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www.sfpoa.org

Victim of Park Station Bombing

Memorial Scheduled for Sergeant Brian V. McDonnell

By Irene Michaud
Tenderloin Station

For the officers of Park Station, the night of February 16, 1970 seemed like a normal routine watch. Officers Ron Martin #1324 and Al Arnaud #7 were outside inspecting their radio car, which was parked at the side of the station. Inside the station, it was business as usual for Officers Robert O'Sullivan #44, Gerald Doherty #1441, and Edward Buckner #1484. Officer Robert Fogarty* #255 was standing at a desk talking to Officer Frank Rath #549. Sergeant Paul Kotta #845 was standing in the assembly room looking at a vehicle hot sheet, and Sergeant Brian V. McDonnell #1001 was standing in the doorway off the office and the main squad room.

At approximately 2244 hours, a pipe bomb exploded rocking the stillness of the night in the Park District. The force of the bomb's explosion was strong enough that the switchboard at the Hall of Justice was busy receiving calls from frightened residents of the Sunset and Richmond districts. An unknown subject or subjects had placed a bomb on the window ledge of Park Station, where the above officers were working.

Officers Martin and Arnaud, who were standing several feet from the window ledge, were knocked to the ground and sustained injuries from the flying glass. The blast, which at the time was described by police officials, as the "loudest and deadliest" detonated in San Francisco in recent memory caused Officers Doherty and Buckner to suffer hearing impairment and shock. Sergeant Kotta was knocked to the floor of the assembly room unconscious. Officer Fogarty had suffered multiple severe wounds on his face, cheek and legs from the flying fragments and glass. Officers O'Sullivan and Rath were also injured by the flying pieces of debris.

Sergeant McDonnell caught the full force of the flying shrapnel, which consisted of heavy metal staples and lead bullets. As other officers tried rendering aid to the fallen sergeant, they could see that he sustained a severed neck artery wound and severe wounds to his eyes and neck. He was transported to San Francisco General Hospital, where doctors attempted



Sergeant Brian V. McDonnell

valiantly to save his life. Two days later, Sergeant Brian V. McDonnell succumbed to his injuries and died on February 18, 1970.

Thirty-seven years have past since this tragic and senseless act of violence. Members of the San Francisco Police Officers Association have organized a memorial to dedicate a plaque in memory of Sergeant Brian V. McDonnell. All active and retired members are welcome to attend this memorial, which will be held at Park Station on February 16, 2007 at noon.

*Officer Fogarty died on January 12, 2007. He was retired from the SFPD one year after the explosion due to disabling injuries. He had joined the SFPD on April 1, 1950, continuing a long Fogarty family tradition of service to the SFPD dating back to 1901.

President's Message

By Gary Delagnes,
SFPOA President

As I contemplate the four "line of duty" deaths that we have suffered over the past 2 years, in addition to several deaths that we have seen away from the job, the latest being the inexplicable passing of Jack Santos Jr., it gives me pause and time reflect on what this job is really all about.

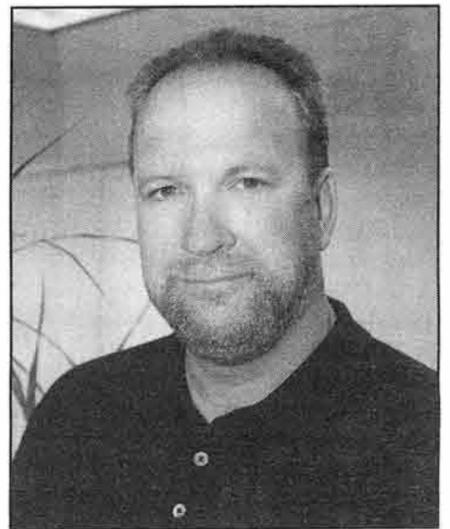
In May of 1979, I stood on the steps of City Hall with less than 1 year as a police officer I watched over 30 of my fellow officers go down under a barrage of bricks, rocks, and other life threatening objects. The Police administration would not release us from our fixed posts on the steps of City Hall for fear of an over reaction by police officers to an out of control, hostile crowd. Over 50 cops went DP that night and I watched over ten radio cars burn to the ground while we stood by and did nothing. I can still remember the wailing of the sirens as a result of those fires and that sound will be forever imbedded in my mind. An older cop standing next to me that night looked over at me and said, "Kid, it can't get any worse than this".

That was the now infamous "White Night" when rioting erupted following the Dan White verdict. It was also my first experience as a young police officer observing the politics of city government, and also the first time I realized that many people do not see us as human beings but as a tool by which they can promote their own personal agendas and try to rectify their private discontent.

When I returned to college in 1980, my senior thesis was titled, "The Reasons for Low Morale in a Major Metropolitan Police Department."

I have also found, through personal experience over the span of 29 years that one's definition of "morale" can change many times.

As a membership, we have been



President Gary Delagnes

through a lot over the past 3 years. We have lost several comrades. We have been subject to an inane disciplinary process that subjects our officers to the incompetence of the OCC; we watch the weekly circus that is our police commission "playing to the crowd"; we observe the regular Chronicle hit pieces on our hard-working officers; and, most recently, we are now being subjected to the so-called Early Intervention System that will further demoralize our members.

Not unlike 28 years ago, we remain the political pawns in a gratuitous and pandering political system, and more to the point, to elected and appointed officials who just doesn't know what to make of us.

Not unlike 28 years ago, we remain the political pawns in a gratuitous and pandering political system, and more to the point, to elected and appointed officials who just doesn't know what to make of us.

The messages sent by these amateur law enforcement know-it-alls are confusing and conflicting. Most of the messages are reactive, and are spurred in a moment to mollify whichever of the regular "community" nut jobs happens to be pounding the podium at the time.

"Lower the homicide rate" they

see PRESIDENT'S MESSAGE, page 3

Joaquin Antonio Santos

POA Mourns Death of Member from Northern Station

The men and women of the San Francisco Police Officers Association extend sympathy and condolences to the family and friends of Joaquin Antonio Santos of Northern Station. "Big Jack" died unexpectedly on January 12, 2007 while recovering from surgery. He was 39.

Joaquin was a member of the 178th SFPD Academy Class. He served at the Tenderloin Task Force before transferring to Northern Station. He leaves behind his wife Jennifer and their two children, Madeline age 6, and Jack Michael age 3. Joaquin was the loving son of retired DC Joaquin Santos and stepmother, SFPD Lt. Teri Barrett.

Donations can be made to the Madeline and Jack Santos Scholarship Fund at the SF Police Credit Union, 2550 Irving St, SF, CA 94122.

See page 7 for
OCC Audit report

POA Board of Directors Meeting January 17, 2007

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

After roll call, President Delagnes called for a moment of silence for Officer Bryan Tuvera and Officer Joaquin Santos.

Appreciation Plaques

On the recommendation of the Executive Board, the POA presented Harry Dorfman (District Attorney's Office) and Inspectors Joe Toomey and Holly Pera (Homicide) appreciation plaques for all their hard work during the investigation and prosecution of Officer Isaac Espinoza's murderer.



President Gary Delagnes presents an appreciation plaque to Harry Dorfman of the District Attorney's Office.

Approval of Minutes

Pierre Martinez (Inv) made a motion that was seconded by Bob Belt (Airport) to accept the December 2006 Minutes. Motion went to voice vote and passed with no opposition.

Early Intervention System

Deputy Chief Keohane and Lieutenant Brown gave an overview of the administration's proposal on the early intervention system. The presentation was followed by a lengthy question and answer session. One thing Deputy Chief Keohane made clear was that the Early Intervention System cannot be accessed for disciplinary proceedings.

Once Deputy Chief Keohane and Lieutenant Brown left, POA General Counsel John Tennant provided each board member with the final language presented by the City Attorney's Office regarding the Early Intervention System. Counsel Tennant then briefed the board on various options on how the POA may

Homicide Inspectors Holly Pera, right, and Joe Toomey, below, with Gary Delagnes.



President's Message

President Delagnes reported that the contract negotiations committee will start negotiations on January 22,

2007. President Delagnes also briefed the board that the committees for the DROP and Airport Pension are moving ahead and preparing for placement on the ballot in November 2007.

On a more somber note, President Delagnes reminded members that we lost three members in The Line of Duty during 2006. President Delagnes also encouraged all members to make every effort to attend the Peace Officer Memorials in Sacramento and Washington DC. The memorials take place in May and as the memorials near, members will be kept apprised of specific dates, times and locations.

Treasurer's Report

Prior to Treasurer Halloran's presentation, Joe Fong (Vice) addressed the Board of Directors regarding Officer

to the trust fund. The motion was seconded by Kevin Martin (VP) and Derrick Jackson (Co. C). The motion went to a voice vote and passed with no opposition.

Treasurer Halloran went over the 2006 budget and announced that the POA was \$429,414.86 under budget. Treasurer Halloran then presented the 2007 budget to the Board of Directors. Bob Chapman (Airport) made a motion to approve the 2007 budget. The motion was seconded by Gavin McEachern (TTF) and passed with no opposition by way of voice vote.

Treasurer Halloran then went over the results and recommendations regarding the 2004 and 2005 audit. Once Treasurer Halloran finished his presentation, Derrick Jackson (Co. C) made a motion to accept the results and recommendations of the audit. The motion was seconded by Tim Flaherty (Co. E) and Theresa San Giacomo (TTF). The motion went to voice vote and passed with no opposition.

Meeting was adjourned at 1615 hours.

Respectfully Submitted,
Tony Montoya
POA Secretary

Notice

The February Board of Directors/General membership meeting scheduled for February 21, 2007 has been rescheduled for the following week. **The February Board Meeting will be on Wednesday February 28, 2007.** Please mark your calendar.

2007 POA Journal Deadlines

	Advertising	Editorial
March	2/14	2/16
April	3/14	3/16
May	4/18	4/20

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

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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.

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

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

President's Message

continued from page 1

call, "but for God's sake don't profile anyone!"

"Saturate into our beleaguered neighborhoods" they plea, "but for God's sake don't arrest a disproportionate numbers of our community!"

"Help us deal with the homelessness, and the drug dealing, and unsafe streets" they insist, "but heavens, don't amass too many OCC complaints, because that can work against you for promotions and transfer to specialized units."

Every "crook" is told to make a complaint against the cops at OCC to help his or her defense. This is the world we live in, and these are the cards we are dealt. It is a "Thin Blue Line"! Police work is a walking, talking contradiction where society says, "make our problems go away, but we really don't want to know how you do it." Who else could understand the absurdity

of it all other than the people that do this job everyday?

I used to think that morale was something that should be created by city governments, or police administrations. What I found in my own career is that it is much more practically tied to my personal life. Police work is your job, but because of the psychologically debilitating effects of our chosen profession, we must find solace away from the insanity.

People often ask me why cops move to far away places like Oregon, Washington, Idaho, or Nevada upon retirement and I reply that they have lived 30 years of crime, political intrigue, and seeming futility. They have suffered more fools than any one should have to endure, and they simply want to get away and see clearer horizons.

I have found love and contentment in my own life. I don't depend on anybody but myself for my morale or my happiness. It must come from within.

If you are going to be successful in this profession over the long haul, you have to revel in the small victories and disregard the ponderousness of it all. Don't expect to change the world, just change one person's life one time, and realize you have accomplished a lot. Find somebody to love and hold on tight because in the end they are the only ones that really matter.

This job wears you down both physically and mentally and sometimes you don't even realize it. I have been a cop for over half my life. My body and mind have paid a price, but I wouldn't do anything different because I have met the greatest people, and taken part in an honorable profession, and that's enough for me.

My advice is to find a good partner,

both at work and in your personal life. Find an assignment that makes you feel good. Develop a good sense of humor so you can deal with the crazy politics in San Francisco. We can get you money, pensions, and working conditions. We have your back on discipline and safety issues, but I can't change the crazy politics in this town, or this department.

Keep your head up and take care of yourself. As the tragic death of Jack Santos, Jr. clearly demonstrates, life is precious and short, and anything can happen. Make the most of what you have. Appreciate those around you, and believe in yourself and the work you do for the people of this city. You'll never regret it.

SFPD will honor two members

Police Officer Memorials Scheduled in May

By Val Kirwan

I hope by now that most of you are making plans to attend the Police Officer Memorials in Sacramento and Washington D.C. Sadly, our department will be honoring two of our own who were killed in the line of duty in 2006.* The following are the dates for the memorials.

**Although we also lost Daryl Tsujimoto in a line-of-duty death, the memorials are only for officers who were killed by the unlawful actions of another.*

Sacramento

Candle Vigil:
Wednesday, May, 2007 at dusk.

Enrollment Ceremony:
Thursday, May 3, 2007 at 10:30

Please note day change. In the past, the enrollment ceremony was held on a Friday.

Washington D.C.

Candlelight Vigil: Sunday, May 13, 2007 at 8:00 PM At the National Law Enforcement Memorial. Attorney General Alberto Gonzales will be participating in the ceremony.

Emerald Society Pipe and Drum March: Monday, May 14, 2007 at 4:430 PM. Assemble at New Jersey and "F" street. (Outside the Holiday Inn Hotel)

Annual National Peace Officer's Memorial Services: Tuesday, May 15, 2007 at noon: West front of the United States Capital. President George W. Bush will be speaking and meeting with the surviving families of our fallen officers.

California has the unfortunate distinction (again) of losing the most officers in the line of duty in a year. Even more unfortunate is the fact that we will be adding two of our own SFPD officer's names to the walls. Next month I will be providing more details and a schedule of events for both memorials. Stay safe.

Board of Directors Meeting Roll Call Wednesday, January 17, 2007

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
Treasurer	Marty Halloran	P		Mike Walsh	P
Sergeant-At-Arms			Co. I	John Scully	P
	Chris Breen	P		Jody Kato	E
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	George Rosko	P	Hdqtr.	Dennis Callaghan	P
Co. B	Mike Nevin	P		Neville Gittens	A
	Bill Roualdes	P	Narcotics	Larry Mack	E
Co. C	Mike Moran	P		Lynne Atkinson	P
	Derrick Jackson	P	Tactical	Mark Madsen	P
Co. D	James H. Miller	P		Jason Sawyer	P
	Matt Rodgers	P	Invest.	Pierre Martinez	P
Co. E	Tim Flaherty	P		Joseph Engler	E
	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	P
			Retired	Ray Allen	P

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) 566-5985 larry175@ix.netcom.com
Meeting, Widows & Orphans Aid Association	Ingleside Police Station, Community Rm	Second Tues. of Every Month, 2:00 PM	Mark Hurley (415) 681-3660
POA General Membership Meeting	POA Building	Third Wed. of Every Month, 1:00 PM	POA Office, (415) 861-5060
Meeting, Retired Employees of CCSF	Irish Cultural Center	Second Wed. of Every Month, 1:00 PM	Sara Johnson (415) 681-5949
Retiree Range Re-qualification	SFPD Pistol Range	First Fri. of each Month, 0730-1130	Range Staff (415) 587-2274

Specially Scheduled Events

POA Election Station and Unit Representatives	Via US Mail	January 22 - February 9, 2007	POA Office Staff (415) 861-5060
Foothill Fuzz Luncheon	Casa Ramos Restaurant 6840 Greenleaf Dr., Placerville	Thursday, February 15, 2007 11:30 am	Rene LaPrevotte (530) 295-0946 rlaprevotte@comcast.net
Memorial Honoring Sgt. McDonnell	Park Police Station	Friday, February 16, 2007 Noon	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

**WIDOWS' AND ORPHANS'
AID ASSOCIATION**

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

January 9, 2007

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 Michael Kemmitt.

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

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

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

We Had Two Deaths This Past Month:

BRYAN TUVERA, 28 years, killed in the line of duty. Bryan was born in South San Francisco and attended South San Francisco High School. He went on to San Francisco State University and earned a Bachelor of Arts degree in Criminal Justice. Bryan entered the Police Academy in July of 2002. His first assignment was Southern Station for six months before being assigned to Park. He worked at Park for a year before going to Taraval. He was a very active cop. After cornering an escaped felon who broke into a garage in the Taraval in the darkness, Officer Tuvera was shot as he closed in on the suspect. The suspect also died. Officer Tuvera left his wife of two months, also a San Francisco Police Officer, and many, many friends. In the short time of his police career, he was awarded numerous Captain's Commendations.

ROBERT J. HANKINS, 71 years. Bob was born in Washington D.C. He was educated and entered the United States Marine Corps upon graduating from High School. After his tour in the Marine Corps, he found himself on the West Coast. He came to San Francisco and was employed with Muni as a Cable Car Gripman before he entered the Police Academy in 1959. His first assignment after the Police Academy was Mission Station. He then was assigned to Potrero, then Richmond Stations. He then was assigned to Traffic Solo Motorcycle detail. He spent 15 years on the bikes before being assigned to CSTF. He

made Sergeant and remained at TAC for the rest of his career. Bob was also one of the original members of the San Francisco Police Department Bagpipe and Drum Band. Bob, a true Scott, was considered their finest piper and was very proud of the way people came from all over to enjoy their playing and marching. Bob retired in 1987 and with his wife moved back east, Bob's wife passed away unexpectedly and just a short time later Bob passed away. Bob was awarded several Captain's Comp's and a Bronze Medal of Valor for his arrest of an armed robbery suspect who had to be physically forced to drop his gun.

SUSPENSIONS: Pursuant to Section 4 of Article III of the Constitution. (Non-payment of dues for one year) Tina Bonjour, Patricia Hanson, Joan House, Shannon Kirchner nee Currie, Javier Munoz, Timothy Nichols, Chris Schaefer and Martin Wallace. President Kemmitt ordered them removed from the roles of membership.

REPORT OF TRUSTEES: Mr. Shane Hiller, Mr. Jerome Paolini and Ms. Pam Royer our investment team from Wells Fargo Bank gave us a very long and accurate breakdown of the performance of our account. In the last month we made \$49,591.00. In the last year our account is up \$835,707. Our Officers and Trustees are very happy with the results. Our account value on January 1, 2007 was \$8,459,042 we have made all our obligations and are starting to realize that our asset allocations and balance of our stocks @ 30%, International @ 15%, Real Estate @ 3.5%, Fixed Income @ 40% Alternative Investments 10.76% and Cash .93%. Is really paying off.

NEW BUSINESS: Past President Fred Pardella swore in the new officers and trustees for 2007. President Rene LaPrevotte, Vice President Dave Fontana, Secretary Mark Hurley and Trustees Matt Gardner. These Officers will join Treasurer Jim Sturken and Trustees Joe Garrity, Fred Pardella and John Centurioni.

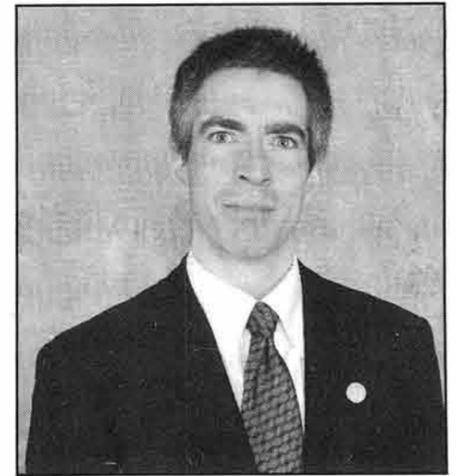
ADJOURNMENT: President Rene LaPrevotte had a moment of silence for Bryan Tuvera and Bob Hankins and also all our members of the armed services in conflicts all over the world. He set the next meeting for Tuesday February 13, 2007 at 2 PM in the conference room of Ingleside Station. Meeting adjourned at 3:20 PM.

Fraternally,
Mark Hurley
Secretary

General Counsel's Corner

Cultivating Honor

By John Tennant,
SFPOA General Counsel



General Counsel John Tennant,

The ink was barely dry on last month's call for respect for our police when events transpired that — depending on one's viewpoint — either confirm or mock what I had written. San Francisco Police Officer Bryan Tuvera heroically gives his life in the line of duty on December 22-23. The killer of San Francisco Police Officer Isaac Espinoza is convicted of second-degree murder, requiring a sentence of life without parole if a police officer is the victim, and the defense attorney vows to appeal on equal protection grounds. The defendant charged with the murder of San Jose Police Officer Jeffrey Fontana still goes untried more than five years after the shooting. (And to these must be added the tragic, non-work related death of a young San Francisco officer, Joaquin Antonio Santos, of which I have just learned as I pen this article.)

"Honor is out of fashion these days. If ever there were a watchword for the present time, it would surely be 'success,' not honor."

One necessarily struggles for a way to make sense of the cruelties of fate that too often visit themselves on our cities' finest. Prose hardly seems adequate to the task, but as words are the sole tool a lawyer possesses, they will have to do, meager as they may be. Of some comfort is the suggestion by a famous historian that since we think mostly in words, they will "take on the property of serving as an armour."

The word that comes foremost to mind in a non-sworn citizen's (i.e., yours truly's) feeble attempts to assess the heroism of the individual officers mentioned above is "honor." Honor is out of fashion these days. If ever there were a watchword for the present time, it would surely be "success," not honor.

Who are today's heroes? Bill Gates? Tiger Woods? Brad Pitt? Yes, perhaps they — and others like them — attract most of our attention and admiration. But "success" is the word that best describes their achievements, not honor. Sadly, we live in an age obsessed with success but not honor.

Plato observed that a society will cultivate what it honors. This maxim led noted clergyman William Sloane Coffin to remark that "When we got started as a country, we had no more than three million people — less than Los Angeles County today. Yet

we turned out Washington, Jefferson, Franklin, Adams, Hamilton — you can name a list as long as your arm. How many people on the public stage can you name today who are the caliber of those first men? And why aren't there more? Because what's honored in the country will be cultivated there. Or how come those itty, bitty Italian city-states turned out one fantastic painter and sculptor after another? Because every kid couldn't wait to get his mitt on a paint brush. What's honored in the country will be cultivated there. We have fantastic athletes. Yet we have mediocre politicians, and the clergy is pretty mediocre also. What's honored in a country will be cultivated there."

Service on behalf of civil society is not honored today to a degree even remotely approaching the accolades heaped on successful athletes, celebrities, and billionaire businessmen. It is certainly not my intent to condemn those persons' accomplishments root and branch. I, too, recognize the tremendously important roles that sports, entertainment, and business play in American life and welfare.

But those pursuits don't hold a candle to the heroism exemplified by the men described in the first paragraph of this article. Society needs more men and women of their ilk. Society needs to cultivate what those men's lives and spirits embodied: Honor.

At a time when recruitment levels of new police officers are at an all-time low, no more urgent task confronts us. If our society does not take dramatic steps to cultivate anew that particular and increasingly rare quality of honor that calls one to serve as a police officer, we shall all be the worse for it.

And, thus, Plato's observation is almost turned back on itself. If he is, indeed, right that a society shall cultivate what it honors, then what American society at present needs to cultivate is honor itself. That is how the memories of Officers Tuvera, Espinoza, Fontana, Santos and all our police officers who have given and continue to give their lives for American civil society will be justly served.

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AROUND THE DEPARTMENT



By Al Casciato

...International Award:

The Traffic Company commanded by Captain Gregory Corrales continues to win national and state awards for its Traffic Safety Programs. The latest award coming from the International Chiefs of Police Association recognizes the Traffic Company for its leadership in coordinating the annual Avoid the 14 DUI Campaign. Outstanding...

...Condolences:

Our deepest condolences to the family of Officer Joaquin Santos, Northern Station, who passed away on January 12, 2007...

...Assistance Needed:

Airport Bureau Officer Robert Ng was felled by a massive stroke on 12/20/06. Robert is the sole financial supporter of his wife, two daughters 5 & 7 and his elderly mother. Efforts to assist his family are being coordinated by the Credit Union via account 1366517 and the BSU Unit. If you can please contact BSU to donate either funds or time to the several officers who are in need...

...Birth:

Retired Sergeant Nick Rubino and his wife Dee-Dee proudly announce the birth of their first grandchild and namesake Nicholas James Rubino, 6 lbs. 14 oz. 19 1/2 inches born January 10, 2007 at 9:38 p.m. to proud parents Mike Rubino (CHP) and Hilda Morejon-Rubino (DEA). Mom, Dad and Baby Nick are all doing well. Grandpa Nick and Grandma Dee are thrilled beyond words. Congrats to all our best wishes are with the Rubino family...

...NAPO Conference:

I just returned from the National Association of Police Organizations conference where we met to discuss and share our common issues.

I learned how the New York Police Department is so under paid that young officers entering the Department married with one child qualify for food stamps. The Bell Man at the hotel I was staying at told me that he felt sorry for the officers because they were so under paid. I asked him if he had ever thought of being an officer. The response was that he couldn't afford to do so since he currently makes 3 times what a patrolman is paid. No wonder NYPD is 20 and out.

New Orleans Police were also profiled and their meager salaries showcased against the back drop of their work in devastation reeked by hurricane Katrina.

We also heard a lot about how politicians who are around for one or two terms work very hard to ruin the lives of career officers and others for their own benefit. The DA handling the Duke University case was profiled and the same day of the presentation investigations about his withholding of exculpatory evidence were being opened.

How a City Council member in New York is threatening violence against police officers and the steps being taken by the Union to bring charges against him should any assault on an officer is linked to his rhetoric.

We talked about the demographics of the Nation and heard from Lou Holland a Chief Investment Officer cite a Milken Institute study that the US population will increase 50% by the year 2050 with many of the largest 50 cities being dominated by either Hispanic or Asian-American populations. He commented that it would be wise to invest in companies catering to those populations.

The Health Care discussions were very sobering with no real solutions on the horizon. Greg Dyson and Steve Klosreman of ICMA RC a Health Industry consulting firm presented several of their findings. One question presented was: Who's paying for retiree health coverage at the local government level? Their research showed that 20%, employer pays 100% of the premium; 20% employer and retiree share the cost; 20% retiree pays 100% of the premium and in 40% of the cases retiree has no access to employer plan. They expect the 40% figure to increase.

The audience was quite diverse Union Officers, Trustees, Chiefs of Police, consultants from the media, health and retirement industries as well as money management professionals. I want to thank Tom Scotto, retired NYPD and former NAPOA president for chairing the conference and bringing so many together to join in protecting those in the safety ranks...

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.

Community Service Committee

By Marty Halloran,
Chairman

In an ongoing effort to keep the membership advised of activities at the POA I will make every attempt to provide the minutes of the Community Service Committee. The committee meets approximately every six weeks and as always we discuss and vote on requests for donations submitted to the POA. The majority of the requests are submitted from non-profit organizations in and around San Francisco. Many of these organizations depend greatly on associations like ours so that they may provide assistance to the sick, elderly, and the youth of our

community.

The Community Service Committee Fund has been designated as a federal tax exempt 501© 3 account at the S.F.P.O.A. The funds in this account are raised through our annual "Parade of Stars" show held every August at the Palace of Fine Arts. No membership dues is deposited into this account nor are any of the below listed donations made from the general fund.

The Community Service Committee met on November 9th and December 7th 2006 and although many requests are submitted only the below listed organizations were approved for donations.

November Meeting

Mission Station Toy Program (Capt John Goldberg)	\$2,000.00
Hayes Valley Community Partners (Officer Jeff Sung)	\$500.00
Sacred Heart Cathedral Preparatory (Inspector G. Pierucci)	\$500.00
United Irish Cultural Center (Sergeant Brian Philpott)	\$300.00
Bay Area Women and Children Center	\$1,250.00
Koret Family House-Thanksgiving Turkeys	\$150.00
Curry Senior Center (Sergeant Dennis Quinn)	\$750.00
Kid Stock (Sergeant Ed Hagan)	\$500.00
San Francisco Auxiliary for Children	\$500.00
St Anthony's Foundation-Thanksgiving Turkeys	\$625.00
Outer Mission Residents Association	\$1,000.00

December Meeting

Guns and Hoses (Inspector Robin Matthews)	\$2,500.00
Lady of the Visitation Elementary School (Officer Maina Tuimavave)	\$250.00
Project Open Hand	\$250.00
Larkin Street Youth Center	\$250.00
Community United Against Violence	\$250.00
Meals on Wheels	\$250.00
Institute on Aging	\$500.00

Additionally a Christmas gift of \$250.00 was sent to all dependants of fallen SFPOA members. These children will receive this annual gift until they reach 18 years of age.

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Former San Francisco Police Officer

Former San Francisco Assistant District Attorney (1979-1997)

Message from the Vice President

David Hill Conviction a Team Effort

By Kevin Martin,
SFPOA Vice President

On Thursday January 4, 2006 a San Francisco jury found David Hill guilty of second-degree murder in the slaying of Officer Isaac Espinoza. The guilty verdict will hopefully put David Hill in prison for life without the possibility of parole. David Hill was also convicted of attempted murder on Officer Barry Parker, and the use of an illegal firearm for gang purposes.

Although many of us fervently believe that Hill should have been convicted of first degree murder (and rightly so), a second degree conviction is what most of us realistically were banking on given the political environment we live in, and the fact that so many San Franciscans do not believe in the death penalty. I am grateful that the jury — comprised of seven women and five men and who deliberated for nine days — came back with the finding they did. Surprisingly enough, the jury foreman indicated that "the jury wanted to find first degree, but we couldn't find enough to push us to first degree. There were certainly people who held out for first degree to the last minute."

David Hill is expected to be sentenced on February 8, 2007 by Judge Carol Yaggy in Department 28 of Superior Court. At that time, we will learn of the cop-killer's fate. The verdict and the sentencing will bring, in part, an end to a very painful and drawn out process since the evening of April 10, 2004. In some ways, this case will never be over. The Espinoza family will forever have to live with the absence of their son, brother, husband, father, relative, and dear friend.

No verdict could bring Isaac back to life. However, knowing the prospect that David Hill will never see the light of day again does bring about a sense of justice. Remember, it is justice that the Espinoza Family, the members of the San Francisco Police Department, and the members of this association wanted from the beginning. Not revenge, only justice.

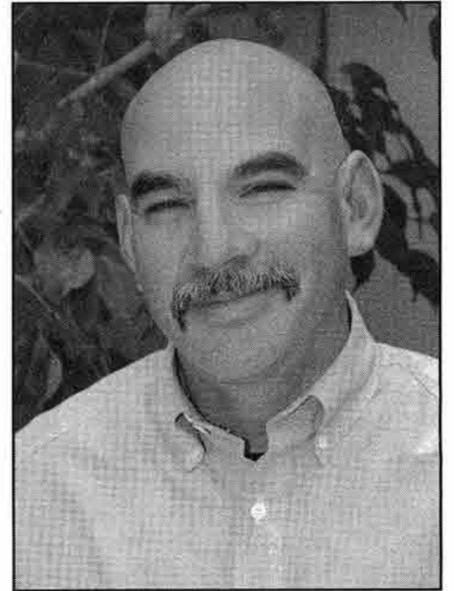
Assistant District Attorney Harry Dorfman is to be congratulated for all the outstanding work he put forth in relation to this case. It was not any easy case by any stretch of the imagination as this case became so politically charged from the jump. Through it all however, ADA Dorfman remained focused on the task at hand and did one hell of a job. Many more people are to be congratulated for their efforts in this case as so much in this

case depended on so many people. To be sure, Holly Pera and Joe Toomey did an outstanding job as lead investigators in the case. Harry Dorfman credits Barry Parker's testimony as the key to winning the conviction. I know members of the Narcotics unit played an integral part in the investigation as well.

One individual who deserves special mention although he would never want it brought up is Officer Shaughn Ryan of Southern Station who currently is assigned to the elite plain clothes officer unit at Southern. Officer Ryan became a critical part of the team effort when he received a telephone call from Captain Kevin Cashman of the Investigations Bureau

including Hill's California ID card that was found in a jacket pocket that he left at the scene. As the day progressed, Shaughn and the C.I. went to several locations where search warrants were subsequently served and evidence recovered critical to the case. Shaughn was even able to recover the clothing worn by David Hill on the night of the murder and attempted murder. This occurred when the arrest of David Hill was made that Easter Sunday in San Ramon with Inspector's Toomey and Pera.

Shaughn, as did so many capable and professional officers in our department, took the stand and testified during the trial. Although Shaughn had been to court and testified on



Vice President Kevin Martin

To be sure, Holly Pera and Joe Toomey did an outstanding job as lead investigators in the case. Harry Dorfman credits Barry Parker's testimony as the key to winning the conviction.

when an informant contacted the police and said he had information regarding the Espinoza shooting but would only talk to Shaughn as the two had "worked" together on some cases when Shaughn was assigned to Bayview Station. Shaughn and the C.I. met early on Sunday April 11, 2004 when the C.I. named David Hill as the primary suspect in the shooting of Officer Espinoza. The C.I. was giving Shaughn important information along with leading Shaughn to physical evidence that was recovered and booked,

the stand many times before, this was a case like no other. He was deeply entrenched in this case, not only as a cop but also as a friend and fellow warrior who had been gunned down in cold blood on the streets they had both patrolled. To quote a phrase, "Shaughn Ryan and all of the other officers who testified rose to the challenge and proved themselves to be the professionals they are and brought Isaac the justice he so deserved."

Captain Kevin Cashman of the Investigations Bureau lauded Shaughn

with the highest of honors when asked of Shaughn's involvement in the case. "The investigation into the murder of Isaac Espinoza was a tremendous team effort with everyone involved deserving credit. However, the unsung hero of the case was undoubtedly Shaughn Ryan. I don't even want to think about where we would be had it not been for Shaughn. Without Shaughn, it is entirely possible that this case would still be active and very much open. Both the City and the Department will be forever indebted to him."

Congratulations for the outstanding effort and consummate professionalism Shaughn. It would be very appropriate to see our Police Department and our Police Commission recognize and honor you as well as others for their dedication and honor during this case.

The Passing of Jack Santos, Jr.

By Kevin Martin
POA Vice President



Jack Santos

The funeral services for Joaquin Santos Jr. had just ended, and mourners were congregated outside St. Peter's Church. I was walking down the church steps when I saw retired S.F.P.D. officer Frank Machi, (one of the all-time greats), and went up and greeted him. With tears in his eyes, Frank managed a weak smile as we exchanged greetings. "Another crummy day." was all Frank could manage to say before he turned and walked away.

We are all shocked and terribly saddened by Jack Jr.'s death. Officer Joaquin Santos Jr. #1508 passed away on Friday, January 12, 2007 after complications resulting from surgery. No one could ever imagine how something like this could happen and yet, it did.

My most sincere and deepest condolences go out to the Santos family. Both the family of Jack Sr. and Jack Jr. has suffered a terrible and tragic loss. Please know our thoughts and prayers are with and for you.

Jack Sr., you have a beautiful, warm and loving family. It was truly an honor to meet the members of your family including your son and daughter. You have much to be proud of.

It goes without saying that Northern Station has also suffered a great

loss. It was quite evident by all the visitors to the Novato Community Hospital where Jack Jr. was. The outpouring of love for Jack Jr. from Northern Station was simply amazing. There was constant stream of visitors from Co. E to be with Jack Jr. from the very day he entered the hospital. There was never a moment that Jack was alone, and the men and women from Northern Station saw to that. I know that Jack Jr. had many friends and fans throughout the department and they all took time to be with Jack Jr. but it was clearly Northern Station that led the way.

Captain Dillon, you have tremendous men and women under your command and they all proved they are worthy of your praise. So many of your men and women displayed the best your station has to offer at such a difficult time and for that you should be proud.

The Executive Board of the P.O.A. mourns and shares your loss. Jack Jr. was a proud member of this department, certainly one of Northern Station's Finest, and a member of good standing in this association.

Special Thanks to Lt. Sharon Ferrigno of F.O.B./ Homeland Security; Lt. James Spillane of Southern Station; Sgt. Liam Frost of Bayview Station and Northern Station POA Reps John Van Koll and Tim Flaherty for all their tire-

less efforts from the very beginning of this tragedy. Collectively as well as individually, you guys set the tone. Anything and everything that needed to be done was done in a respectful and competent fashion.

Thanks also go out to Father Cameron Ayers, Police Chaplain for presiding over the services. As always Father, "You're the best."

Finally, thank you all who visited Jack Jr. at the hospital and all that attended the funeral services at St. Peter's. (What a beautiful church.) It was also nice to see so many of Jack Sr.'s colleagues visit the hospital and attend the funeral mass. I trust Jack Sr. will forever be grateful for the love and support shown by current and former members of this department.

The P.O.A. has assisted in establishing the "Madeline and Jack Santos Scholarship Fund." A trust fund has been established at the San Francisco Police Credit Union for the family of Officer Joaquin Santos Jr. If you are interested in donating to this worthy cause, please make checks payable to the "Madeline and Jack Santos Scholarship Fund, #1366610." Donations can be sent to any SFPCU branch or transferred from an existing account at the credit union to the trust fund. Donations can also be sent to the S.F.P.O.A. at 800 Bryant Street, 2nd Floor, S.F. Ca. 94103. Thank you for your consideration.

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OCC Fails City Audit

By Kevin Martin
POA Vice President

In what came as no surprise to many of us at the POA, the city Controller's Office has released a scathing personnel management report hammering the Office of Citizen's Complaints. In a report just released, the audit found that the OCC suffers from poor management that has resulted in the agency's inability to "meet standard expectations for performance and management accountability." Many of our members have been made aware of this OCC audit while attending Advanced Officer Training classes at the academy. Others have been made aware from various articles written in this paper by Steve Johnson, me, and others.

I believe this to be a great vindication of the POA as the report simply confirms what we have been complaining about for quite sometime. The OCC is just plain incompetent, unfair, and with (in some cases) a strong anti-police bias. Perhaps the most revealing entry into this report

I believe this to be a great vindication of the POA as the report simply confirms what we have been complaining about for quite sometime.

is the line that OCC management "has not demonstrated the required tone for integrity and ethical values."

"OUCH!"

The OCC has not issued an annual report indicating the amount of complaints received, investigated, and adjudicated since 2002 as required by the city. Between the years 2003 and 2006, the OCC failed to meet its deadline to complete and report investigations in a timely manner in 53 % of its cases. Staff members at the OCC complained of acts of falsification of timecards (excuse me but doesn't that sound a little bit like fraud?), misuse of city property, possible secondary employment issues, and other acts

of improper behavior. Members also complained when management failed to act when such indiscretions were brought to their attention. Shockingly enough, employees also complained of poor morale in the workplace. And this is the agency that investigates you.

Is it merely a coincidence that OCC Director Kevin Allen has resigned his post and will be leaving the OCC in early February? One can only wonder.

More importantly, how will the Police Commission view the results of this report? Who will they hold responsible for such a debacle? How, if at all, will the commission sanction the OCC for such gross negli-

gence? I say gross negligence because the very livelihood of our members is sometimes in the hands of these very same demoralized OCC investigators and their incompetent management. Too many of our members have suffered terrible injustices at the hands of OCC and to this point there has been little or no remedy for this. How many promotions were lost to our members because of some OCC bullcrap?

If the OCC is to have any type of respectability and integrity, sweeping changes are absolutely required. A fair, competent minded individual with credibility must be appointed to lead the agency. Current legal counsel for OCC must be removed from this agency to regain the public and police confidence. If warranted, criminal investigations should be conducted into some of the allegations brought by the agency's own members against each other.

Much has been said by our mayor and other civic leaders about the pressing need to "fix" the police culture in the SFPD. Fix? Fix what? Don't fix what isn't broken! Instead, spend the time and resources fixing what so clearly is broken, the floundering OCC.

While so much scrutiny has been brought upon the Police Department and the members of this association, the OCC has been running roughshod over our members' rights and due process. Well enough is enough! The change has to start immediately, and it will be incumbent on the Police Commission to instigate this change. Much has been said by our mayor and other civic leaders about the pressing need to "fix" the police culture in the SFPD. Fix? Fix what? Don't fix what isn't broken! Instead, spend the time and resources fixing what so clearly is broken, the floundering OCC.

On the allegations of "Failing to Take Required Action"; "Neglect of Duty"; "Unwarranted Action"; "Improper Behavior" "Conduct Reflecting Discredit" as well as "Failure to Supervise" the POA concludes that the allegations must be SUSTAINED!

Thanks so much to Steve Johnson, John Evans, Jason Sawyer, Mike Moran, Theresa San Giacomo, John Van Koll, Jim Miller, Troy Dangerfield, John Cagney, Pierre Martinez, Dominic Yin, Gabe Gallaread, Lisa Frazer, Bob Swall, Teresa Ewins, Jason Fox, Tony Montoya, and Chris Breen who currently or at some time have defended our members at OCC for this current POA administration. Your efforts and continued work to provide the best defense possible for our members is not lost upon us.



City and County of San Francisco Office of the Controller - City Services Auditor

Office of Citizen Complaints (OCC):
Weak Case Management and Organizational Issues Degrade OCC's Performance

Audit No. 05046
January 24, 2007

Purpose of the Audit

At the request of the San Francisco Police Commission, we assessed whether the OCC investigates complaints within the timelines required by the City Charter and state law and follows its policies and procedures for conducting investigations. We also assessed the OCC's management practices and outreach activities.

Highlights

OCC investigations took longer than necessary due to pervasive case management issues. As a result, 113 (40%) of the 286 cases sustained between January 2003 and June 2006 took more than ten months to close. The San Francisco Police Department (SFPD) returned 22 of these cases to the OCC stating that SFPD did not have sufficient time to review the cases and consider discipline before the expiration of the one-year statute of limitations. In those cases, neither the police chief nor the Police Commission had an opportunity to determine whether the officer was, in fact, guilty of misconduct, and officers who arguably should have been disciplined, counseled, or retrained were not.

The primary cause of late investigations was periods of 30 or more consecutive days when no work was done on a case. There was no reason indicated in the case files for 54 of 92 of these delays (59%). Other causes of delays were:

- Complainants' and witnesses' failure to provide requested information.
- The SFPD's refusal to comply with OCC requests for documents, particularly in high profile cases (e.g., officer-involved shootings and homicides) that were the subject of a concurrent SFPD investigation.
- Individual investigators' management of their caseloads – two investigators were responsible for the majority of delays with no reason indicated – and poor performance of some investigative staff.
- Average caseloads that were double those in other jurisdictions.
- Management's failure to reprioritize cases as cases approach the nine-month guideline for completion and the ten-month deadline to provide 60 days to the SFPD for review of the case.

OCC management does not meet standard expectations for performance and management accountability:

- Responses to our anonymous survey of OCC employees identified poor morale among 72 percent of employees and specific instances of unprofessional behavior.
- OCC management has not conducted annual performance evaluations of staff or counseled or disciplined low-performing employees.
- The OCC has not met its quarterly and annual reporting requirements to the Board of Supervisors, the Police Commission, and the SFPD.

Recommendations

The audit report includes 45 recommendations for the OCC to improve its timeliness in completing investigations, meet standard expectations for performance and management, and improve its community outreach efforts. Specifically, the OCC should:

- Monitor its progress on investigations and work with the SFPD to complete the investigation and discipline notification process within the one-year statute of limitations, with the specific goal of completing all investigations within the Charter guideline of nine months, but definitely no later than ten months.
- Create a full "aging report" of open investigations and use it to prioritize cases and redistribute caseloads as necessary to complete timely investigations.
- Identify staff training needs and develop a plan to meet those needs, for both new and current staff.
- Schedule and conduct annual employee performance goal setting and appraisals.

Copies of the full report may be obtained at:

Controller's Office • City Hall, Room 316 • 1 Dr. Carlton B. Goodlett Place • San Francisco, CA 94102 • 415.554.7500
or on the Internet at <http://www.sfgov.org/controller>

Catastrophic Illness Strikes Member and his Family

By Barry Wood
Airport Bureau

Our police family has suffered yet another hit with the sad news that on December 19, 2006, Robert Ng, Airport Bureau, suffered a massive stroke, emergency surgery, and medically induced coma. Robert is now in rehab at St. Mary's Hospital. Robert is known as the "go-to" guy. He is universally well liked and respected by all who know him, as he has always been

at his previous stations — Mission, Taraval and Central.

Betty and the girls, Nicole (7 years) and Michelle (5 years) are struggling to cope with this catastrophe. How do you explain a stroke to a 5 year old?

An account in Robert's name has been opened at the SF Police Credit Union:

#1366517, Robert Ng Relief Fund
802 Bryant Street
San Francisco, CA 94103

Catastrophic Illness Program:

Hours Needed

The San Francisco Police Department has several new recipients in the program who are in need of donations of time. The staff of the Behavioral Science Unit is asking members to please make a donation and leave the recipient number blank and to also leave the date blank. We are attempting to ensure that everyone will have a check. Too often we have lost hours to the city-pool when we have members in need. The staff at the Behavioral Science Unit will fill in the recipient number and date as the donations are used.

We encourage everyone who is able to donate at least 8 hours or more if you can do so. We will use the hours as needed and let the donor know when their donation is used. With your help we can utilize the program to better serve the members in need and hopefully create a model to ensure that members do not succumb because of extra financial stress due to the lack of a paycheck.

Currently we need either SP or VA hours – please use form f2006b – Employee. Please call the Behavioral Science Unit if you have questions or need additional form. (837-0875)

(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:

- Sgt. Mel Cardenas (Co. B)
- Civ. Kay Trimble (Hit & Run)
- Off. Michele Aschero (Co. E)
- Sgt. Siobhan McAuliffe (Support Services)

Catastrophic Illness Program – Family Member:

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

- Sgt. Susan Reed (Airport)

SFPD Recruitment Updates

Submitted by Commander Sylvia Harper
Administration Bureau
(415) 553-9049

There are many exciting programs that the SFPD is working on to attract qualified candidates into our ranks and to get them through the application process more expeditiously.

Below are listed some of the highlights of the Accelerated Police Officers' Hiring Program and the Police Officer's Bonus Program. It is also important to note that the SFPD is now recruiting Lateral Police Officers and Current City Employees who want to become San Francisco Police Officers.

Accelerated Police Officer Hiring Program

Effective January 16, 2007 the City and County of San Francisco launched a new Police Officer hiring program. This program will dramatically decrease the time required to start a new SFPD career.

Some of the highlights of the program are:

- The City will conduct tests on a monthly basis. Candidates simply attend the session which is most convenient for them.
- At the site, candidates will complete a short job application, take the POST written examination, and complete the Personal History Questionnaire (PHQ) which is the first stage in the background investigation process.
- If the candidate has a current California POST Basic, Intermediate, or Advanced Certificate the written test will be waived. He/she will still need to attend a session to complete the application and PHQ.
- If the candidate passes the POST written examination, his/her will be placed on the official Civil Service eligible list. Eligibility is valid for two years.
- If the candidate is invited to the physical ability and departmental interview, but cannot attend, he/she will not be eliminated from consideration. Like the written test, the physical ability and departmental interviews will be held every month. This means the candidate can attend a later session.

The first application and written test sessions are scheduled for February 13, 2007 and March 20, 2007, at the Bill Graham Civic Auditorium at 8:00 a.m. The Auditorium is located at 99 Grove Street in San Francisco. Check out the website www.ci.sf.ca.us/police for links to the official job announcement, additional test dates, and other useful information.

Police Officer's Referral Bonus Program

Sworn members of the SFPD who refer a new candidate to the department are eligible to receive a referral bonus of \$1,000. (\$500 upon that candidate's successful completion of the Police Academy and an additional \$500 upon

that candidate's successful completion of field training). To qualify, the referring officer must verify that he/she has made at least three contacts with the applicant prior to the start date of the Academy. Akin to a mentorship program, it is recommended that the member maintain contact with the candidate throughout his/her experience in the Academy and FTO Programs to ensure success. Naturally, the candidate should not be contacted while in class.

A Department Bulletin will be issued shortly with more information.

ADDITIONALLY, THE SFPD IS OFFERING THE FOLLOWING SPECIAL PROGRAMS:

Lateral Police Officers Program

The San Francisco Police Department is seeking Peace Officers with current POST certification and 2 years active patrol experience to consider joining THE premier law enforcement agency in one of the most beautiful cities in the world. The SFPD is finalizing the following benefits:

- An expedited application process
- \$5,000 signing bonus upon completion of Field Training Program (FTO)
- Prior experience credit to qualify for promotional testing
- Abbreviated 7 week Police Academy
- Competitive salary commensurate with POST Certificate and education \$65,718-\$86,306. Lateral Police will start at Step 3 (\$78,239) or above.
- Retirement reciprocity availability for some law enforcement agencies

Current City Employees Police Recruitment Program

The San Francisco Police Department is extending a unique career opportunity to current permanent San Francisco City Employees to apply to the SFPD.

- Excellent public safety benefits
- Competitive salary \$65,718-\$86,306
- Internal retirement reciprocity
- A special internal application process for Permanent City Employees
- Vacation, sick time, and comp time accrual carry-overs
- Guaranteed return rights to prior job (minimum 7 months) for eligible city employees
- Many opportunities for promotional opportunities and career development via transfer to specialized units.

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Patrol Officers of the Month



COLLAGES BY SHERRY HICKS

By Ray Shine,
Editor

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

The selection of a single officer, or team of officers, for this honor will prove to be an unenviable task. It will, after all, be very difficult to single out one or

two officers from among so many, all of whom are as focused on their duty; every one as unassuming as the next; all as worthy and deserving.

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

The Association also congratulates Officer Lori Lamma of Bayview Station for being chosen as the January 2007 Officer of the Month; and Officers Cristina Franco and Wes Villaruel of Mission Station, February's honorees. As with all such honorees, the selection of these officers serves to exemplify the strength of character, compassion, and commitment to community that is embodied in all of the men and women of the SFPD.

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Day At The Movies



By Marina Chacon
Southern Station

On December 12, 2006 the Youth Services Unit sponsored a "DAY AT THE MOVIES" for 550 San Francisco Unified School Students. The kids came from all around the city. Schools included Horace Mann Middle School, Everett Middle School, Mission High School, Visitation Valley Middle School, Cleveland Grammar School, Denman Middle School, Balboa High School, West Portal Grammar School, Aptos Middle School, Lincoln High School, and Francisco Middle School

The students were treated to "Happy Feet" on Sony's Imax Theatre at the Metreon, located at 4th and Mission. The theatre filled quickly as students anxiously sat and watched the movie, with popcorn and drinks in hand. Afterwards, the students were treated to lunch and a toy give away, just in time for Christmas. The children's happy faces were most rewarding part of the day. The sound of "Thank You Officers" filled the lobby as each child received their gifts. Also on hand was Commander Shinn and of course our very own Santa, "Lovrin" Clause.

YSU Officer Brunicardi coordinated this event with the help of several SRO Officers. Officer Brunicardi

drummed up sponsors and donations from several businesses including:

- Metreon Theatre, which donated the movie, popcorn and soda.
- The SFPOA, which donated \$1,000.
- The Emerald Society, which donated \$300.
- The Foods Co., which donated over 500 individual chips and cookies.
- The San Francisco Fire Fighter's Union which donated over 1000+ toys.
- The Buckhorn Café.
- See's Candy, which donated 750 lollipops.

The students and the YSU would like to give a great big Thank You to all the sponsors, officers, teachers, and chaperones that made this special day happen.



MOMS Christmas Drive a Huge Success

By Michael Nevin
Southern Station

On December 20th the POA held a press conference at Southern Station where we presented Mothers of Military Service Members (MOMS) with loads of supplies and generous cash donations for their ongoing effort to supply our troops with "comforts from home." MOMS Constance Newton, Holly Curtin, and Kelly Maksim were on hand to accept the many boxes of items soon to be shipped overseas.

Many thanks are in order for yet another successful Christmas Drive for the Troops. Bill Roualdes (Southern), Kevin Martin (V.P. POA), and Captain Denis O'Leary (Southern) were instrumental in assisting with the effort. Dennis Callaghan (Backgrounds), Linda Wittcop (Central), Carrie Lucas (Mission), Al Louie and Bob Chapman (Airport), Recruit classes #212 and #213 all deserve special mention in their efforts to organize their various

members in collecting items.

I wish to thank the S.F.P.D. Command Staff and Chief Heather Fong for their generous donations and attendance at the press conference.

Larry Barsetti put together an extraordinary effort on behalf of the Veteran POA members. To say these guys stepped up to the plate may be the understatement of the year.

The POA proved that actions can speak louder than words because "Support our Troops" is more than just a bumper sticker cliché to the many people involved in this special effort. Thanks again to all of you who participated in this drive.

If you have a family member or friend deployed overseas in the military and would like to have a box of supplies sent to them, please contact the Mothers of Military Service Members at MOMS@sonic.net. Mailing address: P.O. Box 809 Geyserville, CA 95441

Bill Roualdes and MOMS.



Mike Nevin and MOMS.



Kevin Martin and Bob Chapman



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Safety During the Lunar New Year

SAFE Launches Annual Public Safety Awareness Campaign

The Year of the Boar is approaching, and falls on February 18, 2007. During this time, SAFE will be launching its annual Lunar New Year Crime Prevention and Public Safety Awareness Press Conference at the Gate to Chinatown, Grant Avenue @ Bush Street on Thursday, February 8, 2007, at 11:00 a.m. We will then canvass the neighborhood and provide merchants and residents with educational information on preventing extortion, robbery, burglary, shoplifting and pick-pocketing crimes during the forthcoming festival celebrations. This is a city-wide campaign involving San Francisco Police Chief Heather Fong, police officers of all Police Districts in San Francisco and volunteers from a number of public agencies and Community-Based Organizations, reminding the public to be aware of crime and to make prompt police reports about criminal and suspicious activities.

This will be the 10th annual Lunar New Year Public Safety Awareness campaign with joint collaboration by SAFE and the SFPD. Since the launching of the first campaign in 1998, we have achieved a significant drop in extortions targeting Asian merchants. In this year's campaign, SAFE will also emphasize its efforts and message about the effective prevention of Human Trafficking.

The campaign is a great example of Community Policing, encouraging merchants and residents to get to know the police officers in their neighborhood, and to be aware of ways to help prevent crime. This year, SAFE and Captain Jim Dudley of Central Station will recognize Lt. Alvin Yee for his excellent police work in Chinatown — He sets a great example!

If you would like to volunteer with SAFE by distributing crime prevention educational materials on February 8th, please call (415) 553-1984.

Update on SAFE's Services

Business & Residential Security Assessments are in demand!

Many of our friends at the SFPD and in the communities we serve know about SAFE's Neighborhood Watch Program. But did you know that SAFE also offers services such as Business Watch and Security Assessments? Utilizing the same concept as Neighborhood Watch, SAFE will organize and facilitate meetings with merchants to form a customized Business Watch program in their community. Forming a free Business Watch group is highly effective in sharing information on crime prevention techniques, crime trends, enhancing security and safety, and improving communication with the police department. One great example of a successful Business Watch is that of the group in Union Square. Their commitment to organize and keep the area safer has led to increased collaboration with the police department and more communication with neighboring businesses on criminal activities or suspects.

SAFE also offers more in-depth services to merchants and businesses for a fee. These services include Security Assessments, Workplace Violence Prevention Trainings, Loss Prevention Trainings, and other types of business-related crime prevention presentations. Our highly-trained security specialists work with property managers and owners, landlords, HOA's, merchants and large corporations to assist in making their environment safer, internally and externally. SAFE's specialists are also trained in Crime Prevention through Environmental Design (CPTED). Visit www.sfsafe.org or contact the SAFE office at (415) 673-SAFE for more information.



A Few Odds and Ends...

By Kevin Martin
POA Vice President

Hospital Visits...

On Wednesday, January 10, 2007 members of Park Station journeyed to UCSF for the monthly children's visit. A rather large group of officers led by Park Station Reps. Patrick Burke and Peter Dacre played "Deal no Deal" with the younger kids in the afternoon while other officers spent time with the teens and older kids in the evening. The contingent of men and women from Park Station included Officers Shelley #4227, Fegan #4194, Kavanaugh #942, Frost #1507, Doherty #1419, Marucco #4219, Officer Andrews #4096, and Imbellino #1674. My sincerest thanks to all you wonderful men and women for sharing your time with some very special youngsters. There's no greater thrill than to see a sick child smile or laugh. You guys really made a difference in their day. I really appreciate your efforts.

Richmond Station is on tap to make the February visit. Please make plans to spend a few hours of your day, (the second Wednesday of the month) with some truly wonderful children. It'll do your heart good.

Also, special thanks to my good friend Al Graf who has been a wonderful supporter of the S.F.P.D. for many, many years. It's always good to see you Al, and I look forward to seeing you at the ball yard this spring.

Sullivan Fundraiser...

Co. K Reps Don Moorehouse and Corrado Petruzella did a fantastic job in coordinating the Bernie Sullivan Fundraiser at Don Ramon's Restaurant on Wednesday January 17, 2007. Almost \$40,000 was raised through the efforts of Don, Corrado and POA Treasurer Marty Halloran. Bernie's children Rory and Melissa were very

grateful to all who supported the effort. Melissa addressed the crowd to express her thanks and gratitude. Melissa noted that even though her father was gone, she knew she and her brother would never be without a family as long as the S.F.P.D. and the S.F.P.O.A. were around. Enough said.

D'Arcy/Fontana Retirement...

A great time was had by all at the retirement dinner for Dave Fontana and Brian D'Arcy at the United Irish Cultural Center on Friday, January 12, 2007. Master of Ceremonies Matt Gardner and Jim O'Shea were wonderful. It was quite an event for the families of Dave and Brian who were wowed with story after story of their exploits. The highlight of the evening was when Jerry D'Arcy sang a wonderful Irish tune for his brother and the gathering of friends and colleagues. Another wonderful moment was when all past and current "Hondelles" stood to be acknowledged by the crowd. It was also a relief to hear Dave formally introduce his wife of 32-years, Barbara Brewster. You had to be there.

Thanks, Frank...

Note to Frank Machi, thanks for all your encouragement. May the next time we meet fall under much better circumstances than a policeman's funeral. And may it be soon.

Hang in There, Everyone...

It's been a tough couple of month's with plenty of grief and sadness. As difficult as it has been let's vow to support each other and help each other through this malaise. May God bless all of you, your families and loved ones. Please try to keep things in perspective and our priorities in check. We'll get through this crap. We always do. We have to. We're cops.

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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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Class # 1

Mid-career Pre-retirement Planning Seminar

By Mike Hebel
Welfare Officer, Attorney, CFP

The POA hosted its first *mid-career, pre-retirement seminar* on January 16, 2006. This seminar had long been requested by members who did not have enough seniority to attend the semi-annual, three day retirement planning seminar held at the Academy.

The seminar included discussions of social security and Medicare benefits, retirement benefits and the CCSF retirement process, health service system plans, long-term care, taxation, workers' compensation benefits, and our deferred compensation plan (ING - 457 plan).

Special thanks to POA president **Gary Delagnes** and treasurer **Marty Halloran** for providing the necessary funding for refreshments and a quality lunch.

30 Participants

Thirty participants attended this lively and informative seminar which is coordinated by **Megan Fahey**, POA staff member.

All of the attendees are in the Tier II retirement plan having joined the department after November 1976. Class attendees had been Police Department members for 12 to 20 years.

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) scheduled 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.

Gary Delagnes' Outlook

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 did occur on December 30, 2006 at 1.05%; the POA's Negotiating Committee is now very busy preparing for collective bargaining with the City on a new MOU. Gary set forth his best estimate of benefits (wage increase and other economic issues) that may be enjoyed for the next 3 to 4 years commencing on July 1, 2007.

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 #2 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 outlined the 30 year police employment cycle: years 1-10, job oriented; years 11-20, promotion oriented; and years 21-30, retirement oriented.



Class Comments

Comments from the attendees during the course evaluation included: *"very helpful and useful information. What an eye opener. I am glad I came; everyone nearing retirement should come to these. Much needed information; I enjoyed this seminar immensely. Great class, everyone should attend, keep them up. Very good, can I come again? A very practical course. Helped me in thinking about the last 10 years of my police career. Wow! There are some real challenges ahead of us - especially with regard to health care benefits for retirees. Gave me the confidence I needed to consider an early retirement from the SFPD."*

From a former class member came 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. One 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 prospective retirement benefits, he says: *"I am on a fixed income. But I do not say what it's fixed at."*

Instructor Comments

George Brown, ING deferred compensation account executive, noted the importance of continually reviewing your investment strategies and the funds selected to accomplish the strategies. His presentation was entitled: *"Gaining the Advantage."* He outlined four popular strategies: follow the leader, if you can; tailor your own investment mix; employ dollar cost averaging; and review and rebalance your portfolio. George 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 until your planned start of benefit distribution. We were pleased to have **Carol Cypert** in attendance. Carol is the CCSF Retirement System's deferred compensation manager.

When to start social security payments? How much will I receive from the social security system? 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. Also, the class learned that the annual statement sent by the Social Security Administration is misleading. Since police officers' wages are not subject to taxation by the social security system, they will receive about 40% of what is shown on the annual estimate.

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

Mike Hebel and attorney **Alex Wong** discussed the California workers' compensation system and, in particular, the changes of April 2004 which were enacted to reduce benefits (permanent disability monetary award and medical care). There is now a medical utilization review process wherein treating doctors now have to submit their recommendations for review - a time consuming process. All the peace officer presumptions (heart, pneumonia, low back - gun belt, hepatitis, cancer etc) were discussed. Attendees were warned that the City's department of human resources is considering a medical provider network (MPT) wherein injured employees would have a fixed number of doctors, selected by the City, to provide treatment.

Mike Hebel discussed the basics of the CCSF Retirement plans. He described the benefits of and qualifications for service and industrial disability pensions. Also explained were death benefits, beneficiary designation, and cost of living adjustments (basic and supplemental). 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. You can also obtain retirement estimate forms at the System's website. *The importance of keeping your beneficiary designation current was emphasized.* Hebel 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 three 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).

The class discussed the outlook for further improvements in the Tier II (new safety plan) retirement system over the next 5 to 15 years. Perhaps, a city-wide fixed 3% compounded annual cost of living adjustment for retirees/survivors may be in the offing in the next five years.

Other Observations

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. Participants were urged to take care of their dental needs before retiring. The City's Health Service System has walk-in hours: 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.

Joining this seminar 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.

Next Seminar

The next *mid-career, pre-retirement planning seminar* is scheduled for **Monday, August 13, 2007**. The seminar will be available to the first 30 members who contact the POA after the bulletin is sent out. Preference is given to those members who are near retirement. The seminar fills up quickly so don't delay. Contact **Megan** at the POA (861-5060) if you desire advance notification of this seminar.



POA MAIL



Our condolences...

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
San Francisco Veteran Police Officers
Association

Dear SFPOA —

I sent an email to Ray Shine also, but didn't want to delay our sending our deepest condolences to all of you for your recent loss of Officer Bryan Tuvera.

Bryan's dad was a great dispatcher and died unexpectedly on the same date as Bryan, years earlier while driving home from work.

Our thanks to Kevin Martin for recognizing and reporting on this. I'm sure that being included in the Department's [definitions?] helped our staff at 911 immensely. Thank you for your work and ongoing sacrifices.

On behalf of Director Laura Phillips, myself, and the entire team at 911, our prayers and thoughts are with you at this difficult time.

Fondly and with respect,
Pam Katz
Dep. Director
Department of Emergency Management

Thank you for remembering...

To All Our POA Friends —

Just a note of thanks for your generosity this holiday season. The boys truly appreciate the checks and have put them to good use! We are blessed to know so many loving and caring people. May God bless and keep you close always; I know Tom is smiling on you all.

Health and Happiness in 2007
The Kracke Family

Dear SFPOA —

Thank you so much for thinking of me at Christmas. Also, thank you for the gift. You guys always are so kind to my family and me.

Love,
Vince Sugrue

Dear SFPOA —

Thank you so much for always remembering me at Christmas. You have taken such great care of my mother, brother, and me. Your gift was so generous. Thank you again!

Love,
Brittany Sugrue

Dear POA —

Words could never thank you enough for all you've done for our family since Kenny's death. We are so blessed to have you in our life. Thank you again for all you've done.

With all our love and best wishes,
Sandy Sugrue

Dear POA —

Thank you so much for your generous gift. Your thoughtfulness during this holiday season is greatly appreciated. Best wishes for a happy, healthy, and peaceful New Year.

Sincerely,
Emily Block

Dear POA —

I, too, wish you all the best in the coming year and thank you for all of your help and support through the years.

Kathy Block

Thank you for the accommodations...

Dear POA —

We would like to express our thanks and gratitude to Dave, Rich, Mike, Silvia, and Max, and any other officer, for their thoughtfulness and support during Isaac Jr.'s [murderer's] trial. Allowing us to be included in the lunch getaways in your place of business was appreciated. It gave us the opportunity to escape the courthouse environment during the times we could attend the trial.

Once again, thank you for your kindness. Isaac would be proud to see all of this. May God bless you and keep you all safe.

Respectfully,
Larry and Barbara Poni
Isaac's Uncle and Aunt

Thank you...

Dear POA —

On behalf of the Ocean View, Merced Heights, Ingleside-Neighbors In Action, I wish to thank you for your continuous support with your donation towards our annual Christmas Party.

We had approximately 200 adults and children in attendance at our party held on Saturday, December 16, 2006. Everyone was served ice cream sundaes, cookies and punch. In addition, over 200 neighborhood children received a gift from Santa Claus.

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

Thank you again.
Warm Regards,
Mary C. Harris
President
OMI Neighbors in Action

Dear SFPOA —

We would like to thank you for your generous donation to the BA wee (Bay Area Women's and Children's Center) Youth Sports Initiative Program. This program gives children, who live in the Tenderloin, opportunities to be involved in organized sports and physical activity programs. Through your donation you have helped these children to continue their dream of participating in a synchronized ice skating

team called The Tremors at Yerba Buena Center.

Sincerely,
Irene Michaud, Brian Michaud
Tenderloin Station

Dear POA —

On behalf of the Institute on Aging and the Center for Elderly Suicide Prevention and Grief Related Services, thank you so much for your underwriting donation to our annual Cable Car Caroling Fundraiser.

Thanks to you, we raised nearly \$42,500 this year while bringing holiday cheer to so many of our clients. Every year the seniors tell us how special this event is to them and how much they appreciate your visit and sharing the gift of song with you.

Proceeds from the event benefit CESP's 24-hour Friendship Line for depressed, lonely or suicidal seniors and our grief counseling services for the bereaved of any age who have experienced a sudden, violent or traumatic loss.

Warm Regards,
Fred Crisp
CESP Fundraising Committee

Dear Friends —

Thank you so much for your kindness in remembering our husband and father, Thomas G. Miller, Sr. The flowers were beautiful, and your thoughtfulness is very much appreciated.

Not only had Tom given 36 years of faithful, valuable public service to San Francisco, the city that he loved, he has proudly given two sons to your esteemed San Francisco Police Department.

May God bless and guide you all in the service to, and protection of, the citizens of San Francisco.

Sincerely,
Jeanne Miller and the Miller & Malliasas Families

Let Us See The Light...

Dear Members and SFPD Administrators —

Officer safety, for our members, is the cause for this request of the San Francisco Police Department and the support of all members and the Police Officers Association.

Currently, our issued Sig duty firearm is equipped with the picatinny rail system underneath the frame that is located before the trigger guard. This allows the easy mounting of illumination devices.

What ALL officers need is the right and ability to have an illumination device on their weapon. Currently, only TAC/SWAT and the K-9 officers can have a flashlight mounted to the weapon. Justification for the K-9's is that they can have their weapon out in a search and control the dog, but the dog is off leash and running around searching the place in question. This leaves the patrol officer to have gun in one hand and flashlight in the other as the cover. Now, the Specialists have received a grant to get lights on their guns.

The reasoning for officers to have a light mounted to the gun is simple.

Better accuracy. Better target acquisition. Two handed hold on the weapon that has a light. One weapon/light system. Weak hand can be used for other purposes while the officer still has a light on the weapon.

I propose that officers that want to have a light purchase themselves one and the holster that accommodates it. This saves the Department/City money, and only the real serious officers would spend the money themselves. Rough estimates would be about \$475 for the light and holster. We may be able to get a cheaper price by buying in bulk. There are benefits to the City/County of San Francisco as well. Fewer lawsuits. Officers can/should be able to identify easier threats with a light attached to a weapon easier as trying to hold a Department issued light in one hand and the firearm in another. How many times have you searched a building at night, in the dark on a burglary call? Having to adjust the light, and your weapon to open a door handle?

It is these kind of actions that puts officers at risk. Target identification could mean the difference between a cell phone and a gun in a hand from what the officer sees. I have been in a number of foot pursuits. I am not carrying my flashlight, because I have my required Department issued baton in my hand because I want it to keep it from hitting me from the ring. As we are required to carry the baton at all times. I am also using the radio. The strong hand has the firearm. I am only using surrounding light for visibility. I have been in foot pursuits were the person did have a gun in a waist band and it was in a dark area. I am sorry, however I like the Tritium sights for night, on a dark street; you need a light attached to the weapon. Where are we to see at night the fleeing suspect where already the firearm may be used? Well, if the weapon is out, it has to be on target to illuminate the threat! It also adds to the psychological effect on the suspect that he is visible to the officers and may surrender without loss of life or injury to all parties. Again, cost effectiveness to the City/County, officers, and P.O.A. in potential lawsuits that may arise, even though SF has paid out to families for totally justifiable police shootings.

The Surefire brand model X200 is the best, and Safariland makes the holster to accommodate.

All Department General Orders would apply, such as the drawing your weapon, say with light attached, cannot be used just as an illumination device alone. I would recommend all officers to still/must carry a flashlight additionally. The weapon/light combination would be used only when circumstances arise when the weapon needs to be drawn in accordance of Department policy. This protects the Department.

Many other law enforcement agencies allow their officers or issue these kind of weapon mounted illumination devices.

Why should we not? Is SFPD a "caste system," where only the lonely patrol officer who bears the brunt of work, the hardest working, gets the least available to protect/aid themselves? When Specialist who have

California Legislature

January 8, 2007

Secretary James E. Tilton
Department of Corrections and Rehabilitation
1515 "S" Street, Suite 502 South
Sacramento CA 95814

Chief Ruben Grijalva
California Department of Forestry and Fire Protection
1416 - 9th Street
Sacramento CA 95814

Dear Secretary Tilton and Chief Grijalva:

As Assembly Members representing the people of California, we are writing to request information about the existing policies for placing incarcerated persons in conservation camps and offer our help in revising those policies. We are also interested in your view on equipping conservation camp inmates with global positioning systems (GPS) devices.

First, let us commend the men and women who work for your departments and risk their lives to keep Californians safe. It is a testament to their skill and dedication that conservation camp escapes are rare.

Like you, we believe that some nonviolent offenders derive great benefit from the educational and career opportunities provided through programs such as conservation camp firefighter training. However, we want to ensure that these benefits do not come at the expense of Californians' public safety.

In San Francisco on Friday, December 22, Officer Bryan Tuvera was gunned down by an escapee of one of these programs. The gunman had been convicted of three prior felonies, including gun possession and assault involving serious injury to an armored car guard. During the most recent trial, San Mateo County District Attorney Jim Fox kept the individual behind bars when a judge granted his office's request to deny bail. When the gunman walked away from the camp, it appears that not all local law enforcement agencies were notified or asked for help.

This tragic event raises three key questions:

1. What are the established criteria for program participation? In light of recent events, does it remain prudent to allow repeat felons or persons convicted of violent crimes to participate in the conservation camps?
2. What steps can be taken to prevent individuals from walking off site at these camps, and should existing guidelines and protocols be revised?
3. What are the policies and procedures for notifying local law enforcement, the news media and victims when individuals escape from conservation camps, and should these be revised?

In addition to the answers to these questions, we are interested in your views about equipping conservation camp inmates with global positioning system (GPS) devices. GPS devices are a proven tool for law enforcement to keep track of incarcerated persons. Since conservation camp inmates are involved in dangerous work in challenging outdoor terrain, GPS devices could also provide help in locating an injured inmate as well.

We stand ready to assist your departments in preparing legislation or taking any other needed steps to prevent future tragedies. Please know that we share your commitment to keeping California safe and appreciate all the work you do for the people of our state.

Due to legislative deadlines, the courtesy of your written reply prior to February 1, 2007 would be greatly appreciated. We look forward to your response and to working with you in the future.

Sincerely,

FIONA MA
12th District

GENE MULLIN
19th District

CC: The Honorable Jose Solorio
Chair, Public Safety Committee
The Honorable Jim Fox
San Mateo County District Attorney

additional training because they can do the required sit-ups, push ups, and pass some written test, get the training and lights and gear. Do not forget that some of these Specialists spend their entire shift in the station with all that gear being station keeper based on of seniority. Is that a waste of training/money and use fullness of the equipment they have? They end up doing nothing for the patrol officer or the citizens. Granted, this is only a few rare cases but happens on a weekly basis. This is not the point of the article. I am also not criticizing Specs, k-9s/Tac, just using the current situation as an example. Is the patrol officer the bottom of the pole?

The point of my writing is a SAFETY ISSUE. It can be made in to a bulletin, and not be sent through the commission for approval to expedite time. Anyone interested in this, pressure the POA and the Chief and D.C. when they come to the Station to hear your opinion.

I am not blowing smoke about this issue. I have raised this point twice now when Chief Fong and Deputy Chief Shin have visited Mission Station to hear our views. D.C. Shin told me this is not a dead issue and that he is looking in to it. He also stated that he would advise the P.O.A. patrol committee in regards to the issue. D.C. Shin also told me he would discuss this with the range master. I have 16 years in law enforcement background. 8 years in SFPD. Combined. I have 22 years in military service that includes being a certified range master, and military police. I have an extensive background and knowledge in this equipment. A lot of it comes from the day-to-day on the job, hitting the streets of San Francisco.

When I retire from this Depart-

ment, if there is one thing I can say I was proud of (besides the numerous medals received in shooting competitions) to help my fellow street officers, is to get us good, street tactical equipment.

Let us ALL see the light! Your life may depend on it!

Be safe all!
Respectfully submitted,
Officer Gian Tozzini
Mission Station-Midnights

My rebuttal...

To All POA Members—
Re: The Roth IRA- The IRS-Sanctioned Swiss Bank Account

I would like to respond to James Barron's review of my November article on the Roth IRA versus deferred comp plans. Mr. Barron stated he had issue with the accuracy of the comparisons I presented. My article, which resulted in a sizable \$160,000 favorable advantage for the Roth IRA, was calculated using ING's website. If Mr. Barron has issue with the results generated by ING's website, I suggest he contact ING and their software programmers.

Mr. Barron states that I did not discuss "pre-tax" and "post-tax" contributions, when I actually discussed the "tax-deduction-incentives" in paragraph six of my article.

Mr. Barron's focuses primarily on the tax savings you get when you contribute to a deferred comp. While it is true you get a deduction when you contribute to a deferred comp plan, you still have to pay the taxes back when you retire. Essentially you are only getting a tax loan. Mr. Barron correctly states "you must take into consideration what [the invest-

tor] does with their tax savings every year." Having completed thousands of tax returns, the reality is: We adjust our W-4 withholdings, spreading out the deferred tax savings over 26 pay periods. Instead of putting our tax savings away until the tax loan is due, we apply those tax savings to food and groceries, restaurant meals, tuitions, vacations, bigger car loans, bigger mortgages, bigger remodels, etc. When we do retire and start cashing out your deferred comp plan, the money the IRS had loaned has been spent, having been commingled into the daily expenses of life. Thus, while the deferred comp investor's IRS-mandated withdrawals are reduced by taxes, the Roth investor takes his money out tax-free- when he wants and if he wants to- like a Swiss bank account.

I would like to thank Mr. Barron on his very professional response. I think it would be beneficial to our union, if Mr. Barron joined me in a discussion before the POA Board, and/or our union reps, to provide his insight on what is the best financial map for our members.

Lou Barberini
Narcotics

Letters to the Chron...

Mr. Van Der Beken
SF Chronicle

Mr. Van Der Beken:

First, allow me to apologize for the tone of my voicemail message of 12/23/2006 at approximately 4:20 PM. The death of Officer Tuvera and a lack of sleep are no doubt to blame for my comments and tenor.

Second, I wish to remind you that

you and I had dealings with another traffic fatality case, a year ago this month, in fact, wherein I would not give you the name of the Muni Driver involved. As I recall, you were satisfied once I explained to you that State law prohibits my release of the information contained in a **Fatal Accident** report, until such report is "Cleared."

The female driver of the vehicle (In the present case) that killed the 22 y/o Victim is a part of the traffic fatality. Thus, information cannot be released until AFTER the Office of the District Attorney has formally charged the Suspect with a specific crime(s).

Invoking General orders, both via messages to me, and in print, accomplishes nothing in these cases.

For future reference, this is the law I'm quoting:

"20012 CVC. All required accident reports, and supplemental reports, shall be without prejudice to the individual so reporting and shall be for the confidential use of the Department of Motor Vehicles and the Department of the California Highway Patrol, except that the Department of the California Highway Patrol or the law enforcement agency to whom the accident was reported shall disclose the entire contents of the reports, including, but not limited to, the names and addresses of persons involved or injured in, or witnesses to, an accident, the registration numbers and descriptions of vehicles involved, the date, time and location of an accident, all diagrams, statements of the drivers involved or occupants injured in the accident and the statements of all witnesses, **to any person who may have a**

continued on next page



POA MAIL



proper interest therein, including, but not limited to, the driver or drivers involved, or the guardian or conservator thereof, the parent of a minor driver, the authorized representative of a driver, or to any named person injured therein, the owners of vehicles or property damaged thereby, persons who may incur civil liability, including liability based upon a breach of warranty arising out of the accident, and any attorney who declares under penalty of perjury that he or she represents any of the above persons.

A request for a copy of an accident report shall be accompanied by payment of a fee, provided such fee shall not exceed the actual cost of providing the copy."

The above section applies, specifically, to involved parties and their Attorneys. I am compelled to obey the law in cases involving fatalities, Mr. Van Der Beken. This is an exception to the SFPD's DGO's.

Third, and in reference to why your phone message at my office of 12/22/06 went unanswered. When I was called to investigate this collision, I was off duty, and was called in to work this case from 1:30 AM through 3:00 PM on Friday. Friday is my day off. I regret being unable to return your call in a timely manner, but, in all fairness, I had already left my office when you called, and had gone home. I had not slept in over 24 hours. I do not believe you portrayed my dedication to the people of this City fairly by saying in a Newspaper article:

"He refused to release the driver's name. Mannina said the hit-and-run investigator working the case, Inspector Matt Krinsky, had told him that state law allows police not to identify those arrested in accidents.

The Police Department's general orders, however, specify that the police must identify anyone who has been arrested. Krinsky did not return phone calls seeking comment."

I have made every effort to cooperate with you, and all members of the media, during my career. The statements made above perpetuate the idea that the Police have "Something to hide" or are not "Playing nicely in the sandbox with the Media." Neither case is true here.

Other members of print, radio, and television media will vouch for my character and my willingness to cooperate, provide statements and information, and to keep our Public Affairs Office updated as to developments. I am sorry, but it appears that you are the only one with whom I'm having such frictional issues. Perhaps this can be alleviated if you were to treat me with the same respect and professional demeanor I've always treated you with.

I would hope this letter will foster a productive and cooperative future between us. I wish you a Merry Christmas and a Happy New year, and once again apologize for my message of earlier this date.

Insp.-Sgt. Matt Krinsky
San Francisco Police
Hit and Run Detail

Ms. Susan Sward
SF Chronicle

Dear Susan Sward,

I wonder how the events of this past weekend resulting in the cold blooded murder of San Francisco Police Officer Bryan Tuvera play into any articles you have written this past year defiling our department. Let's see, do you think Officer Tuvera used an inordinate amount of force while trying to take custody of a felonious criminal considered to be armed and dangerous? Do you think we need to review Officer Tuvera's training when it comes to defending himself against the use of deadly force? and let's not certainly overlook the premise that Officer Tuvera may have been exercising the sin of "racial profiling" while in the pursuit of this escapee for this violent offender? I just hope you have the intestinal fortitude to write or address these issues or will you continue your putrid practice of "selective journalism"?

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

Widowhood 101...

Dear POA Members —

I am no expert on this topic, but I am learning. The first thing I would say is to have a will, living trust, or some type of legal document already in place. Should something happen it might make dealing with all of the masses of paperwork somewhat more bearable.

Speaking of paperwork, get a daily journal so you know whom you spoke to on what day and what was said. Believe me when I say that you won't remember the specifics of that conversation if you don't document it.

My experiences so far have been good and bad. Get used to stupid comments like when I called an institution to have Phil's name removed from the document. When I told the person he had had cancer, they couldn't believe that he hadn't prepared a will. Well guess what? Phil thought he would beat the disease! And even though it is a nightmare for me now handling all of the financial matters, I would never have told him to get a will while he was trying so hard to go into remission. Oh and yes, I am glad that at least he isn't suffering anymore. Thank you for stating the obvious!

Then I went to our credit union. Hmmmm, not quite so family oriented anymore. The woman looks at the death certificate and says it is so sad because he was so young. Then she asks if we had children. What does that have to do with anything? Would I have gotten better service if I said I had many mouths to feed? She wouldn't even tell me how much he had in his accounts because she was not supposed to "disclose" that information. Never mind that we had a prior mortgage with them and that we have purchased vehicles through them.

Then because I am not a benefi-

ciary on his accounts and he left no will, I have to fill out a probate form that is submitted 40 days after his death. They found a small life insurance policy and I just received a condolence letter stating that money was placed in an account. When I called, I learned it had been put in Phil's account. Okay, just another hurdle.

I also learned that Phil had some insurance through a Police and Firefighters plan. After leaving several messages because there was no live voice to speak to, I actually talked to a person! I gave her the policy number and said I wanted a copy. I did not say that Phil had passed away because I wanted to see the policy for myself. Well instead of a copy, I received a request that Phil was supposed to sign. I called the company and somebody from claims said they would call me back the next day. That was on December 5th and I am still waiting.

Phil died on October 29, 2006. I went to get a prescription refilled on November 19 only to learn that I no longer had health insurance so I paid out of my own pocket. Thankfully, that has since been resolved and I now have my own insurance.

Fortunately, Phil did fill out retirement paperwork. I played phone tag with the representative only to learn somebody else was now handling it. She did tell me that this process could take 2-3 months but that she had seen cases that lasted 4-10 years. I called the new person and he was very prompt. He said the paperwork appeared to be in order and he would push it to a hearing. Thank goodness I have people helping me on this and it will work out.

Now I am at our bank to try to get Phil's name off of the mortgage in the event that I want to sell the house and get away from all of this. Well, my local branch told me to go home and call some 800-number. Oh, and by the way, that home equity line of credit will probably be cancelled and I will have to reapply.

At home I called the 800-number. After an hour of being transferred around, I again explained the situation to a man who seemed helpful. He told me somebody from the Deceased Division would get back to me later in the week.

The week ended and no phone call. So the following week, I called and talked to a woman who was helpful. Then I learned that I might have to refinance because the income level has changed. Are you kidding me? I can handle the mortgage on my own. She also told me that my local branch should have done all of this for me and that I should go back there.

All right, so I went back to my local branch yesterday. My "personal banker" seemed confused and I wasn't exactly clear on any of this. I don't know why but for some reason I feel TIRED and EMOTIONALLY DRAINED! Anyway, I figure it is like taking a name off of a pink slip. Now my personal banker is trying to get me to reapply for a home equity line of credit that is more than double the original. I don't think so...

I made it clear that I wasn't too happy with the runaround and that

I wanted somebody to help me. Finally, a nice banker told me I could go to a Title Company and have Phil's name removed. I walked across the street and within 20 minutes had the documents in my hand. Now I just have to go to City Hall and have it recorded. Can't wait to see what might be in store for me there!

I am also dealing with the credit card companies. Sorry your husband is dead-when will we get our money. Another common stupid comment — "Thank you for calling. Have a nice day!" Did you even hear why I called?

The cell phone carrier (both our phones were under Phil's name) was a joy. I explained that my husband passed away and I only need one phone. Now, I am paying the balance on the phone while asking that the account be in my name. "Oh I am sorry, my supervisor says I can't do that on the phone. However, I will send you paperwork that you can complete and we will see if we can help you."

Of course, the paperwork didn't come. I called back and spoke to a helpful representative of the same company. He took care of it right then. Now why couldn't the first idiot have done that?

In between all of this I am alone at night wanting my husband back. I don't care that I will be fine financially. It isn't about the money. I would have gladly sold everything we had if he was just able to be here with me.

People tell me to wait a year before I make any major decisions. Don't be rash. On the one hand I understand that. On the other hand, I want to get as far away from here as possible. That was what we had planned when Phil retired. Go to Montana, get that horse ranch and leave San Francisco as a distant memory.

Well, I do plan to go to Montana. I have friends there and many of Phil's family live there. If get there and it feels right, then that is where I was meant to be.

In closing, while the majority of the after-death paperwork is like adding insult to injury, sometimes I am able to put this in the proper perspective. I gained a lot of strength and admiration watching Phil battle cancer. I watched him endure things that most people couldn't even comprehend. And yet, Phil's will to do whatever was necessary to survive was unbelievable.

So, if some company really wants to make me jump through hoops after all that I have been through (and continue to go through) — bring it on — because it pales in comparison to losing Phil.

Sincerely,
Jennifer Lee

The "Cohen" Rule ...

Editor —

Re: Officer Andrew Cohen- Banishment

I wasn't certain that I was willing to risk submitting another commentary to the *POA Journal* after I

read the December 2006 edition. It wasn't the rebuttal commentary by a certain Central Station member, nor was it the unfitting, unwarranted and wholly inappropriate editorial commentary by our own *Journal* editor. No, it was the new criteria, for which the POA has created, in order to "censor" the commentaries and stories submitted to the *Journal* by our membership. Could this be the "Cohen" rule? Was this a reaction to my previous submission, "Welcome New Recruits", which spawned this quick decision? I certainly hope this isn't the case, but timing is everything.

Let me make this perfectly clear: I do not apologize for that commentary. Nor, do I need our *Journal* Editor to apologize for me, and if the truth hurts; too bad. I received more applause for that single commentary than I have received from all others in the past. It seems as though I am not the only one who feels this way about certain, unfair and illogical aspects of this zany department.

So I am going to take the risk and submit this commentary. If it is deemed unfit for publication, at least I made the attempt. If it makes the cut, then let my voice be heard once again. (Hell, it's the only reason why I continue to pay my dues.)

The "investigation" into the "Vid-eogate" scandal has concluded and the punishment, for most, has been doled out. 28 members have been spared their fate with the Commission and 7 of us are going to fight for our jobs. Here is the bottom line: Now that the truth can, and will be told, the context for which these videos were made can be shown and thus, the "thin blue lies" can be exposed. The Mayor spent ample time on the television and radio news discussing parts of the video that were not shown at his press conference

on December 7, 2005. Not only was this a direct violation of 832.7PC (disclosing confidential information related to an administrative hearing), but he was, to say the least, embellishing his stories. No, actually, in some instances, the Mayor blatantly added personal conjecture in order to incite the emotions of many of the communities for which he had recently failed. Now that the investigation is over, we can expose these embellishments and begin to showcase what a political smoke screen this whole thing was. Anyone, and everyone who lied, in order to protect their butts or their agenda(s) will be called upon to explain themselves in front of the Police Commission. It is now our time to redeem ourselves and put this whole debacle into proper perspective, and then put it behind us.

It is very important to disclose what events led up to that fateful day of December 6th, 2005 that, we believe, prompted the Mayor and the Chief to make their futile, and perhaps fatal mistake in calling their press conference on the following evening. What could have been so damning that these two "leaders" would so easily jeopardize the lives and livelihood of so many hard working officers? Who made these ultimate decisions and moreover, why?

Overreaction? You bet! I believe there is an adage that is somewhat appropriate at this juncture: "Those who live in glass houses..."

The year is 2007. This is the year in which we hope to clean up this mess and put the proper folks on trial. "...and the truth shall set me (us) free..."

Andrew Cohen
Support Services

Retirements

The San Francisco Police Officers' Association congratulates the following POA members on his or her recent retirement from the SFPD. These veterans will be difficult to replace, as each takes with them decades of experience and job knowledge. In alphabetical order by last name, the most recently retired POA members are:

- Officer David Albright #104 from Southern Station
- Officer Maurice Edwards #3 from Bayview Station
- Officer Joseph Finnigan #654 from Southern Station
- Inspector Pamela Fitzgerald-Wermes #1717 from Robbery
- Sergeant Alfredo Melendez #1550 from Richmond Station
- Deputy Chief Melinda Pengel #2076 from the Airport Bureau



I do believe it's time for another meeting of the

FOOTHILL FUZZ

Ah yes, time once again to trade lies, libations and cholesterol counts...

WHERE: Casa Ramos Mexican Restaurant
6840 Greenleaf Drive, Placerville, Ca. 95667
(So. side of US 50 @ Missouri Flat Rd off-ramp)
Lost Bunkie? Call (530) 622-2303
(American Alheimers Society)

WHEN: Thursday February 15th at 11:30 am - till the blenders breakdown.

GUEST SPEAKER: US Sen. Barrack Obama

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

Note date change



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The Scourge of Skid Row

A staph infection threatens the lives of cops, firefighters and homeless people

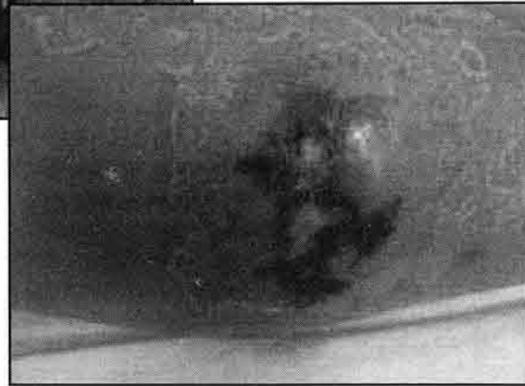
An article from *LA Weekly*,
October 19, 2006.
Written by Christine Pelisek
Forwarded to the Journal
by Marshall Wong, Retired SFPD
Edited for relevant content

Detective Tricia Hauck finished a burglary investigation at Pete's Café and returned to the Central Division station near Skid Row. Her left foot started to feel uncomfortably warm. She wondered if it had anything to do with an ankle fracture she suffered on vacation in Mexico a few months earlier. Within a half hour, the warm feeling turned into pain so excruciating that her leg went numb. Unable to walk, the 39-year-old burglary-investigations supervisor was carried to a patrol car and rushed by her partner to an emergency room. An MRI detected fluid around her bone. Later that day, a surgeon cut into her foot and removed an abscess. The diagnosis: Skid Row staph, or, more technically, a strain of methicillin-resistant *Staphylococcus aureus* that is sickening dozens of police officers, firefighters, healthcare workers and homeless people. These cases pose a new challenge to county health officials. Cops are so accustomed to seeing people with oozing boils that they call them Skid Row cooties. Doctors inserted tiny tubes in Hauck's foot to drain the curdled white pus. But the infection proved resistant to six antibiotics. Finally, on September 27, doctors prescribed the antibiotic of last resort — vancomycin, which she takes intravenously at home, where she spends most of the day in bed. Twice a week, Hauck's nurses come to her home to change her IV lines. Doctors fear the infection is eating at her bones, and that her ankle may become so overtaken with bacteria that they will be forced to fuse together the bones in her ankle, rendering her unable to walk without help. Right now, the least of her worries are the medical bills; drugs and supplies alone total around \$2,000. Hauck believes that she caught the highly contagious bug at her station on Skid Row, which has become a giant petri dish for Skid Row staph. Nearly 1,500 homeless people living and sleeping on the streets, with little or no access to proper hygiene, soap or warm water, make it an ideal breeding ground for the bacteria.

"We work in a filthy environment with people who don't practice good hygiene and are in and out of jail," Hauck says. "Officers use each other's computers all night long. I have my hands on the tables in the interview rooms. Our floors are filthy. It is a huge thoroughfare. These wounds were exposed to my environment, which is as dirty as it could be." In 2005, staph infections hit at least 20 Los Angeles city firefighters, many of whom work on Skid Row. A staph infection landed a deputy city attorney, who works out

of the Central Division police station, in the hospital for two weeks. An LAPD helicopter pilot, who helped a homeless man across the street, almost had to have his leg amputated. Two doctors working at a wound-care clinic got infected. A chaplain and a night manager working at the Union Rescue Mission got it. So did the director of public affairs and two other employees at Midnight Mission. Besides Hauck, a deputy chief and a rookie officer at LAPD's Central Division have been diagnosed with Skid Row staph. Staph came on the scene in the 1960s, infecting nursing homes and hospitals, where some 12,000 people nationwide die from infections every year. Health officials do not track the number of staph-related deaths in L.A. County because, like the flu, cases do not need to be reported. The hospital version mutated into a community version that the Centers for Disease Control calls USA 300, dubbed Skid Row staph in this story. In the mid-1990s, the community strain started creeping into nurseries, correctional facilities, homeless shelters, locker rooms and military bases. It was also popping up among drug users, gay men and children under 2. It was generally affecting people living in crowded conditions and dirty environments who had no access to good cleaning supplies. Around the county, a spot check of hospitals shows a half dozen or more cases being diagnosed in some emergency rooms every week. "It is now the single most common cause of skin infections, which is remarkable, because five years ago it was close to zero," says Dr. Gregory Moran, clinical professor of medicine in the department of emergency medicine and the Division of Infectious Diseases at Olive View-UCLA Medical Center. "It has quickly emerged as a cause of these infections in regular people out in the community. We now have showed that it is not just limited to people in specific risk groups. Now potentially everyone in the community is at risk. Healthy young people are getting it." Moran says he sees one or two fatal cases of Skid Row staph annually. Health officials do not even keep track of staph cases — unless they amount to an outbreak, where many people are infected in a short amount of time. Such an epidemic rages in L.A. County's seven jails, where up to 300 cases are diagnosed every month. Eleven months ago, the infection claimed its first known jail inmate, a 53-year-old Los Angeles man.

The bacterium that transmits staph can be passed through touch, shared



A festering blister

surfaces and personal items like razors or towels. It can stay on clothes or bedding for five days. The infection often is dismissed as a large pimple, ingrown hair or a spider bite, but it comes on quickly and is extremely painful. In some cases, it looks more

formed under her arm, groin and toe. Her neck wound grew to the size of a tennis ball. A culture sample revealed Skid Row staph. She was immediately admitted to the hospital, where she had vancomycin, the highly potent antibiotic, directly pumped into her chest. It took her five months to get workers'-compensation benefits, which were initially denied, because the city didn't consider her infection a work-related injury.

In October, the city's personnel department recommended that Skid Row-staph training be part of the fire department's protocol, but downplayed the threat. The department insisted that it was hard to tell where firefighters and officers contracted the infections, blaming them on "random outbreaks from unknown sources." The report concluded: "We are confident that [Skid Row staph] does not currently represent a significant occupational risk factor for city employees." "We are like, 'Are you kidding me?'" says Dave Pimentle, director

of United Firefighters of Los Angeles. "Don't tell us we are getting it from library books. You don't need a rocket scientist to put two and two together. The public needs to understand and recognize it. These things can get pretty big quickly."

Fifty-three-year-old Michael Buford started his jail term for a drug-possession conviction on September 5, 2005. Six weeks later, he was dead. An autopsy determined pneumonia related to Skid Row staph contributed to his death. It was the first known death from the infection in a Los Angeles County jail. The first cases of staph infection proved puzzling to jail officials in 2001. The pinpoint-size infections were blamed on brown recluse spiders. Pesticides didn't stop the complaints. In spring 2002, several spiders were captured and identified as nonbiting spiders. At the same time, the inmates' lesions were tested and found to be staph infections. LAPD's Central Division has taken matters into its own hands. Officers will get training monthly on ways to avoid contracting it. The station plans to buy an industrial hand sanitizer, which will be placed next to the watch commander for all the officers to use when they enter the station. It sprays out a mist of pure alcohol. Wooden benches used by new arrestees will be replaced by stainless steel so they can be disinfected regularly. It is a start, but Detective Hauck believes that the LAPD needs to step up its efforts to educate all officers about the risks associated with the bacteria. "My whole career, I always worried about AIDS or hepatitis. I never thought about staph. There is no education on this whatsoever," says Hauck.

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IAWP Condolences On Officer Bryan Tuvera's Death

I wanted to share some condolences with you and with Bryan's family that I received from members of the International Association of Women Police (IAWP) after sending out an e-mail to both the Board of Directors of the organization, as well as to Region 10, of which I'm the Region Coordinator, about Bryan's death. (Region 10 covers California, Nevada, Utah, Arizona, and Hawaii). The death of one of us affects us all.

"I am so very sorry for your loss and send my deepest condolences to your family, friends, and the Department. God bless you during this tragic time as you mourn the loss of this fine officer."

Terrie Swann,
Phoenix, Arizona – Executive Director of the IAWP and immediate Past President

"My deepest condolences to San Francisco P.D., Bryan's co-workers and family. One of our Deputies with

King County was also killed a couple of weeks ago, shot in the head. It's a reminder to all of us how precious life is and we should not take things for granted. I pray for all of us to stay healthy and safe for the new year."

Mpo Beth Lavin,
King County Sheriff's Office, Shoreline, Washington – IAWP Region 9 Coordinator (Region 9 covers Alaska, Idaho, Oregon, Washington, Montana, and Wyoming).

"I am so sorry for your loss. I wanted you to know that when the death of an officer occurs in California, our office has a practice of wearing mourning bands from the time of the death of an officer until after the service. We wore mourning bands for Bryan. Our hearts go out to you, your co-workers and Bryan's family. We know how such a loss affects us all."

Patty Sapone,
Deputy Chief, Santa Cruz Police Department, member IAWP.

"My prayers go out to the SFPD as well as the family and those who knew Bryan. It is never easy to walk this journey. Every time an officer is lost, each of us feels some of the pain. At least there will be no trial to lose, no continued suffering for the family and the Department. Perhaps a warm gesture would be to plant a tree in his honor so that he will be remembered for all time to come. Perhaps on the grounds of your Police Academy. So often our fallen heroes are forgotten with time, the new recruits never get to know them. We often wished that our Police Academy had property so that we could memorialize them in a way that the recruits would get to know their names. Instead we have plaques in police headquarters — so cold."

Kathy Burke
retired Detective NYPD and past president of the IAWP.

"I am sorry to hear of your losses this year. I sent 2 motors to Officer

Tuvera's funeral last week. I hope 2007 is better for the SFPD! I will be thinking good thoughts for you and your colleagues."

Captain Alana Forrest,
Los Gatos/Mt. Serena Police Department, member IAWP.

"Our hearts at the CHP go out to the Officer's family and SFPD family."

Bonita Stanton,
Assistant Chief, Golden Gate Division, California Highway Patrol, member IAWP.

I would also like to give a special thanks to IAWP member Deputy Sita Singh from the Washoe County Sheriff's Department in Reno, Nevada who brought several officers down from Reno to the funeral.

Stay safe.
Inspector Robin Matthews
EEO Unit

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."

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.

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Book Reviews

The Suspect

By John Lescroart
Reviewed by Dennis Bianchi

John Lescroart has written a long string of best-selling legal thrillers, using a fairly reliable group of characters, all centered in San Francisco and the Bay Area. His last book, *The Hunt Club*, was another huge seller, in spite of Lescroart taking the chance of injecting new characters and a different slant to things. With his latest book, Lescroart again takes a step in a new direction by having a woman as the lead lawyer, Gina Roake, an attorney in the law firm of one of Lescroart's previous main characters, Dismas Hardy. I believe Lescroart has done himself proud with this story of crime, investigation, relationships and mostly, as the title tells us, suspicion. Are those accused of crime truly innocent until proven guilty? Does an innocent person have good sense to believe they have nothing to hide?

Lescroart has mentioned in his notes on numerous occasions of his friendship with San Francisco Chronicle outdoor-living writer, Tom Stienstra. I doubt that Mr. Stienstra was the model for the suspect in this book, in spite of the fact that the suspect, Stuart Gordon, is in fact an outdoor-living writer for the Chronicle. But Lescroart's opening paragraphs take the reader directly to the beauty of the great outdoors in the Sierra Nevada mountain range. I admit to being a fan, but his opening this time had me hooked for the duration, like never before.

Gordon is married to a highly successful doctor, Caryn, who is found dead near the hot tub at the couple's

home. Gordon feels no guilt at answering questions thrown his way by Inspector Devin Juhle, even admitting that they were not getting along and acknowledging that a large insurance payment was due him upon his wife's death. A long-standing friend, California Assemblyman Jedd Conley recommends Gordon hire an attorney, specifically Gina Roake. The chase is on and Gina becomes more suspicious of her clients innocence as she delves into the case. Readers of previous Lescroart's books will find plenty of old friends in and out of the story but the meat and potatoes is definitely Roake. She is confronted with witnesses who swear to incriminating actions on the part of her client, but is he as they describe? We learn of his wife's dealing with the world of medical research and development and what the lure of millions of dollars can do to otherwise intelligent people.

The interplay of people's private lives, Roake recovering from the death of her highly respected lawyer/husband, Gordon's past conflicts with his wife and the connection of the inspector assigned, Devin Juhle with private investigator Wyatt Hunt, fuels the investigation and leads to a slightly surprising ending. See if you can figure out "whodunit" before then. Lescroart drops more than one clue to the careful reader. I must admit that I figure it out and, therefore, found the ending a bit beyond my disbelief, but the book was a great read. This was Lescroart's eighteenth book, I believe, which makes one wonder just how many more can he produce at this high level of creativity. Plenty more - I hope.

By Philip Kerr
Reviewed by Dennis Bianchi

Back in 1994, or thereabouts, I plowed my way through more than 800 pages of Philip Kerr's *Berlin Noir*, a trilogy of detective stories taking place in Berlin just before and just after World War II, starring Bernie Gunther, a character once described as Phillip Marlowe meeting Herman Goering. Kerr's novels may have more complete and fulfilling plots than even Raymond Chandler's, but there is no doubt Kerr admires and has Chandler's style. Recently that style has often been described as noir, but I think it helps us blue-collar readers to think of it as "hard-boiled," which can be as dark and just as thought-provoking. I was very eager to see Kerr, (born in Scotland but he has resided in London for many years) had returned to this character and setting and I was definitely not disappointed.

The setting is Germany, 1949 and what a mess. The Allies are everywhere, spying, ferreting out bad guys from even worse guys. Kerr gives Gunther a sense of humor in the midst of moral ambiguity. In his previous stories Gunther was avoiding the Nazis and trying not to be sent away to a "labor camp." Now, the Nazis who are scurrying about Germany, trying to escape, are trying to use Gunther as a patsy while Allied spies and cops complicate everything for him. As a German he resents being painted with the large brush of Nazism applied to all Germans, but there is little or no time to explain to the desperate and ruthless men swirling about him. There are the mandatory beautiful women who tempt and confuse our wise-cracking shamus, (how could there not be in a true hard-boiled detective story?)

and one of the plot mechanisms is a bit over the edge when former SS men conspire to have the Allied authorities and Israeli death squads believe Gunther is one of the wanted war criminals, but I just couldn't put this book down. It is sprinkled throughout, as good historical fiction should be, with real characters of the time. Adolf Eichmann has a prominent role at the beginning and end, which adds to the feeling of authenticity. There are plenty of bothersome questions that arose and I found myself digging up information on Google or a few books I had sitting around the house, only to discover that Kerr has done his homework very well. If you are interested, look up The Gehlen Organization as a follow-up to reading this novel. Nefarious reading. By the way, on January 13 a story out of Rome, Italy, was run by the San Francisco Chronicle about a military tribunal in Italy convicting, in absentia, ten former members of the Nazi SS in the 1944 slaughter of more than 700 people, unarmed and mostly women and children, near Bologna, Italy. The ten received life sentences for murder but none of the men were in custody but were believed to be living in Germany. Kerr's story is, obviously, very current.

Gunther has so many great lines I hesitated to start using them because the entire review would be nothing but quotes, but I particularly liked this one: "Detective work is a little like walking into a movie that has already started." Or perhaps this one: "The little mouth tightened into a smile that was all lips and no teeth, like a newly stitched scar."

The book ends in such a manner that one believes there must be a follow-up, which I hope is true.

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Employer Lawyers See Opportunity In Department Of Labor's Plan To Revise FMLA Regulations

From *The National Law Journal*,
January 12, 2007

The Family Medical Leave Act is becoming an increasing source of confusion and litigation in the workplace, according to employment attorneys across the nation.

A growing number of employees are suing their employers, alleging that employers are not granting unpaid leave under the FMLA when they should and often retaliating against employees for seeking the time off.

Employers claim that workers are abusing the FMLA, using it for purposes that it wasn't intended, like taking time off for a headache or the flu. A major point of contention is confusion over whether stress-related illnesses rise to the level of a "serious health condition" covered by the act.

The heightened tensions, as well as confusion over when and how the FMLA should be applied, has been noticed by the U.S. Department of Labor, which recently launched a public inquiry into the act.

On Dec. 1, the Labor Department published a request for information and public comments to find out what's working — and what's not — with the 12-year-old law that allows employees to take up to 12 weeks of unpaid leave for various medical reasons.

"We need some fresh thinking here," said Victoria Lipnic, U.S. assistant secretary of labor for employment standards. "The [regulations] have been on the books for a dozen years now. That's about the time when there's been a significant amount of litigation when regulatory agencies should take a look at how are the regs doing."

Lipnic noted that in recent years, courts have produced mixed results on FMLA matters, confusing employers, employees and the Labor Department alike. She encouraged lawyers from both sides of the debate to speak up.

Lipnic noted that there "have been these two big hot-button issues that employers and employee groups have talked about ever since the regs came out: What's a serious health condition, and the use of unscheduled intermittent leave."

Mixed Signal From Courts

Lipnic noted that in recent years, courts have produced mixed results on FMLA matters, confusing employers, employees and the Labor Department alike. She encouraged lawyers from both sides of the debate to speak up.

"You guys have litigated this stuff. How big of a problem is this?" Lipnic said.

Very big, according to employment attorneys representing employers, who say the Labor Department's inquiry is an opportunity for corporate America to finally air its concerns about a medical leave problem that they claim has grown out of control.

"Employers are so frustrated by employee abuse of the FMLA leave," said Linda Hollinshead of Wolf, Block, Schorr & Solis-Cohen in Philadelphia, who represents employers in FMLA matters.

"For instance, with chronic conditions like a migraine or stress, they're frustrated and looking for ways to come down on intermittent leave. Employers are especially frustrated in the summer when stress and migraines come up on Fridays and Mondays."

Hollinshead, who is currently handling an FMLA lawsuit, said that she hopes the Labor Department takes a closer look at the intermittent leave provision, which allows individuals with chronic conditions to take absences every once in a while. She noted that it's not the pregnancy leaves that upset employers, but "the very erratic usage of intermittent leave.

"It creates an administrative headache. It's a nightmare," Hollinshead said.

According to the Department of Labor, the number of FMLA-related complaints has remained steady during the last five years, averaging about 3,000 complaints a year -- almost all of which get resolved at the administrative level.

The Big Chill?

But in recent years, employee rights attorneys note that workers are increasingly skipping the Labor Department route and instead filing private lawsuits, claiming that companies are putting up more of a fight when it comes to granting unpaid leave.

"Companies are trying to chill employees from taking FMLA leave," said employee rights attorney Charles Siedlecki, a solo practitioner in Chi-

cago. In 2002, Siedlecki won the largest-known jury verdict in an FMLA lawsuit, an \$11.65 million award for a man who charged that he was retaliated against for taking time off under the FMLA to care for his aging parents. *Schultz v. Advocate Health*, No. 01C-0702 (N.D. Ill. June 5, 2002). The case settled for an undisclosed amount on appeal.

Siedlecki is currently handling several FMLA lawsuits on behalf of employees, including a class action. He claims that employers are forcing workers to go through unnecessary hoops to get FMLA benefits, often demanding costly second and sometimes third opinions from doctors when considering FMLA requests, or firing workers who take unpaid leave, claiming that they were ineligible for FMLA benefits.

Most recently, Siedlecki filed an FMLA class action against AT&T Inc., alleging that the company is systemat-

ically interfering with and retaliating against employees seeking FMLA benefits. *Butler v. Illinois Bell Telephone*, No. 06C5400 (N.D. Ill.).

The suit seeks to represent between 1,000 and 2,000 Chicago-area employees. The action alleges that AT&T went to the homes of employees on FMLA leave to make sure they were there, videotaped employees' comings and goings from their houses, and told certain employees that they could only leave their homes to visit a doctor or a drug store.

AT&T has not yet filed a response in court. Company officials were unavailable for comment.

Hollinshead noted that it's not the pregnancy leaves that upset employers, but "the very erratic usage of intermittent leave."

Fear Of Lawsuits

Attorneys representing companies say employees are using minor ailments, such as the sniffles and the flu, as a reason to seek FMLA benefits. And many times employers, fearing a lawsuit, grant the leave without putting up a fight.

"I find that employers certainly lean on the side of providing leave, no question about it," said Christine Howard of Fisher & Phillips in Atlanta, who represents companies in FMLA matters.

"The FMLA is not always clear if a condition qualifies, so probably nine out of 10 times, [employers] are more cautious in providing the leave."

Howard, who has handled a half-dozen FMLA cases in the last year, said she gets calls every week from clients seeking advice on FMLA matters, noting that it's become her busiest area of work.

Howard said that when the FMLA first took effect, employees with conditions such as cancer, back injuries or pregnancy, sought time off. But then the psychological injury, stress cases and flu symptoms started to roll in.

"When the law first came out, I think people were under the impression that serious meant serious, things such as cancer, diabetes," Howard said.

"I think things like the flu, sinus issues — strep throat, even — I don't think your average employer thought those items might be included."

In light of the Labor Department's recent request for comments on the FMLA, Howard said that employers are hoping for some clarification on the definition of "serious health condition." For example, she said, the courts in recent years have been split on whether stress rises to the level of a serious health condition. Intermittent sporadic absences are another big concern for employers, she said, noting that such unforeseeable leaves put operations at a loss.

Michael C. Schmidt, in the New

York office of Philadelphia-based Cozen O'Connor, is also seeking some clarity from the Labor Department for his corporate clients, particularly in the area of what constitutes a serious health concern.

"It's always hard to have an exhaustive list, but give better examples and a little more structure as to what was intended to be covered. That certainly would be helpful."

Schmidt, who recently settled an FMLA case on behalf of a company, said that confusion over what the FMLA covers and does not cover has led to "unnecessary litigation."

It's turned into a sort of cough-and-flu kind of statute," Schmidt said. "What that does is it not only increases the confusion as to what the rights and obligations are, it also takes away from the truly legitimate claims that the statute was designed to cover."

Schmidt said that, initially, companies erred on the conservative side when dealing with FMLA matters. But in recent years, he said, employers — hit with a host of medical claims — have "gotten more educated as to what their obligations really are," and are scrutinizing requests more closely.

"In the beginning, you try to be the nice human resource department," Schmidt said. "But at some point, it starts impacting the company and the issue becomes, 'What are our rights and how far do we have to let it go?'"

But clarity is needed on both sides of the fence, noted John Hyland of Rukin Hyland & Doria in San Francisco, an employment law firm that represents both employees and employers.

"I think that there are people who are abusing it, but there are lots of people who have conditions that don't fit neatly into the type of conditions that the legislators had in mind when passing the act," Hyland said.

Hyland also noted that some companies still don't acknowledge the law at all. "Despite the fact that the FMLA has been around for quite some time, there are still some employers who simply won't recognize that the law exists," he said.

On the flip side, Hyland noted that companies are also struggling to keep up with advances in medicine. For example, a person with a headache may now have some type of condition or disorder that was not known more than a decade ago when the law took effect.

"Both sides will be clamoring for some type of bright-line rule as to what does or doesn't qualify as a serious health condition," Hyland said. "But trying to apply it is much more difficult."

Loring N. Spolter, an employee rights attorney in Fort Lauderdale, Fla., echoed concerns raised by lawyers for employees. And he is skeptical about the Labor Department's inquiry into the FMLA, fearing that the federal agency is gearing up to propose new regulations that could hurt employees.

"They're going to use this as a pretext to strip away FMLA privileges," Spolter said.

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Starting Pay of \$25,100 Leaves NYPD In Staffing Shortage

From *The New York Daily News*,
January 7, 2007

NEW YORK, NY — The city's all-out push to boost the number of cops patrolling the streets has been crippled by the NYPD's appallingly low starting salary for recruits.

Instead of adding 800 cops to the war on crime, as Mayor Bloomberg and Police Commissioner Raymond Kelly had hoped, the department failed to increase its numbers by a single officer over the past year, the *Daily News* has learned.

"Starting pay was cut some 40%, down to 1986 levels. It doesn't take a genius to see this will have an impact on recruiting," Kelly told *The News* during an exclusive interview.

By the end of last year, the NYPD's ranks had actually shrunk by 300, despite a March announcement by Bloomberg and Kelly of what was supposed to have been the largest city-financed expansion of the department since 1993.

As a result, neighborhoods waiting for an infusion of cops will be left struggling.

The low salary was set by an arbitration panel as part of a contract settlement between the Patrolmen's Benevolent Association and the city in 2005. As they head into arbitration on another contract fight, both sides have put fixing the starting pay high on their agendas.

NYPD brass said interviews with recruits who chose to drop out of the academy found that many of them

were unhappy with department's paltry starting salary of \$25,100.

Again and again, the recruits said they were leaving for higher pay, though hardly glamorous jobs.

"I can make more money an hour working in my dad's grocery," said a recruit who dropped out to take a job as a sales clerk. "I'll wait, and hope they bump up the salary and then reapply. If not, I guess I'll sell Lotto tickets instead of fight crime."

NYPD brass said interviews with recruits who chose to drop out of the academy found that many of them were unhappy with department's paltry starting salary of \$25,100.

About 16% of last January's class — the first to get paid the low starting salary — never got their badges. In July, 20% of the class quit or were forced out, about twice the dropout and failure rate of recent classes.

At least one police recruit has asked for food stamps, but city officials said none would likely qualify because the starting salary rises to \$32,700 after six months, when the cops go out on patrol.

"I live in my dad's basement," said a Queens rookie who graduated from the academy last month. "I'm 26 years old and I'm bumming meals from my parents. I'm not sure if it's worth it."

When Bloomberg and Kelly an-

nounced the expansion plans, the goal was to get 400 additional cops on the streets by last month and another 400 on the payroll no later than this week.

While the department hired 2,983 recruits last year, it lost 3,290 officers to retirements, resignations and attrition — a net loss of 307 bodies, sources said.

Police officials told *The News* the department is not on pace to reach

its target of having 37,838 cops on the job by Wednesday. Despite the struggles, Kelly said the quality of the new recruits remains high.

"The applicant processing people were not driven by the numbers. They were driven by quality and maintaining the highest standards," Kelly said. "You can see that in the education levels of the new classes."

But the city's largest police union argued that too many sub-par recruits are being accepted into the academy.

Patrick Lynch, president of the PBA, seized on the high dropout and failure rate of the July class.

"It shows that they have been putting anyone they could get into the

academy," he said. "So many other departments in the metro area pay their police substantially more. They are getting the best candidates."

Union officials say their position is supported by the recent arrests of two rookie cops.

In September, Officer Danielle Baymack was arrested for allegedly killing her close friend and fellow officer in a drunken car crash in Long Island. Baymack, who had a checkered driving record before joining the department, graduated from the Police Academy last July.

Last week, Officer Dixon Zapata, who graduated from the academy last January, was arrested for attacking his wife in front of their kids in Brooklyn.

"There is such a scramble, a push, for bodies, there is no way they can give everyone a real checkup," said a police supervisor who works with recruits. The planned expansion of the department was designed to keep a lid on crime as the city's population expands by 200,000 over the next five years.

Though overall crime fell 4.7% last year compared with 2005, the murder rate rose 9.2%. Last week, police brass put out the word that overtime would be easier to get, ideally to allow cops to make more arrests.

"It's the old 'dollars for collars,'" said a police official who asked not to be identified. "Is some of it fueled because there are less cops out there? No doubt."

California City, Police Union Settle Lawsuit Over Lead Contamination Of Firing Range

From *The Los Angeles Times*,
January 24

HUNTINGTON BEACH, CA — Ending a five-year legal skirmish that pitted Huntington Beach against its police union, city officials announced Tuesday that the union and other agencies would help pay to decontaminate a portion of Huntington Beach Central Park used for a quarter-century as a firing range.

The Huntington Beach Police Officers Assn.'s \$150,000 share is among the nearly \$615,000 that the city will collect from organizations that used the now-closed Central Park range, including a sportsmen's club, a police academy and more than a dozen cities in Orange and Los Angeles counties.

The settlement, however, was not enough to recoup the \$1.1 million the city spent on litigation, much less the estimated \$1.5 million to \$3 million for cleanup costs.

City Atty. Jennifer McGrath defended the lawsuit as producing "\$600,000-plus that the taxpayers of Huntington don't have to pay. I don't think it was money badly spent."

Settlement talks took on new urgency as the suit inched toward a trial scheduled for next month, said Det. Kreg Muller, president of the union, which has about 200 members. The agreement also shielded the union from any further litigation related to the cleanup. The group's insurance company — which is also the city's

insurer — is covering the payout.

A recent change in city administration has helped ease strained relationships, Muller said.

The police union in 1971 began leasing 5 acres in Central Park and training Huntington Beach officers at the firing range. Other cities, including Bell, Gardena, Manhattan Beach, Santa Ana and Costa Mesa, also used the grounds, adjacent to the recently completed sports complex in Central Park.

The shooting range became grist for controversy in the mid-1990s, with residents complaining about noise and safety. In 1996, a bullet pierced the window of a nearby home.

Soon after, the City Council terminated the union's lease. Soil testing found that the area's dirt was tainted with enough lead — presumably from bullets — to be considered hazardous waste.

Exposure to high levels of lead can cause headaches, hearing problems and slowed growth in children, and nerve disorders, high blood pressure and reproductive problems in adults.

In 2001, Huntington Beach sued the police association, asking for help with the cleanup cost. A few years later, the city added to the suit other agencies that had trained at the range.

"It's been a long, tough battle," said Mayor Gil Coerper, a retired police officer. "Both the city and the association thought they were right."

Chicago Starts Towing Illegally Parked Police Cars

From *The Chicago Sun-Times*,
January 24

CHICAGO, IL — Two Chicago Police cars were towed last week for being illegally parked — and the department then sent out a memo warning cops not to park in handicapped spots or in front of fire hydrants.

The actions followed a *Sun-Times* story that reported the department is investigating a handful of police employees for suspected misuse of disabled parking signs.

One unmarked police car was towed at 12:30 p.m. Thursday in the 100 block of West Washington and another at 12:48 p.m. Friday in the 1500 block of West Taylor, police spokeswoman Monique Bond said. Both were in "no parking anytime" zones.

Later Friday, First Deputy Supt. Dana Starks warned, "under no circumstances should department vehicles be parked on a fire hydrant or in a handicapped parking space." The drivers will have to pay the towing costs, he said.

"The operator of a department vehicle must be prepared to justify their actions for having parked illegally, even when that action involves their official duties in response to an emergency situation," Starks wrote.

'Caused a lot of concern'

Tuesday, Fraternal Order of Police President Mark Donahue called the memo "inappropriate," adding: "It's

an attempt to relieve the officers of discretion. It's caused a lot of concern among the membership.

"There are circumstances that are going to dictate — especially in an emergency situation — where you have no choice but to park the car where you can," Donahue said.

Bond said the memo was simply a reminder of an existing department order. "If an officer is responding to an emergency, and that is the only spot available, certainly that would be an exception," she said.

Still, some cops wondered if they will have to park their cars blocks from assignments.

"Let's say I have a call that there is a bum in Holy Name Cathedral and he won't leave," said one patrol officer, who asked to remain anonymous. "He is boisterous, but there is no threat of violence. Do I have to park three blocks away and walk?"

The officer said he and other cops might start ticketing city Streets and Sanitation workers for traffic violations if more police vehicles are towed.

But Bond insisted, "There will be no retaliation."

In December, the *Sun-Times* photographed at least a dozen unmarked police cars in a no-parking zone near the downtown Hyatt Regency Chicago. But Bond said the cars were parked appropriately. "The area was being closely monitored by police personnel in the event vehicles needed to be moved," she said.

Blaming New York's Finest

Gotham cops sacrifice the NYPD to racial politics

By Heather Mac Donald
Reprinted with permission from the
City Journal, January 17, 2007
Submitted by Michael Nevin

It was inevitable that New York's racial provocateurs would make the fatal shooting of Sean Bell last November a central feature of Monday's Martin Luther King Jr. rallies. Sadly, it was just as inevitable that New York's politicians would acquiesce in that gambit, thus sacrificing the New York Police Department to racial politics.

Attorney General Andrew Cuomo, betraying his new role as head of the state's law enforcement community, claimed at the Brooklyn Academy of Music King gathering that the Bell shooting was part of a longstanding pattern of police abuse. "Minorities and poor people are disproportionately victims of criminal justice," Cuomo said, according to the *New York Times*. Actually, minorities are disproportionately victims of minority criminals. Blacks make up about two-thirds of the city's violent crime victims and their assailants are disproportionately other blacks. Nearly two-thirds of the city's violent criminals are black, even though blacks constitute just 25 percent of the city's population. Hundreds of blacks died at the hands of other blacks in New York City last year, without a peep of protest from Andrew Cuomo. If Cuomo wanted to reduce black victimization, he would

focus his attention on stopping crime, not on demonizing the criminal justice system and the police department, which work overtime to bring public safety to law-abiding minorities.

Mayor Bloomberg showed himself just as willing to throw over the cops to buy racial absolution. The Bell shooting shows that "despite all the progress we have made in this city, we really do have a long ways to go," he said. The Bloomberg press office claims that by "progress," the mayor meant achievements in welfare reform, education, and crime reduction. In the context of the King commemoration, however, Bloomberg's castigation of the city's insufficient "progress" seems equally likely to have invoked the issues of civil rights and black equality.

But the Sean Bell shooting, tragic as it was, was not a civil rights violation. Nothing in the facts of the case suggests any racial animus on the part of the undercover officers who shot Bell. On the contrary, the multi-racial team was working the Jamaica strip club where the shooting occurred in response to complaints from minority neighbors about the drug dealing and prostitution that regularly transpired there. If those officers bore animus toward minorities, they would ignore such crime, not try to stop it. According to several witnesses, the undercover officers had good reason to believe that a member of Bell's entourage was armed and ready to shoot—a belief that may

have seemed confirmed when Bell's car began gunning for them. The officers' view that they faced deadly force may turn out in hindsight to have been wrong. But even if investigators ultimately deem the shooting unjustified, such a finding does not mean that discrimination was to blame.

Nor, *pace* Bloomberg, was the shooting part of a pattern that shows that the NYPD has a "long ways to go" before it treats all citizens fairly or operates with due restraint. The MLK Day politicking presumed that the Bell shooting represents a regular occurrence on the streets of New York. It does not. The NYPD has one of the lowest rates of fatal shootings of all big-city departments. It has driven the number of police shootings down from 54 in 1973 to nine in 2005 — and all of those against suspects who were using force against the shooting officers. The New York Police Department constantly reviews its training procedures to try to prevent any shootings of unarmed civilians from occurring.

Despite its best efforts, however, sometimes mistakes tragically happen. But they are just that—horrifying, deadly mistakes — not manifestations of racial prejudice.

Politicians like Bloomberg and Cuomo assume that the police will continue working to make the city and state safer, regardless of how maligned they may be. Thus, if it proves politically convenient to imply that racism and injustice are regular features of city law enforcement, a self-serving cop can let those implications fly, even though his career depends, above all, on driving crime down. And the cops are probably right: the police's dedication to colorblind public safety is such that they will keep working despite the potshots. If their tolerance for unjustified abuse one day wears thin, though, and they decide to stop risking their lives and careers for so little respect, it will be interesting to see how New York's leaders make up for the loss.

Credit Card Scam

Forwarded to the Journal
By Rene Laprevotte

This one is pretty slick since they provide YOU with all the information, except the one piece they want. Note, the callers not asking for your card number; they already have it. This information is worth reading. By understanding how the VISA & MasterCard Telephone Credit Card Scam works, you'll be better prepared to protect yourself. One of our employees was called on Wednesday from "VISA", and I was called on Thursday from "MasterCard". The scam works like this:

Person calling says, "This is (name), and I'm calling from the Security and Fraud Department at VISA. My Badge number is 12460 your card has been flagged for an unusual purchase pattern, and I'm calling to verify. This would be on your VISA card which was issued by (name of bank). Did you purchase an Anti-Telemarketing Device for \$497.99 from a Marketing company based in Arizona?" When you say "No", the caller continues with, "Then we will be issuing a credit to your account. This is a company we have been watching and the charges range from \$297 to \$497, just under the \$500 purchase pattern that flags most cards. Before your next statement, the Credit will be sent to (gives you your address), is that correct?"

You say "yes". The caller continues - "I will be starting a Fraud investigation. If you have any questions, you should call the 1- 800 number listed on the back of your card (1-800-VISA) and ask for Security. You will need to refer to this Control Number. The caller then gives you a 6 digit Number. "Do you need me to read it again?" Here's the IMPORTANT part on how the scam works: The caller then says, "I need to verify you are in possession of your card". He'll ask you to "turn your card over and look for some numbers". There are 7 numbers; the first 4 are part of your card number, the next 3 are the security numbers that verify you are the possessor of the card. These are the numbers you sometimes use to make Internet purchases

to prove you have the card. The caller will ask you to read the 3 numbers to him. After you tell the caller the 3 numbers, he'll say, "That is correct, I just needed to verify that the card has not been lost or stolen, and that you still have your card. Do you have any other questions?" After you say No, the caller then thanks you and states, "Don't hesitate to call back if you do", and hangs up. You actually say very little, and they never ask for or tell you the Card number. But after we were called on Wednesday, we called back within 20 minutes to ask a question. Are we glad we did!

The REAL VISA Security Department told us it was a scam and in the last 15 minutes a new purchase of \$497.99 was charged to our card. We made a real fraud report and closed the VISA account. VISA is reissuing us a new number. What the scammers want is the 3-digit PIN number on the back of the card. Don't give it to them. Instead, tell them you'll call VISA or Master card directly for verification of their conversation. The real VISA told us that they will never ask for anything on the card as they already know the information since they issued the card! If you give the Scammers your 3 Digit PIN Number, you think you're receiving a credit. However, by the time you get your statement you'll see charges for purchases you didn't make, and by then it's almost too late and/or more difficult to actually file a fraud report.

What makes this more remarkable is that on Thursday, I got a call from a "Jason Richardson of Master Card" with a Word-for-word repeat of the VISA scam. This time I didn't let him finish. I hung up! We filed a police report, as instructed by VISA. The police said they are taking several of these reports daily! They also urged us to tell everybody we know that this scam is happening. I dealt with a similar situation this morning, with the caller telling me that \$3,097 had been charged to my account for plane tickets to Spain, and so on through the above routine. It appears that this is a very active scam, and evidently quite successful.

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City Takes Out Newspaper Ads Personally Criticizing Police Union President

From KGBT 4 TV, January 23

MCALLEN, TX – The friction between the police union and the City of McAllen heats up with a series of newspaper ads and the city attempting to discredit the police union president.

The ads have appeared in the newspaper for several weeks, with the city aiming to set the record straight against information being released by police union president Mike Zellers.

Action 4 News visited with the union and the city to see how much it's costing tax payers to settle this feud.

If you've picked up a McAllen monitor lately you are bound to have seen a series of newspaper ads that have the city of McAllen trying to set the record straight on police pay. The latest ad even questions the credibility of police union president Mike Zellers who has repeatedly tried to bargain with the city for better pay and retirement.

Zellers says he can't believe the city has resorted to personal attacks.

"I've been a police officer for 20 years and I don't think that you need to spend 20 to 30 thousand dollars taking out these ads attacking me when I dedicated half my life protecting the citizens of McAllen," says Zellers.

He says he has filed a complaint with the Texas Ethics Committee to see why the ads don't have a political disclaimer. And he would like to know how much taxpayer money is being spent.

McAllen Mayor Richard says he doesn't have the amount, but did

say the ads are part of the city's legal strategy on fighting the union. He says the citizens of McAllen deserve the truth and warned against allowing the union to dictate salaries.

"It's very concerning to us that we could get to the point where we're going to have two classes of employees and we're going to have somebody who's not elected deciding what's the proper pay and compensation for somebody," says Mayor Richards.

But Zellers says the city just isn't being straightforward with claims McAllen is number one with entry level salaries.

"The number is correct, but this is the salary that a McAllen police officer makes his second year and they were comparing that with the entry level of all the other cities. Well first of all these cities, with the exception of Brownsville, are half the size of McAllen and we should be ahead of them to begin with," says Zeller.

To settle the debate on officer pay, Zeller is passing around a petition to amend the city charter that would mandate the city to go to arbitration, but he believes city leaders would oppose it because they aren't being honest to the public.

If enough signatures are collected, the charter amendment could go before the voters in May. And an arbitration would examine the fact to see who is right. Otherwise this issue could tie in the courts for years. We called the city's legal counsel on the cost of the ad, but so far have not heard a response.

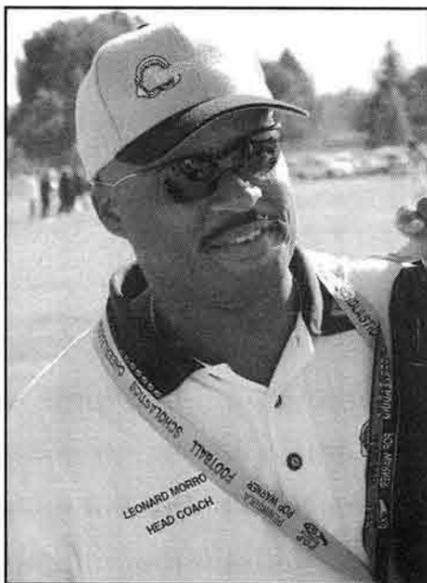
Super Coach of Co. H

By Sylvia Morrow

Ingliside Station has a history making Pop Warner Football coach in its lineup. Officer Leonard Morrow led the Pacifica Tigersharks "Midget" football team (11-14 year olds) to the Regional Championships on November 27, 2006. The Tigersharks beat their opponents 28-8 in Santa Clara, and for the first time, a Peninsula team made it to the the National Championships, the Pop Warner equivalent of the Super Bowl.

Leonard's team traveled to Walt Disney World in Orlando, Florida. On December 6, the Tigersharks won the semi-finals beating the Indiana Steelers 12-6. They advanced to the final game against the Mexicali Halones on December 8. And, while the Tigersharks were defeated 28-6, they returned to the Bay Area as the 2006 Pop Warner Divisional Runner Up. An outstanding Accomplishment!

Leonard has coached Pop Warner football for seven years. As head coach for the past three years, Leonard has won two league championships, two regional championships and last year's trip to the title game in Or-



Leonard Morrow

lando. Leonard's connection to the organization goes back to when he played running back and corner as a Tigershark. Leonard has coached his sons Marquis, Jordan, and Spencer. Spencer was a key player in the 2006 season. Congratulations to Leonard and the Pacifica Tigersharks and much continued success.



What's New With PAL

By Rick Bruce
PAL President

On Saturday, January 20, the SFPAL Seahawks football program held their annual awards ceremony at the Fillmore Center to celebrate another very successful season. The room was overflowing with the families and friends of both our football and dance participants. One of our football teams fell just one win short of making it to the nationals, but all of our football teams had great seasons from our perspective, because the kids had fun, stayed healthy, and learned about teamwork and sportsmanship.

Our four cheer and dance teams had another phenomenal season! As you may remember, one of our dance teams won a national championship last year, so we entered the season with high hopes. The kids didn't disappoint. Not only did all four of our dance teams qualify for the Pop Warner nationals in Florida, two of our teams walked away (actually danced away) as National Champions! Our SF-

PAL dance teams are now recognized across the country as the teams to beat. What a great season!

And a very special guest spoke at Saturday's awards ceremony, a young man who came through our Seahawks football program, played college football on a full scholarship, and then went on to play ... in the NFL. Donald Strickland, a young man who grew up a few blocks from Candlestick Park and was signed out of college by the Indianapolis Colts has made his way back to San Francisco and is now a San Francisco 49er. What a thrill for the kids to have a real NFL star at their special event. And what a thrill for all San Franciscans to have Donald back in the city wearing a 49er jersey.

On another note, as a result of numerous community requests, we are in the process of bringing back our PAL boxing program, and hope to partner with the Bayview — Hunter's Point YMCA in a joint venture to open a program in the heart of the Bayview. If you would like to volunteer a few hours as a boxing coach, please contact one of the members of our boxing committee listed below.

Boxing committee members: Michelle Henderson (235-1160), Kevin Abbey (298-0781), Tom Maguire (412-9619).

For all you golfers out there, be sure to get May 14th onto your calendar. We will be returning to Harding Park Golf Course for our annual tournament and fully expect a repeat of last year's very successful event. The legendary Sandy Tatum (a member of our PAL Honorary Board of Directors) will once again join us for a day of golf, sunshine (hopefully), and friends. Joining us again will be the 49er cheerleaders, who for some inexplicable reason managed to sell more raffle tickets last year than I did.

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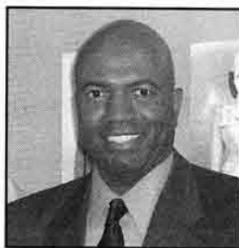
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Sports



Nick's Notes

By Nick Shihadeh,
SFPOA Journal Sports Editor

Remembering Jack Santos

CHECK IT OUT: It was July 29th, 2005 at the Reno Event Center at the Police/Fire Western Games and I along with an enthusiastic crowd of department members were shouting SANTOS! SANTOS! over and over again. This was to support Joaquin "Big Jack" Santos, Jr. in a boxing match he was participating in. It was his very first heavy weight bout and it was an important one as it was for a gold medal. I'd like to hope that our chants helped fire Jack up as he was able to knock out his opponent in the first minute of the fight and the crowd went wild.

Jack Santos was so big and strong that day and that's how I'm remembering him. I remember his close friends Eddy Castillo, Nick Bettencourt and Kevin Abbey working his corner of the ring that night. I remember how happy he was coming out to greet all his friends and supporters after the fight. I remember all of us celebrating



his gold medal at the Silver Legacy later that night and these thoughts will always stay with me in honor of our friend and co-worker who died unexpectedly last month. In fact, I want to remind everyone that there is a scholarship fund for Jack's young children Madeline age 6 and Jack Michael age 3 where donations can be made directly to the SF Police Credit Union (Fund#1366610). Otherwise, God bless Joaquin Santos, Jr.— we're all going to miss him dearly.



PHOTO BY RAFAEL LABUTAN

Jack Santos being declared the winner over his opponent, TKO at the 2005 Police/Fire Western Games.

Mixed Martial Arts

By Richard Cairns,
Retired

The name is Mixed Martial Arts or as seen on TV, Ultimate Fighting. The New York Times called it the fastest growing sport in the world. Its been marketed as "Boxing was your fathers sport, this is yours".

Retired Captain Rich Cairns and his son Jeffrey Cairns an SF Deputy Sheriff are the newest fight promoters on the mixed martial arts scene, forming their company called Full Contact Promotions. They already produced the first ever mixed martial arts show at the Cow Palace and now are coming to Kezar Pavilion for "Khaos at Kezar"!!!!

As Jeff says, "This is as real as it gets. It's professional fighters who use

all the various martial arts skills to fight". Mixed martial arts fights became legal in California in March of 2006 and this will be the first show in San Francisco.

All the fighters on the card will be local young fighters who have trained at Fairtex gym, Gracie gyms and various other gyms in the area. One big attraction and making his debut will be none other than the SFPD's own Brian Lujan from Bayview station. Brian has been training hard for over one year and is excited about making his debut in front his family and friends in the legendary Kezar Pavilion. So let's support our own and go out to see Khaos at Kezar, March 31, 2007. Tickets can be purchased by calling 650-355-4327.

Department Hoops

As far as the police basketball league is concerned, I didn't hear from Commissioner Al Honniball at first and thought that they might've been sending burglary inspectors to Yale to do interviews as well last month. He did finally return my call and gave me the scoop on a few games. First was an exciting game between Northern Station and SF CHP that went into two overtimes. Jason Lynch, Paul Ospital, Chris Knight, Kirk "The Human Flea" Edison and of course Ben "Hansi" Vigil were helping the Bulldogs stay in this one against a tough CHP team, but it was the "chippies" that unfortunately prevailed at the end by a score of 58-54. If I knew the names of anyone from the CHP team, I would mention them; but, is that really that important?

The second game to discuss was involving the Park/Central team in a very tight battle against Ingleside Station led by Ricky Williams. The game was tied at 48-48 near the end with the likes of Jim Calonico and Roger Chea doing the job for the Central end of their team; but, it was someone from Park that won the game. Ed "I Play Football on the B-Ball Court" Hunt shot a fifteen footer over Ingleside's Wil McCarthy to barely beat the buzzer for the bucket and the exciting victory was in the bag. As far as the rest of league action and standings, look for Honniball's write-up in this same sports section.

Department Softball

With the mostly dry and clear sunny weather that was enjoyed last month, the talk of the impending

softball season arose. In fact, I was in the middle of the mix with people wondering which team I'm planning to play for when the season starts either in late March or in early April. Well, I will in fact be playing for the Airport Bureau for my good friend Mike Etcheverry this year. It was the chance to play with Marty Scanlon and John Lanfranchi that swayed me the Airport's way; and, it looks like some former players are retuning to the team after long respites.

Rumor has it that Jim "Fast Talking" O'Meara will be playing again along with John "Jack" Webb, and even Mike Lynch talked about playing again. Don't confuse Mike with former Airport star Pat Lynch but it will be interesting to see what he's got to offer just the same. When John "The Scottish Rifle" Glynn heard this news, he was all over Lynch by saying, "That guy couldn't even hit a basketball if it was slow pitched to him."

The fireworks are already starting, but I would hope that they remain on the playing field as the Bureau team will have its hands full trying to wrestle the A-Division championship away from the very strong Park Islanders. Speaking of the Islanders, they will be co-managed by Ed Hunt and Bob "Fishing Program" Ford this season who will be trying to fill some big shoes that I left behind. They will get help, though, from some young blood being inserted into the lineup with the likes of Tennenbaum, Halisy, and of course "Spider" Frost leading the way.

That's all for now...

So See Ya next month...

SFPD Basketball League

By Alan Honniball
Burglary

The league wrapped up its regular season last month and little has changed in regards to the top teams. Southern remained undefeated, followed by Narcotics with one loss, and CHP with two losses.

The playoffs will consist of the top eight teams. Southern has to be considered the favorite as they have played consistently year round without a loss. Brett Thorpe has finally gotten on-track and with Rob Walker, Mike Radanovich, and Tom Walsh, they form the league's top front court rotation. Narcotics seem to be peaking at the right time as Rod Fitzpatrick and Jake Fegan are putting up a lot of points. CHP and Park/Cntrl seem like the wild cards and can win it all, as they can play with anyone if they have a full bench.

Bayview has come on strong lately, due to the strong play from the "old man" on the team, Eddie Hagen, to complement Eric Solares. Northern will also be a tough team if they field their whole roster including Guiney, Lynch, and Knight. The Inspectors

team has been on the downfall since opening the season 3-1 but is very competitive with Mark Williams, Matt Hanley, Pat Mullins, and Dino Marcic manning the middle.

Finally, throughout the season, some teams have scrambled to field a team, yielding inconsistent play. One team in particular has benefited from playing these "undermanned" teams and the way I hear it, have talked quite a bit of smack in winning those games. Come playoff time, my guess is that every team will have its full roster and all the games will be more competitive. So to this one team, "LOOK OUT, baby, some stations are gunning for you!"

Standings

Southern	8-0
Narcotics	7-1
CHP	6-2
Park/Cntrl	4-4
Bayview	4-4
Northern	3-4
Inspectors	3-5
Daly City	2-5
Ingleside	1-7
Taraval	0-8

THE LOONS NEST REPORT

Landi wins Holiday Classic at Hiddenbrooke

By Ed Garcia, Co. A



A cold morning it was on December 18, as a large flock of Loons circled over a frost-covered Hiddenbrooke Golf Club, that looked more like a winter wonderland. As the early birds arrived, the course was white with frost as Loons gathered in the dining room for coffee and food, as we waited for the sun to turn this championship course into the site of the 2006 Holiday Classic. A blue sky without a cloud overhead warmed up the course by 8:30 am. The first groups were off the tee on the Arnold Palmer designed layout which plays host yearly to the L.P.G.A. Samsung Championship.

A field of eighty-six players was ready to go — the largest field of players for a winter event in Loon history. As the sun shined down on the Loons, the course thawed nicely and was in very good shape, with no standing water or soft spots on the course. By mid-afternoon the temperature soared to a pleasant sixty-one degrees, although once the sun started to fade in the late afternoon the mercury dropped like a rock.

In the early going, 2006 Loons Club Championship Steve Moss went out to an early lead, as he posted an even par thirty-six on the front side. Ed Anzore and Steve Landi, both past club champs, were tied at thirty-nine strokes.

Making a big step in his return to

tournament golf was former two-time club champ Tom O'Connor of the Traffic Company. Tom had been forced out of play by injuries suffered in the line of duty for two full seasons, but Tom is back and he showed it with a forty on the front nine. Tom's last Loon event was his second place finish in the 2005 Holiday Classic at Rooster Run almost two years ago to the day.

Sitting at forty-one strokes were Dave Fontana, Bob Bryne, Ed Garcia and Chris Muselman.

As the leaders turned toward home, Moss began to fade as he was only able to find two pars on the back side, finishing with a forty-four on the back side and a total of eighty strokes. Two players really turned it on as they were heading down the stretch; they were Steve Landi and Jim Durham who were picking up ground. Jim Durham posted back-to-back birdies on the fifteenth and sixteenth holes. Durham fired a thirty-eight on the back for a total of eighty strokes. Steve Landi started the backside with two pars, only to run into a double bogie on the twelfth hole. Landi responded to this by playing the last six holes in even par, including a birdie on the par five, sixteenth hole. Landi finished with a score of seventy-seven and the title of



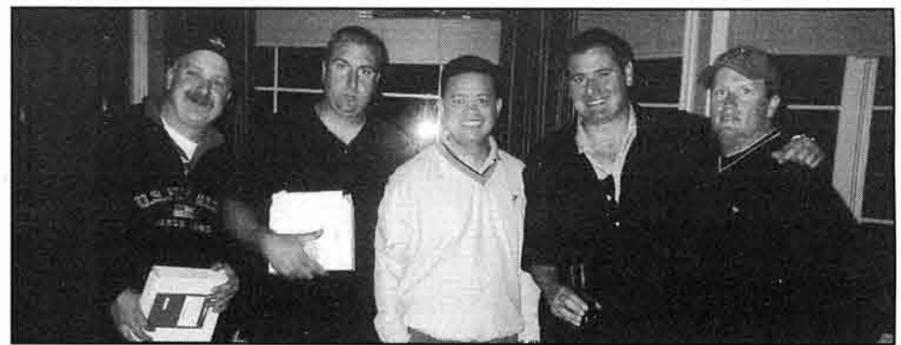
Holiday Award Winners, left to right: Steve Moss, Jim Durham, Champion Steve Landi, George Brown, Chris Muselman and Darren Nocetti

Holiday Champion. Moss, Durham and O'Connor each finished with scores of eighty and the tiebreakers left Durham in second place. Moss was awarded third and O'Connor took fourth place.

The battle for first flight, low net was a three-way battle between ING's George Brown, Mike Mahoney of

the eighteenth and posted a score of twelve on the hole. This still left Chris with a total of ninety strokes and first place in the second flight. Central Station's Kevin Richins fired balanced sides of forty-six and forty-five for a total of ninety-one strokes, taking second place.

In his first Loon event, Darren No-



Tenderloin Task Force Alumni: Muselman, Nocetti, Tapang, Serna and Kiely.

Homicide and Central Station's Mike Costello. As Brown went into the last three holes, he held a three-stroke lead over Mike Mahoney. Mahoney responded with two pars and a bogie to Brown's three bogies, giving George first place by a stroke. Mike Costello started the back nine six strokes behind the leaders and proceeded to par seven holes on the back nine and leave himself one stroke off the pace. Costello had a gross score of forty strokes on the back nine, although he suffered a triple bogie eight on the final hole.

In second flight, low gross play, Tenderloin's Chris Muselman took the prize, but in a most unusual way. Over the past five seasons, Chris had become one the dominant players in the second flight and he showed it with an opening forty-one on the front nine. After Chris had finished seventeen holes, he was eleven strokes over par and needed a par on the last hole for a score of eighty-three, which would have been a Loon's record for second flight low gross scoring. Unfortunately Chris ran into disaster on

cetti of Narcotics took third place with a round of ninety-two strokes. Key to his success on this day was an early birdie on the third hole, where he left his tee shot five feet and eight inches from the cup on the tricky par three hole. Larry Minasian of the Tenderloin Station matched Nocetti's score, as Larry had two sides of forty-six strokes. The tiebreaker went to Nocetti as he took third place.

In second flight, low net play, recently retired Honda Dave Fontana went out and fired a net score of sixty-two. This gave Dave a three-stroke margin over Jerry Senkir. Fontana and Senkir had a tough match going, as both men posted six natural pars on the day. Jerry ran into a pair of sevens on the last two holes and this was the difference in the match. Troy Carasco grabbed third low net in the flight with a net score of sixty-seven. Troy picked up three pars on the back nine holes, as he pasted four other players with net scores of sixty-eight.

John Ferrando of Central Station was the Long Drive champ, as he pounded a drive two hundred and eighty-one yards on hole number twelve.

The Close-to-the-Hole winners were Sandy Boyd, Jeff Brogan, Luigi Pinotti and Dennis Clivio. Second place finishers were Darren Nocetti, Bob Byrne, Tom O'Connor and Mike Costello.

This tournament brought to a close the twentieth season of Loons Nest Golf and a great season it was. Not one drop of rain fell on a Loon feather in tournament play this year and we were very lucky in Monterey, where we got the only two clear days in twenty-one days of rain. The Spring Championship at Monterey brought out the largest group for a road trip since 1986, and the Holiday Classic was the largest winter event in Loon history. This year the Loons added four new courses to our tournament history: the Hills Course at Red Hawk, Somersett Country Club, Hiddenbrooke Golf Club and San Geronimo Golf Club. The Loons have covered many miles in twenty years and the flock will cover many more in 2007. Keep your feathers clean and be ready to go.

Loons Nest Scoreboard

Landi	78	Lum	92	Allegro	102
Durham	80	Minasian	92	O'Shea, Jim	103
Moss	80	Godfry	93	Carasco	103
O'Connor	80	Petrie	93	Ochoa	103
Anzore	81	Crosat	93	Dyer	104
Sullivan	83	Morimoto	93	Porta	104
Bryne	83	Ford	93	Killgariff	104
Pearson	85	Boyd	94	Wong, J.	105
Mahoney, M	85	Fischer	94	Walton	106
Brown	85	Meixner	95	Mahoney, D	106
Costello, M	85	Kovaleff	95	Williams	106
Garcia	85	Sorgie	95	Ospital	108
Clivio	85	Fontana	95	Wisner	108
McMillan	86	Seid	95	Costello, T	108
Finigan	86	White	95	Borges	109
Timpano	86	Schmolke	95	Rodgers	110
Enright	87	Wong, E.	95	Pursley	111
Pinotti	88	Ferrando	96	Tapang	111
Brogan	89	Barger	97	Roth	112
Huddleston	89	Lee, J.	97	Fergus	115
Vernengo	90	Sweeney	99	Miranda	116
Chang	90	O'Shea, John	99	Serna	116
Panina	91	Gulbengay	99	La Rocca	116
Barbero	91	Roche	100	Kiely	116
Richins	91	Muselman	100	Bronfeld	119
Nocetti	92	Senkir	101	O'Broachta	124
Rice	92	Dudley	101	Walsh	124
Wyman	92	Edison	101	Zamagni	WD

Close to Hole Winners

Hole # 3	Boyd	3' 9"
	Nocetti	5' 8"
Hole # 6	Brogan	10' 10"
	Bryne	28' 8"
Hole # 13	Pinotti	3' 0"
	O'Connor	7' 1"
Hole # 17	Clivio	3' 6"
	Costello, M	8' 1"

Long Drive Winner

John Ferrando 281 yards

2006 Season in Review

Two-Man, Best Ball
Rooster Run G.C. Feb. 9th
Yesitis & Lum

Spring Championship at Monterey
Black Horse G.C. & Del Monte G.C.
3/22-23
Ed Anzore

Memorial Day at Monarch Bay
Monarch Bay G.C. 5/31
Steve Landi

Club Championship
San Geronimo 7/3
Steve Moss

Charlie Anzore Memorial at Reno
Hills Course at Redhawk &
Somerset C.C. 12/11-12
Ed Anzore

Holiday Classic
Hiddenbrooke G.C. 12/18
Steve Landi

Attention Golfers

The 27th Annual BnB West Golf Tournament in Reno, Nevada



Get your foursome together for a great golf getaway before it's too late. Players of all skill levels welcome

- DATES:** Sunday, September 9 or Monday the 10th through Wednesday, September 12, 2007 (departing Thursday, 9/13/07)
- WHERE:** Your choice of either a 3 or 4-night package at one of Reno's top hotel casinos. The hotel will be announced by February 10, 2007.
- GOLF:** Monday @ **Wolf Run** (individual stroke play)
 Tuesday @ **Lakeridge** (team best ball)
 Wednesday @ **D'Andrea** (team scramble)
 All 3 rounds will be morning shotgun starts. Closest-to-the-pin contests on each par-3 every day. Cash prizes awarded to 1st & 2nd place finishers in all competitions.
- INCLUDED:** 3 or 4 nights in a double occupancy room (depending on arrival date) Single rooms & non-golfer packages will be available, as well as Friday or Saturday arrivals.
 Monday night football buffet (with hosted bar);
 Wednesday night sit-down awards dinner (with hosted bar & wine);
 Drink coupons which can be used for well drinks & domestic beer in casino bars;
 3 rounds of golf (including cart & tee prizes);
 All applicable room & energy taxes.
- PRICES:** \$530-\$570 (tentative) based on 2 golfers sharing a room
 (send e-mail to below address for price specifics for all packages)

During the awards dinner, a raffle is held to benefit the **National Law Enforcement Officers' Memorial Fund**; the winner will receive a new set of custom irons. Over \$1600 has been sent to the NLEOMF from the past 2 tournaments.

DEADLINE: To meet Hotel & Golf Course deadlines, checks & applications with players & partners must be received NLT May 26, 2007

CONTACT: SFPD Retirees Roy Sullivan (925-876-1547) or Don Carlson (650-759-0754) or e-mail questions to: bnbwestgolf@yahoo.com

See Next Month's Journal For Hotel And Final Room Rates

Classified Ads

House For Rent

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

Real Estate For Sale

FOR SALE - INCLINE VILLAGE, NV. NEXT TO RET. MIKE TOROPOVSKY. 80K below market value. 4bdr 2 1/2 baths, near 1/2 acre lot, built 1981 A-1 condition, up to code. Space for RV/Boat. Quiet area, must sell George Wallace (66) SFPD ret (415) 661-9815 Price \$769,000. 11/06

Vacation Rental

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

Vacation Rental

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

SOUTH LAKE TAHOE CABIN, 3 bedrooms, 2 baths, located in a great area. more information at www.vrbo.com/68816 or call Maricela @ 415-260-3484. 10/06

MAUI VACATION RENTAL: Kihei Town-2 Br/2 ba Ocean View/ Remod. Condo (new decor.) photos avail. Grdn Resort w/ Pools/Tennis-accrs frm Best Beaches, near Golf, Wlk to Shops/Restur. Discount to SFPD/SFPD members/families. Call Alan McCann (925) 672-8887, mauiohanac condo.mccann@gmail.com 10/06

WANTED:

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

Free Classified Advertising Available for POA Members

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

- To place a free classified ad, you must be an active or retired POA member.
- A member may run only one classified ad per issue. However, a member may repeat the same ad in three consecutive issues. An ad may run for three additional issues upon request of advertiser.

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

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

Word Search

By Officer Michelangelo Apodaca Taraval Station

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

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

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

- | | | | |
|-----------|---------|--------|----------|
| BALL GAME | DRIVING | MOVIE | SHOP |
| BBQ | EAT | OPERA | SKI |
| CAFE | FAIR | PARADE | THEATER |
| CAMPING | GAMES | PARTY | TOWEL |
| DATE | HIKING | RIDING | TROPICAL |

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.cpaaf.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.

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

Close Encounters

By Steve Johnson,
SFPOA

Thanks to an enterprising young reporter at the San Francisco Chronicle, we had the opportunity to get a preview of the Controllor's Audit of the Office of Citizen Complaints (OCC) the day before it was supposed to be released. (This was a Performance Audit that took several months to compile.)

Here's some of the "highlights" the Controllor's Audit revealed:

"OCC management does not meet standard expectations for performance and management accountability." Imagine.

"The agency fails to perform its basic mission of timely investigation of citizen complaints" — I think we brought that to the Police Commission's attention about 100 times over the past years.

"The agency sometimes lets complaints simply sit on a desk for more than a month before even starting to investigate" — again, an issue that we complained about to the Police Commission, time and time again.

And then we have some truly disturbing revelations:

"(OCC) management has not demonstrated the required tone for integrity and ethical values." Isn't that what the entire system depends on? That the agency charged with investigating police officers must approach this obligation in a professional demeanor which, of course, involves integrity and ethics.

And, *"(OCC) workers complained of falsification of timecards, misuse of city cars, freelance employment and improper behavior,"* — Is there no one watching the OCC? That would be pretty hard to believe seeing as how we have, did I mention this already, brought almost everything the audit found to the attention of the Police Commission many, many, many times before. And what happened? Nothing.

It's hard not to be upset with the people who were supposed to be managing an organization that has such power over the careers of police officers in San Francisco — but why not be upset? After all, these 'managers' betrayed every police officer in this City as well as every taxpaying citizen they were supposed to be serving — so those people responsible must be held fully accountable.

Because, let's face it, if these same accusations were made against a unit within the SFPD does anyone think that certain politicians in the City would be conveniently missing in action. Nope — instead, they'd be holding press conferences and posturing at every possible opportunity demanding a full-blown investigation.

Well, they now have that opportunity. They have an audit. A really ugly one. It is, no doubt, one of the "darkest days" in civilian oversight in San Francisco — let's see how they spin it . . .

Last month I wrote about some of the consequences officers must face after going through a critical incident, especially a shooting. They can be severe.

So I wanted to remind our members that the Police Academy already sponsors a program known as the Use of Force Experiential that is run by Jerry D'Elia, Frank McKee, Dennis Quinn, Mary Burns, Ron Banta, along with many other volunteers who do an outstanding job walking officers through scenarios that better prepare them for the real thing. We have received nothing but praise for the program from those officers who have participated. Several members who were graduates were later involved in critical incidents and told us that, while they were still apprehensive about the process taking place, they were better prepared to handle it. Do yourself a favor and check it out.

Besides, our members are constantly interrupting people who are trying to give themselves a starring role in what could very well be a number of critical incidents . . . take for example:

The man with the large butcher knife threatening people (mostly tourists) in the area of Aquatic Park at 10:00 a.m. . . . taken into custody without incident by Sgt. Arlin Vanderbilt and Officer Daryl Fong.

Or, the man who claimed that someone had put a 'spell' over him which, I guess, then gave him the right to arm himself with a large metal pipe and start beating people who were innocently enjoying themselves at a sandwich shop at Kearny and Clay Streets. Many of the victims sustained serious head injuries. Fortunately, Officer Mary Godfrey was able to place the man in custody before he took his show on the road.

And, the suspect who was stabbing his victim with both an 8" knife and a carving fork on the 200 block of Leavenworth was a prime candidate for making matters much worse until Officer Hector Basurto and Officer Keith Ybarreta managed to chase him down, disarm him, and make sure he had a special place to go where people with similar tendencies could 'interface'.

Officer Eric Altorfer saw a waiting call on the computer screen involving a robbery so he decided to contact the victim by cell phone and get whatever preliminary information he could. Turns out the robbery took place a few days earlier but the victim didn't report it immediately since she was

so traumatized at the time. Eric spoke to her for a few minutes, obtained a description of the suspect, put a photo line-up together, then drove to her house where she immediately picked out the suspect who had robbed her. Officer Altorfer then contacted Sgt. Eddie Hagan, Officer Reggie Scott, and Officer Jerry Lyons to help him search for the suspect and they did — and they caught him within a few hours. Outstanding work by a group of outstanding officers... of course you wouldn't read about anything like this in the local press . . .

In 1984, a woman was brutally beaten and stabbed to death. The crime went unsolved for over 20 years. But that never stopped Inspector Holly Pera and Inspector Joe Toomey, Homicide Division, from following up every possible lead. It wasn't until recent development in blood identification that allowed them to make a match on a possible suspect, but they still needed more proof. They worked with Inspector Ronan Shouldice who painstakingly went over all the evidence using a magnifying device that allowed him to find the extra bit of evidence the inspectors needed to obtain an arrest warrant. A quick visit to a halfway house on the 100 block of Taylor resulted in the arrest of the suspect responsible for the murder of an innocent woman.

How sad is it when you get out of prison and only last eighteen days before you're picked up again for the same stuff that brought you to the attention of the criminal justice system in the first place? It was a very early Christmas morning when Officer Kevin Chin and Officer Matt Hom found the suspect reportedly breaking into cars on the 600 block of Lisbon. He had all the credentials for an auto burglar — gloves, flashlight, screwdriver, and that glistening look about him — you know, the kind when you hit the window of the car you're breaking into a little too hard and the shattered glass fragments cover your clothes, etc. And the only identification the suspect had was his Department of Corrections identification card . . . probably a good time for our incompetent crook to stop stealing other people's property.

The same guy who had robbed twelve hotels in the Union Square area struck again, only this time Officer Robert Richins was right on top of his game. Robert saw an individual matching the description of the suspect and, as Officer Richins was following him, the suspect was casually discarding his coat and baseball cap, anything that might tie him to his most recent hit. Robert recovered the suspect, his coat, and his hat, and deposited all three on the sixth floor at the Hall of Justice where all robbery suspects eventually check in.

Officer Brian Michaud was in court all morning testifying in several cases when the court broke for lunch. Brian had to come back in the afternoon to finish his testimony so he could have easily taken a break but, instead, used the extra time to patrol his district, the Tenderloin Task Force. He noticed a vehicle that was double-parked on Leavenworth and went to run a check on the plate but the owner had lifted the trunk, preventing Brian from getting the information. So Brian instead checked the front plate and the computer alerted Brian that he had a stolen auto hit. Brian then approached the driver who was still standing at the back of the car with the trunk open and placed him in custody. As Brian glanced into the trunk of the car he saw something that could have changed the outcome of this entire episode . . . it was a fully-loaded, 20-gauge shotgun.

This is what friends are for. Officer Rory Preston and Officer Chris Berge stop two individuals who were in an area where it was reported that shots were fired. The officers approach one of the men who has a real hard time complying with the request to keep his hands away from his waistband — it was probably because he had a loaded handgun tucked away. Suspect and weapon in custody... but then the real kicker, as the formerly armed suspect is being led to the waiting police car, he is extremely upset, stating, "What about him (jerking his head towards his friend), we both have guns."

Fallen Officer Video Tribute 2006

By Inspector Robin Matthews
EEO Unit

I received this very moving video tribute via e-mail honoring the 11 officers that were killed in the line of duty in California in 2006 and wanted to share it with everyone. Special thanks to Lieutenant Rich Reyes from the Airport Bureau who passed it onto me.

Stay safe.

Fallen Officer Video Tribute 2006

Go to this link:

<http://www.youtube.com/watch?v=5N9mAE8aD0g>