



JOURNAL



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

VOLUME 41, NUMBER 2

SAN FRANCISCO, FEBRUARY 2009



www.sfpoa.org

Chief's vacancy

Wanted: Inspiring Leader for the SFPD

Salary/Benefits Competitive; Respect of Rank-and-File Boundless

By Gary Delagnes
President

Leadership has many definitions, many components, and many different outcomes. I have often said that when it comes to the important issue of leadership, police officers are no different than anyone else that has chosen a career in a military, or paramilitary profession. They are willing to be led, but only if they believe in the one that leads.

Cops, like athletes and military personnel, will always respond to the task at hand if they are treated fairly and with dignity and respect. They must be given a mission, a focus, and a goal. In our chosen profession, an order can be given, but it will not be embraced if you are unable to instill a sense of pride, and make one believe in the mission.

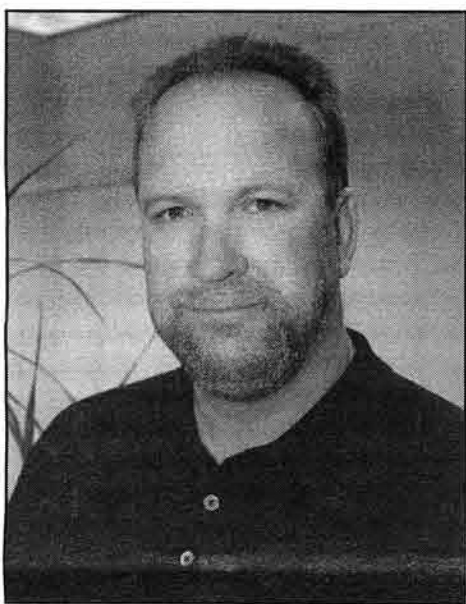
"Let me say that I do not criticize our leadership for lack of effort, or intention, but for an inability to inspire."

I have at times been an outspoken critic of our current police administration. It gives me no joy to do so. Yet, I represent the membership, and when I can clearly see a vacuum of leadership it is my job to speak out.

Let me say that I do not criticize our leadership for lack of effort, or intention, but for an inability to inspire. Any corporation, business, sports franchise or police department is solely dependent on the leadership of those who steer the course. If leadership is weak, ambiguous, and inconsistent, then production will be the same. If leadership is focused, transparent, and vigilant then others will follow.

We need to look no further than our own San Francisco 49ers to see a dramatic change in production when a change in leadership occurs. I am sure that Mike Singletary would be the first to say that he is not the smartest man alive, nor is he the best strategist.

What he has is an intangible that very few possess, an ability to convey his message, clearly state his goals and objectives, and gain the respect of those he coaches. He can do this



SFPOA President Gary Delagnes

because his players believe in him and want him to succeed because he treats them fairly and honestly.

Since I have been president of the association, I have clearly been witness to many incidents that have, in my opinion, been due to a clear void in leadership.

The manner in which the department has chosen to handle the two recent issues clearly illustrates a lack of communication, vision, and clarity.

In both of these cases, it was not so much the goals of the administrators as it was the incompetent manner in which they chose to conduct their business.

The DROP program is a tremendous benefit for our members. It allows officers to stay an additional three years while at the same time providing the opportunity to earn a substantial amount of money. The plan has few drawbacks, but one of the few issues that remained unresolved was how the administration would handle the issue of officers entering the DROP from "specialized" units. We believed that sitting down with the administration and discussing the surrounding issues would be productive and most certainly result in a "quid pro quo" that could satisfy the concerns of those on both sides of the argument (seniority v. opportunity).

We urged the department to be transparent and clear with those involved, to talk with them and explain their options, and treat the members with the dignity and respect they have earned.

Apparently, that was too much to ask! While a plan to remove several officers was clearly in the works, the

administration continued to assure me that there was no plan. Yet, as of this date, two of the most respected members in this police department have been told very little about their individual DROP plan.

Jim Drago and Dennis Callaghan have both served this department with unquestioned loyalty for over 30 years. Wouldn't common gratitude dictate that the administration call them in, explain their options, and treat them with a level of dignity that each is surely entitled? No such luck!

That is just one of the many examples why this administration has been an abject failure. To compound their dysfunction, the administration has refused to be forthright with the motorcycle unit. A simple sit-down with the DROP members affected in that unit most likely would have headed off the problems that will now most certainly occur because of indecisive leadership. Both Jim and Dennis have asked me a very simple question that deserves a response from the administration long before now, "All I want to know is what they intend to do with me so that I can make plans for my new assignment or plans to retire." A simple answer, but not forthcoming. Again, a failure in leadership.

Another recent example involves the almost incomprehensible bungling of the 8-hour day fiasco involving the Administration and Inspectors Bureaus.

I received a letter signed by Asst. Chief James Lynch on January 20, 2009 informing me that the Police Administration has decided to eliminate the 10-hour day in those units, effective at the next sign up beginning February 5. The letter also implied that the standard "Meet and Confer" process was not necessary in order to implement this change. It's not? How does one conclude that changing the working hours of some 200 people

does not constitute a change in working conditions? It is incomprehensible that basic and time honored principles of fair labor relations would not be understood and embraced by persons as high up in the administration as assistant and deputy chiefs.

Based on my conversations with a majority of lieutenants, they not only failed to meet with the POA, but also apparently did not seek the advice of the very people who are in charge of the affected units. What an amateur way to run a professional police department. I was forced to direct our in-house counsel, John Tennant, to notify the San Francisco Human Resources Division of the administration's proposed actions and violations. HR, of course, concurred, and informed the administration that they could not take such action without a formal "Meet and Confer."

Can you imagine the department wanting to do away with the 10-hour day without ever meeting with the POA, the representatives from the bureau, the inspectors themselves, or even the supervisors that command those units? This is another example of why this administration has failed miserably when it comes to leadership and the development of trust.

Throw on top of it a complete inability to resolve discipline issues in a timely manner and forcing our members to wait a ridiculous amount of time to honor them for their heroic deeds (14 month wait to honor officers involved in the Zoo incident) and you have all the answers you need for a complete and total lack of confidence in those who are paid to lead.

"You do not lead by hitting people over the head — that's assault, not leadership."

— Dwight D. Eisenhower

Gung Hay Fat Choy
from the SFPOA
The year of the Ox



POA Board of Directors Meeting January 21, 2009*

1. Sergeant-At-Arms called the meeting to order at 1210 hours and lead the Pledge of Allegiance.

2. Secretary Montoya conducted the roll call of the Board of Directors and the Executive Board.

3. President Delagnes advised the Board that Treasurer Halloran is at home recovering from knee surgery. The Board wishes Treasurer Halloran a full and speedy recovery.

4. President Delagnes thanked the outgoing Board Members for their service and dedication to the membership.

5. The POA received a letter from Assistant Chief Lynch regarding proposed changes to the Investigation and Administration Bureau's work hours. To address this issue, the POA will be meeting with the Mayor's Office, DHR and Chief Fong.

6. President Delagnes advised that he will be meeting with the Department Administration regarding
- movement of member's who are in the DROP.

7. President Delagnes advised that the recently established POA Committee is in the talking stages with the City regarding the deficit. The City has asked other unions to assist by deferring raises. The POA has not agreed to any deal and no formal offers have been submitted by the POA or the City. The POA is only talking with the City at this time! Any formal offers from the City will go to a full membership vote.

8. Counsel Tennant briefed the Board that the POA Legal Defense Fund (LDF) has been implemented as outlined in the POA bylaws. Counsel Tennant provided each Board Member with a copy of the Plan Document and Summary Plan Description of the Legal Defense Fund of the San Francisco Police Officers' Association. Counsel Tennant also provided each Board Member with a copy of the Participation Agreement between the SFPOA LDF and the SFPOA.
9. Rep. Dorgan (Co. E) made a motion to accept the minutes from the December 2008 Board Meeting. Motion was seconded by Rep. Madsen (TAC) and passed by voice vote.

10. Rep. Walsh (Co. H) raised a concern regarding the handling of the recent officer involved shooting in the Ingleside. It has been brought to our attention that the involved officers were returned to work sooner than the ten days that are customarily allowed. The POA will meet with the Police Commission and the Administration to address this concern.

11. Rep. Browne (Co. A) raised a concern regarding timely notification by the Department regarding officers' days off being canceled for a non-emergency event. Rep. Browne
- and Rep. Rosko (Co. A) will meet with President Delagnes to address this concern.

12. Meeting adjourned at 1430 hours.
- Respectfully Submitted,
Tony Montoya
POA Secretary

*These minutes will not be adopted by the Board of Directors until the next General Membership meeting. Corrections and amendments might be made prior to a vote to enter the minutes into the permanent record. All corrections and/or amendments will be published in the succeeding issue of the Journal.

POA Journal 2009 Deadlines
(subject to change)

March 2009	February 20, 2009
April 2009	March 20, 2009
May 2009	April 20, 2009
June 2009	May 20, 2009
July 2009	June 19, 2009
August 2009	July 21, 2009
September 2009	August 21, 2009
October 2009	September 21, 2009
November 2009	October 21, 2009
December 2009	November 18, 2009

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.

Board of Directors Meeting Roll Call
Wednesday, January 21, 2009

President	Gary Delagnes	P	Co. G	Sean O'Leary	E
Vice President	Kevin Martin	P		Dominic Yin	A
Secretary	Tony Montoya	P	Co. H	Maris Goldsborough	P
Treasurer	Marty Halloran	E		Mike Walsh	P
Sergeant-At-Arms			Co. I	Tessa Donati	A
	Chris Breen	P		Jody Kato	P
Editor	Ray Shine	P	Co. J	Kevin Lyons	P
				Brian Philpott	A
Co. A	Ed Browne	P	Co. K	Matt Gardner	P
	George Rosko	P		Corrado Petruzella	P
Co. B	Larry Bertrand	P	Hdqtr.	Dennis Callaghan	P
	Bill Roualdes	E		Bob Mammone	P
Co. C	George Ferraez	E	Narcotics	Dave Falzon	P
	Liam Frost	P		Larry Mack	P
Co. D	Martin Covarrubias	P	Tactical	Dan Laval	P
	Nate Steger	E		Mark Madsen	P
Co. E	Dermot Dorgan	P	Invest.	Joseph Engler	A
	Tim Flaherty	P		Dean Taylor	P
Co. F	Patrick Burke	E	Airport	Bob Chapman	P
	Peter Dacre	E		Joe Finigan	P
			SRO	John Scully	E
			Retired	Ray Allen	P

The San Francisco Police Officers Association

POA JOURNAL

(USPS #882-320)

MANAGING EDITOR
Ray Shine

SPORTS EDITOR
Nick Shihadeh

WEBMASTER
Courtney Dickson

PUBLISHED MONTHLY \$10 PER YEAR
OFFICIAL PUBLICATION OF
THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION
800 BRYANT ST., 2nd FL., SAN FRANCISCO, CA 94103
(415) 861-5060
www.sfpoa.org

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Co. D Martin Covarrubias, Nate Steger	AIRPORT BUREAU Bob Chapman, Joe Finigan
Co. E Dermot Dorgan, Tim Flaherty	YOUTH SERVICES/SRO John Scully
Co. F Patrick Burke, Peter Dacre	RETIRED Ray Allen
Co. G Sean O'Leary, Dominic Yin		

ASSOCIATION OFFICE: (415) 861-5060

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

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

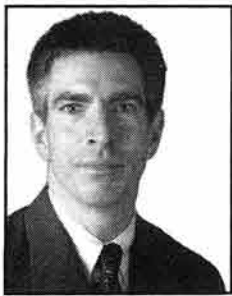
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POSTMASTER: Send address changes to *POA Journal*, 800 Bryant St., 2nd Fl., San Francisco 94103. Periodicals Postage Paid at San Francisco, CA.

Counselor's Corner

Absence of Magic

By John Tennant,
SFPOA Counsel



There is a widely held belief that the law operates as a sort of magic talisman: utter a few sacred legal words or phrases, like “attorney-client privilege” or, closer to home, “Peace Officers’ Bill of Rights” (POBRA), and no harm can befall you, much like wielding a crucifix against a vampire. In reality, the law is far more nuanced in its application than salutary effects produced by the ritual incantation of some prophylactic phrases.

Two recent cases out of the Fourth District Court of Appeal (the state appellate court with jurisdiction over the greater Los Angeles metropolitan area) serve to drive this point home all too clearly. In the first, *Perez v. City of Los Angeles* (167 Cal.App.4th 118), the court upheld the termination of an LAPD field training officer (FTO) on the basis of physical evidence obtained during what the Department conceded was an interrogation conducted in violation of POBRA.

However, the physical evidence was dramatic: concerned about the FTO’s having pointed her service weapon at a trainee in a misguided demonstration of the speed with which a suspect can overtake an officer, the interrogating lieutenant and sergeant asked the FTO — without affording her any POBRA

rights — how she had pointed her gun at the trainee. The FTO responded, “I did this,” and proceeded then to pull out her loaded firearm and point it at the sergeant “between his lower stomach and his chin[,] approximately three and one-half to four feet away.” The presumably dumbstruck lieutenant promptly ordered the FTO to reholster her weapon. Termination followed in relatively short order.

The instructive point to take from this case is a recognition that the law does not operate in a vacuum. Context is everything, and no legal phrase acts as a sacred formula to safeguard its invoker in every situation, no matter how extreme. As the Fourth District explained, “[T]he acronym POBRA is not a magic word which makes physical misconduct disappear.” An officer cannot shield what the court determined to be “life-threatening misconduct,” even if performed during an unlawful interrogation.

Many will find the second case even more disquieting than the first, insofar as it reaches into what traditionally has been considered a sacrosanct sphere of personal privacy: communications between spouses. In *Riverside County Sheriff’s Department v. Zigman* (2008 WL 5341001), the court concluded that the marital communications privilege does not apply in police administrative investigations and hearings. A Riverside County sheriff’s deputy received an eight-hour suspension for failing to report that her husband, also a Riverside sheriff’s deputy, had been using

methamphetamines. An arbitrator had thrown out the suspension because it was based on what the arbitrator believed to be the inadmissible evidence of the deputy’s conversation with her husband.

Context is everything, and no legal phrase acts as a sacred formula to safeguard its invoker in every situation, no matter how extreme.

The Fourth Appellate District disagreed, citing a line of cases that require officers to “choose their duties over constitutional and statutory privileges enjoyed by other citizens [because] officers are the guardians of peace and security of the community, and the efficiency of our whole system, designed for the purpose of maintaining law and order, depends upon the extent to which such officers perform their duties and are faithful to the trust reposed in them.” (Zigman citing *Titus v. Civil Service Comm’n*, 130 Cal. App.3d 357, 364 (1982), citing *Christal v. Police Commission*, 33 Cal.App.2d 564, 567-68 (1933).) Accordingly, the Fourth District affirmed the lower

court’s overturning of the arbitrator’s award, ordering the arbitrator to reconsider the case consistent with the court’s ruling that the marital communications privilege does not apply in law enforcement administrative investigations or hearings.

Thus, invoking the marital communications privilege will not shield an officer from administrative liability, despite the disturbing implications of such a ruling. That is, the state, acting as employer, has the ability to penetrate what is perhaps the most private of relationships, a marriage.

You may recall a column I wrote for these pages last autumn, “The Moral Authority of Police Unions,” in which I attempted to answer the claims by some that it is the height of audacity for police labor organizations even to speak of equity in wages and benefits as we enter the worst economic crisis since the Great Depression. Cases like those described in this article and their reliance on the greater duty which the law expects from officers vis-à-vis that of other citizens is the unequivocal response.

The absence of magic in legal terms like “POBRA” and “marital communications privilege” may be understandable. But there is surely no wizardry in recognizing that those whom the law compels to “choose their duties over constitutional and statutory privileges enjoyed by other citizens” should be justly compensated.

“Roll the Union On . . .”

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
Meeting, American Legion SF Police-Fire Post	Old POA Building 510-7th Street, SF	Second Tues. of Every Month, 6:00 PM	Rene Laprevotte rlaprevotte@comcast.net
POA Board of Directors Meeting	POA Building	Third Wed. of Every Month, Noon	POA Office (415) 861-5060
Meeting, Retired Employees of CCSF	Irish Cultural Center	Second Wed. of Every Month, 11:00 AM	Reyna Kuk (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

Retirement Dinner Honoring Vince Neeson	Italian Athletic Club 1630 Stockton St., SF	Friday, February 27, 2009 6:30 PM	Scott Gaines (415) 315-2415
POA “New Year’s Eve Party”	Herbst Pavilion Ft. Mason Center, SF	Saturday, February 28, 2009 6:30 PM	POA Office (415) 861-5060

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WIDOWS' AND ORPHANS' AID ASSOCIATION

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January 13, 2009

The regular meeting of the Widows' and Orphans' Aid Association of the San Francisco Police Department was called to order by President Dave Fontana at 1:55 PM in the Conference Room of Ingleside Station.

PLEDGE OF ALLEGIANCE: Led by President Dave Fontana.

ROLL CALL OF OFFICERS: President Dave Fontana, Vice President Joe Garrity, Treasurer Joe Reilly and Secretary Mark Hurley. Trustees Bill Gay, Matt Gardner, Bob Mattox and Mark McDonough. Excused John Centurioni. Also in attendance was newly elected Trustee Harold Vance and Past President Ray Crosat.

MINUTES OF THE DECEMBER MEETING: Motion by Bob Mattox that the minutes be approved as published. Seconded by Matt Gardner. Motion carried.

BILLS: Treasurer Joe Reilly presented the usual bills. Motion by Bill Gay, seconded by Ray Crosat that the bills be paid. Motion carried.

COMMUNICATIONS: Donation of \$1000 from the Bechtel Fund; A \$100 donation from retired Police Lieutenant Joel Harms.

Donations in memory of Captain Frank Harrington: Dr. Rhett and Elaine Atkinson \$100; \$25 from retired Police Lieutenant Rene LaPrevotte; John and Margaret Woods \$50 and Nina Lucier \$25. Donations made in memory of Harold Winkler; Stan and Ann Cordes \$50; Jim and Lynn Griffin \$50; Elizabeth Zimmerman \$10; Linda and Tim Barrett \$100; Stewart Samuels \$25; Harvey Harrison \$50 and Bernard Lindermann \$15.

We Had Three Deaths This Past Month:

JOHN "Jack" FARNHAM 87 years old. Jack was born in Seattle, Washington. His family moved to San Francisco and settled in the Mission. Jack attended Poly High and was a standout in track and field, swimming and diving and his true love football. He wore number "88" and that stayed with him his whole life. After his days at Poly he served his Country in the Coast Guard. Because of his past playing football for Poly he earned the starting tailback on the Coast Guard All Service team and played games to raise money for the war effort. After the War Jack returned home and entered the Police Academy limited tenure in 1945 with his first assignment at Ingleside. A few years later he went to Southern. And back to Ingleside, Taraval and Northern. A year before he was appointed

limited tenure Sergeant and served at Ingleside. Jack loved his constant contact with the public on his various beats he walked in the city He always had a smile that and a good word and maybe a little "soft shoe" for the merchants on his beat. Jack was one the founding fathers of the PAL football program and coached the Seahawks and later the Mariners. Also a CYO coach at St. Gabriel's grammar school. OLD "88" was elected to the Poly High Sports Hall Of Fame. Jack also received two Bronze Medals of Valor. One for his pursuit and capture of two armed men who just robbed a market. They found eleven guns in the suspects' possession which were linked to other robberies. The other for his capture of a armed burglary suspect. Jack "old 88" retired in 1976 and enjoyed many well deserved retirement years in his Sunset District home.

HAROLD F. WINKLER, 79 years. Harold was born in San Francisco and grew up the Excelsior District. He went to Balboa High School and proudly served his Country in the Navy during the Korean Conflict. Upon his discharge he returned to San Francisco and worked as a glazier before entering the Police Academy in 1956. His first assignment was Mission Station, followed by Park and Central. He made the Bikes in 1960 and worked them for twenty years before making Sergeant and going to Communication and Ingleside. Harold did a lot of Movie Details over the years and made a lot of friends in the movie industry. He rode his spotless Harley along with his old police bike buddies to many different Police retirement events. Harold was awarded a Bronze Medal of Valor for his arrest of four robbery suspects who moments earlier robbed a grocery store. Harold was training four new members of the Solo's and they spotted the vehicle, made a stop and arrest without incident. Harold retired in 1985 and made his home in the East Bay and had a custom flag pole and flew "Old Glory" daily.

VERNON E. SMITH, 78 years. Vernon was born in Seminole, Oklahoma. He moved to San Francisco in his twenties and was employed as a lithographer before he entered the Police Academy in 1957. His first assignment was Northern for a short time, then Southern and Richmond. He worked Communications for a year before going to Taraval and being assigned to the Mounted Detail in Golden Gate Park He then was trans-

ferred to Potrero and assigned to one of two officers that rode in McLaren Park. During that time he made Sergeant and worked Ingleside, Mission and Ingleside. He made Lieutenant and did his final four years at Taraval Station. During his career Vernon was awarded several Police Commission Commendations a Bronze Medal of Valor for his arrest of two armed suspects who just committed a hold-up and were waiting for another victim. Vernon retired in 1984.

REPORT OF TRUSTEES: Shane Hiller and Jerome Paolini of Wells Fargo Bank gave us a very grim report of our account and what we have to look forward to in the coming year. Our account is down 20% for the year. Jerome Paolini thinks we will get a 15 % to 20% rebound towards the end of 2009. No changes to be made. Time will create success with our account.

REINSTATED: Pursuant to Article III, section 5 of the Constitution. With back dues paid Karen Pandolphi.

SUSPENSIONS: Pursuant to Article III, section 3 of the Constitution. Non Payment of dues for six months. Jose Gonzales and Stephanie Otaguro.

DROPPED: Pursuant to the by-laws Article III, Section 5 Did not complete probationary period. Virginia Finley

NEW BUSINESS: Election of Officers and Trustees for 2009. President Joe Garrity, Vice President John Centurioni. Secretary Mark Hurley, Trustees, Mark McDonough and Harold Vance Jr. Past President Ray Crosat did a great job swearing in all the incoming Officers and Trustees. Who will join the other Officers and Trustees who are currently seated.

Everyone gave a big hand to our outgoing President Dave Fontana who in turn gave the gavel to President Joe Garrity.

ADJOURNMENT: President Joe Garrity had a moment of silence for our departed members and all those serving their Country in the armed forces. He set the next meeting Tuesday Feb 10, 2009 at 1:45 PM in the Conference room of Ingleside Station. Meeting adjourned at 3 PM

*Fraternally,
Mark Hurley,
Secretary.*

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By Al Casciato

...Taking Care of Yourself:

At a recent conference I had an opportunity to listen to a very dynamic presentation by a retired Florida police department Chief, **John Skinner**. John spoke about how it is so important for all of us to take care of ourselves. He started by asking if we remembered the day we were sworn into police service. "How proud we were that day." John then focused on the cause of why so many become miserable by year five. He defined "Hypervigilance" as an embraced state of sensory accompanied by an exaggerated intensity of behaviors that lead to depression manifested by suicide, divorce, loss of interest in hobbies and alienation of positive social relationships. He closed by saying if you are over invested in a role you can't control (police work is not 24/7) you must

take care of yourself. Exercise, eat well, be positive about life with your loved ones and avoid excessive consumerism to make yourself feel good. That condenses an hour presentation. The message is clear, take care of yourself and if you need help seek...

...Fitness Clinic:

Northern Station has started a fitness and weight loss program, which is being coordinated by Lt. Tim Oberzier. Interested participants are encouraged to call Tim at 415-614-3400 to schedule a weigh in and consult with a trainer for an exercise and diet regiment. As of this writing 35 of us are in the program. As Lt. Mike Slade says; "I'm negotiating to release the thin man from within me." Come join us for some healthy competition. Prizes will be awarded to the persons that have the largest (safe) percentage of body fat percentage...

...Winner:

I was really excited to receive a \$25 dollar AMX gift card from the POA. It paid off to use the website. All of you should start to use the website as this will help to reduce mailing costs by a substantial amount. Also there are environmental benefits associated with the effort...

...Congrats:

Emerald Society President Ed Carew, Central Station, sends big congratulations to his fellow board members who were recently appointed Lieutenant, **Mike Moran** and **Liam Frost**. A big congrats from all of us also...

...DROP:

As of December 31, 2008, 36 mem-

bers of the department have entered DROP and another 32 have received counseling sessions. The numbers are as follows: Officers; Q2-1, Q3-2, Q4-16, Sergeants; Q-52-8, Inspectors 0380-1, 0382-7 and Lieutenants Q62-1...

...Births:

Lt. **Bill Canning**, Robbery, and his lovely wife **Frances** were presented with two grandchildren this past two months. On December 9, 2008 at 2219 hours **Christopher** and **Shalene Canning** presented grandchild number 5, **Cody Michael Canning** 7lb 9oz 20 1/2 inches. Grandchild number 6 arrived on January 22, 2009 at 1545 hours when **McKay** and **Laura Wright** presented a daughter **Amillia Frances Wright** 6lbs 9oz 18 inches.

Just arrived! New born baby **Joseph Louis Engler** born 01/26/09 at 7:08 pm at Marin General Hospital. 21 1/2 inches, 8 lbs, 4 oz. Proud parents **Nicole** and **Joe** are doing great. Sisters **Isabella**, **Keira** and **Analiese** were really excited to meet their baby brother.

Congratulations to all we wish them the very best...

...Tax Deduction:

Reminder: POA dues in paid in 2008 were \$1399.59. Submit a copy of the POA bulletin to you tax professional...

...Sick Call:

Keep in your prayers two members of our police family who are battling cancer. **Anna Flippin** and **Lou Ligouri** are both in treatment and fighting a valiant battle. Lou can be reached via e-mail at lligouri@universalpro.com. Messages for Anna can be sent via the

POA Office. I also want to take the opportunity to thank all of those who so generously visit the sick and support their families with donations.

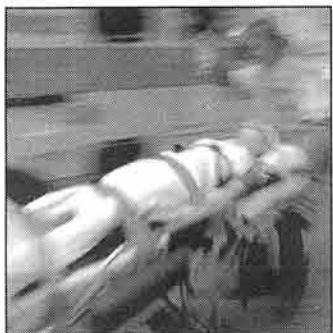
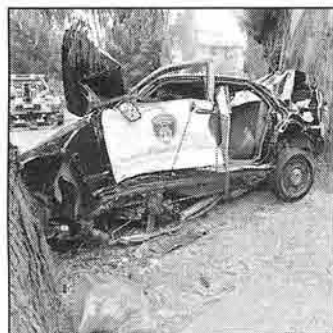
...10-25:

Northern Station beat officer **Dennis Cesena** patrols the lower Polk area on the western side of the Tenderloin. Early one December morning Dennis observed a drug dealer plying his trade and took him into custody after a brief pursuit in which the drugs were thrown to the ground the miscreant was taken into custody. Confronted with cuffing a resisting prisoner and trying to recover the evidence before someone picked them up ran Dennis faced a dilemma. Not to fear; within a minute retired Lt. **Manny Barretta** appeared and assisted in cuffing the subject and stayed with the prisoner while Dennis recovered the evidence. Good job Manny and many thanks...

...Update:

Solo Officer **Felix Sung**, Southern Station, was injured in December while on an escort. It is expected that he will be off for an extended period that will exceed his disability compensation. Funds will be needed to fill the gap for him and his family. Donations are being accepted via Southern Station — send checks payable to **Felix Sung** — Sgt. **Bill Connelly**...

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



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Myth #3: I can't file a claim with my own auto insurance company.

FACT: If you've been injured on the job by a third party such as a negligent motorist or drunk driver, YOU CAN (and should!) recover substantial personal injury damages (tax free) in addition to worker compensation benefits. DO NOT leave money on the table by limiting your remedy to workers compensation! I have helped police officers throughout the counties of San Francisco, San Mateo, and Santa Clara.

Call for a FREE consultation! • Police Officer references available on request.

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"Good People" — Make A Contribution

By Gerry Schmidt

One of the reasons I made an effort to come back into the San Francisco Police Department after 9/11 was to make a contribution. As it turned out, I've been blessed with more opportunities than I could have ever dreamed of.

As a twelve year veteran of the department and member of the Crime Scene Investigations Unit, I left the department in 1988 to work in the emerging field of Automated Fingerprint Identification System (AFIS) technology. While attempting to return in 2005, I knew that; even if I were successful on the entrance exams, background investigation, medical and physical agility tests, I'd still have to go through the entire police academy — all seven glorious months of it.

But that didn't dissuade me. In fact it made me more determined. If I was going to be in a position to make a meaningful contribution, hard work was inevitable — right?

The academy was tough but fun. Thankfully I was in good enough shape and I made it through without too much difficulty. Besides, always thinking like a twelve-year old didn't allow me to realize that I was attempting to do something that wasn't "normal" for a guy my age.

Of course my academy classmates made fun of me. Maybe an occasional wise crack about where I left my "walker?" But it was all good-natured. And more important, it helped us to learn and understand a fellow officer's strengths and weaknesses in order to come together as a team and get the job done safely.

Field training was no day at the beach. The constant pressures of evaluation, nightshifts and living separate

lives can take a toll. But with my wife Lynn's support, plenty of sleep and a night owl's disposition, I made it though okay.

My FTO's were tough and fair but also unafraid to criticize. What more could I ask for? If I made a mistake I heard about it in real-time. If I didn't hear about it, I knew I was doing something right. How else does an officer learn that ultimately (within reason), you must become your own source of validation — let alone pride?

Probation was more fun. It rekindled memories of being at a district station in the 1970's and 80's. And I had a chance to revisit some of the unique "joys of patrol." As Inspector Jeff Levin; one of my favorite instructors at the Academy says, "You just can't make this stuff up, people!"

Focus On CSI San Francisco

Although I couldn't count on it, I wanted to be prepared if an opportunity arose to compete for an opening in the Forensic Services Division (FSD) Crime Scene Investigations Unit. With Lynn's support and that of my FTO and Probationary Commanding Officers, I completed three courses at City College. When combined with my recent graduation from the academy, the credits earned me a Forensic Identification Certificate.

As hoped and nearly twenty years after leaving the department, I was given an opportunity to compete for a position in CSI. I successfully completed the rigorous application process and was selected to become a member once again on March 10, 2007.

Over the next nine months, I trained under the capable supervision of seasoned and committed CSI professionals. I quickly learned that many things had changed during my

absence.

Forensic science training programs are just one manifestation of the CSI Effect, a reference to the phenomenon of popular television shows which have raised expectations on the part of crime victims, juries and even criminals with regard to crime scene investigation and DNA testing.

But my training took an unexpected turn when in December, I became the FSD's new Automated Biometric Identification System (ABIS) Manager. Only then did I begin to fully appreciate the symmetry between my years of accumulated private sector knowledge and experience and the exciting challenges ahead.

Although I only played one small role in this case, it helped to make everything I've done since returning to the department make sense, let alone be worth while.

Trust and guidance from management coupled with the valued support of my friends, family and colleagues has enabled us to accomplish a great deal in the last twelve months.

Among the most important; for the first time in over thirty years, we are well on our way to conducting a competitive bid for all new state-of-the-art AFIS equipment including Mobil (hand-held) devices. Mr. Norman Noble, an extremely competent and highly motivated engineer has been hired to oversee all FSD ABIS technology including AFIS, LiveScan and Mugshot equipment. And the Photo Lab will soon transition from 35mm film to digital with the acquisition of a new Digital Image Management System.

Real Accomplishment

Although these accomplishments give me a great deal of pride, they are

outweighed by the relatively small role I was able to play in a recent conviction involving the senseless murder of a young and innocent girl.

Thirteen year old Antwanisha Morgan was gunned down outside a Bayview community center on March 16, 2007. Morgan, a senior at South San Francisco High School, was waiting for a ride home outside the community center on Third Street when she was randomly shot and killed by gang members seeking "street cred" after being disrespected at a talent show two weeks earlier.

The source of my pride is better understood when looked at in the context of the entire team of professional involved in the prosecution.

Law enforcement officials who helped bring this difficult case to successful fruition included a conscientious and street-smart member of the California Highway Patrol, dedicated members of the SFPD Gang Task Force, Homicide Detail, Crime Scene Investigations Unit and Assistant DA Eric Fleming; not to mention the brave witnesses and family members who stepped forward to testify.

Through their hard work and dedication, members of the Gang Task Force managed to locate the weapon and transport it to the Homicide Detail where it was properly secured pending CSI's arrival and analysis. My role was simply to, under the supervision of Inspector Spencer Gregory, collect a DNA sample from the gun suspected of being used in Antwanisha's killing.

I'm grateful for the opportunity to have been a member of a team of "good people," who put their lives on the line day-in and day-out to enforce the law, to serve and to protect.

Although I only played one small role in this case, it helped to make everything I've done since returning to the department make sense, let alone be worth while. And I'd do it all over again if only I had the chance.

For personal reasons, this will be the last article I write as a sworn member of the San Francisco Police Department. I want to thank everyone for the experience of a lifetime and the opportunity to once again, work with, "good people."



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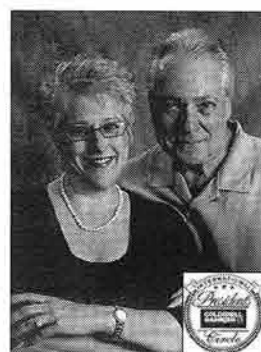
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This & That ...

By Kevin Martin
SFPOA Vice President

Newly elected POA Board of Director officers...

Congratulations to all newly elected POA board members and thank you for your commitment to your represented station, unit, or detail and to the association as a whole. Each of you joins this board at a very critical time. With so much of this department and association's future at a very critical juncture, your voice as well as the voice of your constituents must be heard. It will be imperative that you keep your members accurately informed as to the current issues and actions affecting this association. Your position on the POA Board of Directors will be interesting, challenging, frustrating and at times difficult, but in the end I hope you find this experience to be very rewarding and well worthwhile. With that being said, I sincerely congratulate Jayme Campbell (Co. B-Southern Station); Christopher Schaffer (Co. C- Bayview Station); Jose Jimenez (Co. D- Mission Station); Robert Imbellino (Co. F- Park Station); Dean Sorgie (Co. G- Richmond Station); Scott Biggs (Co. I- Taraval Station); Gavin McEachern (Investigations); Joseph McFadden (Headquarters/Administration) and Anton Collins (Airport Bureau). Good luck to each and every one of you...

With the addition of the newly elected members to the POA Board of Directors, it is time to say good-bye and thank you very much to each of the outgoing members of this board. Each of the following members contributions to this association were very important to the success of this board and association. The dedication of these out-going board members cannot be easily dismissed as each put a lot of time and effort into the execution of their duties and responsibilities. Sincere thanks to Bill Roualdes; Liam Frost; Nate Steger; Dominic Yin; Maria (Tess) Donati; Joe Engler and Bob Chapman. Special thanks

to Dennis Callaghan (Headquarters/Admin) and Patrick Burke (Co.F-Park Station) for their long years of service to their members and the entire association. Both Dennis and Patrick have faithfully served this board for over ten years. (That's a lifetime in the POA world...) Dennis and Patrick have served on various committees and have made valuable contributions on many levels. Additionally, each of these gentlemen is a dedicated family man, true to their faith and their chosen vocations. Both are men of good sensibilities and equally good humor. Dennis Callaghan and Patrick Burke, thanks once again for all you've done for us. Good luck and God Bless!

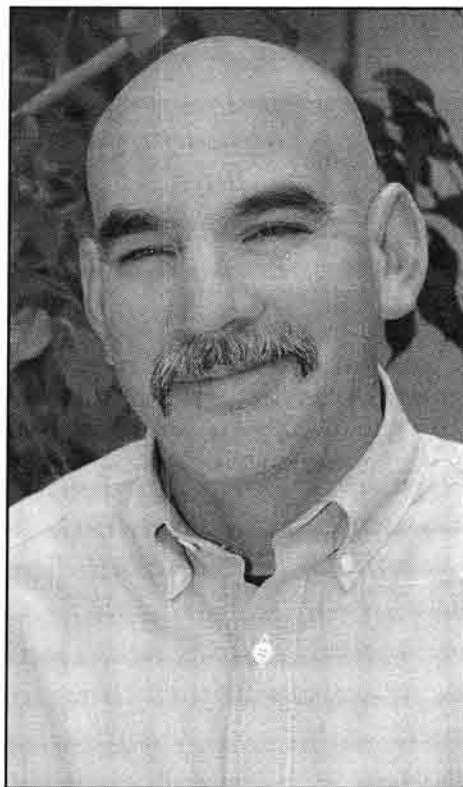
This past election was the first POA election of its kind as members were asked to go on-line on the Internet to cast their votes. Although the Airport Bureau and Park Station had a Strong showing of member participation, many of the other stations, units or details that had elections were disappointingly lacking. For the past several months, the POA has been putting out bulletins and articles in The Journal regarding this change in membership voting. Although it is a change in voting procedures, it is absolutely painless...and if I can do it, (as computer illiterate as I am), then anyone can forge their way through the process. I believe the whole matter of voting can be done in less than 15 seconds. No fuss, no muss. No worries of having to mess with envelopes and / or the U.S. Postal Service.

Of the potential 800 plus members eligible to vote in this past election, only 282 members took the time and effort to exercise their voice and their vote. As an association we have to vastly improve those numbers. Please log on to YOUR website at SFPOA.ORG, click onto Members Only and log on... you can do it!

This association will be asked to make some very important decisions in the near future and those decisions will be dependent on the voices of our members. Those voices will be heard loudest through the voting process... and the voting process will be through the on-line variety...so PLEASE, log on and let your voice be heard...

Officer Bryan Tuvera Memorial...

On the cold, damp evening of December 23, 2008, friends and family of slain officer Bryan Tuvera joined with dozens of SFPD and SFPD members to remember his heroic sacrifice on the anniversary of his death. The group conducted a candlelight march from the scene of his murder several blocks back to Taraval Station, where the young officer had been assigned. It was a very somber event, but vitally important in keeping alive Bryan's



spirit of dedication and community service. Special thanks to Captain Paul Chignell and Sgt. Judy Riggles for hosting and organizing the event.

Operation Dream...

This past holiday season, more than 15,000 youngsters were touched by the kindness and outstanding efforts by Operation Dream. Operation Dream is a wonderful program that has been in existence since 1994 and has served over 200,000 kids and families in need during that time. Lt. Michael Slade, Day-watch PC at Northern Station is the Executive Director of Operation Dream while Todd Burks of Youth Services is the Operational Director. Michael Jamison (Co. C P2-Solo) and Pearl Rogers of Northern Station are also integral contributing members of Operation Dream. Operation Dream has also been a contributor to the children of UCSF for the past few years as Mike Slade always has a box of stuffed toys and dolls for the youngsters as well as MP3 Players for the older kids and teens.

The next big event for Operation Dream will be the Annual Easter Egg Hunt scheduled this upcoming Easter weekend at Margaret Hayward Playground in San Francisco. For more information on the Easter Egg Hunt and other Operation Dream activities, please call 415- 678-SFPD... Thanks for your kindness and consideration in supporting such an outstanding and worthwhile program.

UCSF Visit...

Thanks very much to Edie Lewis (Traffic Company) and Amanda Cordoba of Taraval Station for their wonderful hospital visit this past month. Along with Cathy Choy, (wife of Sgt. Darren Choy-Northern Station) Amanda and Edie (both frequent flyers on the hospital visit circuit) spent a couple of hours with some special kids and their families on Wednesday, January 14, 2009. Later that evening I spent a couple of hours with some teens getting my tailed kicked playing foosball...

Our next hospital visit will take place on Wednesday, February 11, 2009. As usual, the visiting hours will be from 1300-1500 in the afternoon and 1800-2000 in the evening.

Please call me at the POA at 415-861-5060 or by e-mail, kevin@sfpoa.org if you are interested in spending a couple of worthwhile hours with some outstanding children and their families...

Sick Call...

Felix Sung is doing great and working hard rehabilitating his injuries and California Pacific Medical Center at

the Davies Campus located at Castro and Duboce Streets. Visiting hours for Felix has been restricted so please contact the hospital at 415-600-0600 for visitor information. Thank you very much for all that have so generously contributed to the Felix Sung Trust Fund, which has been established through the San Francisco Police Credit Union. I was particularly impressed with the donations of the 122nd SFPD Academy class who wanted to show their solidarity and support for a member and family in need as well as the donation of a particular young officer from Southern Police Station. This young officer has shown great concern for a fellow officer and wanted to "do something to help out"...Good job Marcus, you're a stand-up guy... keep up the good work...

Hans Gumpfer got out of the hospital on January 17th and is at home where he will begin the arduous task of physical therapy and rehabilitation. Hans will be undergoing physical therapy at his home three days a week. Hans is scheduled for yet another surgery in approximately two months to repair the "ACL" as well as the "MCL" in his right knee. Although he has his work cut out for him, Hans has dedicated himself to a full and complete recovery. Please keep Hans and his family in your thoughts and prayers. Hans is in good spirits and encourages his many friends and well-wishers from within the department to call and check in with him. Please take the time and give Hans a call. It would mean an awful lot to him. Just call Ingleside Station and ask for his contact information, thanks so much...your efforts in this matter will go a long way in lifting his spirits and encouragement.

Joselito Sy of Tenderloin Station was taken to St. Francis Hospital after a nagging injury suffered while taking a 148 PC (Resisting Arrest) suspect into custody. Joselito suffered a neck injury during a violent struggle with an out of control "crack" cocaine dealer near the area of 440 Ellis St. Officer Sy's injury and neck pain was persistent to the point where he returned to the hospital for a follow-up visit. It was at this visit that Officer Sy learned he had crushed a vertebrae in his neck. As of this writing, Joselito is scheduled for surgery on Monday, January 26, 2009. Joselito's partner, Stephanie Benzinger has been just wonderful acting as a liaison between Joselito's family and the department as well for the POA. The POA has assured that we are there for Joselito and his family and contingency plans have already been made to be there for the family. Please keep Joselito and his family in your thoughts and prayers...thank you

Condolences...

The thoughts and prayers of this association go out to Officer Huitier (Hunter) Choi of Southern Station who recently lost his father. Please accept our sincerest sympathies, Hunter. Please know that you are not alone...

Retirement...

Congratulations to Eddie O'Toole, a long time member of Traffic Company, Co. K- Solos as he embarks on a well deserved retirement. Eddie joined the San Francisco Police Department on January 23, 1978 and has served this department with great distinction and pride in a number of assignments and capacities. A very popular member of the Traffic Company, Eddie will be missed. Take care Eddie...God Bless and Happy Trails...

See you guys' and gals next month... Keep the faith...



Ask Mike...the Retiree's Corner

By Mike Hebel
POA Welfare Officer

Q. Mike, I'll be 70 ½ next year. I have yet to start a distribution plan with my deferred compensation account. Can I postpone mandatory distribution in 2009? Also, what will the new interest rate be on the Stable Value Fund?

A. My best judgment on the Stable Value Fund is that the initial interest rate for the period of January 30 to March 31, 2009 will be in the 3% to 3.6% range. Great West Retirement Services will announce this initial rate within the next 10 days. Thereafter, the rate will be set quarterly. Gone are the days of the guaranteed 5.15% — an unsustainably high rate in the current financial climate. Great West will be very cautious in setting the quarterly interest rates since it is receiving, from ING, a Stable Value bond/fixed income portfolio whose market value is currently about 15% less than its book value; Great West will take over with losses in this account exceeding \$80 million. Regarding mandatory distribution, the required starting date is the April 1st of the year after the year in which you reach 70 ½. Therefore, you must start taking deferred compensation distributions by April 1, 2010. With regard to distribution, I would recommend the systematic withdrawal option. Contact Joe Collins for distribution details. I am happy that Great West offered Joe a job since he has done a great job in explaining distribution and helping members pick the appropriate option(s). Great West will soon have its office up and running at 1 Front Street and will issue all contact numbers for its field reps.

Q. Mike, my son will soon start a career with the Las Vegas Police Department. He has a deferred compensation plan at this employment with several options. He has asked for my advice, but I can't help him since this plan was not available when I was in the SFPD. What would you tell him?

A. The decision of asset allocation is always dependent upon an individual's risk tolerance, time to distribution, and willingness to be an active, educated participant. That said, I would most heartedly encourage your son to immediately begin making regular contributions to the Las Vegas deferred compensation plan. I would urge him to familiarize himself with the options offered looking particularly at 3 and 5 year performance records as well as reasonable fees. It is only through time and patience that he can actually tend to build wealth through the power of compounding of returns. Doing this requires perseverance and continuing contributions to the plan. While this is a scary financial time, I would urge you son to consider investing some of his deferred compensation monies into the stock funds that are offered; an S&P 500 index fund would be a good place to start if that is offered. I happen to believe that stocks, by any measure, are absolutely cheap. Could the stock market go lower and stocks become cheaper? Yes, but after 18 months of decline, the stock market is really cheap for the long term. And your son has the long term working for him. Best wishes to your son in his chosen career.

Q. Mike, I see the photos in the POA's Journal of police officers who have attended the 3 day retirement planning seminar at Sigmund Stern Grove. Is this seminar really necessary to properly plan my retirement (escape) from the SFPD?

A. Yes, yes, and yes! You should attend one of these seminars. The POA-SFPD jointly sponsors these 2 to 3 times a year. The next ones are scheduled for February 24-26 and October 20-22. Call Courtney at the POA (861-5060) to schedule your attendance. Now, why should you attend? Recent research from the Employee Benefit Research Institute demonstrated a clear connection between retirement planning and retirement enjoyment. Especially successful in retirement were those employees who took more than 18 months to think seriously about retirement. The POA has worked hard over the last twenty years to provide a sensational retirement plan for its members. But each member has the responsibility to use this plan for maximum prosperity and enjoyment. I strongly urge you to attend one of these seminars. The location is superb, the lunches are delectable, the companionship is notable, and the instructors are exceptional. Ask recent attendees as to their opinion of this seminar.

Q. Mike, does life get cheaper in retirement?

A. It's one of the most widely accepted benchmarks in retirement planning: You'll need just 70% to 80% of your pre-retirement income to maintain the same standard of living when you leave the work force. This rule of thumb can be traced to replacement ratio studies done by Aon Consulting and Georgia State University many years ago. The idea was that certain expenses would automatically decrease upon retirement such as commuting,



retirement contributions, union/association dues, businesses lunches etc. But more recent studies completed by Aon demonstrate that this rule of thumb standard has cracks in it. Now many financial planners are urging those contemplating retirement to consider a 90% replacement ratio with an anticipated retirement lasting to age 90 and beyond. This is going to be a difficult plateau to achieve for most workers given their dependency on social security and 401k's but not on defined benefit pension plans (like ours). Most recent surveys on retirement show 3 distinct types of retirees: the go-go's, the slow-go's; and the no-go's. More money is needed in the active retirement phase and less later on. But beware that medical expenses creep up especially in the last years of life. A good reminder to be thankful for our Health Service System's medical plans.

Mike Hebel has been the POA's Welfare Officer since January 1974. He is an attorney and certified financial planner. He represents POA members at the City's Retirement Board and at the Workers' Compensation Appeals Board. He also advises on investment matters pertaining to the City's deferred compensation plan. Mike retired from the SFPD in 1994. If you have a question for Mike, send an e-mail to mike@sfpoa.org or call him at 861-0211.

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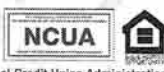
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Retirements

The San Francisco Police Officers Association congratulates each of the following POA members on his recent retirement from the SFPD. These veterans will be difficult to replace, as each takes with him decades of experience and job knowledge. The most recently retired POA members are:

- Sergeant Vincent Simpson #1474 from Medical Liaison
- Sergeant Michael Sullivan #727 from Medical Liaison
- Inspector William Maring #1527 from Airport Bureau



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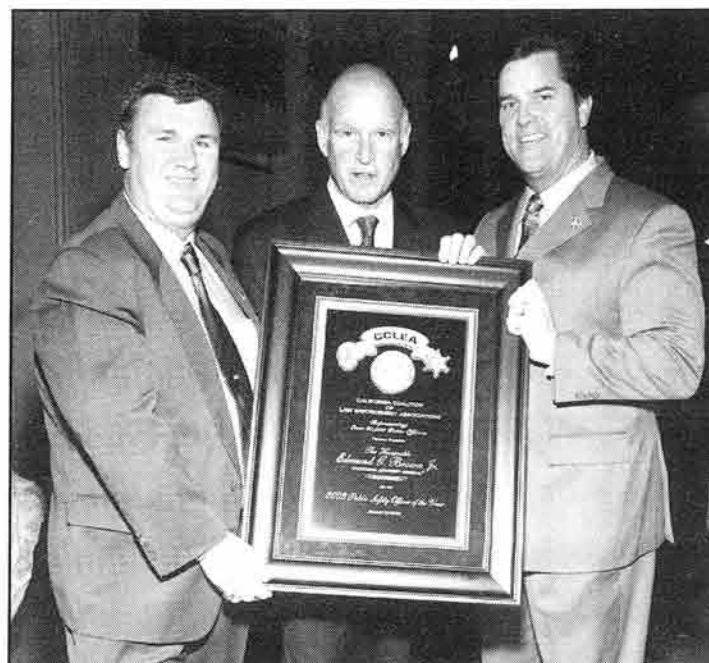
CCLEA Honors Jerry Brown

By Val Kirwan

The California Coalition of Law Enforcement Associations (CCLEA), a statewide law enforcement organization composed of 46 member organizations representing over 80,000 rank and file peace officers in California, honored Jerry Brown on January 13, for his contribution to law enforcement. An award of recognition was presented to Attorney General Brown during a reception in the Senate building in Sacramento.

Edmund G. Brown, Jr, known as Jerry Brown, was born in San Francisco on April 7, 1938. He attended both public and parochial schools, graduating from St. Ignatius High School in 1955. He received his Bachelor's degree from University of California, Berkeley, in 1961, and attended Yale Law School, graduating in 1964.

Mr. Brown has a long history in California politics, including positions as Mayor of Oakland, Secretary of State, Governor, and Attorney General. In the field of crime fighting, Brown enacted hundreds of tough anti-crime measures, including the "Use a Gun, Go to Prison" law and mandatory sentences for rape, sale of heroin, violent crimes against the elderly, child molestation, and selling PCP. He established and funded the Career Criminal Prosecution Program, the Career Criminal Apprehension Program, and the Crime Resistance Task Force. As a result, the percentage of convicted felons who



L to R: Val Kirwan, California AG Jerry Brown, and Wayne Quint (Orange County Sheriff's Department, and President of CCLEA).
ANA MARIA PHOTOGRAPHY

were sent to prison — instead of probation and county jail — jumped more than 100 percent during his governorship. During Brown's tenure as Mayor of Oakland, crime was reduced by over 30 percent.

Brown has fought for tougher laws to keep criminals off the streets by imposing a strict curfew for those who have committed serious crimes at night, and was a leader in the campaign to defeat Proposition 66, an attempt to dismantle California's "Three Strikes" law. As governor, he signed two major pieces of pro-police legislation into law, including the Peace Officers Bill of Rights.

As the chief law enforcement officer for the state of California, Attorney General Brown has fought to make our streets safer, and has given local police the support and tools they need to do their jobs.

Senator Mark Leno and Assemblywoman Fiona Ma were also in attendance at the reception.

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From the District Attorney's Office

Major Homicide Case Resolved

Petitions Sustained Against Four Juveniles on Murder & Gang Charge in Shooting Death of 17-year-old Antwanisha Morgan

SAN FRANCISCO, CA — District Attorney Kamala D. Harris announced today that all of the counts in petitions filed against four juveniles currently ages, 16, 16, 18, and 19, relating to the murder of 17-year-old Antwanisha Morgan, the attempted murder of two other minor victims and assault on another minor, were sustained by Juvenile Court Judge Lillian Sing.

"This was a deadly attack that ripped apart families and tore at the heart of a community," said District Attorney Kamala D. Harris. "The prosecutor and police who handled this case did an outstanding job, as result we were able to resolve the case against

all four juveniles at once and sustain every single count."

On January 16, 2008 Judge Sing sustained the petitions against all four minors finding true that each of them had committed one count of first degree murder, one count of conspiracy to commit murder, two counts of attempted murder and one count of assault with a special allegation of murder committed in benefit of a criminal street gang. Judge Lillian Sing also sustained the petition alleging one of the 16-year-old juveniles made personal use of a firearm.

All of the minors were arrested between March 2007 and April 2008

for their role in the March 17, 2007 shooting death of Ms. Morgan. According to court documents, the murder of Ms. Morgan was a result of retaliation in a dispute that occurred between two groups of minors at a school talent show on February 23, 2007. On March 17, 2007, the four minors met at Potrero Hill and were driven to 3rd and Quesada Streets where they exited the vehicle and shot at a crowd of teenagers standing outside of the Bayview Recreation Center. Ms. Morgan, who was standing in the crowd with friends who had been involved in the dispute at school talent show several weeks earlier, was killed, although she was

not the intended target.

The juveniles will appear in court again on February 13, 2009 before Judge Sing for disposition at which time the court will determine sentencing.

The conviction is the result of an investigation by Lt. Lea Millitello and Inspector Kevin Jones of the San Francisco Police Department. Martine Barbier is the SFDA Victim Witness Advocate assigned to support the victims and their families. Eric Fleming is the Assistant District Attorney who prosecuted the case.

Defendant Sentenced

Four Years for Molesting Girls' Soccer Team Members

SAN FRANCISCO, CA — District Attorney Kamala D. Harris announced today that John Graves, age 23 and court number 2351314, was sentenced to four years for 17 misdemeanor counts related to the molestation and sexual battery of eight minor girls, who were all members of a local soccer team.

put every predator on notice. We will protect our children from abuse."

Defendant Graves was convicted by a jury on September 25, 2008 of 17 misdemeanor counts in total, including four counts of indecent exposure in violation of Penal Code section 314(1), eight counts of annoying and molesting a child in violation of Penal

The verdicts were handed down at the conclusion of a two-week trial before the Honorable Anne Bouliane in Department 624 of San Francisco Superior Court.

Inspector Lee of the San Francisco Police Department led the investigation. Richard Richardson is the Assistant District Attorney who prosecuted the defendant.

According to court documents, on November 26, 2007, defendant Graves showed up at a local stadium where a girls' soccer team was practicing. The defendant, an old acquaintance of the team's coach, inappropriately made sexual contact with eight members of the team, who were all roughly 14- or 15-years-old. During the course of

the practice defendant Graves exposed himself to several of the girls and touched and grabbed some of the victims. Eventually, the victims alerted their coach and the incident was reported to police. Defendant Graves, of San Francisco, was subsequently arrested by San Francisco police.

Although he was sentenced to county jail on January 16, 2009 by Judge Bouliane, defendant Graves will serve out his sentence in state prison. This is because the conviction is a violation of the defendant's probation for a 2007 conviction out of San Francisco for selling a controlled substance in violation of Health and Safety Code section 11352(a).

"The fact that this defendant will spend significant time in state prison for this misdemeanor conviction should put every predator on notice. We will protect our children from abuse."

"This defendant's reprehensible behavior physically and emotionally violated these young girls," said District Attorney Kamala D. Harris. "The fact that this defendant will spend significant time in state prison for this misdemeanor conviction should

Code section 647.6 and five counts of sexual battery in violation of Penal Code section 243.4(e)(1). After deliberating for two days, the jury acquitted the defendant of an additional three counts of indecent exposure and another four counts of sexual battery.

Defendant Convicted of Multiple Counts of Resisting Arrest

SAN FRANCISCO, CA — District Attorney Kamala D. Harris announced today that Julio Lopez, age 35 and CTN2308397, was convicted by a jury of three counts of resisting arrest.

After deliberating for a day and a half, on December 24, 2008 the jury found that defendant Lopez resisted San Francisco Police Officers Daniel Silver, Robert Kobold, and Christopher Leong as they attempted to protect public safety and enforce public drinking laws at the St. Patrick's Day celebration in North Beach. The guilty verdicts followed a 9-day jury trial before the Honorable Donald Mitchell in Department 19 of San Francisco Superior Court.

Gregory Cleaver is the Assistant District Attorney who prosecuted the case. San Francisco Police Inspector John Miller led the police investigation.

Defendant Julio Lopez, of San Francisco, was arrested on March 17, 2007. He was charged with one count of battery on a police officer, in violation of Penal Code 243(b) and four counts of resisting arrest, in violation of Penal Code 148(a)(1). The jury acquitted defendant Lopez of battery on a police officer and one additional count of resisting arrest, but convicted him of the three remaining counts of resisting arrest.

According to Court documents, on

March 17, 2007, during the St. Patrick's Day celebration in North Beach neighborhood, a police officer saw some people drinking in public and told them to dispose of their drinks. While some did, a male, later said to have been the defendant's brother, was holding a case of beer and would not give it up. The defendant and his brother appeared to be intoxicated. When the police officer tried to detain the defendant's brother the defendant yelled at the police officer, "Get your hands off my brother!" Then the defendant took a fighting stance and continued yelling at the police officer. So the police officer attempted to control defendant but the defendant resisted. Then other police officers tried to assist in controlling the defendant. During the attempts to bring the defendant under control, a police officer was struck in the face. Defendant Lopez was eventually arrested, but the defendant's brother had already left the scene of the crime and was not found.

The maximum statutory penalty for each count in violation of Penal Code section 148(a)(1) is one year in the county jail and a fine of \$1,000. The sentencing of defendant Julio Lopez is scheduled for January 22, 2009 before Judge Donald Mitchell in Department 19 of San Francisco Superior Court.



Photo courtesy of Insp. Matt Perez

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Book Reviews

Gomorrah

By Roberto Saviano

Reviewed by Dennis Bianchi

The opening few pages of this investigation of Naples and the Camorra are sufficient to grab the attention of any reader, as bodies come flying down from a ship's container onto the cement of the port, or as Saviano calls it "the open wound" of Naples. The gruesomeness of such incidents become very much too common as the book proceeds to give eye-witness accounts of how far-flung and how remorseless this organized crime system operates.

Saviano grew up in Naples, attended the University there and became a highly energized and courageous investigative journalist. He, therefore, knew some of what he was entering into when he opted to get hands-on material for this book. It is doubtful that he expected to find himself under 24-hour a day police protection once the book was published and began winning awards. I study Italian with a native Italian who said that Saviano is moved from secret houses as often as once a week. She described his life as "un Inferno!" Some of the scenes described by Saviano do have the feel of something Dante may have put together, except those were fiction. Not so the tales of Gomorrah. And, like Dante, Saviano names names. This is not a general description of the octopus-like legs of an organized crime family, but a specific list of crimes and many names of those who commit them.

The first chapter deals with how illegal goods make it from the sea to the port secretly and then to the market. But it also demonstrates that not everything one sees on the black market is an inferior object. Tons of materials do come ashore illegally from China, from the Middle East, even Russia. But many items are exact copies of high-end objects such as clothing, shoes or accessories that are made in sweat shops secreted throughout the Campania region, Naples' province. The complexity of supplying the raw material, organizing the workers and workplace and shipment of completed work all bespeak of a highly motivated and well-organized group. When Saviano discusses the drug trade he will give the reader names of streets where drugs are sold openly, he tells us who the families are and the names of their violent enforcers. How violent?

They will sometimes cut off the head of their victim, not with the sharp blade of an axe or a sword, but with a grinder-type tool that is used to polish soldered joints.

The poverty of Naples and its surrounding area obviously add to the allure of joining the Camorra. Saviano acquired a lot of his information first hand by working at the port off-loading goods, by working on construction sites and by use of a police scanner which brought him to the scene of many assassinations. His face was familiar but not his intentions.

If the fear of the Camorra's murderers isn't enough, the promise of being able to make a better living attracts many of the youthful gang members, and not just boys. There has been a dramatic rise in the number of young women who have taken up the gun, sold drugs or killed those who dare disobey the Camorra orders. As a result the numbers of women victims has dramatically risen. And the Camorra makes no exceptions for the clergy either as one chapter was devoted to the courageous actions of a local priest, Don Peppino Diana, who was murdered while preparing to say the first mass of the day. He was 36-years old when shot several times in the face. The Camorra has learned that where there is poverty and few options they can recruit the young. There is a chapter devoted to what was called The British Camorrista, a young man of Scottish birth who, because the Camorra's tentacle reached into that part of the world, had become a very successful player in the system. When Saviano went to Aberdeen to nose about he wasn't met with suspicion or closed doors. The hungry Scots recognized his accent as coming from the homeland of the Camorra and believed he had an advantage of belonging to a seat of power.

Upon finishing the book one can't but ask, how can this organization thrive so well? Their power is obvious but it can't be the power of the organized state, can it? There are many books a person could read about this subject and related matters, such as *Excellent Cadavers* by Alexander Stille or *Midnight in Sicily* by Peter Robb. The question remains; why is this so profitable an industry? The not-so-simple answer is that corruption must run throughout those responsible for stopping it. Saviano has tried to do his part but he is now paying the price.

The Brass Verdict

By Michael Connelly

Reviewed by Dennis Bianchi

Originally, I was going to skip this novel. I have read so many of Connelly's best-sellers that I thought I needed to give him a rest. And then the San Francisco Police Officers' Association Vice-President, Kevin Martin tells me what a great read it was and how Connelly fooled him with another surprise ending, to his great delight. Thanks, Kevin.

It is, indeed, a good read.

Connelly has brought together his long-running cynical Los Angeles Police Department homicide detective, Harry Bosch and Connelly's newest protagonist, defense lawyer Mickey Haller. The story pretty much belongs to Haller, with Bosch always on the periphery, offering his usual dose of hard-edge comments and keen observations.

A defense lawyer, Jerry Vincent, has been murdered shortly before going into court with the biggest case of his life: defending Walter Elliot, the head of a large, successful movie production company, who is accused of murdering his wife and her lover. Mr. Vincent's case load must be re-distributed and Mickey Haller gets assigned the entire burden by the court. Most of Vincent's cases are not too earth-shattering, unless of course you are one of those defendants. The presiding judge has told Mickey that he is not to let the other cases slide and she wants frequent updates of all of his work on these inherited cases. Mickey agrees and gets down to business.

Connelly opens the book with a riff about how everyone lies, how a court trial is a contest of lies and everyone knows this. Haller's experience in defending people over the years is that most of his clients were guilty but he does his best to keep the system in balance. All of these thoughts combine to make him very curious about his client Walter Elliot. Walter doesn't seem to be bothered by being tried for a double murder. He insists on his innocence, and tells Haller they need to get to court — soon — and get this business behind them. The reader will discover is that plenty of people are lying and

Mickey gets blindsided more than once by the lies told to him. Without giving away too much of the hidden, shall we say, "get-out-of-jail-free card" Elliot has good reason to believe he will not be convicted. Haller and the reader must figure out just what that "card" is.

The novel has several excellent supporting characters, such as Dennis (Cisco) Wojciechowski, Haller's private investigator. Cisco is currently dating Haller's second ex-wife who also works for Haller in a secretarial position. Does this sound confusing? Well, there is another ex-wife, who works in the DA's office, with whom Haller shares a daughter. The interplay with this group is about moral choices and being a parent. In the past Connelly has written some complex plots but this one may be the most challenging, and he does it very well. With all of the inter-action between Haller, his clients, his business and his family Connelly never confuses the reader. Instead, he lures you further into the story and rewards you with a great "whodunit?"

A Short Word About a Biography of Abraham Lincoln

This year is the 200th anniversary of the birth of Abraham Lincoln. As a result there has been a plethora of books about Lincoln released over the last several months. I would like to recommend one that was published in 1995. The title is simply, *LINCOLN*, and it was written by David Herbert Donald, who was, at the time of this book being published, Professor Emeritus of American History and American Civilization at Harvard University. The book focuses on Abraham Lincoln the man, the human being. When possible, Donald has used Lincoln's letters, and those written to him by others, to tell his story. There are other books about Lincoln as President, about the Civil War or those people surrounding Lincoln at the time of his presidency, but I think you will find this book will give the reader more insight into the character of the man and how that character developed.

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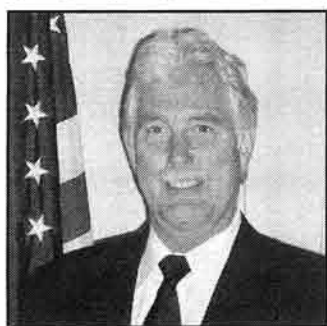
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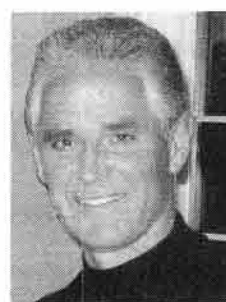
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Retirement Planning Seminar Class # 50

Three Days At Sigmund Stern Grove

By Mike Hebel

Welfare Officer, Attorney, CFP

The Clubhouse at Sigmund Stern Grove hosted the latest SFPD-POA pre-retirement seminar (October 21-23, 2008) — class #50. The Stern Grove with its club house and concert pavilion is a beloved community treasure and part of San Francisco's romantic history. The Clubhouse, built in 1892 as the Trocadero Hotel and beer garden, was purchased in 1931 by Mrs. Sigmund Stern and donated to the City. The seminar has been expanded to include discussion of social security and medicare benefits, health service system plans, long-term care, post retirement employment, retired employee organizations, health and nutrition, taxation, essentials of estate planning, and critical psychological issues presented by and in retirement.

This seminar, titled "The Gino Marionetti and Michael Sugrue Memorial Seminar," honors its two founders. May they rest in peace. This seminar is now in its 24th year having started in March 1985. More than 2,181 participants have completed this seminar since its inception.

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

46 Participants

Forty-six participants attended this lively and informative seminar which is coordinated by **Courtney Dickson**, POA staff member.

The seat of honor, which is reserved for the most senior member in attendance, was given to **Timothy Gibson** of the 120th recruit class (September 1971); Tim was the only Tier I (old plan) member. A special moment of appreciation was given to senior department members **Marty Bastiani** (52 years department service joining on 9-1-56) and **Jim Wertz** (51 years of department service joining on 12-16-56). Jim retired in February 2008 and we all wish him a most prosperous retirement.

All of the attendees, excepting Tim Gibson, were in the Tier II retirement plan (now with the acquired moniker "Tears Too"). *Tier I members are nearly an extinct species.* Class attendees were mostly from the 120th to the 164th recruit classes. The 225th recruit class is currently completing its basic course at the Academy. Some members attended with their spouses/partners (which is much encouraged).

We were happy to have POA Board member **Robert Chapman** and Police Credit Union Board member **Glenn Sylvester** (and his wife Nida) in attendance.

Richard Quesada continued the tradition wherein members attending from Taraval Station either provide sunshine or presto-logs for the fireplace. Rich provided 3 beautiful days.

Hot Topics

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 DROP (deferred retirement option program) just passed by the voters on

the February

2008 ballot (effective July 1, 2008), the 3% at 55 Charter amendment (passed by the voters on the November 2007 ballot) 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. The DROP will allow police officers to defer retirement by entering DROP, direct their monthly retirement check into a 401(k) like-account, and continue to work in the Department earning full salary and benefits. Police officers could remain in DROP for up to 3 years, sergeants for up to 2 years, and lieutenants/captains for up to one year. The monies placed in the 401(k) like-account would have a 4% interest guaranty. DROP is a voluntary program allowing members to build a substantial, supplemental retirement nest-egg. As of October 1, less than 35 members have entered DROP of which 4 are sergeants. This program will continue to July 2011 at which time its renewal will be determined by the SF Board of Supervisors.

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

POA president **Gary Delagnes** stated that a large exodus of police officers was expected over the next 5 years with as many as 650 police officers reaching a full/maximum pension status (a full one-third of the Department). Between 2007 and 2012, over 800 police officers will join the KMA club; this is most disturbing since the failure rate amongst the recent recruit classes has exceeded 30%. The Department is now understaffed by over 200 officers; he noted that police officer recruitment is an urgent problem for all large city police departments. He stated that the first raise under the new MOU did occur on July 1, 2007 at 4%; over the next 4 years the wage increase will equal 25.5% compounded. **Gary was commended for his primary role in advancing, in thirteen years, the total compensation of SF police officers from #92 in the state of California to #3 in the nation (cities with populations of 200,000 and over).** (Hayward is numero uno.) Gary appears close to accomplishing his personal goal of financial freedom for the rank and file: a thirty-year veteran Q4 police officer, on January 1, 2009, receiving an annual wage of \$104,598 and thereafter retiring with an annual pension of \$94,138. 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%; 2007 – 6%; 2008 – 7%; 2009 – 6%, and 2010 – 4%. What a glorious record of accomplishment! This will be known as the **Delagnes-Cunnie legacy**. Gary outlined the 30 year police career path:

years 1-10, job oriented; years 11-20, promotion oriented; and years 21-30, retirement oriented.

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

Special thanks to **Wayne Hom** (ext. 1217) for calculating retirement benefits as well as payouts for officers wishing a close estimate of their monthly benefit. Wayne needs your approximate date of retirement, date of birth, and date of graduation from the Academy in order to do the personalized spreadsheet.

Class Comments

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

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

Another member stated that when neighbors ask about his retirement, he says: "I am on a fixed income." But I do not say what it's fixed at. Many others marveled at how truly wonderful their retirement and health plan benefits truly are.

Instructor Comments

George Brown, ING deferred compensation account executive, noted that "retirement is a whole bunch of weekends strung together." 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 you have until your planned start of distribution. George told the class that the stock market loses money, on average, 3 out of every 10 years; but those 7 up years far out

distance the losers. For the long term trend in the stock market is definitely and demonstrably up. Despite the recent drop in stock market averages, George urged continued contributions into equity funds appropriate for each participants' risk tolerance and distribution date. **Congratulations to George on his marriage (May 17th) to Denise Marie Patch.** George was joined by **Joe Collins** — ING's distribution expert.

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

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

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

Duane Collins (SFPD 1976-2000), licensed tax preparer and dedicated instructor in these seminars, covered the issues of federal and state taxation in retirement, Social Security off-sets, and retirement plan (traditional and Roth IRAs) distributions. With his short tax quiz, he clearly demonstrated the tax savings for those awarded an industrial disability retirement.

Maria Newport (Administrator, Retirement Services Division) and **Candice Fan** set forth all the basics of the CCSF Retirement plans. They most adequately described the benefits of and qualifications for service and industrial disability pensions. Also explained were death benefits, beneficiary designation, and cost of living adjustments. Maria and Candice answered all questions insuring that the basics of the CCSF Retirement System were understood by the attendees. To increase your pension: work longer, get older, and hope for many more pay raises. Also, buy-back miscellaneous time (accrued during police academy) to obtain a separate monthly pension check, albeit small; such buy-back must be completed before retirement. With regard to service pension calculations, the age factor goes up every 3 months while the service factor increases each day. To schedule a retirement interview call 415-487-7070 up



to 6 months before your expected date of retirement. They urged members to bring their spouse/domestic partner to this interview. Also, said Candice, keep your beneficiary designation current. They all noted that the date of retirement chosen will effect cost of living adjustments as well as the SP/OU/VA payout. Cola's are effective on July 1 of each year; to get the cola for any given year you must retire on or before June 30 of that year; but remember that payouts (SP/OU/VA) are based on your rate of compensation for the month in which you retire (higher payout if you retire on or after July 1). 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. Maria explained that the pension benefit calculation for new plan members (Tier II). It is based on the highest average monthly compensation paid to a member. The Retirement System compares each member's earnings for the 12 months immediately preceding their retirement date with the member's highest fiscal year earnings. Whichever is higher is used for the pension calculation. They also the cost of living adjustment changes resulting from the successful passage of Proposition B (June 2008 ballot) wherein the basic cola (up to 2%) is now compounded and the supplemental cola, when excess earnings are present, was increased from 1% to up to 1.5%.

It was noted that the average retirement age for San Francisco police officers in 1931 was 71.5 years; in 2005, the average age was 53.5. Quite a difference in two generations.

Tier I vs. Tier II

The participants reviewed the retirement/survivor benefits contained in the two police retirement plans. Tier I (old plan, pre-November 1976) remains superior for 3 main reasons: 1. spousal/domestic partner continuances are 25% larger; 2. cost of living adjustments are about 1.5 times better; and 3. the marriage/domestic partner rights are superior (a Tier I member can marry or form a domestic partnership after retirement, live one year, and then the spouse/domestic partner is entitled to a continuation; for Tier II, the marriage/domestic partnership must have occurred at least one year before retirement for there to be a spousal/partner continuation entitlement).

To understand the cost of living adjustment (cola) differences, the class undertook a comparison exercise. One of the presenters, who retired holding the rank of sergeant in May 1976 in the Tier I system with 31 years' service at age 51, received his first monthly check in the amount of \$1,130 — having contributed less than \$15,000 in retirement system contributions over his long career. In July 2008 that monthly check had grown to over

\$5,050 thanks to the power of the cost of living adjustments. *Wow! For a \$15,000 investment — a pension that started at \$13,200 a year has now grown to a pension of \$60,600 a year and it will keep growing.* The class was asked to compute the July 2008 monthly check that would be received if this retiree had been governed by the Tier II basic cost of living adjustment. For purposes of this exercise, the class considered only the basic non-compounded 2% and not the supplemental 1% cola which is dependent upon Retirement System excess earnings. To their amazement, a Tier II retirement, over this same 31 year period, would have grown to only \$2,110. **The difference between a Tier I and Tier II monthly pension, in this example, was \$2,940 per month.** Why? Tier I grew at a 4.7% compounded rate; Tier II grew at a 2% non-compounded rate. *Fortunately, the supplemental 1% cola has been paid in every year since its adoption in 1996, except 2003-04, thereby lessening, but not eliminating, the cola differences in the two systems; and the recent passage of Proposition B creating a compounded basic cola and added ½% supplemental cola will also lessen this difference.* The retired sergeant also reminded the class that police wages were set by Charter amendment prior to 1953; by annual salary survey from 1954 onward; and now by collective bargaining since 1992. Thanks to **Larry Barsetti, Sol Weiner, and John Lehane** for discussing the Veterans POA and the Retired City Employees organization.

Darlene Hong (VP – Organizational Development) provided many convincing reasons why members should continue their financial contacts with the SF Police Credit Union. Thanks Darlene for the morning beverages and treats. Thanks also to **Roy Priest** and **Paul Lane** for candidly discussing emotional problems that can arise in retirement and how to avoid destructive responses.

Other Observations

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

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

highly subsidized. **Florence Lam**, HSS benefits analyst, urged participants to take care of their dental needs before retiring. She emphasized that the HSS plans, excepting the City's plan, were geographically limited. She said that the HSS walk-in hours are 8 am to 4:45pm; phone calls are taken for four hours every day. On an average day, there are up to 200 walk-ins and over 1,000 phone calls. The plans available, as of July 2008 are: City Plan, Kaiser, Blue Shield and Pacificare. City retirees are indeed very fortunate to have life-time medical care; most employers terminate health care coverage at age 65. **Clare Zvanski**, employee elected commissioner on the City Health Service Board, spoke on the funding of retiree health plans, the importance of Medicare reimbursements, and the pre-funding of retiree health care that new City employees (hired after January 10, 2009) will be required to make (up to 2% of salary) so as to pre-fund their benefits to the year 2038. Clare is the longest serving city employee on the Health Service Board. Congratulations to Clare on her recent re-election victory.

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

Ana Morales made her first presentation at this seminar — and successful it was. She discussed fitness for life. Ana urged attendees to adopt life-styles that would ensure a longer, healthier life. Her suggestions included an annual physical check-up, avoiding fatty, processed foods, adequate exercise, and a diet full of fruits, vegetables, whole grains, and protein. She distributed several booklets covering topics of healthy life style, lowering blood pressure, weight management, and control of cholesterol and stress. Thanks Ana.

Joining this seminar for the seventh time was retiree **Mike Gannon** (SFPD 1972–1998) speaking, robustly and vigorously, on the issue of long term care

insurance. Mike is a licensed insurance salesperson (since 1984). He said that long term care is not covered by the CCSF health plans or by Medicare. As he told the attendees: "You deserve a long walk in the sunshine. You deserve the glory and honor that you earned as a public safety hero." With the average stay in a nursing home now 2.5 years, he urged all to consider long term care insurance. Since almost 25% of original applicants for long term care are denied (medical issues), he urged picking this up in your early 50's. He thought that excellent long term plans were available from Genworth (GE), Met Life, & John Hancock; he also urged comparison with the plan offered by CALPERS. Mike quoted his favorite financial advisor, Suze Orman: "1 in 1200 homeowners will use their fire insurance, 1 in 240 automobile owners will use their auto insurance, but 1 in 2 long term care insured's will call upon their policy for financial assistance."

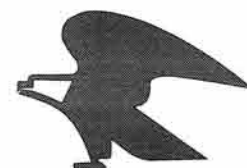
Retirement Board commissioners **Herb Meiberger** and **Al Casciato** helped bring this seminar to a most successful conclusion. Al and Herb proudly told the attendees that San Francisco has one of the few public retirement plans that are funded at over 100%; our plan is amongst the best funded in the United States. They urged the members to stay active in the retiree organizations to protect their retirement and health service benefits. Al and Herb noted that the CCSF Retirement System is amongst the top public pension plans in terms of performance for FY 2006-07. For FY 2007-08 the preliminary figures showed a loss as was the case for all public pension plans. Of course, with the recent passage of Proposition B improving the supplemental cola, attendees asked Herb and Al: "Will the SFERS earn sufficient 'excess returns' so as to be able to pay the annual supplemental cola at 1.5%?" Answer: Not in FY 2008-09. Let's hope and pray for better returns thereafter.

Next Seminar

The next retirement planning seminar is scheduled for **February 24–26, 2009**. For 2009, there will be three seminars (February, June 10–12 & October 20–22). The seminar will be available to the first 50 persons, members and their spouses/partners, who contact the POA after the announcement is sent to all members with or near retirement eligibility. Preference is given to those members who are near retirement or who have already contacted the Retirement System for their retirement dates. The seminar fills up quickly so don't delay. Contact **Courtney** at the POA (861-5060) if you desire advance notification for these seminars.



POA MAIL



With Gratitude...

Dear Relatives, Friends and Members of the San Francisco Police Department —

I am writing this letter in appreciation for the blessings and kindness that I have received from so many of you in the past several months.

In February 2008, as I was leaving for work and exiting the gate entrance of my home, I slipped and fell sustaining a head injury. I was very fortunate that my neighbor was walking to Mass at the time. Believing I possibly needed medical attention, she called 911.

After many critical days passed in the intensive care unit, I miraculously improved. My doctor called me "the miracle man". I want to express my gratitude to those of you who came to SFGH on several occasions to check on my well being.

The doctors told my family that the mind automatically protects itself and can intentionally erase a person's memory of a traumatic incident or injury. For this reason, I cannot recall those of you I spoke to at SFGH. In fact, I cannot remember ever being at SFGH. Therefore, I am unable to acknowledge each of you for your kind visits. The doctors said that those who did visit undoubtedly assisted in my recovery.

I want to give special thanks to those of you who attended my Mass at St. Gabriel Church. You gave support to my family when my condition was the bleakest. Your mere presence provided them with encouragement and reassurance. I believe it was your prayers that enabled this miracle.

I want to thank all who donated hours during my leave. The San Francisco Police Department is not allowed to divulge your identities, but know that your thoughtfulness and generosity is a blessing that I will never forget.

I want to extend my thanks to The San Francisco Police Officer Association. Especially Kevin Martin, who continually visited the hospital and offered every possible assistance to my family. You are a true friend.

My family and I want to give thanks to Ken Garcia of the San Francisco Examiner. Your kind words were appreciated. In your article about SFGH, you made reference to Dr. Manley and Dr. Stiver, doctors to whom I am indebted. The entire staff of doctors, nurses and technicians is exceptional.

I have read the numerous letters and emails sent to me. All your strength and support, along with that of my family and friends, has encouraged me to accomplish a full recovery.

Sincerely,
Kevin Cleary

Dear SFPOA —

Thank you so much for your generous Christmas gift. I cannot tell you how much it means to me that you continue to remember our family. Happy holidays and have a wonderful New Year.

Tony Nelson

Dear POA —

Thank you very much for the POA donation to CESP. A difficult year for donations was made easier by the POA.

All the best,
Fred Crisp
Central Station

Dear POA

On behalf of Capt. Chignell and Taraval Station, I would like to thank everyone who participated in our 2nd Anniversary Memorial for Bryan Tuvera. We appreciate the continued support of the SFPD Administration and the POA. And special thanks to all of the people who came out on 12.23.08 to help us honor and remember Bryan.

Sincerely,
Judy Riggle
Taraval Station

Dear POA —

Thank you Gary and the POA for your sympathy and support, and concern when they were needed so much.

Thank you so much for the beautiful floral spray for my brother's funeral.

Barbara Pinelli and Family

Dear SFPOA —

We want to truly thank all of the officers who came to Koret Family House to cook Thanksgiving Dinner for us. We had felt disappointed that we were not able to be home sharing the holiday with family, but you really turned this around for us. Taking the time from your families to spend with us meant so much. We are so grateful for the good company and the wonderful food. You really went beyond any expectations I had with the meal you prepared and we wanted you to know we appreciated it. Thank you for making this a nice Thanksgiving for us.

Special thanks to Kevin Martin and Patrick and Caitlyn Cadigan for the time you spent with Madison.

Sincerely,
The Magee Family

Dear POA —

Thank you very much for the Christmas present. I put the money in the bank to save it. You made my Christmas nice. I hope yours was good, too.

Love,
Hanna Schneider

Dear SFPOA —

Thank you so much for the generous gift you sent me for Christmas. It is so kind of you to remember my brothers and sisters and me every year. We really appreciate all you do for us. Merry Christmas and Happy New Year,

Ashley Schneider

Dear Gary —

Thank you for the great send off at the House of Prime Rib. It has been a pleasure knowing you for so many years. I want to thank you for all you have done for all of the families of police officers. I know negotia-

tions are tough, but you are a master at them. When I signed in 1978, I would have retired at 7070, 2% not compounded. Because of the great job you have done over the years, I can now tell my neighbors how much I will make in my retirement.

George Pohley
Retired SFPD

Dear POA —

I would like to say thank you for the Christmas check. It is very nice of you to remember us on Christmas. You made my Christmas great and I hope yours was good, too.

Love,
Alexis Schneider

Dear POA —

Thank you for remembering me on my birthday and over the holidays.

Thanks,
Tony Sacco

Dear SFPOA —

Thank you for remembering me at Christmas. When I opened your gift it made me feel special that you guys still think of us. That means a lot to me. Thank you and merry Christmas to all of you too.

Sincerely,
Michael Schneider

Thank you...

Dear SFPOA —

The San Francisco Firefighters Toy Program would like to take the opportunity to thank each and everyone of you who volunteered and took the time to donate. There is a saying in the firehouses that many hands make light work and this saying shines through the city of San Francisco in every aspect. With your help we were able to give toys to over 25,000 children and gave away an average of 40,000 toys. Those numbers are amazing and with the hard economic times right now your generosity was needed more than ever. You might ask, how in the world would you be able to give that many toys to that many kids? The answer is we start giving away toys December 1st and don't finish until December 25th. Our appointments for recipients are scheduled one minute apart starting at 0800 until 1300.

So to you we give our thanks, our praise and want you to know that The San Francisco Firefighters Toy Program really appreciates your support. This year the majority of our donations came in through business' that had toy barrels at the work place, Corporate Events, Holiday Parties, private citizen donation to all of the San Francisco Firehouses, Our Chili Cook-off, Golf Tournament and various other events. The children of San Francisco are smiling out there today, they are happy and were able to receive toys on Christmas morning, Stations 17, 5, 1 and 7 were out and about Christmas morning going to all of the lower income areas of the city and give out toys. You did this for them, all of you, you are a part of the Toy Program and for that we thank you! Have a great New Year and if you are interested in being on our volunteer list, send us

your email or join our face book.

Sincerely,
Sally Casazza
SF Firefighters Toy Program

Dear SFPOA —

Thank you so much for the recent contribution to Project Open Hand of \$500. Your support truly makes a difference in the lives of the men, women and children who depend on Project Open Hand for daily hot, nutritious meals. In the 23 years since our founding, we have been so fortunate in having many wonderful, supportive friends in the community whose generosity has always and continues to enable us to do what we do each day.

Every day we provide nearly 2,600 healthy meals, and nearly 300 grocery bags to people living with HIV/AIDS, the homebound critically ill and seniors. People from all walks of life volunteer at Project Open Hand—chopping vegetables, bagging groceries, delivering meals—helping us fulfill our mission, providing Meals with Love to people in our community who are so in need.

With this tremendous volunteer support, we are able to direct your gifts mainly to covering our enormous food costs and direct client service expenses. You can be assured, therefore, that your help has the greatest possible impact.

Thank you!

Very truly yours,
Bob Brenneman

Director of Development and Marketing
Project Open Hand

Dear POA —

Thank you for your \$5,000 donation to the Oakland Military Institute (OW).

Now in its eighth year, OW has become increasingly successful in creating for its students an intellectual atmosphere characterized by honor, camaraderie and leadership. A measure of its success is the recent 58-point jump in its state API score.

I deeply appreciate your support.

Best regards,
Jerry Brown

Dear Gary and SFPOA

On behalf of the Ocean View, Merced Heights, Ingleside-Neighbors In Action I wish to thank you for your generous donation of \$750 and continued support of our annual OMI Christmas Party.

We had approximately 250 adults and children in attendance at our party held on Saturday, December 20, 2008. Everyone was served ice cream sundaes, cookies and punch. In addition, over 200 neighborhood children received a toy from Santa Claus which was delivered by the TNT Reindeer Squad.

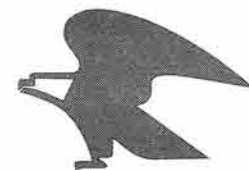
In addition, each child was able to have a picture taken with Santa (Officer Tom Lovrin).

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

Warm regards,
Mary C. Harris,
President
OMI Neighbors In Action



POA MAIL



Dear Gary –

On behalf of San Francisco Police Activities League (SFPAL) board of directors, coaches, volunteers, families and especially the youth we serve, I would like to thank you for San Francisco Police Officers Association's generous sponsorship of SFPAL's football program.

Your donation of \$500 is beneficial to ensuring that all youth in the football program will have access to competition regardless of their ability to afford it. The SFPAL Seahawks are comprised of five football and cheer teams. Many of the participants reside in low-income families and otherwise would not have access to extracurricular activities without the generous support of community members like yourself.

Thank you for your commitment to today's youth and for partnering with us to build positive and productive citizens through sport and leadership activities.

Sincerely,
Renee Espinoza
Executive Director
San Francisco Police Activities League

Dear SFPOA —

On behalf of the Center for Elderly Suicide Prevention (CESP) and the Institute on Aging, thank you so much for your gift of \$500 to sponsor our 22nd Annual Cable Car Caroling event. Your support is truly appreciated.

Your generosity will help us to provide programs and services to Bay Area seniors, including a 24-hour telephone crisis line, one-on-one and group counseling and telephone outreach to older adults dealing with issues of suicide, depression, abuse and grief.

Again, thank you for your generous support and please feel free to call or email us if you have any questions.

Sincerely,
Patrick Arbore, Ed.D
Founder and Director
Center for Elderly Suicide Prevention
and Grief Related Services
Institute on Aging

Dear SFPOA friends —

At this time of year we think about our wonderful community angels who have supported us. On behalf of the women and families of Bay Area Breast Cancer Network, thank you very much for the donation of \$250 for the Swim4Tomorrow fundraiser. Your donation will be used to provide direct services to women on the breast cancer journey, in the communities of the Bay Area, at no charge.

Bay Area Breast Cancer Network is an important resource for women and families living with breast cancer and we are most grateful for your vote of confidence and support. We treasure our community angels.

With appreciation,
Elaine Dornig
Executive Director
Bay Area Breast cancer Network

Dear POA—

On behalf of Mercy Housing, I want to thank the SF POA Community Service Committee for your contribution of \$250 to Mercy Housing California's holiday appeal.

Your generosity will open the

door of opportunity and hope to many people in the coming year. We know there are many worthy organizations you can support and we are truly grateful for your commitment.

On behalf of all of us at Mercy Housing California and those we serve, I wish you all the best in the New Year.

Warmest regards,
Richard L. Sprague
Regional Director, Resource Development
Mercy Housing California

Dear POA—

On behalf of the youth, families, staff and volunteers of Seven Tepees, thank you for your extraordinarily generous donation of \$250. We are so pleased that you are partners with us in serving San Francisco youth.

With your help, we launched an exciting new program that offers college and career guidance services to over 1,000 youth on two high school campuses. We have opened new College and Career Centers that supported 150 seniors with their SAT registration. We have helped to complete college applications for graduating high school seniors. We are also teaching about college and career opportunities in all 9th grade classrooms. We hope that by reaching out to students during their freshmen year, we will be able to increase the number of students who are interested and who qualify for college by the time they are seniors. Because of you, we are seeing that dream become a reality. First-generation college students are likely to change the trajectory of not only their families, but their communities as well. Thank you for being a key part of this process.

We are gratified and inspired by friends like you who have continued to be so generous, even during trying times. Thank you again for your important investment in our youth.

Sincerely,
Diane Dodge
Executive Director
Seven Tepees Youth Program

Dear Gary,

On behalf of our Board of Directors, staff and families, I would like to thank you for your holiday card donation of \$500. Your end of the year support and commitment for Family House and the families we serve is sincerely appreciated.

The holiday season is in full swing here at Family House and both of our houses are filled to capacity. It is because of special people like you we can continue to support all of our families in the best way possible, such as providing grocery and gas gift cards.

The goal of Family House is to continue to make a difference in the lives of families who are experiencing life threatening illnesses. With the help from supporters such as you we will continue to provide comfort, care and a safe community for our families.

We hope you and your family have a wonderful holiday season. We wish you peace, love, hope and joy for the holidays and the New Year. Thank you again for your generous support of our efforts.

Sincerely,
Alexandra E. Morgan, CEO
Family House

Dear Gary —

On behalf of the Fund for Union Democracy and Reform, we wish to thank you for contributing to the highly successful fundraising event held on November 18th. Because of your support and generosity, the fund raised over \$200,000.

This important financial resource will be used to support the members of UHW in their fight to maintain a member led, democratic union. We will keep you informed of developments in this struggle in the days to come. Your assistance in this fight will never be forgotten.

In Unity,
Clint Reilly
President

Dear Friends—

Thank you so much for your donation to our holiday party. Your generosity helped to make the occasion more festive, and was greatly appreciated by the membership.

Enclosed please find a copy of the program that was given to each member who attended. And I personally read out the names of our generous donors during the business meeting portion of the program.

I hope that each of you enjoys a very happy holiday season, and a healthy and prosperous New Year.

Sincerely,
Susan H. Blomberg,
President, Retired Employees of CCSF

Open Letter to Brother Gallagher, St. Mary's College January 27, 2009

Dear Brother Gallagher,

It was recently brought to my attention that St. Mary's College allowed Mr. Bill Ayers, a man who proudly refers to him to himself as "an unapologetic domestic terrorist", to be a guest speaker on January 12, 2009, as part of the Colleges' January term, titled "against the grain". In light of Mr. Ayers' terrorist reign over the country for well over two decades, as one of the founding members of the urban terrorist organization "Weather Underground", perhaps a more fitting title for his guest appearance should have been "the virtues and justification of urban terrorism".

Allow me, Brother Gallagher, to provide you with a brief history of the vicious criminal history of Bill Ayers, a man who the FBI described as "the mastermind behind most of the subversive bombing in the 1960's and 1970's". It appears as though Mr. Ayers terrorist activities started in 1969, when he planted the bomb in a statue dedicated to the police casualties sustained in an 1886 riot with labor supporters in Chicago. This same statue was rebuilt the following year, only to have the "Weather Underground", of which Mr. Ayers professes to be one of the original members, blow-up the statue once again. Mr. Ayers was arrested for both of these actions, but charges were later dropped, due to a lack of evidence. It is important for me to point-out, Brother, that Mr. Ayers never denied his involvement in either one of these incidents.

Mr. Ayers "assault on the establishment" continued in 1970, when he placed a bomb in the New York City Police Headquarters, followed very soon thereafter with bombing

of the United States Capital Building, and then in 1972, placing a bomb in the Pentagon. Mr. Ayers bragged about placing a bomb in the Pentagon in his 2001 book, "Fugitive days", in which he stated "although the bomb in the Pentagon was itsy-bitsy", weighing only 2 lbs., it caused tens of thousands of dollars worth of damage, yet it only cost \$1,500.00". It certainly appears to me, Brother Gallagher, that this type of activity is in direct conflict with at least one of the (5) core principles of the Christian Brothers' philosophy of "concern for social justice".

The one activity on the part of Mr. Ayers and the "Weather Underground" that is etched in the minds of all San Francisco Police Officers, both active and retired, has to do with the killing of Sergeant Brian McDonnell on February 16, 1970. On that fateful night, members of the "Weather Underground", quite possibly Mr. Ayers himself, along with his girlfriend at the time, and later his wife, Bernadine Dohrn, placed a bomb on the window ledge of Park Police Station, located in the Haight-Ashbury District of San Francisco. The percussion caused by the bomb, along with the shrapnel and nails contained within the bomb, caused fatal injuries to Sgt. McDonnell, along with causing severe injuries and partial blindness to Officer Robert Fogarty. Mr. Ayers later stated to an FBI informant the exact size, weight, content, location and potential magnitude of the bomb. I am sure you would agree with me, when I say that even if Mr. Ayers did not actually place the bomb in Park Station, he certainly had a tremendous amount of detailed information about the bomb that would certainly lead a rational thinker to believe that he did have some degree of involvement. This is the same Mr. Bill Ayers that you and your Director of Media Relations, Mr. Mike McAlpin, invited onto your campus as a paid guest speaker.

I believe that it is also important to point-out that when Mr. McAlpin was criticized by both the alumni association, Board of Trustees and several members of the St. Mary's College student body for allowing this "domestic terrorist" to be a guest speaker, Mr. McAlpin responded, "that happened a long time ago", so as to minimize the significance and impact of Mr. Ayers' violent past. On behalf of the San Francisco Police Officers, both active and retired, the actions of Mr. Ayers will never be forgiven or forgotten. Furthermore, the actions of both you and Mr. McAlpin for allowing Mr. Ayers to be a paid guest speaker on your campus is a blatant sign of disrespect towards all police officers, including those members of our department who are graduates of St. Mary's College.

In the future, Brother Gallagher, I would like to suggest that you not only choose guest speakers that believe in the advancement of social justice, but at the same time denounce violence of any sort. Unfortunately, your choice of Mr. Ayers as a speaker fell short of both of those goals.

Respectfully,
Christopher Breen
Sergeant-at-Arms, San Francisco Police
Officers' Association

Boy Accused of Posing as Chicago Officer

From the Chicago Tribune
Submitted by T Roy Smiley

Chicago police arrested a 14-year-old boy for allegedly impersonating one of their own January 26.

The boy, who has been charged as a juvenile for impersonating an officer, walked into the Grand Crossing District station, 7040 S. Cottage Grove Ave., dressed in a Chicago police uniform, police spokeswoman Monique Bond said. The boy, who reported for duty about 1:30 p.m., partnered with another police officer for about five hours.

The boy identified himself as an officer from another district but was detailed for the day to Grand Crossing; he also was savvy enough to sign out a police radio and a ticket book, according to a source. The source also said the boy went on traffic stops with the officer he went on the street with.

Bond said the boy "did not write tickets" and said there was "no information to indicate that he [was] ever behind the wheel."

At an afternoon news conference, police said the boy had no interaction with the public.

After his tour was over, a ranking officer became suspicious of the boy. Police said the officer discovered the teen was not a real police officer when he couldn't produce any credentials.

The boy was wearing police-issued pants, shirt, vest, sweater and skull cap, police said.

He was missing his police star, but that was not discovered until after he returned from traffic patrol. Police said the 14-year-old's partner on the traffic assignment did not recognize the boy was underage.

The source said the boy had an empty holster and a newspaper in place of a ballistic vest in his vest carrier.

Police described the boy as a former "police explorer," which means he was part of a community program run through the Police Department's Chicago Alternative Policing Strategy (CAPS) that allows youths to interact with Chicago police officers. He was part of the explorer program in 2008 in the Englewood District.

"The boy was not armed, and the matter is under investigation with Internal Affairs," Bond said.

Bond also said that how the boy acquired the police uniform was under investigation. Police officers need to present identification while acquiring their uniforms, police said.

The boy "has identified an egregious breach in security," Deputy Supt. of Patrol Dan Dugan said.

The boy, whom authorities did not identify since he's a juvenile, was scheduled to appear in Juvenile Court January 23..

U.S. Police Departments Still Looking for Fuel-Cutting Cars

By Jim Suhr
Associated Press Writer

CAHOKIA, Ill. —Police Chief Richard Watson admits his department's newest patrol car is a curious departure from its big-horsepower Ford Crown Victorias. But the four-cylinder Pontiac Vibe GT has plenty of pep for policing, he said, and gets twice the gas mileage.

Law enforcement agencies across the country looking for ways to cut corners and reduce costs after last year's \$4-a-gallon gas are increasingly turning to more fuel-efficient cars.

While few expect that more muscular cruisers like the Crown Victorias or Dodge Chargers will be replaced altogether, there's little confidence gasoline will stay below \$2 a gallon much longer.

"I thought this is the time to do it," Watson said.

In Florida's tiny Gulf Breeze, Police Chief Peter Paulding is pursuing a state grant to replace the internal combustion engines in three of his department's 20 Crown Victorias with electric motors. He wants to see if the greener engines withstand the rigors of police work.

Salt Lake City police recently added five 2009 Toyota Camry hybrids to their fleet, looking to save as much as \$20,000 a year. The police chief called the hybrids "necessary" and worth putting through their paces, each decked out with the department's logo and lights.

"To some degree, everybody's looking at alternatives," said Russell Laine, police chief in Algonquin, Ill., and the president of the International Association of Chiefs of Police.

Atlanta-based Carbon Motors Corp. has designed a prototype car it touts as being designed just for police. The angular E7 — nicknamed the "Machine" — evokes images of "Robo Cop." Its bells and whistles include flashers built into the car's body for aerodynamics to the twin-turbo diesel engine said to use 40 percent less fuel than Crown Victorias.

But it's unclear when the E7 might hit the market, if at all. So police are making do, in Watson's case with the Vibe.

Watson might be a guinea pig, of sorts. When he told others at an FBI training program a year ago that he was going to experiment with a more economical patrol car, he was met with raised eyebrows and skeptics aplenty.

"They wanted to get all my statistics once we start running this car and see how it performs and all that," he says. "Nobody wants to jump out there and do it; they don't want to take the effort, time and money."

The Pontiac he settled on has a 2.4-liter engine and gets 21 miles to the gallon in town; he figures that's more than twice the mileage his department's 30 Crown Victorias deliver with their 4.6-liter powerhouses.

He said the Vibe's fuel economy will be logged over the next year or so to determine whether the initiative sinks or swims.

And though the new car required some custom work, including a plexiglass barrier between the driver's compartment and the back seat, the car's total tab of about \$24,000 still was slightly cheaper than what a fully, police-equipped Crown Victoria would have cost.

Watson expects the Vibe to do it all — even pursuits, though he figures those don't happen very often in the St. Louis suburb of about 15,000.

"We all anticipate that it'll have great performance. But until you actually test it in real-life conditions, you don't know," said Watson.

In Gulf Breeze, where police overspent their fuel budget by 20 percent last year, Paulding expects to learn next month whether he'll get the grant to retrofit three of his gas-powered police cruisers with electric motors.

Although he's confident the speed and acceleration of the repowered vehicles would pass muster in policing, the bigger question might be how much range the vehicles have on a battery's charge. Paulding says a police cruiser in his city of about 6,000 rolls up 60 to 100 miles on a typical patrol shift.

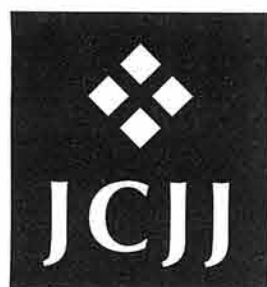
He says that's possible for an electric-powered car, though the vehicles might be less sensible for state troopers who can log hundreds of miles a day.

"We don't think we're going to be able to get away from gas-powered cars totally," Paulding said. "But we think we could convert at least some of our fleet, and we think that most police departments could convert at least some of their fleet to these electric vehicles."

If it works, Paulding says, the possibilities are endless in a nation with some 15,000 municipal police departments.

"There's an unlimited supply of used police cars," to potentially retool with electric batteries instead of building new cruisers, he says. "The Crown Victoria, for us, is a suitable police car, a suitable platform. If we can retrofit the vehicle power supply as opposed to changing everything, we'd have the performance, the size and be more economical."

That, he thinks, "could be a whole new way of communities fulfilling their transportation needs for their police departments."



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Long-Term Investing

Basic Financial Planning and Investing Principles

By: Edwin K. Stephens,
The Stephens Group

The first step toward building long-term wealth and financial security is through prudent financial planning and having a good cash flow. Cash flow is the difference between monthly income and monthly liabilities. Unless you win a lottery or inherit a fortune, you can and must find practical, day-to-day ways to make money available for building your asset base. Of the several options available, all revolve around increasing a continuous, incoming stream of dollars — contributes to discretionary income. Negative cash flow diminishes it. Since most of us have a tendency to spend as much as we earn; good financial planning often begins with good budgeting.

Company Sponsored 457 Deferred Compensation and/or 401(k) Retirement Plans

Every eligible employee whose employer offers a retirement plan should participate in the company sponsored 401 (k) retirement and/or 457 deferred compensation plan. The 401 (k) and/or 457 plan is a profit sharing plan that allows employees to reduce their income, which is often matched by the employer. Earnings compound tax-free, and the employee contributions are excluded from federal income tax. Nationwide, savings in 401 (k) and/or 457 accounts have eclipsed home equity as the average person's single largest investment. Each year an employee is permitted to contribute approximately \$15,500 to their tax-deferred retirement account. Each year that a person delays not participating in a company sponsored 401 (k) account, it will cost you dearly in interest compounding power.

If you put \$100 a month into a 401 (k) and/or 457 retirement plan from



Edwin K. Stephens

ages twenty-five (25) to thirty-five (35) and then never contributed another dime, when you are sixty-five (65), you will have \$200,000 (assumes an 8 percent rate of return). If you start contributing at age thirty-five (35) and put in the same \$100 a month until you are sixty-five (65), you will have only \$150,000. It is a huge difference. The sooner that you start, the sooner the money starts compounding. It is very important to start now, even if it's with a small amount of money.

Setting Up Your Financial Portfolio Based on Your Age and Investment Objectives

Each person should have a personal goal of trying to find that correct balance of investments in their portfolio that is designed for growth, stability and capital preservation. A general rule of thumb in designing a long-term financial investment plan is to take your current age minus 100.

For example, I am 50 years old. Therefore, a balance portfolio for me

would be $100 - 50 = 50$. So, I would create a portfolio that has 50% Fixed-Income (Conservative) investments such as, Treasury Bills, Credit Union Accounts, Certificates of Deposits, Money Market Funds, Government Securities, Corporate Bonds or Cash in half (50%) of my personal portfolio. And, I would also have 50% Equity (Growth/Less Conservative) investments such as Stocks, Mutual Funds, Oil/Gas and/or real estate limited partnerships in the other half (50%) of my personal portfolio.

In order to design a basic financial portfolio for yourself it is very important to know what your long-term investment objectives are, e.g. growth, capital preservation and appreciation, or liquidity. One's long-term investment profile or investment objectives is usually based on your age and risk tolerances.

- | | |
|--------------------------|------------|
| 1) Senior Investor | Age 50-65+ |
| 2) Middle Age Investor | Age 40-50 |
| 3) Mature Adult Investor | Age 30-40 |
| 4) Young Adult Investor | Age 20-30 |
| 5) Beginning Investor | Age 18-20 |

Please apply the rule of 100 minus your chronological age. So, if you are a 30-year old Mature Adult Investor, your portfolio equation would be $100 - 30 = 70$. This means that you would have 30% Fixed-Income (Conservative) investments and 70% Equity (Growth/Less Conservative) investments in your personal portfolio. Again, a 30-year old Mature Adult Investor would have a "growth" portfolio because he is young. And, this individual will be in the work force for at least 30 to 40 years until he retires sometime between the ages of 60 to 70 years old. The investment goal for a younger person (i.e. under age 50) is to have more equity (Growth/Less Conservative) investments in his portfolio.

The overall goal for a person is to have a particular financial objective in mind and then use financial planning and investment instruments, along with a some professional advice to achieve those long-term financial goals, e.g. saving for a child's college education, a wedding, purchasing a new car or home.

Seeking Donations for Fallen Officer Memorial

By Rene LaPrevotte
Retired SFPD

You may or may not know that Sacramento Sheriff's Department Motor Officer Larry Canfield was killed in an on-duty collision on November 12th.

The sad irony of this fatal incident, is that Officer Canfield has been instrumental in organizing an annual pilgrimage to the Fallen Police Officer's Memorial in Washington, D.C. for years.

May of this coming year, Canfield's colleagues on the Sacramento S.O. Motor Unit are planning to take the entire motor unit to DC, with their duty motorcycles, to honor Larry when he

is enshrined on the "Wall" with 140 other officers killed in 2008.

Their Motor Unit is trying to raise funds to cover the transport of their bikes back East, and to cover some of the other expenses arising out of the trip to honor their fallen brother.

If you would care to make a donation to this honorable endeavor, you can send a check made payable to: "WSMOA" addressed to:

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They also have an informational website at: www.wsmoa.org with a link to Motorcops.com.

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Labor Relations Information Systems

IRS Is Considering Rule That Would Bar Public Employee Retirements Before Age 55

From The Las Vegas Review-Journal, September 22

CARSON CITY, NV — A major change proposed by the IRS for public pension plans, including Nevada's public employee retirement system, could eliminate early retirement pay for government employees in less than two years.

A new regulation the agency is pursuing would prohibit most public pension plans from allowing participants to retire and collect benefits earlier than age 55, with a preferred retirement age of 62. This would cover everyone from teachers to police to city and state workers in Nevada and across the country.

The Nevada Public Employees' Retirement System, for example, allows most participants to retire and receive benefits at any age after 30 years of service. Police and firefighters can retire even earlier.

The IRS regulation, which public pension systems have been fighting since it was first proposed, would end such a practice. The IRS has the ability to implement the rule because public pensions have tax deferral status given to them by the federal agency.

Labor unions and pension officials across the country, including Nevada, are fighting implementation of the rule. They are taking their case to Congress but are not sounding the alarm to their members just yet.

Others are welcoming the proposal as a modest but necessary reform.

A briefing paper on the proposed regulation prepared by officials with the city of Henderson says the impetus for the regulation is that the IRS believes a normal retirement age younger than 55 is not reasonable.

Workers covered under the Social Security program cannot receive full benefits now until they reach the age of 67.

The IRS regulation is set to take effect June 30, 2010, although a large number of national groups, from the Fraternal Order of Police to the National Education Association, asked in April for a delay in its implementation.

The IRS has not responded to the request, according to the Henderson briefing paper dated Aug. 11.

The state retirement system is questioning the new regulation as well.

Tina Leiss, operations officer for Nevada PERS, said the agency is waiting for more direction from the IRS on how this regulation would affect the Nevada retirement system before it reacts to the proposed regulation.

Employees in the state's retirement system are believed to have constitutional rights under the contracts clause to the benefits as they currently exist, she said. Any changes to the benefits for current participants could provoke lawsuits from employees or their associations, Leiss said.

"It's just not clear yet how this would affect any of the public pension plans," Leiss said.

The IRS regulation would apply to public pension plans such as PERS because they are tax qualified plans under the agency's regulations, she said. Such a designation provides tax

benefits to participants who might otherwise have to pay taxes on their retirement contributions, Leiss said.

Dave Kallas, an official with the Las Vegas Police Protective Association, said he is fielding a number of calls from concerned police officers about the rule but suggested there is no immediate cause for alarm.

Public pension officials and other stakeholders are working with the IRS to come to an agreement on the issue, which was never intended to apply to public pensions in the first place, the union official said.

Kallas said it is his understanding that the legislation that prompted the IRS rule, a pension reform bill sponsored by Rep. Sam Johnson, R-Texas, was aimed at private pensions and not intended to apply to public pension plans.

"I'm not worrying about this issue quite yet," Kallas said. "We have to wait and see what transpires over the next few months."

Public awareness of the potential IRS change to the nation's public pension systems has come at the same time as calls for reforms to the plans.

A study released earlier this month by the Las Vegas Chamber of Commerce concludes that the government support of the public retirement system has become a drain on state and local government resources, leading to the underfunding of important programs such as education and transportation.

Hugh Anderson, vice president of the ABD&F Group at Merrill Lynch in Las Vegas and chairman of the chamber's government affairs committee, said the proposed IRS change is the right move.

A retirement age should better reflect today's demographic reality that people are living much longer, he said.

It is conceivable that a public employee could retire at age 55 with 30 years of service under today's rules and end up receiving retirement benefits for longer than the years worked, Anderson said.

"This whole demographic shift is here," he said. "It is no longer in the future. The baby boom generation is here and they are living a long time."

Withdrawals from personal retirement accounts are not permitted before age 59.5, so why should public employees be immediately entitled to retirement benefits at age 50 or 55, Anderson asked.

While there might be legitimate reasons why public pension rules should not be changed for those approaching retirement, ignoring the longevity issue puts the long-term viability of the public pensions at risk, he said.

A decision by the IRS to move forward could take the politically difficult decision out of the hands of elected officials, some of whom may be reluctant to implement such a reform, he said.

The development of the IRS regulation began about three years ago following passage of the pension reform legislation in Congress.

Those opposed to the new regulation are seeking help from Congress, circulating letters in both the House and Senate to get the IRS to hold off

on the change.

Letters are also being sent to the Treasury secretary and the head of IRS suggesting the IRS overstepped its bounds and indicating that Congress never intended to give the agency such authority.

The Henderson memo states a public pension plan would completely comply with IRS regulations if the retirement age is set at 62.

But if a plan wants participants to receive benefits before they reach age 62, and no earlier than age 55, the plan administrator must prove to the IRS that such an age range is reasonably representative of the industry in which the covered workforce is employed.

A delay is being sought in the regulations in part because of concerns about the rights of those participating in the pension plans.

The memo states that when the Nevada Legislature made changes to the retirement system in 1989, a lawsuit arose and the state lost. The finding was that once an employee joins the PERS system, a contract is established and benefit levels, such as retirement after 30 years, cannot be taken away.

With the potential effective date of the IRS regulation nearly two years away, those now in public pension plans will have the opportunity to determine whether to pursue retirement to avoid the mandatory retirement age policy.

PERS has a \$6.3 billion unfunded liability and \$22 billion in assets. Nearly 104,000 state and local government workers and teachers and school staffers are PERS members.

An additional 37,000 retired workers are receiving benefits.

Contact Capital Bureau reporter Sean Whaley at swhaley@reviewjournal.com or 775-687-3900. proposed, would end such a practice. The IRS has the ability to implement the rule because public pensions have tax deferral status given to them by the federal agency.

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Withdrawals from personal retirement accounts are not permitted before age 59.5, so why should public employees be immediately entitled

continued on next page

Labor Relations Information Systems

Sexuality Survey Draws Complaints From Dallas Deputies

From The Dallas Morning News,
September 19

A questionnaire that asked Dallas County sheriff's deputies for their attitudes on homosexuality and bisexuality during a required diversity class has resulted in several employee complaints.

The questionnaire was developed by the Resource Center of Dallas, an agency serving the local gay, lesbian, bisexual and transgendered community.

The organization said a sheriff's instructor asked it to take part in a Sept. 5 diversity class, which deputies are required to take every four years to maintain their peace officer license.

The form in part asks for religious interpretations of homosexuality. Among the statements employees were asked to agree or disagree with were whether the Bible says homosexuality is immoral and whether it is a sin.

Some deputies questioned whether a personal agenda was behind the questionnaire, given that Sheriff Lupe Valdez is lesbian.

Cece Cox, one of the center's associate executive directors, said the cen-

ter has used the same questionnaire without complaint in diversity classes for the Dallas Police Department and other area law enforcement agencies for 12 to 15 years.

A Dallas police spokesman reached late Thursday said he did not have enough time to confirm whether his department had used the form.

Deputies were not asked to put their names on the questionnaire, and sheriff's spokeswoman Kim Leach said employees were not required to fill it out.

"This is not anything that's new," she said. "No one was forced to fill it out. There was no pressure at all."

But Deputy Mike Ramirez, vice president of the Dallas chapter of the Latino Peace Officers Association, said some deputies felt obligated to fill it out.

"They felt the department was trying to promote the gay lifestyle," he said.

Deputy Ramirez said two deputies and one civilian employee who attended the course complained to his association.

Scott Evans, president of the Dallas County Sheriff's Association, said

one deputy voiced concerns about it to him. He said he's taken cultural diversity classes before and was never asked to fill out such a survey.

Deputy Ramirez did not take the class but said he also took offense to the questionnaire after reading it.

"I have a problem when you bring the Bible into this," Deputy Ramirez said. "Who are we to question the Bible?"

Dr. Mattye Mauldin-Taylor, the county's human resources director, said she hadn't seen the questionnaire but wondered why one would involve religious beliefs. The only time an employee should be asked about that subject, she said, is if their religion doesn't allow them to work a certain shift.

"Otherwise, I don't know why a department would be delving into one's religious beliefs," she said.

Deputy Ramirez said the employees were concerned that the class was geared more toward gays and lesbians

and didn't include enough discussions about blacks, Hispanics and other minority groups.

"If you want to be gay or lesbian, that's your business," he said. "The way it was brought to the department, we don't think it was right."

Ms. Cox said the questionnaire serves as a "launching point for discussion in the class" and gives officers the opportunity to raise questions and discuss their feelings about it.

This was the first time the questionnaire had been used in the Sheriff's Department's diversity class, she said. Ms. Cox said she felt the objections were politically motivated.

Sheriff Valdez is up for re-election to a second four-year term. She faces former Irving Police Chief Lowell Canaday in the November election.

"No one is called out to give their own personal opinion," Ms. Cox said. "It's just unfortunate that this is being used in a political manner against the sheriff."

Barring Early Retirement

continued from page 18

to retirement benefits at age 50 or 55, Anderson asked.

While there might be legitimate reasons why public pension rules should not be changed for those approaching retirement, ignoring the longevity issue puts the long-term viability of the public pensions at risk, he said.

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Those opposed to the new regulation are seeking help from Congress, circulating letters in both the House and Senate to get the IRS to hold off on the change.

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Each year the IAWP hosts an Annual International Training Conference that provides excellent opportunities

for professional police-related training, networking, mentoring, and development of friendships with officers and criminal justice professionals from around the world. Scholarships, Recognition and Officer of the Year Award programs are an integral part of the annual conferences and vital to furthering the mission of the IAWP.

We invite you to visit our website at www.iawp.org for more information on the history of IAWP, EEO issues, award categories, membership and scholarship programs, Speaker's

Bureau, IAWP affiliate organizations, links to related websites, job opportunities and information on upcoming IAWP Annual International Training Conferences. We also encourage police administrators, male officers, civilians, corporations and others employed in law enforcement-related professions to join the IAWP.

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

International Association of Women Police Membership Application & Renewal Form

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Getting out, and giving back

49ers' Homegrown Players, Strickland and Hill, Inspire Their Old Communities

By Gwen Knapp, Chronicle Staff Writer
Reprinted with permission from the
San Francisco Chronicle
Sunday, December 21, 2008

As a young boy, Jason Hill knew about the great football team out at Candlestick Point, where national TV crews came in to cover games and, during breaks, send out panoramic views of an idyllic city. He didn't live in that romantic postcard. He lived in another San Francisco, just blocks from the mansions of Pacific Heights, but a world away. Over the years, he saw friends dying young and his father confined to a wheelchair by a bullet.

The 49ers, so stylishly dominant back then, helped Hill imagine something better, not just for himself, but his whole neighborhood. In the way of a child, he imagined that the players would become part of his San Francisco, too. He waited to see them, but they appeared only on TV.

"I always wondered why, but those guys weren't from here," Hill said. "I used to always dream of Jerry Rice coming down to my local park, just hanging out - more so than giving out stuff, just hanging out. We never got that, and I realize now that he wasn't from here, so he had no obligation, no responsibility to the neighborhood. But I do."

He sat in a locker stall as he spoke, wearing 49ers gear, and trying to work up some Pop Warner trash talk with Donald Strickland, his fellow San Franciscan on the team. The two of them are a rarity, graduates of city high schools who made it to the 49ers' roster. Before them, the last San Francisco high school graduate employed by the hometown NFL team was Kevin Gogan, a Sacred Heart Cathedral alumnus who played here 10 years ago.

On Tuesday morning, Hill plans to hand out holiday toys to children at the Margaret Hayward Playground, not far from his childhood home, repeating a burgeoning ritual he started last year as a rookie. He already has about 300 toys stuffed into the second bedroom of his South Bay home, and plans at least one more big shopping spree before the event.

He also has a commitment from Strickland to join him at the park. Last year, when Strickland distributed meals to homeless people at a Fillmore church, Hill showed up, dishing out food alongside Strickland's mother and thoroughly charming her.

They both feel a deep obligation to the city, especially its youth. They understand their vulnerability, because even as they starred in sports and attended expensive Catholic academies that helped them earn college scholarships, they often saw themselves living on the edge, aware that any slip could put their lives on a pell-mell skid.

"What I noticed growing up was there was a lot of talent on my Pop Warner team, but everybody didn't have the support system that I had," Strickland said. "And I'm figuring that if they did, a lot more of them would have had scholarships, too."

A hometown target

The day Strickland decided to come home again, his mother cried. The tears were not happy ones. It didn't

matter that she had missed her son terribly for the seven years he played football in other towns, or that she would ultimately relish cooking celebratory meals whenever Donald and the 49ers played at Candlestick, a short walk from the Bayview house where he grew up.

On that fall day in 2006, Gwendolyn Strickland felt only fear. She intuitively grasped the complications pro athletes face around old friends and acquaintances, and knew from experience how fragile life could be for young people in the neighborhood.

"I cried because I knew there was going to be a lot of pressure," Gwendolyn Strickland said. "With him being home, you have to worry about what can happen. I mean, there are so many things that have happened in this neighborhood. ...I always felt more comfortable when he was away from here."

Strickland briefly lived at his parents' home when he returned, before moving to the South Bay, near the Niners' training center. The family has lived in the same place for 30 years, and according to Strickland's father, also named Donald, "the only time this house has ever been broken into was when Donald was living here right after he signed with the 49ers."

The Stricklands said the thieves didn't seem terribly efficient. They didn't realize that the pro football player had put most of his belongings in storage. They gave up on stealing the TV because they couldn't figure out how to carry it away. And, Gwendolyn Strickland said, "they didn't know good jewelry from bad."

Best friend gone bad

The couple sounded more amused than angry when they talked about the burglary. They have seen a lot worse. Both of their sons — Donald and his older brother, Michael Lewis, a sheriff's deputy — have prosperous lives. But Donald's closest friend from childhood is serving 40 years to life in prison. He was convicted of shooting and killing his stepmother two years ago.

As a young man, Greg West often turned to the Stricklands as if they were family. The senior Strickland remembers taking West along during a summer vacation in Texas.

"It's very painful to think about the direction he took," Mr. Strickland said.

His wife cried when she talked about him. "I feel like his grandmother entrusted him to me," she said. Whenever the prison gives permission for him to call, West talks with Gwendolyn Strickland. He and her son, his old friend, exchange letters.

"I went to see him one time, and I couldn't believe he was in that orange jumpsuit and locked up every day," Strickland said. He also doesn't believe that he and West — "a talented dude" — are very different. One of them was simply better-equipped to make good choices.

A family support group

Strickland had parents with stout beliefs about education and a big brother who acted as a second father figure. Twelve years Donald's senior,

Michael Lewis acted as his brother's advocate.

When Donald was accepted to both Lowell and Riordan, their mother preferred the academically selective public school. Lewis lobbied for Riordan, believing Donald's best chance to combine college-prep work and the chance for a football scholarship lay in the Catholic school. He prevailed.

Strickland fulfilled his parents' expectations, graduating from Colorado with an engineering degree and then entering an NFL program that has sent him to off-season classes at three of the country's leading business schools (Harvard, Stanford and Wharton). He wants as many options as possible when his football career ends, and he stresses that whenever he talks to young people.

For the last several months, Strickland has acted as a mentor to Demaree Hampton, a Mission High senior who won all-city honors in basketball and football. They talk and text, about prepping for standardized tests, about how defensive backs move their feet and about making good choices.

The two met at a fundraiser for Mission's ASAP program, which supports the school's athletic programs and helps send the students to summer camps.

Strickland has attended the event two years straight. The kids seem to feel that he understands everything they had to endure, that he had once been just like them.

As much as it scared Strickland's mother, the homecoming brought huge rewards.

Hill's escape route

As he finished high school, Jason Hill understood Gwendolyn Strick-

land's point of view. He wanted a respite from San Francisco, time in a quiet place. He went to Washington State, to Pullman, the most remote town in the Pac-10.

In his freshman year, his father, Jerry, died of complications from years of paralysis. Hill knows little about his father's shooting, which happened when he was only 7 or 8.

"That was a pivotal point in my life," he said. "You look up to your father, he's this big presence, and now he's in a wheelchair, and we're the same height. I'm looking him in the eye. That's something you never really, as a kid, you never see yourself looking your dad in the eye."

He played Pop Warner football on the Seahawks, the same team where Strickland had starred five years earlier. Like Strickland before him, he chose a Catholic school, Sacred Heart Cathedral. Eric Wright, a Seahawks teammate, went to Riordan, then onto UNLV and the Cleveland Browns.

"The one thing they all had," said Greg Isom, who coached all three players with the Seahawks, "was really good, supportive parents....They never had the attitude, 'well, my kid's a superstar, he can do what he wants.'"

Neither is a superstar now, in the traditional sense. But they both made it to the pros, and both finished college degrees by following Hill's prescription for thriving in a tough neighborhood: "You have to calculate every step you take."

That, plus a blitz of toys, should be enough to make them legends at a city park Tuesday morning.

SFPAL at 50

Opens Hall of Fame in October



Now that it's 2009, the San Francisco Police Activities League is officially fifty years old, and there will be numerous events this year to mark this important milestone. In October we will have a gala event where we recognize many of the individuals who have either participated in our programs in their youth, or coached and mentored others as adults. These individuals will be honored in October as the first members of the SFPAL Hall of Fame.

Among our first inductees will be Donald Strickland and Jason Hill, both of whom currently play for the San Francisco 49ers. Not only are Donald and Jason two outstanding home-grown athletes who trace their football roots to the SFPAL, they are both exceptional young men who regularly give back to their community and have never forgotten where they came from.

The article reproduced in the next column first appeared in the San Francisco Chronicle, and it describes why the SFPAL are so proud of Donald and Jason.

(For those of you who might be wondering why there are giant PAL logos on the sides of Bode Concrete trucks, I want to acknowledge the very generous support of Bode owner Dan Boardman. Dan and I became friends when I was working in the Bayview, and since that time, he has been a tireless supporter of the SFPAL. Many thanks to Dan, and everyone at Bode, for their long-standing support of healthy activities for San Francisco kids.)

— Rick Bruce

Sports



Nick's Notes

By Nick Shihadeh,
Journal Sports Editor

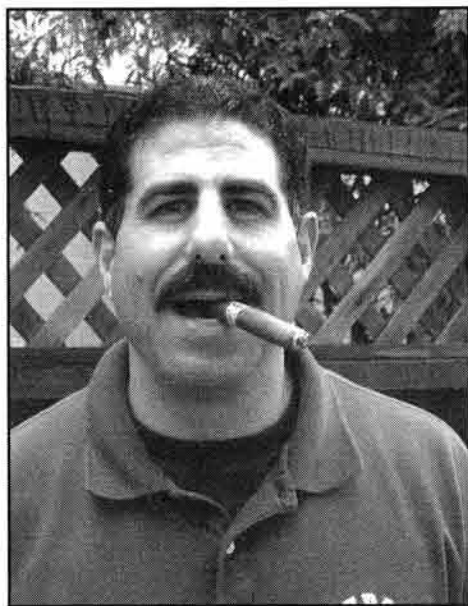
Department Hoops Leagues

CHECK IT OUT: Because of the holidays, not many games were being played in late December and early January in the police basketball league. On this same page, check out the standings that **Commissioner Honniball** sent me as of the writing of this column. He also sent me details of league play which are as follows: Back when they were both undefeated at 6-0, SF CHP and Narcotics were scheduled to play in a big showdown to lay claim to first place in the division. The game was never played as CHP asked to reschedule. Many think that they were intimidated by the strong Narc team and wanted to get more games in beforehand.

CHP did get an easier opponent for their next game against Southern Station and had no problems defeating them by thirteen points. Narcotics on the other hand suffered their first loss of the season in a "beat down" at the hands of a hungry Bayview Pitbull team. Bayview has gotten great play from newcomer **Tom Moran** as well as steady play from **Leon Jackson**. In fact the Pitbulls are a team to be reckoned with in the playoffs, especially if coach **Erick Solares** can mix in the right amount of court time for all of his players.

Daly City PD is up and down but still playing great ball recently — they seem to get up for the good teams but play down to the not so good teams. Ingleside and Central are teams that are peaking right now so long as they have their full team on hand.

Northern has put together a two game winning streak to put themselves in the playoff hunt. This is due to the strong play from **Mike Tursi** as well as from **Ben "Hansi" Vigil** who is a force to be dealt with when coming



off the bench. Speaking of the Northern Bulldogs, everyone will be happy to know that they did finally pay their fees and won't be booted out of the league. The same goes for Southern Station who's club also always pays late — this does nothing to confront the stereotype of how tough it is getting money out of cops.

By the time you read this column, the playoffs should be underway. Leading up to the playoffs though will be a dog fight, with the four teams at the bottom of the standings fighting for one spot as eight teams will make it in. If it's anything like last season, an eighth seed could make a run at things and end up in the championship game like GTF did. In any case, department teams should step it up and not allow an outside agency like CHP win our league.

Law Enforcement Night at Warriors Game

The Oracle Arena hosted Law Enforcement Night on Wed. Jan. 14th with the game being against the Sacramento Kings. Despite other department events going on the same night, it was still a good turn out. **Bob Guinan** did a good job arranging for it and **Jerry D'Arcy** did a great job as usual singing the National Anthem. The Warriors unfortunately didn't fare

SFPD Basketball Standings:

Team	W	L	PCT.	GB
SF CHP	7	0	1.000	
Narcotics	6	1	.857	1
Southern Station	5	2	.714	2
Daly City PD	5	3	.625	2 ½
Central Station	4	3	.571	3
Ingleside Station	4	4	.500	3 ½
Bayview Station	4	5	.344	4
Park Station	2	4	.333	4 ½
Northern Station	2	5	.286	5
GTF	1	7	.125	6 ½
Inspectors	1	7	.125	6 ½

well in a loss in triple overtime — I'm sure glad I left the game at the end of the third quarter as these guys are so hard to watch.

Our SFPD basketball team didn't fare too well either in the law enforcement tournament that took place earlier in the day also at the Oracle Arena. We were the defending champs last year but went two games and out. According to Honniball, all they needed was a big guy and they would've done much better. Thanks or no thanks to the capable "big guys" in the department who didn't answer the call to play in the tourney; thus, Oakland PD was able to win the tournament that had eight teams competing.

Department Softball

The SF Police Softball League is scheduled to start on Wednesdays and Thursdays the week of March 16th according to new commish **Kevin Worrell**. Note I said Wednesdays and not Tuesdays. This league has been playing Tuesdays for as long as I can remember but Worrell is switching it up this season. It will be interesting. In the meantime, I'm looking forward to playing this season as I won't have

the weight of the softball world on my shoulders. Any managers who plan on having a team in the league and haven't been contacted by Worrell, call him immediately at Central Station on the midnight shift.

A Worthy Cause

Keeping this sports oriented, I want to mention that **Sgt. Darren Choy** of Northern Station is quite a good shot with the pistol. I've seen him shoot at the Airport Range many times and have noticed how well he does in a consistent manner. The reason I'm mentioning Darren is that I want people to remember his and his wife **Cathy's** late daughter **Adriana** who unfortunately passed away at the young age of 8-years-old last May from an unforgiving disease. I want to let you folks know that this family is not out of the woods with all the expenses that were incurred. Donations big or small are still welcome and can be made to: **Adriana Choy Memorial Fund**, SF Police Credit Union, 2550 Irving St. SF, CA 94122 (Acct. #1369965). Do what's in your heart...

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

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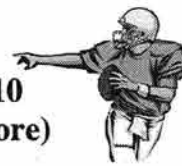
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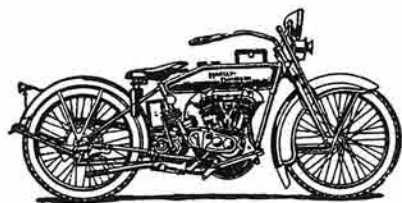


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Cell Phone Fraud Alert

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This lady has changed her habit of how she lists her names on her mobile phone after her handbag was stolen. Her handbag, which contained her cell phone, credit card, wallet, etc.was stolen. Twenty minutes later when she called her hubby, from a pay phone telling him what had happened, hubby says "I received your text asking about our Pin number...and I replied a little while ago."

When they rushed down to the bank, the bank staff told them all the money was already withdrawn. The thief had actually used the stolen cell phone to text 'hubby' in the contact list and got hold of the pin number. Within 20 minutes he had withdrawn all the money from their bank account.

Moral of the lesson: Do not disclose the relationship between you and the people in your contact list. Avoid using names like Home, Honey, Hubby, Sweetheart, Dad, Mom, etc. And very importantly, when sensitive info is being asked through texts, CONFIRM by calling back!

Also, when you're being text by friends or family to meet them somewhere, be sure to call back to confirm that the message came from them. If you don't reach them, be very careful about going places to meet 'family and friends' who text you.

Along with that if you have an entry called 'Home' with your actual home phone number it's not too hard to do a reverse lookup on the number to find the address. Now the robber has your home number, keys, AND address.

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Rebuilding Shattered Lives Steve Young Memorial Scholarship

A message from Fraternal Order of Police

Forwarded to Concerns of Police Survivors, Inc.
Forwarded to the Journal by Mike Favetti

Since 2004, the National Fraternal Order of Police has administered a scholarship program for spouses of officers killed in the line of duty. The Steve Young Memorial Scholarship has so far helped over 90 spouses receive aid for education and job training, in an effort to help those who have lost their companion to get back on their feet. These scholarships have been available to spouses of all sworn law enforcement officers, regardless of agency or organizational affiliation.

Recently, the FOP was able to earn a modification to the grant that now allows them to reach out to spouses who have lost their husband or wife in the past five years. Previously, a spouse had only six months to apply for the scholarship — a time constraint that left many unready to make certain decisions about their future before the deadline.

If you or someone you know might now be eligible for this scholarship, which awards up to \$15,000 to be used for education, job training, and related materials, please contact Project Director Tom Curtin at the FOP Legislative Office in Washington, D.C. by phone at 202-547-8189 or email at tcurtin@fop.net

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Word Search

Created by Officer Michelangelo Apodaca
Chief's Office

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!

ABET	LIMN	E	C	F	D	L	O	G	B	E
BENT	MARL	I	G	H	T	T	I	E	V	Q
CAGE	NEVE	B	N	G	S	D	N	E	M	O
DACE	OAST	I	N	L	A	T	N	S	I	P
EGG	PICA	S	S	R	O	B	M	A	J	H
FAIR	QOPH	E	G	A	C	I	I	C	E	Y
GOLD	RAGI	L	I	M	K	E	L	I	K	T
HOKE	SALP	K	I	N	O	I	C	P	O	O
IBIS	TOON	R	I	A	F	G	N	A	H	O
JAMB	UNDO	A	B	E	T	A	G	A	D	N
KINO		O	D	N	U	R	P	L	A	S

Close Encounters

By Steve Johnson,
SFPOA

The call came in as a 'hot prowler' burglary. This particular call is always considered an extremely dangerous situation as the burglar has entered a home while the owners are present, where they are usually asleep and totally unaware of the danger posed because of the uninvited suspect. In this case it was a residence in the Ingleside District where a mother and her daughter were trapped in a bedroom after hearing the intruder. They had called 9-1-1 and even though each second that passed seemed much longer than it actually was, there was help on the way. **Officer Walter Contreras, Officer Julian Hermosura, Officer Cris Jones, and Officer Zahid Khan** had arrived on site and entered through the back door that had been forced open. The officers immediately made their way to the 2nd floor of the home where the mother and daughter had fled to safety. This is where they found the suspect wearing a ski mask, gloves, all dark clothing, and carrying a crowbar. Before the officers could do anything the suspect charged Officer Contreras, knocking him backwards where they both tumbled down a long flight of stairs. The suspect was eventually taken into custody but not before he had seriously injured Officer Contreras. The suspect also had a pair of handcuffs and had a remarkable arrest record which included both murder and attempted murder!

The suspect was wanted for numerous assaults of prostitutes in the Bay Area. **Inspector John Poelstra and Inspector Jim Serna** of the Sexual Offender Unit tracked the car the suspect was using and then turned their investigation over to **Sergeant Carl Fabri, Inspector Sylvia Morrow, Inspector Pat Overstreet, Sergeant Rich Alves, Officer Mike Lewis and Officer Derrick Lew** of the Special Investigations Division who had him in custody in a very short time. Thanks to DNA testing the suspect was linked to crimes that occurred all the way back to 1999. The victim in the 1999 assault wanted to acknowledge **Sergeant Nick Rubino** (now retired) and **Sergeant Jim Calonico** (now Lieutenant Calonico) for making sure she followed up on her case after they had conducted the initial investigation while assigned to the Mission District. If it wasn't for their assistance the suspect would never have been tied in with the numerous crimes which he'll now have to deal with.

The victim was simply trying to buy some crack cocaine on San Francisco's busy streets when the dealer just took his money and punched him in the face. Not knowing when he should just let things go, the victim insisted on satisfaction. Instead, he got a knife in the chest — several times. Now the victim was trying to escape his impending death but the armed dealer/suspect wanted to make sure there'd be

no witness identification to the crime. Fortunately, for our hapless victim, **Officer Jeremy Cummings and Officer Christopher Ritter** just happened to turn the corner and chased the armed suspect down and made the arrest. They also saved our victim's life while waiting for emergency medical help.

How's this for 'you just never know' . . .

The suspect had robbed the gas station at 19th and Taraval and fled southbound in a black car. Meanwhile, **Officer Adrian Payne and Officer Allan Wong** were monitoring traffic on 19th Avenue and just happened to see a vehicle drive through a red light. They made the stop. They approached the driver who appeared extremely nervous, obtained the information they needed and went back to their police car to write the cite. Meanwhile, Dispatch was just broadcasting the robbery suspect and vehicle description over the air which matched Adrian and Allan's traffic stop perfectly. This time, when they returned to the driver, they had their guns out. The victim positively identified the driver as the robbery suspect. The loaded gun, used in the robbery, had been concealed but within reach the entire time Adrian and Allan were dealing with him.

And, only a block away, **Officer Meaghan McMilton and Officer Kevin O'Leary** made a traffic stop for a license plate violation. A subsequent investigation revealed that the driver not only had a quantity of narcotics on board but also a fully-loaded, semi-automatic handgun right under his seat.

The victim was simply waiting for a bus a little before midnight at Mission and Onondaga Streets when he was attacked by a band of young punks who

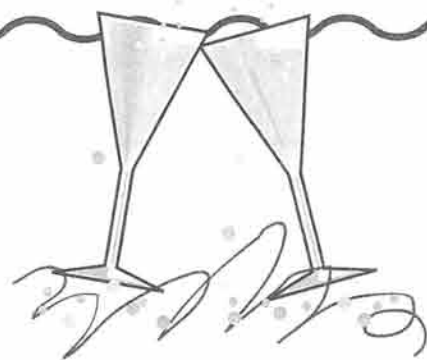
beat him nearly unconscious. **Officer Daniel Owens and Officer Michael O'Donnell** came to the victim's rescue and rounded up a total of 8 suspects who were trying to escape on a Muni bus.

Meanwhile, on the other side of the Ingleside District **Officer Paul Dominguez, Officer Debbie Adams, Officer Sunny Yu and Officer Roel Dilag** responded to a 9-1-1 call involving a case of domestic violence. The call was made by the 9-year old son of the victim. He was frantic on the phone with Dispatch because the assault of his mother by her boyfriend was still taking place and it was extremely vicious. The boyfriend then attacked the 9-year old before he fled from the apartment. The officers set up a perimeter and soon **Sergeant Mario Molina** had the suspect in custody.

The members of this Department do an outstanding job every time they are called upon. Days off are cancelled at the drop of a hat. And, many times, the plans you had must be put off. Things like this are not great for lasting relationships.

The last major incident, New Year's Eve, involved the cancelling of days off where a great number of our members had to give up the opportunity to celebrate the New Year. But there is a way to make up for this one. And that's coming up on Saturday, February 28, 2009. The SFPOA is sponsoring a New Year's Eve bash at Fort Mason for only \$20.00 per person. (Retirees are also invited.) The \$20.00 gets you an Open Bar, Live Band, Prime Rib/ Stuffed Chicken Breast, Desert Tray, and a Champagne Toast. O.k., so it's a little past December 31st . . . a few glasses of champagne will clear up that discrepancy real quick.

Let's Celebrate



You are cordially invited to our very own New Year's Eve Party — especially for those of you who were working & couldn't celebrate, it's not too late!

Saturday, February 28, 2009

Herbst Pavilion/Fort Mason

Hosted Cocktails 6:30 P.M.

Live Band & Dancing

Open Bar

Dinner:

**Prime Rib, Boneless Stuffed Chicken Breast,
Dessert Bar**

Champagne Toast & Balloon Drop

**Tickets
Will Be
Available at the SFPOA
to All Active & Retired
Members**

**\$20.00 per person
(Check or Cash)**