTRS, and other independent systems) needed to insure and keep our pension system as a defined benefit plan where the benefits are guaranteed by the City. Remember Governor Arnold Schwarzenegger's attempt in 2005 to convert all public pension systems into defined contribution plans (employee bears all the investment risk)!

Accomplishments

Herb Meiberger successfully supported and campaigned for the 3% cost of living adjustment in 1996 and 2002 insuring that City retirees will maintain pension purchasing power. Herb successfully supported and campaigned for the Tier II (new plan) police/fire system upgrade (Prop. A) in 1999. And he successfully supported and campaigned for the monumental Tier I (old plan) and Tier II upgrade (Prop. H) in 2002 resulting in a police/fire pension system of 3% at 55 with a 90% cap.

Herb successfully supported and campaigned for the increased retirement benefits for the miscellaneous members (over 20,000 city employees)

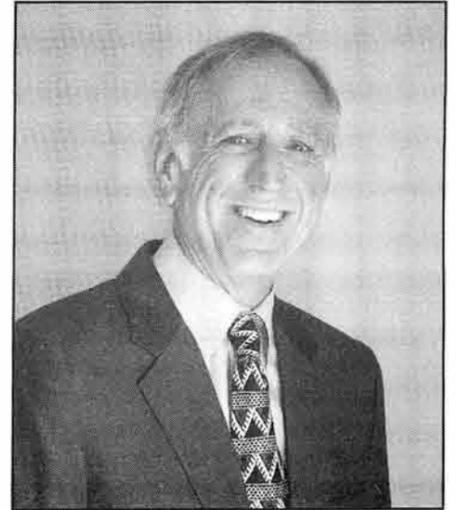
in 2000 (2% at 60 plan). He worked with labor organizations to bring another Charter amendment to the ballot in November 2005 to raise the miscellaneous members' plan to 3% at 60. While this was not successful, Herb remains committed to improve the miscellaneous members' retirement plan.

As a member of the Retirement Board's deferred compensation committee, he has worked to insure that participants have superior investment choices with low expense ratios.

Endorsements

Herb Meiberger was just endorsed by the Retired Employees of the City and County of San Francisco – a 15,000 member organization. This is the prized endorsement since retired city employees are most concerned about the fiscal integrity of the retirement system and most concerned about receiving annual cost of living adjustments. This organization recognized Herb's significant efforts in ensuring that our retirement system annually earns the necessary surplus to fund ongoing, annual compounded cost of living benefits. This organization's influential and hard-working subcommittee 'Protect Our Benefits' enthusiastically supports and endorses Herb.

In addition to the POA, he is supported by many other City employee



Herb Meiberger

organizations including IFPTE Local 21, the International Association of Machinists, and Local Lodge 1414.

Election

Ballots will be mailed by the City Department of Elections on December 26. The official dates for this election are January 16 through January 30, 2007. Ballots must be received by the Department of Elections no later than 5 pm on January 30, 2007.

**Retain Herb Meiberger
as Retirement Board
commissioner.**

SAN FRANCISCO RETIREMENT BOARD VOTE HERB MEIBERGER, CFA

Experience

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.

Stay informed: Visit my website: www.meiberger.com

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

You will receive a ballot in the mail or at your work in late December.

You must vote and return your ballot to the
Dept of Elections by Jan 30 by 5 PM!

If you do not receive a ballot by Jan 8,
please contact the Dept. of Elections at 554-4375.

Proven Results

As a member of the Retirement Board for 15 years, I've been instrumental in increasing your pension fund's assets from \$3 billion to \$15 billion and in making your pension fund the best funded system in California. The success of your pension fund has also helped The City by lowering its borrowing costs.

On 9/12/06, Mayor Gavin Newsom stated:

"We are proud that Moody's has upgraded The City's debt rating." In its decision, Moody's cited The City's "fully funded pension plan."

As your commissioner, I have:

- Championed increased benefits for miscellaneous employees (2000), police and fire (2001), and retirees (1996 and 2002). And I will continue to work hard to improve benefits if re-elected.
- Fought to retain your pension as Defined Benefit where your lifetime pension is guaranteed by The City.
- Worked to obtain the best, top performing mutual funds in your voluntary Deferred Compensation Plan.
- I have worked tirelessly to ensure that the General Fund's interest rate will increase from 4.5% to 5.15%, guaranteed, for 2 years beginning 1/1/07.

With your vote, I will continue to fight for:

- Increasing benefits
- Protecting your Defined Benefit pension
- Enhancing your wealth in your Deferred Compensation Plan.

HERB MEIBERGER, CFA

Vote December 26 to January 30 • Protect Our Pensions!

\$15,000,000,000.00, and It's Yours!

VOTE: December 26, 2006, thru 5:00 pm January 30, 2007

Brothers & Sisters:

As an employee representative, I have over 25 years experience proposing legislation and negotiating contracts, which have enhanced your benefits. I have campaigned diligently for every charter amendment that has increased benefits since 1980. I have the experience and knowledge to not only grow the fund, but also the leadership position as Chair of the Labor Council Public Employees Committee to put forward pension upgrades such as a 3% compounded COLA for all retirees and improved workers compensation for miscellaneous employees. My candida-

cy was encouraged and is supported by Firefighters Local 798 and Laborers Local 261, two Unions that know the importance of having Trustees who are actively working to increase benefits – YOUR BENEFITS! Be counted by voting when you receive your ballot this month!

In Solidarity, Tom Harrison

Ballots go out to approximately 48,000 City Employees and Retired City Employees on December 26, 2006 (votes must be received by January 30, 2007.) Please help get our message out that a vote for Tom is a vote for OUR Representation at the San Francisco Retirement Board.



Tom Harrison

*Committee to Elect Tom Harrison
San Francisco Retirement Board Trustee*

My name is Tom Harrison and I am a candidate for the Employee Trustee position on the San Francisco Retirement Board.

I am a native San Franciscan and I am very proud to have been in public service to the citizens of San Francisco during my years as a City Employee, a Union Representative, and most recently as the Chairperson of the San Francisco Labor Council's Public Employee Committee.

I am fully committed to the supporters listed to create a system of accountability to the miscellaneous employees and retirees by making regular reports to their Executive Boards and working toward the goal of creating an agenda for the Board from these meetings.

If elected to represent the beneficiaries on this very important Board, I will tirelessly dedicate myself to the job at hand. I will continue my efforts to gain expertise in the rules, policies, and practices of the task at hand, will always report back to you as your representative, and will faithfully work for the improvement of your benefits at the San Francisco Employee Retirement System daily.

Please take a look at some of the early material from my campaign. If we have not yet spoken, please provide me an opportunity to meet with you. If we have, I hope you believe now that I have the necessary communication skills, commitment, and dedication needed for such an important responsibility. I would be greatly honored to get YOUR VOTE!

Our Support:

Current Retirement Board Members Al Casciato (SFPD), Joe Driscoll

(SFPD), and San Francisco Supervisor Sean Elsbernd are supporting Tom because Tom knows that a change from a defined benefit to anything else would be unacceptable to the employees and retirees. Tom knows that if not for the Labor Unions' actions across the State, the Governor and his friends would have been successful at changing PERS. Tom knows how to work well with the other Trustees to ensure that the system (108% funded) continues to grow for its beneficiaries.

Last week, the **San Francisco Building and Construction Trades Council** joined the **Firefighters' Union Local 798, Retired Firefighters and Widows, the Laborers' Union Local 261, the Deputy Sheriff's Association, the Plumbers' Union UA Local 38, the Electricians' Union IBEW Local 6, Teamsters' Union Locals 350 & 853, Transport Workers' Union Local 250A, Carpenters' Locals 22 & 2236, Operating Engineers Union Local 3, our City Managers, Directors, and Department Heads of the Municipal Executives Association (MEA), Stationery Engineers Local 39, the ILWU, the Cement Masons Local 300, Painters Union Local 913, Glaziers Union Local 718, Hod Carriers Local 36, Roofers and Waterproofers' Local 40, Bricklayers, Tilers and Allied Crafts Workers (BAC) Local 3, Sign and Display Local 510, the Bay Area Union Labor Party, and many other employee organizations because of Tom's excellent record as our long-time Public Employee Chair at the **San Francisco Labor Council**, his work on implementation of Retirement Board reforms, and his vast experience with many budgets.**

We know that Tom will, among other things:

- Protect our investments (15 billion dollars)
- Protect the Supplemental COLA
- Work diligently to secure an ongoing 3% compounded COLA for all retirees
- Fight any proposal to change the defined benefit plan

In Solidarity,

Oscar De La Torre, Terry O'Sullivan, Walter Johnson, Anthony Montoya,

John Hanley, Larry Mazzola, Bob Morales, Dan Harrington, John O'Rourke, Marianne Bertucelli, Chris Cristopherson, Maura Lamb, Ernie Yates, Terry McKenna, Chris Daly, Al Trigueiro, Stephanie Allen, Ken Oku, Bill Wong, LeRoy King, Fred Pecker, Irwin Lum, Mike Theriault, Ramon Hernandez, Jesus Villalobos, Kevin Hughes, Mike Hardeman, Tony Sacco, John Madden, Larry Mazzola Jr., Jim Salinas, David Wong, George Brown, Doug Yamamoto, Alex Corns, David De La Torre, Tom O'Connor, Tracy O'Keefe, Jim Vannucchi, Ed Lieberman, Pat Mulligan, Margo Reed, Tim O'Brien, Carol Isen (partial list)

SF Police Officers' Association Past Presidents Support Tom Harrison

Tom Harrison is eminently qualified, having been the chairman of the S.F.L.C. Public Employee Committee for the past several years. At the same time, the candidate endorsed by the SFPOA Board of Directors, Herb Meiberger, who is the incumbent, not only is being opposed by the vast majority of city employee unions, but in addition is not being supported by his own union. The firefighter on the Retirement Board, Joe Driscoll, is supporting Harrison because Meiberger has been so difficult to work with on the Board, and the Police representative, Al Casciato, opposes Meiberger for the same reason and because he has passive support for opposition to Casciato's efforts to obtain additional benefits for police officers and other city employees. We urge you to vote for Tom Harrison. Doing so may help us continue to have the support of other city employee unions when we seek their support for our candidate.

*Past SFPOA Presidents,
Al Trigueiro & Al Casciato*

City Employees in the Parks, Public Works, MUNI, SFO, PORT, and Water Department support Tom Harrison

When you vote to decide whom you will support, consider Tom's relationship with the City Workers. When at the State level they attacked our pen-

sions, it was the Labor Unions (Fire, Police, Nurses, Teachers, and others) that "dogged" the Governor and killed the Richman effort – for now. In the future, if the need arises, rest assured that when Tom makes the call informing the actives of ANY TALK we will fight to protect the interests of the retirees who built our Unions! I know that we, the actives, can count on Tom Harrison and the retirees can count on us to be there when it counts!

In Solidarity,

Oscar De La Torre

(De La Torre is the Business Manager of LIUNA, Local 261, and Trustee of the Pension Fund)

Countless Retired City Employees Support Tom Harrison

We enjoy a well-funded and efficiently run retirement system that has provided an almost uninterrupted series of advantageous earnings to provide for our 3% compounded cost of living increases. But, unfortunately, at the state level, there are forces working to do away with pensions and substitute a defined contribution (read: no guarantees, no cost of living) plan. Additionally, the City will probably soon be proposing a charter amendment to deal with future funding of our health benefits. We need political support to protect and preserve our benefits.

Tom Harrison is a retired City employee, RECCSF member, Rec & Park Commissioner and labor leader who is Chair of the Public Employees Council of the SF Labor Council. The Labor Council has been extremely helpful in supporting our charter amendments to provide cost of living increases and Health Service premiums. They will, with Tom's help, continue to support our retiree benefits against attack.

Tom is supported by both Joe Driscoll and Al Casciato, elected Retirement Board members, and ex-officio member Supervisor Sean Elsbernd. Their support argues that there is confidence among current Retirement Board members than Tom will help protect and enhance the \$15 billion investment fund that sends us our monthly checks.

**John W. Madden,
RECCSF Retired**

We are grateful to SFPD officers for their dedicated service and wish all a happy and safe New Year.

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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

PS: Supervisor Sean Elsbrend, who sits ex-officio on both the Retirement Board and Health Service Board has also endorsed Tom Harrison.

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 opportu-

nities 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.

International Association of Women Police Membership Application & Renewal Form

Last name _____

First name _____ Middle _____

Sworn Police or Law Enforcement Officer _____ Yes _____ No

Current/Retired Officer? _____ Current _____ Retired

Rank/Title/Position _____

Agency _____

Agency Address _____

City _____

State/Province _____ Zip/Postal Code _____ Country _____

Home Address _____

State/Province _____ Zip/Postal Code _____ Country _____

Agency Phone _____ Home Phone _____

Fax Number _____ Email Address _____

How did you learn of IAWP _____

Preferred mailing address _____ home _____ work

Do you want to be listed in the Speakers Bureau? _____ Yes _____ No

Membership Fee Schedule

I am applying for new membership ___ \$40.00 per year – U.S.

I am renewing my membership _____ \$25.00 per year – Retired U.S.

Active Membership _____ \$20.00 per year – All Other Countries

Associate Membership _____ \$40.00 per year – affiliate

Affiliate Membership _____ \$400.00 – Life Membership

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Cash _____ Check # _____

Master Card _____ Visa _____ Discover _____ American Express _____

Credit Card Number _____

Signature _____ Expiration Date _____

Send completed form with payment to:
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P. O. Box 184, Marble Hill GA 30148
Phone: (678) 354-0435 • Email: JoAnnAcree1@aol.com

Member Number _____

Renewal Date _____

Catastrophic Illness Program 2006

The Behavioral Science Unit, on behalf of the recipients of the Catastrophic Illness Program, would like to thank everyone who donated time to the program. San Francisco Administrative rules do not allow us to publish a list of donors but you know who you are.

Certificates of Appreciation were sent out to each of the donors in November just before Thanksgiving. Your donations of time helped recipients of the program to continue receiving their paycheck while being off work to care for themselves or a family member because of a life-threatening health situation. The recipients of these donations were extremely grateful!

This year the S.F.P.D. program had a total of 147 donors and some of these donors gave multiple times during the course of the year to multiple recipients. The average donation was 32 hours and as usual some donors gave many times over that amount.

The S.F.P.D. Catastrophic Illness Program received a total of 5,228

hours of donated time; of this 3,716 hours were SP time and 1,512 hours were VA time. This represents about 65 paychecks total or enough to provide 5 recipients a full paycheck for six months.

We did have more than 5 recipients in the program during the year and unfortunately a couple of the recipients went either with a short check or no check. It may be safe to say that we experienced some donor fatigue this year and we hope next year will be better.

Please contact Officer Ernie McNett at the Behavioral Science Unit if you donated time and did not receive your certificate of appreciation. Please call if you need additional information, donor forms, or have any questions. BSU 837-0875

Once again, a heartfelt thank you!

The Staff of the Behavioral Science Unit, Sergeant Mary Dunnigan, Maggie Ortelte, Officer Roy Priest, & Officer Ernie McNett



PHOTOS BY STEVE MOONEY

Officers Brian and Irene Michaud, along with Sgt. Gavin McEachern award a \$1,250 check from the POA to Midge Wilson, the Executive Director of the Bay Area Women's and Children's Center in the Tenderloin for the kids ice skating program.

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

Help Harrison Find a Donor

Harrison Leonardo is a two-year old boy who is fighting Acute Myelogenous Leukemia (AML) and needs a bone marrow transplant to survive. He's spent most of this year fighting cancer, which went into remission in August. Unfortunately his family learned the cancer relapsed just before Thanksgiving. He is currently hospitalized and undergoing another round of chemotherapy while his doctors and family search for a donor.

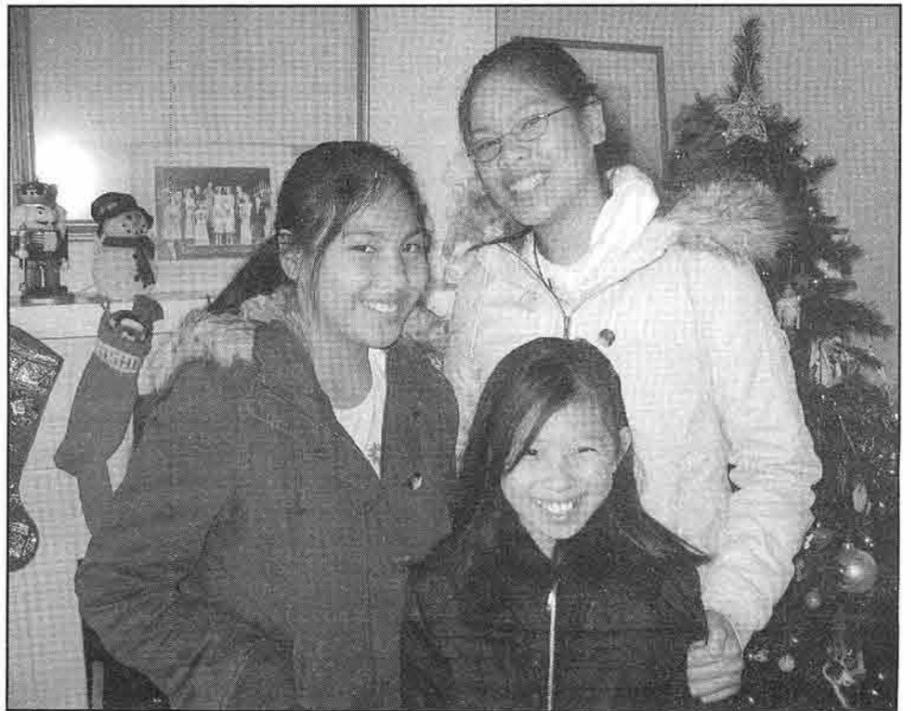
A bone marrow donor must have an identical Human Leukocyte Antigen type (HLA type). His parents' and brother's HLA types do not match Harrison, so he is now searching for a non-related donor. A suitable donor

will most likely have a similar ethnic background as Harrison, who is Filipino and Caucasian. There is also a chance a match can be found with someone who is of Asian descent or who is bi-racial.

Because there are few Asians, and Multi-Racial people on the National Marrow Donor Program Registry, it is so difficult for Harrison, and others like him to find a matching donor.

You could be Harrison's Miracle Match!

For more information:
www.help Harrison.com
 Asian American Donor Program
 800-593-6667
www.aadp.org
carol@aadp.org



Jasmine, Sarah and Ngan are members of the BAWCC's Youth Sports Initiative for Tenderloin kids Tremors Youth Synchronized Ice Skating Team at Yerba Buena.

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 415-457-8769 (fax)
www.fairfaxpd.org

About that Disparity in Arrest Rates

By Kevin Mullen

In his 1980s novel, *Bonfire of the Vanities*, Tom Wolfe introduced the reading public to the concept of "Manhattan makes it; Brooklyn takes it." By that he meant that Brooklyn-based thugs would take the subway to Manhattan, where they would commit crimes and then return via the subway to Brooklyn before the police got on to them. To their mind anyway, the thugs were adjusting the imbalance between wealthy Manhattan and the relative poverty of Brooklyn.

Now, according to a *Chronicle* report, we hear that African Americans in San Francisco are being arrested at several times the rate of African Americans in other large California cities.

San Francisco Police Chief Heather Fong has invoked a version of the "Manhattan makes it; Brooklyn takes it" formulation to explain the disparity. She says that 60 percent of the African Americans arrested, according to an analysis by the Tenderloin Task Force, had "no local" addresses. Still, some experts contend that the disparities in the arrest rates are too great to be explained completely by out-of-town criminals coming to San Francisco. The implication is that San Francisco police might be profiling African Americans.

One factor that may help to explain some of the disparity is the relative criminality of African Americans in different cities. Despite widely held beliefs that Oakland is more violent than San Francisco, in 2005, the last year covered in the December 17 report, African Americans in San Francisco were twice as likely to be murdered "most often by other blacks" on a per capita basis as African Americans in Oakland.

Rates of incidence by race of crimes other than murder are not so easy to come by, especially in a form that allows for comparisons between cities. (Until 1989, the San Francisco Police Department reported out criminal perpetrators by race for major types of crime in the "Analysis by Race" section of its regular Cable Incident Activity Report, a computerized crime-reporting system implemented in the 1970s to help manage crime information and report crime patterns. The data is still collected but has not been reported out since the early 1990s.)

The data to make such an analysis for any past period are contained in the arrest cards maintained in the San Francisco Sheriff's Office.

Just as Manhattan was a criminal magnet to Brooklynites, San Francisco attracts criminal predators from the East and North Bay. When asked why he robbed banks, Willie Sutton said famously "because that's where the money is." The same sort of answer might be elicited from the trans-Bay predators apparently making their way to the city.

William Bratton, now Los Angeles

BART Station at 16th and Mission streets was a hive of East Bay dope dealers. Ninety percent of drug arrestees in the Mission District that year gave out-of-town addresses. By increasing patrols and implementing a zero-tolerance enforcement policy around the BART Station, Corrales was able to run them back across the San Francisco Bay.

Correlation is not causation but it is interesting to note that Oakland's homicide rate went up thereafter, perhaps because street corner dope dealers became a glut on the market in the East Bay and began killing each other in order to thin their ranks. As Oakland's homicide rate soars into the stratosphere in 2006, could the same thing be happening again?

To find out, the first step should be to make a close analysis of recent past arrest records generally, to ascertain just how many outsiders are being arrested. (This can be done easily without the availability of the long-awaited computerized program that is expected to solve a host of management information problems.) If it turns out that the racial arrest disparity is attributable to the interdiction of trans-Bay criminals looking for easier pickings in San Francisco, the prescription then is for "more of the same."

Former San Francisco Deputy Police Chief Kevin Mullen is the author of several books about San Francisco criminal justice. The latest is *"The Toughest Gang in Town: Police Stories From Old San Francisco"* (Noir Publications, 2005) See: www.sanfranciscohomicide.com

To my mind, the not-yet-fully-explored possibility of San Francisco as a crime magnet for outsiders offers the best hope for an explanation.

If, however, as William A. Geller, associate director of the Police Executive Research Forum and others contend, that "murder rates are one of the more reliable measures of community violence," African Americans in San Francisco could then be expected to have generally higher rates of criminal incidence than African Americans in Oakland at least. Thus, the arrest disparity could, in part, be explained by the differences in rates of incidence.

A South Florida University expert on racial profiling has reportedly been hired to explore the reasons for the disparities in the arrest rates in San Francisco. To my mind, the not-yet-fully-explored possibility of San Francisco as a crime magnet for outsiders offers the best hope for an explanation. It would be an easy enough matter to check out.

police chief, is credited in large part with bringing down the crime rate in New York when he was police commissioner there in the 1990s. It's no accident that, prior to his appointment as New York police commissioner, he headed up the New York Transit Police. It was in that job that he started to put an end to the "Manhattan makes it; Brooklyn takes it" syndrome by providing a strong law enforcement choke point on the transit system.

The same sort of thing has been tried in San Francisco. When police Captain Greg Corrales assumed command of Mission Station in 2002, the



The S.F.P.D. Operation Dream Toy Drive collected barrels of toys before the December 10 49ers vs. Greenbay football game.

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 No Felonies. EOE. Call: (415) 558-3850 or
 Go to www.sfgov.org/ecd



Our dear friend Bryan was especially fond of this joyous season, yet there is a sad irony implicit in his death one week ago. All untimely deaths of a promising young officer are sorrowful, but the death this Christmas, of this Catholic man, is particularly so.

But the irony is intertwined with the blessing of his life, his abounding love, and the tragic proof of his selfless service.

Bryan and Salina were newlyweds, just recently embarked on their lifetime of love and companionship.

As San Francisco police officers, they met and fell in love and each wore proudly upon their person a wedding band and a seven-pointed star.

They were committed to each other, to their friends and family, and to their love of God.

And so it was just days before he died that Bryan discovered that Salina's rosary had become frayed and unraveled.

He mentioned it to her in passing, but Salina had busied herself with the season rush at home and at work. And then within days she was consumed by the senseless death of her husband, and she gave the frazzled rosary no further consideration.

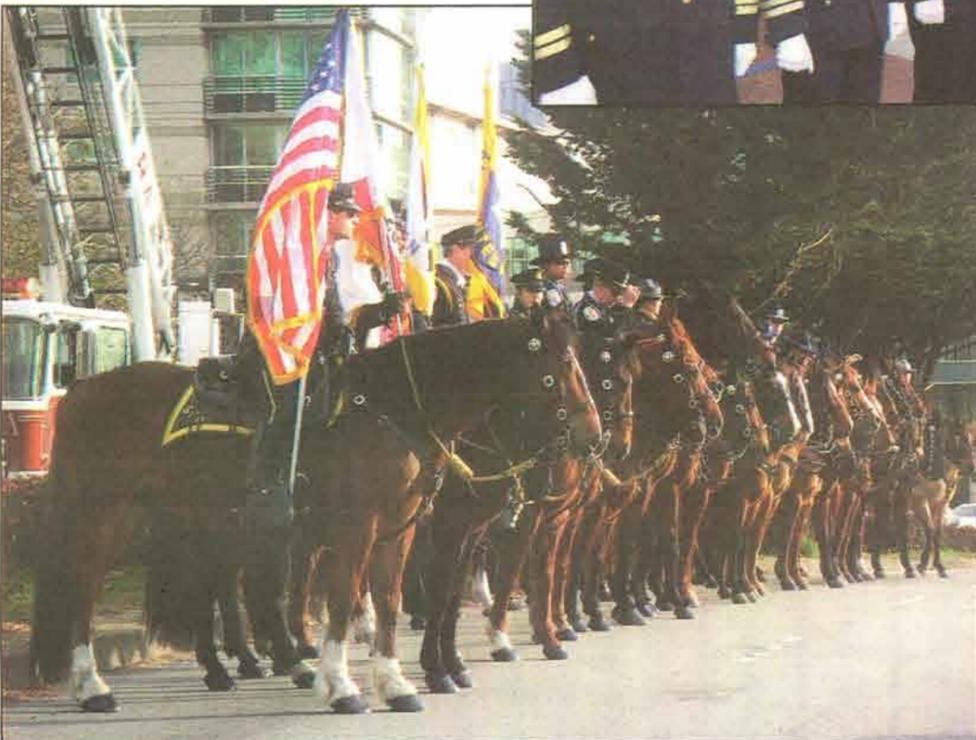
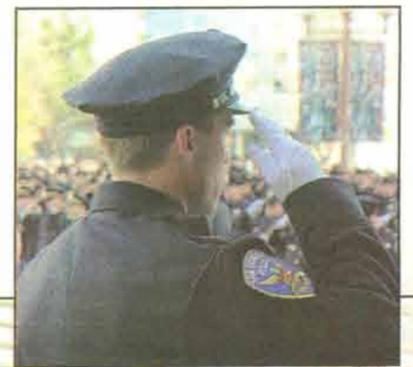
On Christmas day, surrounded by her family, Salina opened a gift-wrapped box from Bryan. In it she found a lovely new rosary, a gift of love and faith presented to her from the man she had known as her husband and her guardian.

Bryan was a guardian. Since his earliest years he had dreamed of becoming a San Francisco police officer.

He entered law enforcement in the footsteps of his father Benny, a radio dispatch supervisor for the SFPD.

There were many reasons why a rosary would be on Bryan's mind at Christmas, but none more poignant than for the memory his beloved father.

Benny Tuvera had passed away unexpectedly on December 23, 1994 — twelve years to the day before his son would succumb to a fatal gunshot wound that he suffered in the line of duty.



COVER AND CENTER SPREAD PHOTOS BY SHERRY HICKS

To the faithful, the rosary invokes reverence and
sings the soul.

Bryan was a faithful man. Faithful to God, to his
family, and to the people of San Francisco.

He was blessed with a calming spirit, with an
inherent kindness and desire to help others.

His calling was true, and his devotion unwaver-
ing.

He had not taken his sworn oath lightly, and was
deeply committed to his honor as a police officer, and
his duty to the people of this great city.

We all know well the dangers of police work. We
know that at any moment of any day we will walk
into a dangerous situation rife with unpredictable risk
and peril.

So, one week ago today, Bryan Tuvera was called to
face such a task.

But Bryan did not merely walk into the path of dan-
ger, he *ran*, and in so doing upheld to the *utmost* his
honor and his duty.

Let then his example become our guiding spirit.

Let us each pursue our faith, our love, and our lives
in his manner.

For the public servants here, let us mark his sacrifice
as a waypoint on the pathway of our own careers.

Let us draw from his death a renewed ambition, a
vitalized spirit, and a keener vigilance.

Let us strive to emulate his gentle demeanor, his un-
flinching presence, and his pursuit of justice and order
and harmony.

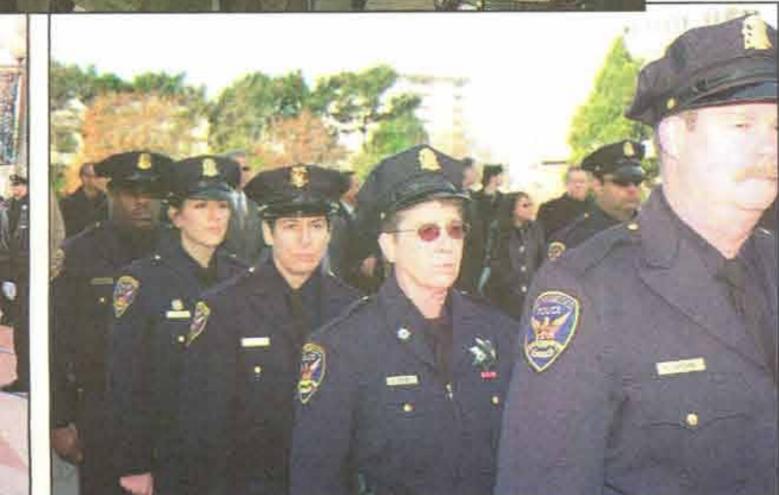
Let us praise Bryan Tuvera, and may God bless his
soul.

Rest in peace, my brother. May we patrol together
once again in a golden sector up above, dispatched
together and yon by your father, in service to the souls of
heaven, in the light of grace, devoid of all wickedness
and evil.

— Kevin Martin
SFPOA Vice President



Bryan Tuvera





POA MAIL



Officer Bryan Tuvera...

Dear President Delagnes and members of the San Francisco Police Department,

On behalf of the members of the Department of Emergency Management, the City's 9-1-1 Center, please accept my very deepest condolences for the recent loss of heroic officer Bryan Tuvera.

Many members at the 9-1-1 Center knew Bryan through his regular accepting of assignments over the radio. The veteran staff recognized the frequent appearance of Bryan's name in the call activity records through knowing his wonderful mother Sandy, and his father, Dispatcher Ben Tuvera, who was one of the best dispatchers that ever worked for the San Francisco Police Department. Ben's standard of excellence is one that dispatchers still strive to achieve and maintain today. Ben wanted officers to be safe and became one of the first civilians to teach a radio training class at the Police Academy.

Tragically, Bryan's father died unexpectedly while driving home on December 23rd, the same day that Bryan was taken from us years later in 2006. Ben, and from what I understand Bryan too, only spoke of people in positive terms. Bryan's father often expressed that he had too much going for him with his family to get drawn into any less than positive conversations around the office.

I put faith in the fact that although Ben's, and now tragically Bryan's time with all of us was so unfairly cut short, that the devotion they showed both to their careers and to those they loved will keep us plenty busy trying to emulate their efforts, and will hopefully provide some strength and comfort now and in the difficult days ahead.

Thank you for extending debriefing opportunities to the members of the Department of Emergency Management. We will certainly always remember the Tuvera family, and in particular Officer Bryan Tuvera's heroism and sacrifice for the multiple lives that were saved. Our hearts, thoughts, and prayers are with you and all members of the San Francisco Police Department always.

My fondest respects to you and yours,
Pam Katz, Deputy Director and all of the members of the Department of Emergency Management (911 Dispatch)

December 25, 2006
 The Tuvera Family
 c/o Taraval Police Station
 2345 24th Avenue
 San Francisco, CA 94116

Dear Tuvera Family,

On behalf of the San Francisco Veteran Police Officers Association, we extend to your family our deepest sympathies. As retired San Francisco Police Officers we wish to convey to your family that we feel deeply the loss of Bryan as we are all one family. Our prayers are with you during this most difficult of times.

John Vannucci
President
Larry P. Barsetti
Secretary

Editor —

My name is Raymond Priest. My dad is Roy Priest, Star 865. I work as Public Safety for Stonestown mall, and I met Officer Tuvera a few times. His wife used to be a supervisor for us, and worked at Nordstrom's LP here at Stonestown. I heard nothing but good things about her and Tuvera. I got to meet Tuvera a few times and I just wanted to share my story about him.

As a security officer at Stonestown I had the honor of meeting Officer Bryan Tuvera and dealing with him on a few occasions. Although I didn't know him all that well from the few times that I did meet him, I really could see just what a great person he was. As the son of another SFPD officer of 28 years, I spent my whole life around cops. It's a very large family. There are lots of rivalries, problems, drama, and people, but there is a brotherhood like no other.

When I first met Officer Tuvera, for some petty call for shoplifting, trespassing, or something, he gave me the universal cop look. That look every cop gives to security when we just caused him or her to go to a boring run that would require a report. While in the office as Officer Tuvera's partner would be watching the suspect or getting information from us, you saw Bryan Tuvera with his head leaning towards his radio, as he would wait for that Code-3 call to come over the radio and free him from our call, any call that would get him into the action, to help someone. Tuvera was always there to help someone. As Tuvera would stop by the mall to pick up a fresh cup of Starbucks, or handle a run, and was so often the case just to cruise by, you always knew that no matter how much of a hard time you gave him, he would be there to help.

I will never forget one night when we had about twelve SFPD officers and a sarge, looking for some intoxicated troublemakers. Everyone — police and security — was in a jog or walking full steam around the area trying to find these guys. It was crazy. Then, as I was hustling around, out of the corner of my eye I see a person totally still. As I stopped and looked, I saw it was Officer Tuvera, leaning on the hood of his squad car, looking closely at everyone, his head leaning towards his radio, and of course, a "venti" size cup of Starbucks coffee in his hand.

When I walked up to him to of course bust his chops, he smiled and said "Hey man, I'm the back-up, I'm watching everyone's back, best to do that from one spot where I can see everyone." And sure enough from where he was you could see every person, so Officer Tuvera was there watching everyone's back.

There is a saying at the police memorial in Washington D.C. "We Never Walk Alone" and I know, from pictures from people, that Bryan Tuvera had his Brother's of Blue, with him at all times, never was Officer Tuvera alone in his journey from our world, to heaven, where we all know his fallen brothers in blue were there to stay with him.

I can say that one day when I'm old enough and finally become a police officer that I will never walk alone. None of us ever will walk

alone because next to us will be officer Bryan Tuvera, watching us, with a smile, sitting of his squad car in heaven, head leaning towards the radio, ready to help with the Code-3 call when it comes in, of course with a fresh cup of joe, in his hand.

I truly wish that had gotten the chance to know Officer Bryan Tuvera better, but I am glad that I got to know Officer Bryan Tuvera for what little time I did.

Raymond Priest
San Francisco

Dear SF Weekly...

Subject: SFPD
 To: Editor, SF Weekly

Editor,

You might want to alert your readers and Jenny (Bach) Needham that the responsibility for criminal convictions lies with the District Attorney's office and not the SFPD. The District Attorney has a conviction record, not the Police Department. But, the real responsibility for successful prosecutions lies with the population at large to bear witness to criminal acts and testify in court, which few in SF are want to do.

Moreover, the DA is an elected office. One is able to express his or her pleasure or lack of in the voting booth instead of unfairly maligning the incorrect city agency in print.

But, I guess that's not as much fun!

David W. Tussey
San Francisco

Thank You Chief Fong and Mayor Newsom...

I've been reading the latest anti-leadership "hit" pieces against Chief Heather Fong with a certain degree of revulsion and disgust. In my opinion, our Chief has done an excellent job of leading us and bringing relative calm, stability, and peace to our departments ranks. She does what's best for our cops and really cares for our officers. I've seen her grieve for the loss of two of our officers, Isaac Espinoza and Nick Tomasito-Birco, and feel her pain.

I'm a nobody. Just an old crippled patrol sergeant who transferred to the Bayview District to help our officers stay alive against the warring gangs in their midst. To utilize my 25 years of street gang experience to warn the Bayview officers of developing gang trends and patterns. Several officers have transferred here, and some have remained at Bayview Station, because I came back to help them and kept a promise that I made to them long ago.

One of those officers, Officer Derrick Lew, was almost shot a few months ago by a gangster who had just killed two people. His partner, Officer Fabian Fowler, returned fire and saved his life. I fear for the safety of my officers when I come to work.

Now Chief Fong and Mayor Newsom have given us some of the resources that we need to keep our officers safe. Overtime to fill in the

personnel shortages for sergeants and officers. Detailing Specialists and Tac units to even the odds for the officers assigned to this dangerous district. Training additional patrol officers as Specialists. Promoting and sending proactive sergeants and leaders to the Bayview District.

The gangs in the Bayview District are modern day guerilla fighters. Now we have the resources to form tactical plans on the fly to keep our officers safe. We still have a long way to go, but at least we have a start.

Many of us are here by choice. We have a job to do. To keep each other safe so we can all go home at night. Politics and individuals with hidden agendas mean nothing to us. The resources and support that our Chief and Mayor have given us means everything. Thank you Chief Fong and Mayor Newsom.

Sgt. Lucio A. Perez #2217

Shoot/Don't Shoot Exercise...

To: SF Chronicle.Com
 From: Kevin Martin

Editor—

Thank you for taking the time to experience the Firearms Training Scenarios at the SFPD Academy with Sgt. Dennis Quinn. Through your thoughts and words, you were in part able to experience what officers potentially face every time they put on their uniform and hit the streets. I appreciate your hands on approach to this experience and trust it will not be lost upon you anytime soon. I thought for the most part your report to be fair and unbiased as you put yourself in the shoes of a cop faced with such critical incidents requiring mere seconds before making a shoot/don't shoot decision. However, the part you will never experience is the aftermath of such an event. The investigations at many levels that sometimes take years to complete and render a finding. The investigations by the department Management Control Division, The District Attorney's Office, The Office of Citizen Complaints and of course the perfunctory inquisition at the hands of Cop Watch or any other "community interest group" as well as the quite often biased and unfair reporting of your own paper. If the incident itself isn't stressful enough, quite often it is the aftermath that deals the cops the harshest blows. It's too bad you weren't allowed to experience the traumatic after effects of the shooting that goes hand in hand with the shooting itself.

Kevin M. Martin
Vice-President,
San Francisco Police Officers Association

Thinking of You All...

Dear POA —

I wanted to thank you once again for all the support you have given to my family during this hard time. Thank you for the support, love, strength you have given me during the trial. I know that if it wasn't for my family and friends I couldn't have done any of this.

Bella and I will forever be grateful



Isabella Espinoza

to you. You will always be a part of our lives. I thank God everyday for you guys and pray he keeps you safe and gives you strength in all you do. We feel so blessed and lucky to have you guys. Isaac will forever be in our hearts.

Have a beautiful Christmas and a very happy New Year.

Lots of love,

Renata and Isabella Espinoza

Thank You...

Dear SFPOA –

Thank you for providing a scholarship and accepting it on my behalf. I did receive the \$500. I am attending Los Medanos College in Pittsburg and the scholarship has been a huge help. I've only used some of it, which went toward books, tuition, and fees.

Thank you again for giving me the opportunity. School has been easier because of the scholarship and less stressful.

Very truly yours,
Linda Juanita Pineda

Dear POA –

I want to thank you for the scholarship that was awarded to me. I apologize for taking so long to write this note; I just became so overwhelmed with the whole college experience.

Thank you.
Always,
Erica Kato

Dear POA –

Thank you for the flowers. Our family appreciated the gesture.

Ed DelCarlo and Family

Dear SFPOA –

Your kindness is deeply appreciated. Love always.

The Estrada Family

Dear SFPOA –

On behalf of our family I would like to thank everyone for all that was done for my son, Sergeant Philip Lee #1473.

The floral spray, the Horse Patrol, Bag Pipers, singers and every officer in attendance.

Thank you to Chief Heather Fong, Captain Paul Chignell, Deputy Chief Joaquin Santos and everyone who showed their loyalty to the department and Philip. Thank you also for such a wonderful reception in our parish hall.

We will always remember also those who visited Philip at home and in the hospital, and who sent their condolences and donations to Sacred Heart Cathedral and OLV.

Sincerely,
Mildred Lee and Family

Dear Mr. [Kevin] Martin –

The San Francisco General Hospital Foundation is thrilled to receive your gift of \$5,000.00 for Heroes & Hearty. The luncheon will again be held on Valentine's Day, February 14,

2007, at Union Square in San Francisco. All proceeds from Heroes & Hearts will benefit the San Francisco General Hospital Foundation, whose sole purpose is to fund programs that enhance patient care and comfort at San Francisco General Hospital Medical Center (SFGHMC).

Last year, SFGHMC served over 103,000 children and adults, of whom over 90% are uninsured. Those individual patients logged 153,000 inpatient days and 511,000 outpatient visits at the hospital throughout the year. Approximately 8% of SFGHMC's patients are homeless. The Trauma Center treats more than 3,000 severely injured patients and the Emergency Department cares for more than 55,000 people annually.

As you can see, your support of Heroes & Hearts goes a long way to ensuring that the SFGH Foundation is able to support the breadth of programs at the hospital are taken care of.

Sincerely,

Katherine Ripley-Williams

Executive Director

The San Francisco General Hospital Foundation

Dear San Francisco Police Officers Association –

Please accept our deepest gratitude for your generous donation. We gratefully acknowledge your gift of 25 turkeys, which you made on November 14, 2006 and valued at \$450.00. Your generous gift will help us provide a wonderful Thanksgiving meal for our homeless and hungry brothers and sisters. Thank you.

Every day, you help us welcome our brothers and sisters into the loving network of support that we all need to truly thrive.

Gratefully,

Fr. John Hardin, OFM
Executive Director
St. Anthony Foundation

To our strongest supporters –

Thank you for all that you have done to help Hanna Boys Center over the past year. We are so proud and excited to share with you our 2006 Annual Report, which now highlights the names and organizations of our most loyal friends, including you.

People usually choose to support a non-profit because they know the organization is doing wonderful work. Despite that, donors are not always entirely aware of how their gift can change lives on a daily basis, as it does here at Hanna.

With much appreciation,
Kris Van Giesen
Hanna Boys Center

Dear POA Members,

I want to thank the POA members for the generous contribution of \$5,000 to the "Walk for the cure" held by the Lupus Foundation of America last month. My daughter was diagnosed with Lupus when she was fifteen years old and I was devastated to learn how little I knew about the disease. My daughter is a beautiful twenty-five year old woman who has benefited from all the new research focused in this disease. I was proud to hang the POA Banner at Justin Herman Plaza and acknowledged publicly the generosity of the San Francisco Police Officers. The public often overlooks the generosity of all the officers in this department. I feel fortunate to have served on

the POA Board for many years and personally experiencing the donations to numerous foundations that help find the cure for these diseases. As I finish my term on the Board of Directors and end my thirty one-year career as a San Francisco Police Officer I want to thank all of you for the privilege of working with such great men and women.

Inspector Lynne Atkinson & family

Kevin [Martin] –

I wanted to thank the POA, and President Gary Delagnes in particular for his "A Pew to Remember" article in the October edition of the *POA Journal*.

What the Police Commission said to the members of the SFPD was that they don't support you, and that "they have already forgotten the events of 9/11."

While the members of the SFFD may not always agree with the decisions of the Fire Commission, at least we see them out there supporting us at events like the Annual Police/Fire Memorial Mass, and the recent Golden Guardian 2 Disaster Exercise, and most importantly, the recent unanimous support to Lt. Vic Wyrsh of Rescue Squad 1. It is a sad message that the Police Commission is sending to the members of the SFPD.

Secondly, the Guest Commentary article by Barbara Kempster titled "Hello Patrol, This is Communications" was very informative and educational. We forget the "link" that the dispatchers truly have to the calls we all go on. The SFPD has worked with civilian dispatchers for years, and the SFFD is transitioning over the last few years to a similar working relationship. While the transition has not worked the way all may have wished, those of us in the field have to remember the dispatchers are there to help us, carry "baggage" from calls they work with us, and are part of the family that provides emergency services to the public. I will be contacting Barbara to personally thank her for her article.

I hope this email can make its way into the next edition of the *POA Journal*.

Merry Christmas and Happy New Year and Stay Safe,

Jim Connors
Captain, SFFD
Division of Training

So Long, SFPD,
Hello Baghdad...

15 December 2006
Baghdad, Iraq

Hello and farewell my good friends,

A few months ago I had a rather unexpected and abrupt retirement and "transition" from the Department, fellow officers, and the many friends I've worked with during my years of service. I was called back to active duty with the U.S. Army without the chance to say goodbye to you all. Sometimes life just gets in the way of our best of plans but, in the end, I have no regrets of having been a cop in this town.

On reflection, we've all had our ups and downs with this place but if we thought our efforts didn't have some meaning and value in our lives, most of us would have quit

the business a long time ago but we didn't.

Some people wonder if they somehow lived their lives in a way that had a purpose. San Francisco cops don't have that problem. What really mattered, all things considered, was that officer standing on either side of us or in the "stack" when the going got tough; trying to do our best at doing what we thought was right thing to do. Those who quit didn't weaken our Thin Blue Line, they made it even stronger. Our city has a lot to be grateful for and sometimes never seems to say "thanks" often enough. Now, it is my turn to say how grateful and fortunate I am for having had the opportunity to work with you all over the years, so,

Thank You!

I wish you all a Happy (and safe) New Year and I'll see you around town sometime when I return.

Peace,

Jerry 'The Snake' Salvador

Lieutenant Colonel

U.S. Army

Sergeant of Police, SFPD (Retired?)



Jerry 'The Snake' Salvador

Nice job...

Subject: Retirement Board Employee

Sir –

On today's date I responded to the Employees Retirement Services Offices at 30 Van Ness Avenue in an attempt to retrieve some important information regarding my retirement account. Upon arrival I had the good fortune to be assisted by an employee named Mary Fong. I explained my problem to Ms. Fong and she was able to help me immediately. She verbally explained to me the information that I needed to have. In addition when I asked her for a document request form she not only provided me with the form but without my asking she completed the form for me. In addition, again without me asking, she gave me the contact number of the employee who will process my request for the paperwork that I need. I entered the office ready for the long "Bureaucratic Battle" that seems to occur in most Government Agencies, (Police Department NOT excluded) and left it less than five minutes later thoroughly satisfied with my experience.

Please convey my thanks an appreciation to Ms. Fong and notify her supervisor of Ms. Fong's stellar work.

Respectfully Submitted



Sgt. James Wertz Reaches Half-Century Mark

On December 16, 2006, Sergeant James Wertz, Support Services, was honored by the department for his 50 years of continuous service in the SFPD. Jim joined the department on December 16, 1956! Thank you, Jim. We are proud of your service and the honor of having you as our friend and coworker. L to R: Chief Heather Fong, Doreen Wertz, James Wertz, senior 50-year member Marty Bastiani (joined SFPD September 1956), and Captain Tom O'Neil, Support Services.

SFPD to Offer Language Classes

Learn a language: Have fun and move your career forward!

Do you speak some espanol, want to speak Spanish or Mandarin Chinese or any other foreign language?

Let us know what YOU want. We are organizing classes to suit what you are looking for, whether it is to attain basic skills, improve your skills or to pass your bilingual certification test.

In partnership with SF's top language school, ABC Language Exchange, a curriculum, schedule and focus will be formed based on your feedback:

HOW: You can contact AI Wong at

the Police Academy OR write to ABC to let them know your language choice, preferred schedule and skill level at sfinfo@abclang.com.

WHEN: We will start lessons in January 2007 but first need your feedback to make sure our classes meet your needs.

WHERE: Classes will be held at the Police Academy, 350 Amber Dr.

Prefer to discuss your preferences by telephone?

Call AI Wong, at the Police Academy at 415-401-4612 OR send an email to: AWONG816@SFPDOFFICERS.COM

Hasta Pronto!

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 Martin553-1373
- Co. C Off. Don West.....671-2300
- Co. D Sgt. Mark Solomon558-5400
- Co. E Sgt. Dan Linehan641-3400
- Co. F Off. Bob Ford.....242-3000
- Co J Sgt. Gerry D'Arcy.....345-7300
- Narcotics Lt. Harry Pearson.....970-3000
- Solo Lt. Bob Armanino553-1245

Sorry no tickets at the door



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

Don Ramon's Restaurant
225 11th St

\$20.00 Donation @ the door

Co-Hosted by SFPOA & SF Emerald Society

- 1st Prize 50" Big Screen HD Television**
- 2nd Prize \$500.00 Cash**
- 3rd Prize Signed Keena Turner 49er Jersey**

Raffle Tickets \$20.00 each • Need not be present to win

For Raffle Tickets Contact

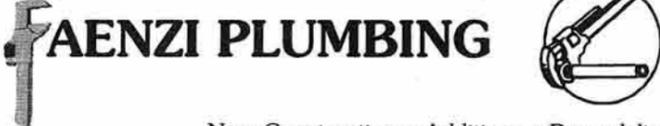
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Where did the time go?

SFPD Class Celebrates 25-Year Mark

By Brenda Walker
Academy

The 147th SFPD Academy Class celebrated its 25-year anniversary on November 16, 2006. That was the actual date that we started 25 years ago. 46 recruits graduated and today 22 are still in the department. We had the dinner banquet at the Basque Cultural Center in South San Francisco. Twenty-five people attended the dinner. We told stories, laughed and reminisced about the Academy days when it was located on Silver Avenue in the old "Potrero."

Terry Gan from the Range somehow found some old memorandums — aka: SCRA THES — and had some fun reading them to us. He was making a lot of fun at how we had to always say in the memo, and I quote, "And this will never happen again." Something also was mentioned about a couple of the guys moving the sergeant's Volkswagen Beetle from its original parking spot to another location WITHOUT THE KEYS. They were younger, healthier and stronger then. We all had a great time.

Lieutenants Ed Cota and Don Sloan are the highest-ranking officers in the

class. Martha Fabiani, and Linda Witcopp, and I are the only women left in the class. We started with six women originally.

After 25 years, some of the members are still on patrol. We have sergeants and inspectors as well. Three classmates have died since graduating, and a couple of our members had to resign for various reasons. Some of our members ran into some problems and well, we will say, they ran into the opposite side of the law. Enough said about that. Some of the Academy Staff were Vicki Quinn, Jim McKeever, Jerry Salvadore, and Barbara Jackson. I think I even remember seeing Fred Lau.

The 147th Academy Class voted to have our 30th anniversary in Las Vegas at the Mandalay Bay Hotel and Resort. I'm thinking it's going to be a great crowd. Here we come, Las Vegas, 2011.



Top row L to R: Keith Singer, Richard Pate, Omar Bueno, Art Stellini, Kevin McNaughton, Terry Gan, Mike Moran, Bob Ford. Sitting L to R: Victor Ngoi (City College Police), Jake Canion, Calvin Chow, Brenda Walker, Gordon Clark, Martha Fabiani, Peter Lau (SF Sheriff).

REUNION DINNER & Service Celebration

The Members Of The SFPD 128th Recruit Class
(March 14, 1977)
Are Pleased To Announce 30 Years Of SFPD Service

There Will Be A Dinner On Wednesday, March 14th, 2007.

Where:
Broadway Prime
1316 Broadway, Burlingame, Ca (650) 558-8801

When:
Wednesday, March 14, 2007
6:00 Pm, No Host Bar

Cost:
\$65 p/p Payable To Dave Tambara, Includes Dinner, Tax & Tip

Contacts:
Dave Tambara 553-1137
Cynthia Kulstad (Donnelly) 553 1537

There Will Be A Group Photo Taken On Tuesday, February 6, 2007, At 1100 Hrs For Those Who Are Interested. (Location Unknown At This Time.)

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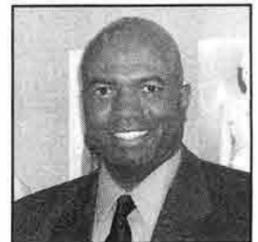
E-mail: fpassaglia@aol.com

Former San Francisco Police Officer
Former San Francisco Assistant District Attorney (1979-1997)

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George Brown
Registered Representative

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- ✓ *personalized service including individual appointments, investment modeling and retirement illustrations*
- ✓ *diverse investment options that provide you with flexibility in managing your account*
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For more information, or to schedule an individual appointment, call your ING Representative at 415-364-2016 or 1-888-822-1211. Our local San Francisco Office is located at 1 Front Street (at Market St.), Suite 1425.

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Retirement Planning Seminar Class # 44

Three Days At The Academy

By Mike Hebel
Welfare Officer, Attorney, CFP

The SFPD regional police academy hosted the SFPD-POA semi-annual pre-retirement seminar (October 23, 24, & 25) – class #44. The seminar has been expanded to include discussion of social security and medicare benefits, health service system plans, long-term care, post retirement employment, retired employee organizations, health and nutrition, taxation, essentials of estate planning, and critical psychological issues presented by and in retirement.

This seminar, titled “The Gino Marionetti and Michael Sugrue Memorial Seminar”, honors its two founders. May they rest in peace. This seminar is now in its 22nd year having started in March 1985. More than 1,825 participants have completed this seminar since its inception.

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

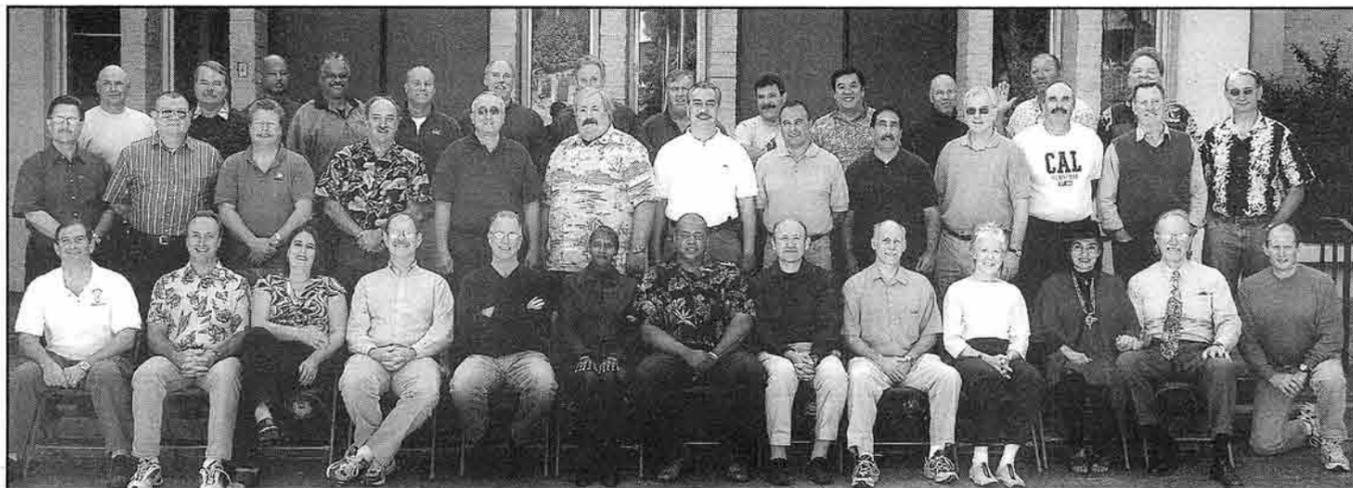
44 Participants

Forty-four participants attended this lively and informative seminar which is coordinated by **Megan Fahy**, POA staff member.

The seat of honor, which is reserved for the most senior member in attendance, was given to **Tim Gibson** of the 120th recruit class (September 1971) and to **Mike Johnson** of the 108th recruit class (August 1968). A special moment of appreciation was given to senior department members **Marty Bastiani** (50 years department service joining on 9-1-56) and **Jim Wertz** (50 years of department service joining on 12-16-56).

Most of the attendees were in the Tier II retirement plan (now with the acquired moniker “Tears Too”) having joined the department after November 1976. Only four were old plan (Tier I) members. Class attendees were mostly from the 120th to the 148th recruit classes. The 213th recruit class is currently completing its basic course at the Academy. We were pleased to have captains **John Ehrlich** and **Mario Gonzalez** present. Attending with their wives/partners (which is much encouraged) were **John Ehrlich & Sheila**, **John Franicevich** and **Pam**, **Lawrence Ratti** and **Nancy**, **Gabe Gallaread** & **Linda**.

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



proposed DROP (deferred retirement option program) for the November 2007 ballot (if passed, will be effective January 1, 2008), the proposed 3% at 55 Charter amendment for those who served at the Airport prior to the merger in 1977, and the additional 4% pensionable, longevity pay with 30+ years of service.

Chief **Heather Fong** welcomed the participants and asked them to put to practical use the information that is contained in this 3 day seminar. She reminded the attendees that police work is a stressful occupation; she exhorted them to take good care of themselves, their families, and their future. She said the focus of this 3 day seminar was to provide adequate time for attendees to attend to their life after the SFPD.

POA president **Gary Delagnes** stated that a large exodus of police officers was expected over the next 12 to 18 months with as many as 150 retirements from the sworn ranks. Between 2006 and 2011, over 800 police officers will join the KMA club; this is most disturbing since the failure rate amongst the recent recruit classes has approached 30%. The Department is now understaffed by about 300 officers; he noted that police officer recruitment is an urgent problem for all large city police departments. He stated that the last raise under the current MOU will occur on December 30, 2006 at 1.05%; the POA's Negotiating Committee will be very busy at the beginning of 2007 preparing for collective bargaining with the City on a new MOU. **Gary was commended for his primary role in advancing, in twelve years, the total compensation of SF police officers from #92 in the state of California to #3 in the nation (cities with populations of 200,000 and over).** (Sunnyvale is numero uno.) Gary appears close to accomplishing his personal goal of financial freedom for the rank and file: a Q4 police officer, by July 1, 2007, receiving an annual wage of \$98,000 and thereafter retiring with an annual pension of \$88,200. Gary set forth the pay raises that have been received over the last

decade: 1992 – 5%; 1993 – 5%; 1994 – 5%; 1995 – 0%; 1996 – 3.5%; 1997 – 3.5%; 1998 – 3.5%; 1999 – 5.5%; 2000 – 5.5%; 2001 – 8%; 2002 – 8%; 2003 – 0%; 2004 – 9% (with uniform allowance); 2005 – 6.5%; 2006 – 4.9%. What a glorious record of accomplishment! This will be known as the **Delagnes-Cunnie legacy**. Gary anticipated that contract negotiations for the next MOU will commence in February 2007. Gary outlined the 30 year police employment cycle: years 1-10, job oriented; years 11-20, promotion oriented; and years 21-30, retirement oriented.

Mike Hebel urged all to consider participation in the 30 – 30 program: 30 years of service and then at least 30 years' collecting a retirement benefit with no death before age 80. This is the Hebel corollary to the Delagnes police career path description.

Class Comments

Comments from the attendees during the course evaluation included: *“very helpful and useful information. What an eye opener. A wonderful seminar – the Department did something good for us all. I am glad I came; everyone close to retirement should come to these. Much needed information; should be open to officers with 20 or more years of service. Super and marvelous; I enjoyed this seminar immensely. I am now more confident in the City's retirement system. I would hate to think what would happen if we retired without the knowledge that we now have. Great class, everyone should attend, keep them up. Very good, can I come again. Most practical course I have ever attended. Great facility, coordinators, and presenters.”*

From an anonymous class member comes the following admonition: *Cops must think out of the box when it comes to retirement. We are so used to 30 years of taking directions and receiving a check every 2 weeks. At retirement, the gate opens up. You have to think about what to do every day. No can no longer look at a calendar for your days off for every day is a day off. Your retirement requires at least 3 years' advance planning. Take your pension and go do what you really want*

to do. Now it is solely your choice. Another member stated that when neighbors ask about his retirement, he says: *“I am on a fixed income.’ But I do not say what it's fixed at.”*

Instructor Comments

Gary Bozin, ING deferred compensation account supervisor, noted that “retirement is a whole bunch of weekends strung together.” Gary said that the police department's average deferred compensation balances are the highest amongst all city departments. He set forth the 5 most common retirement investing mistakes: miscalculating everyday living expenses, underestimating health care costs, underestimating life expectancy, investing too conservatively, and failing to recognize the impact of inflation. He said that the newly added life style portfolios (near term, mid term and long term), with their automatic daily rebalancing, were particularly attractive offerings for broad diversification. Each strategy suits a specific investor profile – based on the number of years you have until your planned start of distribution. Gary told the class that the stock market loses money, on average, 3 out of every 10 years; but those 7 up years far out distance the losers. For the long term trend in the stock market is definitely and demonstrably up.

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

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

George Eimil, retired deputy chief and dedicated instructor in these seminars, said that he began estate planning as an attorney when he realized after his 1986 retirement that he needed something more than golf to keep him occupied. George does an excellent job in explaining the basics of

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estate planning (wills, trusts, gifting, probate and its avoidance, estate taxes, powers of attorney, property titles, and medical directives). George covers a lot of territory in 50 minutes. His advice on dying remains: "If you have to, the year 2010 is best for federal estate tax avoidance." He again warned attendees not to put their real property in joint tenancy with anyone other than your spouse or domestic partner. With respect to titling property, he continues to urge the use of "community property with right of survivorship" for best tax advantages. He urged the use of a revocable living trust to avoid probate and to protect estate tax exclusions. George emphasized the need for a Will, Revocable Living Trust, Durable Power of Attorney and Advance Health Care Directive.

Maria Newport (Administrator, Retirement Services Division) and **Linda Cochran** set forth all the basics of the CCSF Retirement plans. They most adequately described the benefits of and qualifications for service and industrial disability pensions. Also explained were death benefits, beneficiary designation, and cost of living adjustments. Maria and Linda answered all questions insuring that the basics of the CCSF Retirement System were understood by the attendees. To increase your pension: work longer, get older, and hope for many more pay raises. With regard to service pension calculations, the age factor goes up every 3 months while the service factor increases each day. To schedule a retirement interview call 415-487-7070 up to 6 months before your expected date of retirement. They urged members to bring their spouse/domestic partner to this interview. Also, said Maria, keep your beneficiary designation current. They both noted that the date of retirement chosen will effect cost of living adjustments as well as the SP/OU/VA payout. Both noted that there were options for retiring members to reduce their monthly pension so that a spouse/partner/beneficiary could get a larger monthly pension as a survivor.

It was noted that the average retirement age for San Francisco police officers in 1931 was 71.5 years; in 2003, the average age was 52.5. Quite a difference in two generations.

Tier I vs. Tier II

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

To understand the cost of living adjustment (cola) differences, the class undertook a comparison exercise. One of the presenters, who retired holding the rank of sergeant in May 1976 in the Tier I system with nearly 30 years' service at age 51, received his first monthly check in the amount of \$1,130 - having contributed less than \$15,000 in retirement system contributions over his long career. In July 2006 that monthly check had grown to over \$4,600 thanks to the power of the cost of living adjustments. The class was asked to compute the

July 2006 monthly check that would be received if this retiree had been governed by the Tier II basic cost of living adjustment. For purposes of this exercise, the class considered only the basic non-compounded 2% and not the supplemental 1% cola which is dependent upon Retirement System excess earnings. To their amazement, a Tier II retirement, over this same 30 year period, would have grown to only \$1,829.60. **The difference between a Tier I and Tier II monthly pension, in this example, was \$2,770.40 per month.** Why? Tier I grew at a 4.7% compounded rate; Tier II grew at a 2% non-compounded rate. *Fortunately, the supplemental 1% cola has been paid in every year since its adoption in 1996, except 2003-04, thereby lessening, but not eliminating, the cola differences in the two systems.* Tier II attendees quickly realized that a Charter amendment was needed to improve their annual cost of living adjustments. The retired sergeant also reminded the class that police wages were set by Charter amendment prior to 1953; by annual salary survey from 1954 onward; and now by collective bargaining since 1992.

Other Observations

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

Attendees were stunned by the costs of health coverage upon retirement. Few had realized just how good the POA Memorandum of Understanding is in keeping these costs down for members and their families. After retirement, there is no subsidized dental plan, but thanks to Proposition E (Nov. 2001 ballot) there now is a medical care monetary subsidy for the principal dependent. The member's health care cost on retirement, depending upon the plan selected and the number of dependents included, is zero or highly subsidized. **Susan Rodriguez-Cairns**, HSS benefits analyst, urged participants to take care of their dental needs before retiring. She emphasized that the HSS plans, excepting the City's plan, were geographically limited. She said that the HSS walk-in hours are 8 am to 4:45pm; phone calls are taken for four hours every day. On an average day, there are up to 200 walk-ins and over 1,000 phone calls.

Special thanks to **Tom Cunnane**, SFPD physical training specialist, for his 12th presentation on exercise, health, and nutrition. Tom noted the top 3 police disabilities: cardiovascular, gastro-intestinal, and low back. He delivered the good news that police officers are surviving/living longer into their retirements than 10 years ago. The reason: more awareness of positive behaviors and attitudes that lead to a healthy life style. Upon observing that diets don't work (he calls them starvation plans), Tom urged exercise and less eating. When asked how to determine if you need a diet, Tom quipped: "Look in a mirror!" He noted that at any time almost 45% of the US population is on diets. Tom noted that the biggest health epidemic in the US is now diabetes due to excess sugar consumption. "America is getting fatter and less physically active." He urged all participants to become avid walkers (using the proper shoes) or gardeners. He recommends a heart monitor as a Christmas gift or an annual subscription to the UC Berkeley

"Wellness Letter." He praised the benefits of 6 to 8 glasses of water daily (toxin removal) and vitamins C and E (anti-oxidant).

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

Joining this seminar for the first time was retiree **Mike Gannon** (SFPD 1972-1998) speaking, robustly and vigorously, on the issue of long term care insurance. Mike is a licensed insurance salesperson (since 1984). He said that long term care is not covered by the CCSF health plans or by Medicare. As he told the attendees: "You deserve a long walk in the sunshine. You deserve the glory and honor that you earned as a public safety hero." With the average stay in a nursing home now 2.5 years, he urged all to consider long term care insurance. Since almost 25% of original applicants for long term care are denied (medical issues), he urged picking this up in your early 50's. He thought that excellent

long term plans were available from Genworth (GE), Met Life, & John Hancock; he also urged comparison with the plan offered by CALPERS.

Retirement Board commissioners **Al Casciato** and **Herb Meiberger** helped bring this seminar to a most successful conclusion. Al proudly told the attendees that San Francisco has one of the few public retirement plans that are funded at over 105%. He urged the members to stay active in the retiree organizations to protect their retirement and health service benefits. Al noted that the CCSF Retirement System is amongst the top 4 public pension plans in terms of performance for FY 2005-06.

Next Seminar

The next retirement planning seminar is scheduled for February 13, 14, & 15, 2007. For 2007, there will also be presentations of this seminar in June (18-20), and October (22-24). The seminar will be available to the first 50 persons, members and their spouses/partners, who contact the POA after the announcement is sent to all members with or near retirement eligibility. Preference is given to those members who are near retirement or who have already contacted the Retirement System for their retirement dates. The seminar fills up quickly so don't delay. Contact **Megan** at the POA (861-5060) if you desire advance notification of this seminar.

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Book Reviews

Bangkok Tattoo

By John Burdett

Reviewed by Dennis Bianchi

I discovered John Burdett last year when I read *Bangkok 8*, a wild and violent ride through Bangkok's District 8 which, apparently is that city's red light quarter. The writing kept me reading almost non-stop, but when I was finished I found I was laughing at myself. That story was, to say the least, over the top. But Burdett tells his stories well, so I bought this next novel, also set in the 8th District of Bangkok. We are met with the same set of characters dealing with life in a decidedly different place and culture, while trying to solve a murder.

I have never been to or seen Bangkok, and if it so much as vaguely resembles how Burdett describes it, then it must be truly exotic, as in remarkably strange and different. It appears to be common that police and military are also gangsters and they often supplement their salaries by working in brothels. Such is Sonchai Jitpleecheep's case, policeman by day, dedicated friend to prostitutes and crooks by night. Sonchai is following the path of the Buddha, but not without missteps and failures. A man is murdered and apparently mutilated at the brothel owned by Sonchai's mother. It is learned that the man is a CIA agent. A prostitute appears to be a prime suspect, but she is also Sonchai's romantic fantasy. The son of a Muslim

imam shows up at the club where Sonchai is overseeing the girls at work. With great disapproval, the Muslim, Mustafa, unfolds a picture of the dead man, then leaves his card. Mustafa's father is an imam, who welcomes the detective, explaining that his network has been tracking the CIA agent. Now the imam is worried about being blamed for the murder, a convenient answer to everyone's problems.

What is so fascinating about this novel is the immersion in Thai culture, from Buddhist practices to ancient rituals, alongside the very practical approach and acceptance of human sexuality. Burdett would have us believe that this is a country that happily accepts all its differences. Throughout the book, advice is narrated to the *farang* reader, explaining the easy order of business in Thailand, "*Farang*, tell your evangelists not to bundle salvation with the work ethic. It really doesn't play in the tropics." Burdett apparently has been acculturated.

Bangkok Tattoo is a fast-paced complicated police drama, featuring the pragmatic and seemingly corrupt Thai system of justice, the adaptable Thai personality, along with a group of Muslims trying to diffuse an excuse for war in their part of the country. Sonchai watches the wild tale unfold, while the reader learns how this very fascinating Eastern culture and system contrasts with those of the West.

A Quick Commentary on "Zebra Murders"

by Dennis Bianchi

I read and enjoyed Kevin Mullen's review of this book which appeared in the *Journal* recently. I spoke with Chief Mullen regarding the book and wish to only add a short addition.

I was a member of the SFPD's Tactical Unit during this time period and worked both in plain clothes and uniform while these murders were taking place. Mr. Sanders and Mr. Cohen, by means of very broad strokes of the pen and innuendo, give the appearance that white officers seldom had much to offer and black officers were constantly discriminated against. That was not my experience. For several weeks there was an undercover group of us that drove or walked around the areas where the homicides had most often occurred, and some members of the unit were African-Americans. Others, like me, were not. In essence, we were decoys, walking targets. That information was apparently not in the box of evidence "mistakenly" sent to Mr. Sanders' home. We worked very hard and, unlike Mr. Sanders, had no interrogation room to sit around drinking alcoholic beverages while discussing the case. We drank coffee, kept quiet and looked for the murderers. There were at least two women working under cover but no women

were assigned to the Tac unit as the book states. Women had not been allowed to become patrol officers until 1975.

The book also misleads the reader into believing that minorities failed promotional exams because they were given exams that were different than other officers. That is not accurate. Many people who took the exams didn't score high enough to qualify for promotion. Why so many minorities didn't is a completely different discussion than to summarily dismiss that result by misleading readers that they were given different exams. The disservice done by overstating racist cases, such as I read in this book, is that legitimate cases have a more difficult time succeeding. Yes, any thinking person who lives in the real world knows racism exists and should be combated but honestly and with the understanding that it goes both ways. One last complaint, and possibly my strongest, is that there is not one reference note. A book of this nature demands references. What we have without them is pretty much opinion, which a good investigator knows, doesn't make for a convincing case. By the way, I didn't buy this book but retrieved it from the public library. That way I only wasted my time.



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*China Reflections — November 2006***350 Years of Police Work Down the Yangtze River**

By Jim Hennessy,
SFPD Retired

A few months ago I wrote an article about my experiences in China as leader of a tour in March of this year. In that article, I spoke about another planned trip for November. The response generated by that article was tremendous and I had a great deal of interest in the November trip that resulted in 35 travelers joining me for another trip of a lifetime.

I just returned from the November trip and I am here to tell you it was even better than the last one I reported on. Thirty-five travelers joined me on November 4th for 15 days and another great trip. They consisted of people from all walks of life including a bookstore owner, two retired teachers from Lowell High School, an electrician, a plumber, an attorney, a secret service agent, two judges, two retired firefighters, a restaurateur, as well as a number of retired and active San Francisco Police officers. Retired Secret Service Agent Roger Kuhns, Deputy Chief Bill Welch, Captain George Kowalski, Captain Pete Otten, Lt. Joel Harms, Sgt. Jim Brown, Sgt. Ed Edney, and active officers Lt. Al Martinez, Officer Tim Mayer, and Officer John Conway represented over 350 years of police work. In many cases spouses and friends accompanied them. We were also honored to have the wives of deceased officers Tom Vigo and Art O'Keefe join us.



One of China's national treasures — the Panda

We left San Francisco and arrived in Beijing for the beginning of our tour where our National guide, Josie Yi Ling, met us at the airport. Our first accommodations were at the JW Marriott and we were not disappointed — especially when the management provided a beautiful suite of rooms to three of our female single travelers. This was very welcome and enabled these recently introduced strangers to form a friendship at the outset of the trip. The weather was mild for the time of year and the city was sparkling clean with fresh flowers everywhere. We saw all the important sights: The Great Wall, Tian'anmen Square, the Forbidden City, the Temple of Heaven and too many others to mention. In all, we were there for three days concluding with a Peking duck banquet at a five star restaurant that included fifteen additional dishes. After that wonderful traditional dinner we boarded an overnight train to Xi'an.

The following day we arrived in Xi'an early in the morning and checked into the new Sofitel Hotel. Most people agreed this was one of the finest hotels on the trip as evidenced by the best breakfast buffet on the trip, equal to those at Caesar's Palace or Bellagio

in Las Vegas. We spent two days here touring the Terracotta Warriors, the Wild Goose Pagoda and the ancient city wall, among other sites. At one of the major tourist attractions, Dennis Holl, a City electrical inspector, looked down and saw a stranger with his hand in Dennis's jacket pocket. The object of this intrusion was Dennis's camera. When Dennis asked him what he was doing, he removed his hand, said, "I'm sorry" and began running. Lt. Joel Harms (retired) took off after him shouting, "Police, Stop" a number of times. Members of the public joined in, in excess of one hundred, to assist Joel in the apprehension. Our guide

...any crime committed against another police officer was just as if it had been committed against him and the crime would be dealt with at the station. Boy — would OCC have a field day with this one!!

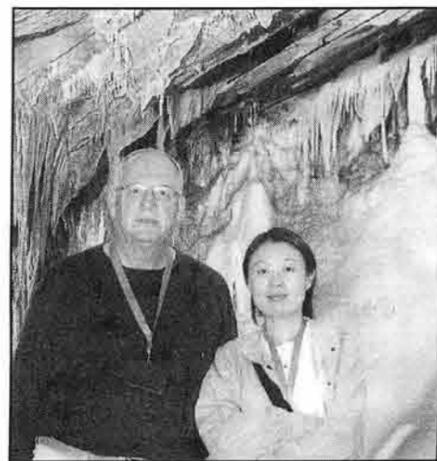
called the police emergency equivalent of 911 and asked for assistance. Joel caught up with and apprehended the suspect. Within seconds two police officers arrived in a squad car and our guide explained to them that many of the people in our group were American police officers. At this point, one of the officers cuffed the suspect behind his back and then slapped him twice in the face. Members of the crowd joined in and began to strike the suspect. By this time a crowd of 200 had gathered. As the guide explained to the police officers, members of our group were ready to provide statements regarding the attempted robbery. One of the police officers responded that the suspect has done two very bad things. First he had attempted to rob a foreigner and second he had attempted to rob police, which is even worse. Therefore no statements would be necessary, because any crime committed against another police officer was just as if it had been committed against him and the crime would be dealt with at the station. Boy — would OCC have a field day with this one!!

After two days in Xi'an we flew to Chongqing, the largest city in China with a population of nearly 32 million. We stayed at the JW Marriott Hotel, after a few minor glitches during the check in procedure (they had us all listed by first names instead of last), over fifty percent of our group received upgrades to the Club Floor. We visited the Flying Tiger Museum, the General Stillwell Museum and the very active pandas at the zoo. One night we experienced a Mongolian Hot Pot dinner, where customers cook their own food in a vat of boiling water in the center of the table.

Following two days in Chongqing we boarded the lovely Century Star riverboat for our trip down the Yangtze River. The boat was immaculate. Our group all had outside staterooms with private balconies. The boat had 192 passengers with a crew of 138. The crew also provided excellent folk entertainment representing different regions of China. Each day the boat pulled in for an included shore excursion. One was a visit to the recently discovered Snowy Jade Cave. The cave consists of stalactite and stalagmite formations in a variety of glorious colors.

A path has been created through the cave that takes over an hour to transverse. Another of the shore excursions was a ride on smaller sampans guided by seven oarsmen up a tributary of the Yangtze. As the tributary narrowed and became shallower, the oarsmen alighted from the sampans and pulled them with ropes through the shallow rapids. When we reached the end, we rode the rapids back. While completing the trip, the oarsmen sang lovely songs, which echoed and reverberated from the canyon walls.

After the three-day trip aboard the Century Star, we disembarked in Yiching and flew to Shanghai. We stayed



Your host Jim Hennessy and national guide, Li Ying

available. These included high end French, Italian, Spanish and American, including steak houses. One of my favorite restaurants is Two Three Nine in Shanghai located on Shimen Yi Lu Street serving continental cuisine with Asian fusion flair. The Executive Chef Brad Turley is from the Bay Area and learned his trade at Roy's of Hawaii and the Caravelle Hotel in Saigon. He does an absolutely outstanding job for a very fair price.

We had such a good time at the Chongqing Zoo seeing the pandas that I decided to add another item to my next trip. Instead of visiting pandas at the zoo, we will be visiting them at the Chengdu Panda Reserve where guests will have the opportunity to get closer to the pandas and hold any that are three to four months old. This should be a chance of a lifetime!

Next trip? I am planning the next trip for March 10, 2007 through March 24th. The March 2007 trip will be very similar to the one described in this article. As I said at the beginning of the article, each trip gets better and better.

The cost of the March 2007 trip will be \$2495 per person, double occupancy, including airfare from San Francisco (not including airport taxes and fuel surcharges) If you, any friends, or members of your family are interested in joining me please feel free to give me a call at (415) 242-1489 and I will be happy to answer any and all questions. Please don't wait too long, as my trips tend to fill up quickly!

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New GASB Rules On Post-Retirement Insurance A Boon For Lawyers

From *The National Law Journal*,
December 8

A far-reaching change to accounting rules for public employers has attorneys across the country braced for a surge of legal work.

The new rules, which will be phased in starting this month, require government entities — from cities to universities to school districts — to calculate and report how much they owe for health care costs and other post-employment benefits for their present and future retirees.

Prompted in part by the recent

torneys have addressed the issue generally. But now it is holding what it calls "OPEB labs" around the country with public employers. The sessions are "off-the-clock, off-the-record" meetings for senior municipal managers to get together as peers and compare their situations, Eady said.

"They wind up being a support group for each other," he said, adding that high numbers of retiring baby boomers and skyrocketing health care costs are particularly troubling for these employers trying to meet the new requirements.

Nixon Peabody is "building a sub-

on Dec. 15, 2007, with the smallest government entities reporting one year later.

Observers attribute the rule change to the increased scrutiny of underfunded retiree benefits in the private sector. Thousands of retirees at several U.S. corporations, including US Airways Group Inc., United Airlines parent UAL Corp., Polaroid Corp. and Cone Denim LLC, saw their pensions compromised after those companies hit hard times.

'Massive' Impact

The challenge for public employers is not only the initial chore of determining the exact obligations covered by the rule, but also the more daunting task of figuring out how they are going to fund those benefits.

"The impact of this is just massive," said Ron Kirk, a public-finance partner in the Dallas office of Vinson & Elkins and former mayor of that city.

Vinson & Elkins, which has its largest office in Houston, has established its own task force of 10 attorneys to address the reporting revisions.

Kirk said that public employers historically have used attractive benefit packages for current and retired employees to lure workers to take jobs that often pay less than those with private employers.

But those enticements have created enormous future commitments for government entities, which are often unable to revise those obligations to more manageable levels because they were reached through collective bargaining.

Legal Skills

Solving the OPEB problem likely will draw upon a variety of legal skills, Kirk said. Compensation and benefit lawyers, labor lawyers, tax attorneys, public-finance lawyers, trusts experts and litigators all will play a role in compliance.

One public employer that has needed OPEB assistance is Travis County in Texas, which includes Austin.

Susan Spataro, chief financial officer for Travis County, which employs 4,400 people, said that she called upon

Vinson & Elkins to help her determine the amount of the county's future health benefit obligations, also termed "liabilities."

Spataro, who claims that compliance with the new changes will make virtually every state in the country appear insolvent, said that she needed an objective analysis of liability. She has written a letter to the GASB stating that compliance with the new rules amounts to a material misrepresentation of the county's obligations.

"Nothing real has changed," she said. "We just have a new accounting rule."

Detroit's Miller, Canfield, Paddock and Stone has created its own seven-member OPEB task force with a combination of labor lawyers and public-finance attorneys, said partner Michael McGee. It may add attorneys, but right now the 355-attorney firm has "redeployed" existing lawyers to focus on the work.

The basic tension for clients is to meet their true obligations while simultaneously protecting taxpayers' interests, McGee said. The solution, he said, has three prongs: reduce or eliminate benefits, contain the costs of benefits and fund the obligations. Each of those facets requires legal help, he said, whether it is to establish trusts to support the obligation, to develop state legislation to facilitate financing vehicles, or to help consolidate benefits programs among individual entities to reduce costs.

Also staffed to offer OPEB services is Orrick, Herrington & Sutcliffe. Roger Davis, head of the firm's public-finance group, said he has wrapped up the "mind-numbing" slew of OPEB conferences in which Orrick's task force has participated during the last two years. About 10 Orrick attorneys are handling compliance matters, mainly in New York, California and Oregon, he said.

"We've written the materials and done the seminars to death," he said. His team now is spending much of its time devising legislation for various states to create funding mechanisms.

"It's a big job," he said. "A lot bigger than we anticipated."

...the new rules call for public employers to disclose the amount they have promised to retirees for health care coverage, life insurance, dental coverage and more. Importantly, public employers also will need to show how they will pay for those benefits.

demise of employee pensions among several companies in the private sector, the new rules call for public employers to disclose the amount they have promised to retirees for health care coverage, life insurance, dental coverage and more. Importantly, public employers also will need to show how they will pay for those benefits.

The upshot for attorneys, particularly those in the public-finance area, is an expected avalanche of work from municipal governments, hospitals and any other public employers scrambling to comply.

"I've been in municipal finance for 31 years, and I've never seen anything like this," said Edsell "Chip" Eady, a partner in the San Francisco office of Nixon Peabody.

As at other law firms, Nixon Peabody has assembled a team of lawyers to tackle what it calls the "OPEB problem." OPEB is the acronym for "other post-employment benefits," an obligation for public employers that by some estimates equals between \$700 billion and \$1 trillion nationwide.

Throughout the year, Nixon Peabody has conducted seminars and attended conferences in which its at-

stantial practice around OPEB," he said, and has enhanced its practice with two partners and four associates working full-time on OPEB matters.

The reporting changes stem from new requirements under the Government Accounting Standards Board (GASB), which now call for government entities to report two types of information. First, they must identify the annual cost of their OPEB obligations. Second, they must report the net OPEB obligations, meaning the difference between what they owe and what they have contributed to cover those costs.

Riding on the reported figures will be the entities' credit rating and, ultimately, their ability to borrow money.

The rules, which will affect thousands of municipalities and other public employers, will be phased in based on the size of the entity. Larger governments with annual revenue that exceeds \$100 million must start disclosing their unfunded liabilities on all financial reports starting on Dec. 15. The new rules apply to governments with revenue between \$10 million and \$100 million starting

Bush Administration Considering New FMLA Rules

From *The Los Angeles Times*,
December 1

WASHINGTON, DC — The Bush administration is examining regulations that give workers unpaid leave to deal with family or medical emergencies, making some supporters of the rules wary that worker protections might be scaled back.

The Labor Department said Thursday that it would seek comment from the public, employers, workers and other interested parties on the matter. Comments are due to the agency by Feb. 2. The 1993 Family and Medical Leave Act grants eligible workers as many as 12 weeks of unpaid leave during any 12-month period for such things as caring for a newborn or a

sick family member, or because the employee has a serious health condition.

The department is seeking feedback on such issues as eligibility standards for employees, what constitutes a serious health condition and whether steps need to be taken to boost workers' awareness of their rights.

"This is meant to be a very objective review," said Victoria Lipnic, assistant secretary for the department's Employment Standards Administration.

Debra Ness, president of the National Partnership for Women & Families, which promotes fairness in the workplace, said she did not want to see sweeping changes "that could seriously undermine the protections that people now have."

Cleveland Review Board Member Wants Police Union President Disciplined

From *The Cleveland Plain Dealer*,
December 10

CLEVELAND, OH — Cleveland's Police Review Board has recommended that the president of the police union be disciplined for angrily confronting and ousting a community activist from a public ceremony.

Steve Loomis, leader of the Cleveland Police Patrolmen's Association, ousted Art McKoy Sept. 2 from a vigil in honor of slain Detective A.J. Schroeder. At the vigil, Loomis told McKoy, a vocal critic of police officers' use of deadly force, that he did not belong at the solemn gathering.

Loomis "pushed his big body against me and used foul, improper language," McKoy said. "I left out of respect for the officer's family, but the way I was treated was wrong."

McKoy, founder of Black on Black Crime, complained to the city's Office

of Professional Standards, which interviewed witnesses and sent its findings to the civilian review board.

In a letter to McKoy dated Nov. 29, the review board agreed with McKoy's complaint and said it has urged police Chief Michael McGrath to discipline Loomis. The letter did not detail the incident or punishment.

Loomis did not respond Saturday to a page and an e-mail request for comment. McGrath could not be reached for comment.

McKoy will discuss the incident on his radio talk show, which begins at 8 p.m. today on WTAM AM/1100.

"This isn't just about me and one police officer. This is about a police leader and a black community group getting along, working together," McKoy said. "I hope Officer Loomis calls with an apology and we can move on to try to make this a better city."

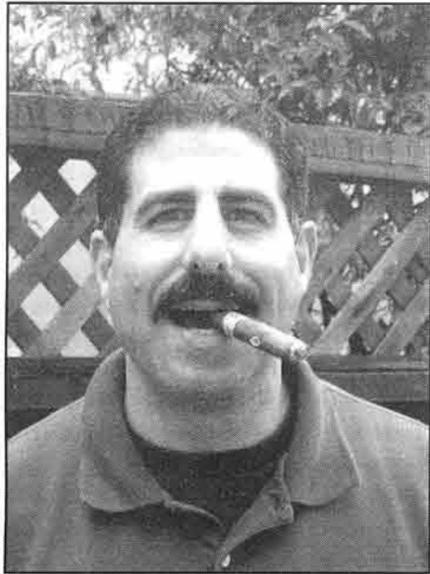
Sports



NICK'S NOTES

By Nick Shihadeh,
Journal Sports Editor

Bayview's Brian Lujan In Mixed Martial Arts Event



Airport Bureau Softball

I was notified by department mail about a situation arising at the Airport concerning the softball team and potential new members of said team (that was formerly run by Nick Allen and presently managed by Mike Etcheverry). The spiel went something like this:

"I don't know if you've heard, but the word is out about a recent P-1 transfer to the Airport Bureau. They say he exhibited incredible athletic prowess in his prime. He wrestled for the all Middle East Olympic Team, played wing on the Barbary Coast Rugby Club, and has been a stalwart on the SF Police Soccer Club for many years. Most know him as a hard charging player/coach of the often ill-fated, but now highly touted Park Station Islanders softball team. This guy could be the player the Airport has needed to put them back in the A-League elite — that coveted department softball championship game that seemed to be a yearly event for the Airport, but has eluded them for the last couple

CHECK IT OUT: I received a call recently from retired Captain Rich Cairns (who I gladly worked for when assigned to Northern Station back in the 90's) and he wanted to tell me about a "mixed martial arts" event taking place early next year. It is a set of "ultimate fighting" type of matches (as seen out of Las Vegas) that are scheduled to be at Kezar Pavilion on Sat. night March 31st. The significance of this is that it will be the professional debut of our own **Brian Lujan** of Bayview Station. Ultimate fighting is a combination of skills such as kick boxing, kung fu, karate, and jujitsu and Lujan has been training very hard to get ready to fight a pro for the very first time.

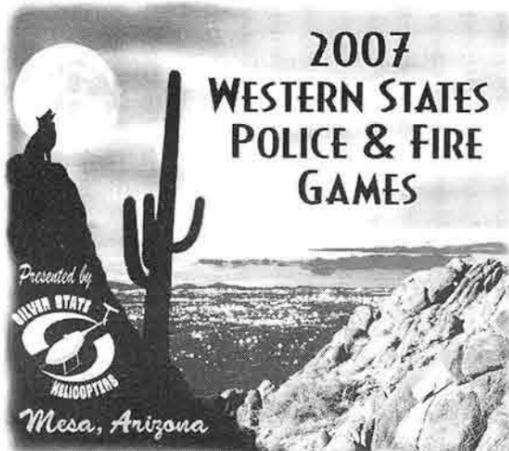
This mixed martial arts event is being put on by Full Contact Promotions which is run by Capt. Cairns and his son Jeff Cairns who is an SF Sheriff. They're excited about Lujan's debut and would like to see a big crowd from the department cheer him on as he represents the SFPD in fine fashion. Capt. Cairns told me that he is looking for anyone from the SF Fire Department that is interested to compete as well, and he would welcome a call to Full Contact Promotions at any time (650-355-4327). I am definitely going to attend that night to support my "brother in arms" Brian Lujan. A flyer with more details of the event will be out sometime next month and I hope to see many of you there as well.

Mesa, Arizona Oct. 6- 13th

Western States Police and Fire Games

The Western States Police and Fire Games, a tradition of competition and friendship since 1967, is coming to Mesa Arizona in 2007. Up to 6000 full-time sworn or retired police officers and fire fighters will compete in Mesa Arizona, in nearly 60 different events, from October 6th to the 13th. Those interested in learning more about the event, including eligibility, can do so by visiting www.cpa.org or calling 858 571 9919.

For those with a competitive spirit and an interest in sports, there is an event for just about anyone. There are traditional Olympic style events such as basketball, cycling, running, boxing, swimming, power lifting and more. There are also other competitions such as body building, shooting, paintball, flag football, softball, roller hockey, golf, motocross, and the TCA (Toughest Competitor



Alive) to name just a few.

Some of the competitors who participated in the very first games, have returned every year since and will again compete in Mesa Arizona. So if you're interested in joining with them, as well as other police officers and fire fighters from western states visit our website and learn more.

of years.

"No, this is not Borat we are speaking of although he is just as hairy," says union rep and second baseman Bob Chapman. In the words of coach Mike Etcheverry, "This guy could bat behind Jim O'Meara and John Lanfranchi. It'll be a virtual murderers' row. Airport pitcher Nick Allen says, 'If the new guy's a little rusty, I'll lob him a little battin' practice out at the Airport bating cage.'

The word out on the streets (and on the tarmac) is that this big city, crime fighting gunsmith is playing hard to get in the Airport contract negotiations. He's still clinging on to his Islanders and all of their young, fun lovin' and athletic charms. He says that the 'old man' Airport team is not for him. He probably hasn't heard about the signing bonus of two buddy passes to Fresno on Spirit Airlines.

Will this sharp shootin' ringer come to his senses? Will he succumb to the Airport's mysterious allure? Or will he fall prey and help regenerate the aging ranks of a truly championship caliber club, the Airport Bureau softball team? Only time will tell.

Maybe you as the sports editor can shine some light on this guy. Maybe a little feedback from some of his Islanders might edge him in the right direction as well. Otherwise, thanks for your time in this most pressing matter...."

Now I'm not sure who's comments those are. Rumor has it being the opinion of one John "Jack" Webb who has been at the Airport for a number of years. Whoever it is, this person is obviously referring to yours truly and I'm very flattered that he or she wants me to play for the Bureau softball team. My response to this is: NO COMMENT AT THIS TIME....Besides, they got it wrong. I never wrestled, and it was the Olde Gaels Rugby club that I played for back in the day. Otherwise, I welcome any feedback from my readers....

On a serious note, I want to dedicate this month's column to the memory of Bryan Tuvera who we lost recently when he was killed in the line of duty right before Christmas. To all his loved ones I offer my deepest sympathy.

That's all for now....Everyone have a very safe new year.....

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Sports



Here are pictures that should've appeared in last month's sports section along with Ed Garcia's fine article about the Loon's Nest golf tournament that took place at the Red Hawk Golf Complex(Hills Course) near Reno back in October. This was the tourney where the Airport's Steve Moss battled it out with Ed Anzore(Central detailed to Ingleside) in which Anzore was able to prevail. Enjoy the pics and Happy New Year from the *Journal Sports Section...*

— Nick Shihadeh



Loons gathering at Red Hawk



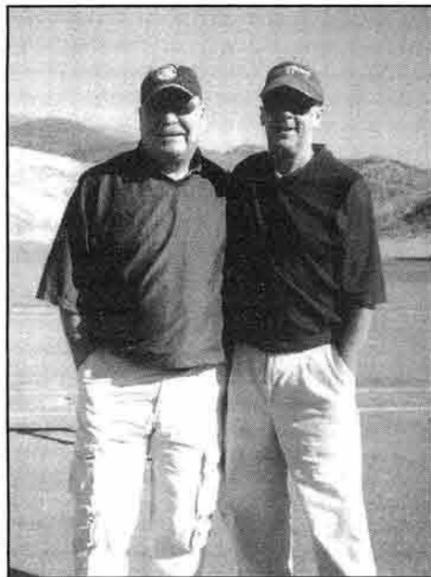
Ryan, O'Mahoney and Muselman



Hanacek, Josephine and Art Borges



Garcia and Anzore



Newlin and Johnson



Theresa Sangiacomo and Chris Muselman

SFPD Basketball

By Alan Honniball
Burglary Unit

Our league got off to a great start and once again the top teams are the Narcotics Unit and Southern Station. Last year's Championship participants are both undefeated and are headed towards another showdown.

Narcotics is being led by Jake Fegan, the league's top scorer at an average 24.2 points a game. While Southern has had balanced scoring all year round getting great play from Rod Tong, Gerry Newbeck and Brett Thorpe.

Just a notch below these two teams is CHP that has the league's leading three-point shooter, Rich Lugowski, and seconds in scoring, averaging 23.5 points a game.

Other standout players from the first half of the season are Eric Solares from Bayview, Mike Costello from Park/Central, Rich Barton from Daly City, and Mark Williams from the Inspectors. Taraval has gotten strong play from Dwayne Wilson whose ball club is the only winless team, but has played hard all year.

Northern is led by rookie sensation Tim O' Connor and finally Ingleside has received great shooting from Craig Tiffe.

I want to give 'kudos' to the some members of the 210th recruit class. Andrew Johnson, Robert Trujillo, Howard Brown, Tommy Fong and Mike Horan. It's good to see young

guys competing in this league again while juggling their new assignments after the academy. I know it's not easy. By the way, if any of you guys in the 210th have seen your classmate, former SF B-Ball standout, Albert Johnson, let me know.

Lastly, for those teams that haven't paid your fees, I need them by New Years Day. I can't run this league without paying the ref's and the gym.

Leading Scorers

Jake Fegan	121 points- 24.2
Rich Lugowski	94 points- 23.5
Rich Barton	69 points- 23.0
Erik Solares	71 points- 17.7
Mike Costello	64 points- 16.0

3-Point Shooters

Rich Lugowski	16
Jake Fegan	14
Mark Williams	13
Mike Costello	12
Rod Tong	10

Standings

Narcotics	5-0
Southern	5-0
CHP	4-1
Inspectors	3-2
Bayview	2-3
Ingleside	2-3
Northern	1-3
Daly City	1-3
Park/Central	1-4
Taraval	0-5

Thank you for the honor

Dear Gary —

I would like to thank you and the board of directors of the association for the outstanding Hall of Fame presentation dinner.

My induction is an honor which I will always cherish. The experience of having represented our department over the years will always be one of the fondest recollections of my career.

Again thank you for the honor of being an inductee and thank you and the board of directors for the continuing outstanding job you do in representing the membership of the SFPD.

Best regards,
Mike Dower, Jr.

Outstanding player is son of SFPD retiree

Chan Breaks Mold for Mids' Defense

By **BILL WAGNER**, Staff Writer
The Capital, Annapolis, Maryland
 Forwarded to *The Journal*
 by Al Casciato

John Chan is not your typical Division I defensive end.

Chan does a whole lot more than study film, lift weights and push around 300-pound offensive tackles.

A native of Northern California, the 6-foot-1, 249-pounder enjoys snowboarding at Lake Tahoe and installing the latest electronics in his sports utility vehicle. He studied four semesters of Chinese in order to learn the language of his grandparents' native land and has majored in both international studies and political science at the Naval Academy.

"John is a well-rounded individual. He's intelligent, outgoing and caring,"

Navy defensive line coach Dale Pehrson said. "John has done well academically, athletically and militarily, which shows his commitment and dedication. He's going to be successful in whatever avenue he chooses in life."

Talk to Michael Chan about his son or Navy backup center Cole Smith about his close friend and you will hear many of the same words. John Chan, who has started 23 straight games at right end for the Midshipmen, smiles when told he is often described as well-rounded.

"I take that as a compliment. I've always tried to break out of the jock stereotype and feel I have good balance in my life," he said.

Chan, who hails from Pleasant Hill, Calif., is a product of storied De La Salle High, which holds the national record for consecutive victories. He started at offensive and defensive tackle for De La Salle, which went 38-0 and captured three national championships during his three-year varsity career.

Chan remains in contact with former teammates from De La Salle, including current NFL players Maurice Drew (UCLA, Jacksonville Jaguars), Kevin Simon (Tennessee, Washington Redskins) and Demetrius Williams (Oregon, Baltimore Ravens).

"John is real personable and easy to get along with," said Smith, who played with Chan at De La Salle. "He's always had the ability to jump from group to group and be friends with everybody. He's also very loyal to his friends."

Chan credits that personality trait to his "diverse background." He is the son of a former San Francisco police officer of Chinese descent and a substitute teacher of Irish descent. Michael Chan was a motorcycle cop whose parents grew up outside Beijing. His mother - the former Kieran Kennedy - grew up in Ohio with parents who loved football, but she would not let her son play the sport until high school.

"I have a big family, a lot of relatives on both sides. I guess you could say I've been exposed to a lot of different things," John Chan said.

Chan credits his father and grandfather for sparking the hobby of tricking out his 2005 Trailblazer with such high-tech devices as Global Position-

ing System, Quick Start, Sirius Satellite Radio, a Tom Tom and more.

"Chan has more gadgets and gizmos in his truck than anyone I know," Smith said.

However, the more cerebral side of Chan has worked hard to learn Mandarin, the dominant dialect in China. It's a difficult language to master, but Chan thinks he knows it well enough to get around the country if necessary.

"I'm very impressed with John's command of the dialect, especially since I only know enough to say hello and goodbye," said Pehrson, who studied Mandarin Chinese in college.

Chan has not allowed his myriad outside interests distract from his focus on the football field. He broke into the lineup last season and started all 12 games, recording 53 tackles and six sacks. He's been even better this season despite increased defensive attention, ranking fifth on the team with 51 tackles and tied for first with six sacks.

"John is a very smart player. He doesn't need to be told things twice," Pehrson said. "He has a high motor and is always running to the ball. He's learned to keep his pad level low and knows how to use his hands to get off blocks."

Pehrson has also been impressed with the leadership Chan has displayed within the unit by being diligent in the film room and dedicated in the weight room. The 249-pounder is the team's strongest defensive lineman with a 510-pound squat lift and 400-pound clean-and-jerk.

Chan, who has played through knee and wrist injuries, is extremely proud of the 23-game starting streak and the other intangibles he brings to the field.

Like most Navy football players, Chan struggled with all aspects of academy life as a plebe and considered returning home to California after former De La Salle teammate Terrence Kelly was shot and killed. He stuck it out, thanks in large measure to the encouragement and kindness of sponsor parents Rich and Kim Gray.

"It's doubtful John would have stayed at the academy if not for the Grays. We're real thankful for their love and support," Michael Chan said.

"Words cannot express how proud my wife and I are of John. He has fulfilled all his hopes and desires while remaining very humble about his accomplishments. He has always focused on others and not himself."

Michael Chan talks about the son who built a campfire for his sponsor parents' daughter or presented his ailing grandfather with a commemorative Navy football autographed by the entire team.

Dr. William Kennedy, who paid Chan's way through De La Salle High, underwent major surgery for cancer this week - giving his grandson one more reason to beat Army on Saturday at Lincoln Financial Field.

"This is the biggest game I've ever played in my life. I am going to leave it all out on the field - for my family, for my teammates, for myself," Chan said.

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- 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!

- | | | | |
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| ADAMS | DROP | FOIL | INFANT |
| BOAT | DRY | GUARD | IRELAND |
| BREAK | END ZONE | GENERAL TSO | JOCKEY |
| CAR SEAT | ELBOW | HEADGEAR | JACK RABBIT |
| COACH | FLOW | HAWAII | NAP |

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Close Encounters

By Steve Johnson,
SFPOA

We've lost Officer Bryan Tuvera – but he definitely made his mark. Whether it was working with Officer William Derro and Officer Norman Lee chasing down auto burglary suspects or when he was with Officer Joe Chang making an arrest in a robbery case where the victim was viciously attacked, or even when he was part of an elite team that took down a heavily armed domestic violence suspect – **Bryan was the best, the most professional, the most dedicated, and he will be missed.**

Officer Bryan Tuvera did exactly what every police officer in this City does 24/7. And he knew that every day was a risk. But it was a risk he was willing to take because he was someone who wanted to be there for others when they needed him most. Bryan performed a service that most newspapers don't want to write about because he did his job very well. It's only when they get to question a police officer's decision, a decision that has to be made within a split-second, that the reporters start circling . . . so it was interesting to read about *SF Chronicle* Editor Phil Bronstein's experience when he recently volunteered to participate in our Police Academy's video-projected 'Shoot, Don't Shoot' firearm course (*SF Chronicle's* Open Forum, 12/05/06) where he was placed in real-life situations involving deadly force and had to make decisions that would impact the rest of his life.

His comments at the end of his article were especially interesting, "An hour in the shooting room is just a reminder of the flesh-and-blood factor, the kind of situations police officers face, sometimes often, where they could lose their lives. I'm reminded by my visit to the police academy that life is complicated and we need to say that, too, probably more often than we do."

He made this statement exactly 17 days prior to Officer Bryan Tuvera losing his life in the line of duty. So yes, Mr. Bronstein, you definitely do need to say that more often. Especially since, after you were finished with your 'experience' with the reality-based training scenarios, you were able to leave and get on with your life. Bryan and his young wife, Salina, will never have the opportunity to pursue their dreams.

I think Kevin Martin, Vice-President, SFPOA, captured it perfectly in his follow-up Letter to the Editor stating how, in a real-life situation involving a critical incident, the trauma is just beginning for the police officer. Because police officers involved in critical incidents are subject to numerous

personnel investigations involving the District Attorney's Office, the Department's Management Control Division, and the Office of Citizen Complaints (OCC), an agency famous for soliciting anonymous complaints from people who were never present nor ever witnessed the incident that the OCC wants them to complain about – but why let ethical considerations get in the way? And, of course, the officer must also face the ramifications of the varied press accounts. "Varied" is the best word I could come up with to describe some of the reporting we've seen lately . . .

But let's put the shoe on the other foot, so to speak, and let's take a look at how the *Chronicle* might have covered the story on how their boss handled his deadly shooting scenarios . . .

Mr. Bronstein's first "Shoot Don't Shoot" episode involved an elderly man, apparently unarmed, coming out of a house. The man suddenly turns and fires a shotgun at Mr. Bronstein. While Phil was caught off-guard initially, the second time he gets to go through the same scenario he comments, "Of course I do the first scenario over. This time, I forget about getting out of the way or considering the civilian walking behind me. **I nail the old guy the second he shows his shotgun.**"

Oh, really?

Now I think we all know how local reporters, would handle this assignment. They would have immediately described Bronstein as being an "out of control cop" because the civilian who witnessed the shooting would have said the "old guy" never had a chance to drop his weapon. There was no warning issued . . . The reporters would then dredge up their usual collection of unemployed 'experts' to say that Mr. Bronstein should have been better trained in less-than-lethal force alternatives, he should have called for a mental health professional to handle the armed "old guy", and, just like clockwork, certain politicians and community activists would also have something to add about how Mr. Bronstein's actions reflect poorly on the rest of the 2,000 members of the SFPD.

Then Mr. Bronstein's family and friends would shy away from contacting him in a supporting role because the story in the *Chronicle* documenting the shooting would report that the "old guy" **allegedly** had a shotgun. What a horrible word 'allegedly' can be when you know exactly what you saw happen. Even those people who Mr. Bronstein considers to be closest to him will now have their doubts: Could Phil have been wrong? Did he shoot an unarmed man? And of course Mr. Bronstein's attorney would have told him not to say anything at this point

in time so he'd just have to live with the fact that his life and his personal relationships were never going to be the same.

And it wouldn't have taken long for the OCC to have managed to solicit someone to make a complaint. Then Phil would have the privilege of participating in an OCC interrogation, oops, sorry, I meant an OCC interview . . . Of course the interview wouldn't take place for 10-11 months after the incident – you know, when everything is still fresh in your mind. And, even though the District Attorney and Management Control might absolve Phil of any wrongdoing, odds are the OCC would still charge him with several job-ending allegations that would manage to work their way to our Police Commission. And then, of course, there's the civil suit . . .

Now I would never want to discourage Mr. Bronstein from continuing on with his literary pursuits writing about the challenges of police work, because practice makes perfect. **The only thing Mr. Bronstein has to remember is that police officers, unlike reporters, never get a second chance.**

God bless, Bryan.

Neighbors heard a woman screaming from inside a residence in the Ingleside District and called 9-1-1. Sergeant Hector Jusino, Officer Joan Cronin, Officer Jessie Ortiz, Officer Renee Pagano, and Officer Salvador Perez responded and found a suspect drenched in blood, barricaded in a back bedroom armed with a very large butcher knife. The seriously injured woman he had stabbed numerous times was also in the room, unconscious, but the suspect was holding the officers back from saving her every time they tried. The officers attempted to communicate with him in both English and Spanish but he refused to acknowledge them. The officers then deployed a chemical agent which didn't faze him but the less-than-lethal rounds did. Once incapacitated, the officers rushed in and disarmed him. Their quick actions saved the woman's life.

Sgt. Howard Weathersby and Officer Reggie Scott responded to the area where it was reported that someone was running away from a person who was chasing him with a gun. Howard and Reggie found their "victim", a very nervous individual, hiding in a backyard. There were actually two reasons this person was nervous – the first was because he had tried to stuff a wholesome quantity of crack cocaine into his shoe – a great hiding place that might have worked if his foot wasn't already occupying the space . . . and the second reason he was so nervous was because he had stolen the narcotics he was trying to hide from the person who was chasing him with the gun. And that's probably why he wasn't real concerned about going to jail because it was definitely a better alternative than returning

to the street at this point in time. So Sgt. Weathersby and Officer Scott processed the extremely cooperative suspect at Bayview Station. But here's the kicker . . . as Sgt. Weathersby and Officer Scott were leaving the parking lot of Bayview Station they spotted the car initially described as being driven by the man with the gun, and, after a brief detention the officers found out the driver of this vehicle still had the weapon with him. His story? Very simple – he had staked out Bayview Station in hopes that the subject who had stolen his crack cocaine would be released so that he could then kill him as he walked out of the police station. Staking out a police station . . . ???

O.k., let's see if you can follow this one . . . Officer Kevin Lyons attempts to stop a speeding car driving west on Market. He drops off as soon as the chase becomes too dangerous. Officer Joe Salazar and his partner, Officer Nick Bettencourt are walking a beat and they pick up where Kevin left off, broadcasting the new direction of the suspect vehicle, south on 8th Street. Officer Ryan Crosby and Officer Chris Wilhelm who are a few blocks away see the car race past them on 8th and collide with another vehicle at 8th and Folsom. The driver jumps out and Ryan and Chris chase him. The passenger gets out, drops the gun he was trying to conceal, and is taken into custody by Sgt. John Haggett and Officer Kevin Lyons. The driver manages to escape and jumps into a cab. The cabbie now hears the suspect calling his girlfriend, telling her what happened, and asking her to pick him up at the Daly City BART Station. The suspect gets out of the cab at the BART Station at 16th/Mission. Once he leaves the cab the cab driver calls 911 and relays the information. Suspect is taken into custody at the Daly City BART Station a few minutes later . . . priceless.

Here's a scenario we could use at the Shoot, Don't Shoot course. Numerous reports are being received by Dispatch of shots being fired on the 200 block of Brookdale which, because of the volume of calls, usually means something's going on. Sgt. Troy Dangerfield, Sgt. Chris Pedrini, Officer Yvette Poindexter, Officer Jaime Torres, Officer Robin Odum, Officer Mike Wibunsin, Officer Julian Hermosura, and Officer Francisco Ho respond. The officers locate where the shots are coming from. It's a residence occupied by an inebriated individual whose weapon of choice is a shotgun. Great. The only entrance is over a wall and then a quick run to the front door, a movement that leaves all of the officers exposed to being shot. The officers take their chances and manage to make entry and remove the danger, for now, from the suspect who also had, within reach, two other rifles and two semi-automatic handguns fully-loaded and ready to go.