

JOURNAL

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**SAN FRANCISCO
POLICE OFFICERS ASSOCIATION**

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www.sfpoa.org

Humans And Stress: The Science Of Police Shootings

By Rina Palta
The Informant
<http://informant.kalwnews.org/2011/01/humans-and-stress-the-science-of-police-shootings/>
Forwarded to the Journal
by Michael Nevin

As you are well aware, the SFPD rigorously examines every officer-involved shooting. This is a process that involves both internal and external review. This is the way it should be, and it is what the public demands and deserves. In the aftermath of recent officer-involved shootings, Chief George Gascón invited members of the media to attend force options simulator training at the Academy. The following article is from one of those attendees. She offers a unique perspective and I credit her and other journalists who took the chief up on his offer. — Michael Nevin

For his 1991 book *Homicide: A year on the killing streets*, author David Simon (of the *Wire* fame) spent a year shadowing a shift of homicide detectives, who were occasionally called upon to investigate shootings by police officers. In this passage, he describes an officer-involved shooting of an unarmed man by Detective Scotty McCown in Baltimore, Maryland:

"A heavily armed nation prone to violence finds it only reasonable to give law officers weapons and the authority to use them. In the United States, only a cop has the right to kill as an act of personal deliberation and action. To that end, Scotty McCown and three thousand other men and women were sent out on the streets of Baltimore with .38-caliber Smith & Wessons, for which they received several weeks of academic firearms training augmented by one trip to the police firing range every year. Coupled with an individual officer's judgement, that is deemed expertise enough to make the right decision every time. It is a lie. It is a lie the police department tolerates because to do otherwise would shatter the myth of infallibility on which rests its authority for lethal force. And it is a lie that the public demands, because to do otherwise would expose a terrifying ambiguity."

That ambiguity is essentially the difference between a "justified" police shooting and an unquestionably "good" one. An officer's use of force, including lethal force, is considered "justified" if it complies with the stan-

dard set forth in a Supreme Court case called *Graham v. Connor*. Meaning it must be "objectively reasonable" — if an officer felt threatened, did they respond in a reasonable manner? A "justified shooting" in other words, may very well not be the result of exemplary police work — it may be a "good shooting," it may be a "bad shooting," but likely, it falls somewhere in between. Moreover, Simon indicates, a person most people would consider a "good officer" might commit a "bad shooting" and vice versa.

According to Sergeant Michael Nevin, who investigates police shootings for the San Francisco Police Department, a major factor in determining whether an officer is likely to use force is not necessarily in their personality or personal biases. It's how they respond to stress. How they respond to a bad situation, whether real or perceived, in which they or a member of the public could be harmed. Which is why many police departments have embraced a use-of-force curriculum based on inoculating police officers to stress. San Francisco's is no exception: cadets undergo hours of training in a "simulator" — essentially a movie screen that depicts various scenarios. Cadets are armed with batons, an empty pepper spray canister, and unloaded guns that electronically track where and when they're shot.

In any situation, an officer has a very small time frame to come to an understanding of what's happening and make a decision as to what to do. According to Nevin, in a situation that awakens fear-like one where it's dark, there's shouting, and someone appears to have a metal object in their hand—a person's sympathetic nervous system takes over. This is the part of the brain that prepares a person for a violent encounter—the heart rate speeds up and blood goes to the muscles. A sort of tunnel vision also kicks in, narrowing the officer's field of vision and preventing him or her from seeing things and remembering things that might be important.

So say a suspect, 21 feet away, is coming towards an officer, yelling and holding something that the officer takes in as a knife, at an accelerating speed. The officer has somewhere between 1.5 seconds (if the person is moving fast) to 5 seconds (if they're walking at a leisurely pace) before the person reaches him or her. According to Nevin, it takes about 1.7 seconds for a police officer to unholster and

President's Message

Dear Members,

First of all, regardless of whom you voted for, thank you for logging on and participating in our recent election — most of you doing so in the primary and run-off elections. The lifeblood of this organization is the participation of the members, and there is no more vital form of active involvement than casting your vote.

The final tally was also a slap by reality, a wake-up call, if you will, letting me see that I have much work to do in regaining the confidence of the many members who voted for one of my opponents. I need to work harder then ever to bridge the gap that has developed between me and many in the membership. My sense is that many of those folks are of a younger SFPD generation, and have no recall of the union's struggles of the late 80s and early 90s. Economic meltdowns and new styles of leadership have left many of you disgruntled and frustrated. It is my responsibility to do a better job of educating and sounding out the membership, and I will do just that in this new term.

We live in difficult times. Pension attacks, health care attacks, civilianization, CompStat are some of the major issues facing us down the road. We also have some difficult political decisions to make. These are issues that are not going away and we need to understand the rapidly changing role of law enforcement in this country, and how our department will change. We have to be smart, innovative, and strategic to maintain all of the gains of the past while at the same time deal with the realities of the future.



SFPOA President Gary Delagnes

I can assure you that the outreach begins now. During my visits to the stations, my eyes were opened to two glaring realities; we don't have enough officers in patrol, and some of our station representatives are not doing a very good job of getting you the information they have received at our monthly board meetings. I assure you that will change immediately. They will be held to a higher standard and I will bring the information to you more directly to assure you are receiving the information you are entitled.

In short, "I get it." I take great pride in representing you, but my leadership is rendered ineffective if I cannot do a better job of bringing us all together. Thank you for the opportunity to do so.

— Gary Delagnes

Life Without Parole for Murder of SFPD Officer Nick Tomasito Birco

SAN FRANCISCO, CA — District Attorney George Gascón announced that Steven Petrilli, (CN 2362614), was sentenced to life without the possibility of parole for the murder of Nick Tomasito Birco. The defendant was sentenced in San Francisco Superior Court by the Honorable Newton Lam.

On September 23, 2010, a jury found that Steven Petrilli murdered Officer Nick Tomasito Birco. The jury also found true the special circumstance that the defendant murdered Officer Birco during the course of a robbery. In addition, the defendant was found guilty of second degree murder, four counts of

robbery, conspiracy to commit robbery, gross vehicular manslaughter, evading police and causing serious bodily injury or death, and driving a stolen vehicle.

According to evidence presented at trial, in July 2006, after committing four separate robberies, the defendant fled in a stolen vehicle and led police on a high-speed car chase through San Francisco and San Mateo counties ending in a collision that resulted in the death of Officer Birco, a five-year veteran of the San Francisco Police Department.

Assistant District Attorney Eric Fleming prosecuted the case.

continued on page 18

Minutes of the January 19, 2011 POA Board Meeting*

- Sergeant-At-Arms Breen called the meeting to order at 1200 hours and led the Pledge of Allegiance.
- Secretary Montoya conducted the roll call of the Board of Directors and Executive Board.
- Officer Roel Dilag and Rommel Baldovino who represent the Filipino American Law Enforcement Organization made a presentation to the Board which included a financial request. The financial request was to supplement the already ear marked \$2000.00 for the Officer Nick Birco Scholarship Fund and Officer Bryan Tuvera Fellowship Fund.
- Rep. Madsen (Tac) made a motion to accept the minutes from the December 2010 Board Meeting. Motion was seconded by Rep. Browne (Co. A) and passed by voice vote without opposition.
- President Delagnes advised that the political process for selecting a new Chief of Police has begun.
- President Delagnes announced the process for renewing the DROP has started.
- The Board of Directors had a discussion with regards to language in by the bylaws, specifically section 602(e). Election Committee Chairman Joe McFadden was present and answered questions concerning the election process. Chairman McFadden will seek counsel from Parliamentarian Hebel regarding section 602(e) and report back to the Board of Directors.
- Treasurer Halloran provided each Board Member with a copy of the 2010 Expense Recap Sheet and 2011 year to date Expense Recap Sheet.
- Treasurer Halloran advised that the 2010 budget was under by \$188,533.00.
- Treasurer Halloran presented the final draft of the 2011 budget.
- Secretary Montoya made a motion to accept the 2011 budget (\$3,263,200.00) as presented by Treasurer Halloran. Motion was seconded by Rep. Rosko (Co A) and passed by voice vote without opposition.
- Rep. Flaherty (Co E) requested funding for the Northern Station Gym. Treasurer Halloran reminded the Board that monies allotted for station gyms are on a pre-determined schedule. Treasurer Halloran will advise Rep. Flaherty when monies for Northern Station Gym are available.
- Rep. Goldsborough (Co H) made a motion to donate \$2000.00 to the Filipino American Law Enforcement Organization to help fund the Officer Nick Birco Scholarship Fund and Officer Bryan Tuvera Fellowship Fund. Motion was seconded by Rep. Flaherty (Co E) and passed by voice vote without opposition.
- President Delagnes adjourned the meeting at 1325 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.

Board of Directors Meeting Roll Call Wednesday, January 19, 2011

President	Gary Delagnes	P	Co. H	Maris Goldsborough	P
Vice President	Kevin Martin	P		James Trail	P
Secretary	Tony Montoya	P	Co. I	Jody Kato	P
Treasurer	Marty Halloran	P	Co. J	Kevin Lyons	P
Sergeant-At-Arms				Brian Philpott	P
	Chris Breen	P	Co. K	Matt Gardner	P
Editor	Ray Shine	P		Steve Landi	P
Co. A	Ed Browne	P	Hdqtr.	John Evans	P
	George Rosko	P		Troy Peele	P
Co. B	Larry Bertrand	P	Narcotics	Dave Falzon	E
	Jayne Campbell	E		Frank Hagan	P
Co. C	Dermot Dorgan	P	Tactical	Dan Laval	P
	Chris Schaffer	P		Mark Madsen	P
Co. D	Matt Rodgers	P	Invest.	Gavin McEachern	P
Co. E	Jesus Peña	P		Dean Taylor	P
	Tim Flaherty	P	Airport	Anton Collins	A
Co. F	Peter Dacre	P		Joe Finigan	P
	Rob Imbellino	P	Retired	Ray Allen	P
Co. G	Dean Sorgie	P			

Newly elected Board members will be sworn in at the February 16, 2011 meeting.



San Francisco Police Officers Association
 800 Bryant Street, 2nd Floor (415) 861-5060
 Office Hours M/F 9-4 pm

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#2011-07

January 18, 2011

To: Association Members
 From: Martin Halloran, Treasurer

SFPOA 2010 Dues

The SFPOA Dues paid in 2010 was
\$1543.58

San Francisco Police Officers Association Editorial Policy

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

Member Opinions and Commentary: Unsolicited Written Material

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

- Such material must be addressed as a letter or mail using common salutations such as "Dear POA," "Editor," "SFPOA" "Dear POA Members" etc.
- Such material must be authored and signed by the member(s) making the submission. Anonymous submissions will not be published.
- Such material must be factually correct and presented in a respectful and civil manner.
- Such material can not be slanderous, unnecessarily inflammatory, sexist, racist, or otherwise offensive, nor can it be disparaging of any member or bring upon them unwarranted accusation or rebuke, either express or implied.
- Such material can be forwarded to the editor by electronic mail, US Mail, inter-departmental mail or other written communication, or delivered in person to the editor or to any person in the POA office.
- Upon receipt of such material, the editor shall cause it to be published in the next regular printing of the POA Journal, or in a future issue designated by the submitting member provided that the content complies with all the provisions of this policy. Such material will not necessarily appear in more than one issue of the POA Journal.
- Such material will be published in a designated section that shall be clearly titled as "Letters to the Editor," "Letters to the Journal," "Mail" or other similar title indicating that the material included therein is the express opinion of the author(s) and not necessarily that of the SFPOA or any of its elected or appointed officers.
- Depending upon considerations of timeliness and space, the editor reserves the right to withhold publication of such material for as many as two issues. The editor also reserves the right to decline to publish material beyond a date wherein the context of the material is no longer timely.
- All such material is subject to editing for grammar and punctuation. Portions of a submission may be omitted for considerations of space so long as the general context of the material is not significantly diminished or altered.
- The editor may select portions of a submission to be highlighted in a common editorial manner such as pull quotes, sub-heads, or kickers.

Other Submitted Material

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

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

The San Francisco Police Officers Association

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(USPS #882-320)

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 Ray Shine

SPORTS EDITOR
 Nick Shihadeh

WEBMASTER
 Cyndee Bates

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ASSOCIATION OFFICE: (415) 861-5060

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

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

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

ADVERTISING: Contact Michael Popoff, Advertising Coordinator
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POSTMASTER: Send address changes to POA Journal, 800 Bryant St., 2nd Fl., San Francisco 94103.
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Counselor's Corner

Restoring Sanity to the Pension Debate

By John Tennant,
SFPOA Counsel

It is time to restore a semblance of sanity to the white hot debate over public employee pensions. The discourse has reached a pitch of fever-level intensity. Critics of public employment retirement benefits have all but placed the blame for the worldwide financial meltdown a couple of years ago, and the resulting "Great Recession," on government pension obligations. One of the lobbyists for the Police Officers' Research Association of California (PORAC) told the SFPOA Board of Directors at its December meeting how some "pension reform" advocates were — amazingly — holding him directly responsible for the world's financial debacle on account of work he did promoting legislation passed by the California Legislature in 1999 that set the stage for public safety unions and their respective employers in California's Public Employee Retirement System (PERS) to negotiate the 90% of final-average-salary benefit after 30 years of service. This, quite obviously, is nonsense and cannot go unanswered.

First, let's remember that on Wall Street, the Great Recession proved to be of a remarkably short duration. Here is financial writer John Cassidy's summary of the extent of the economic damage suffered by Wall Street:

Having sustained losses of \$42.6 billion in 2008, the securities industry generated \$55 billion in profits in 2009, smashing the previous record, and it paid out \$20.3 billion in bonuses. In the spring of 2010, the Wall Street gusher continued to spew money. Between January and March, Citigroup's investment banking division made more

than \$2.5 billion in profits. Goldman Sachs's traders enjoyed their best quarter ever, generating an astonishing \$7.4 billion in net revenues. Barely a year and a half after the collapse of Lehman Brothers, Wall Street was once again doing well for itself — obscenely well, it seemed to many people.

While the challenges posed to state and local government finance from ongoing pension obligations are not to be ignored, attributing the nation's economic woes to public employees is indefensible in light of Wall Street's largesse. We will not begin taking a realistic step toward solving any of our budgetary problems until such hyperbole is abandoned.

On the other hand, any self-respecting advocate for public employee labor will be neither honest nor responsible in denying wholesale that a pension problem exists in the first place. But this is why, indeed, public employee unions have been at the forefront of efforts to do what is necessary to create sustainable retirement systems that provide equitable benefits to public workers while at the same time safeguarding the public fisc.

In San Francisco, the SFPOA and other City unions stepped up to the plate in supporting amendments to the City Charter that increased retirement contribution rates for new employees and redefined how final average salary was to be determined. They also took the lead in changing the vesting rules and structure of retiree medical benefits. And for two years in a row now, the SFPOA has voluntarily agreed to wage and benefit concessions despite the fact that a "closed" labor contract obligated the SFPOA to do nothing. Doing nothing would, of course, have proven our

critics to be at least partially correct in their hyperbolic denunciation of all things union.

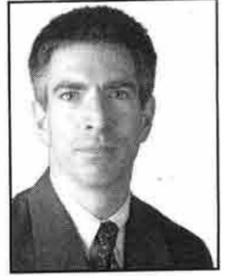
In San Jose, the SJPOA was the first union anywhere to have its members shoulder the rising costs of medical care for retired employees, going back almost two years now. Last year, the SJPOA negotiated a concession of approximately 5% of salary to go into San Jose's retirement system for the purpose of diminishing the City's required contributions to that system. And this year, the SJPOA has already initiated negotiations with the City for a second, lower tier of retirement benefits.

Similar efforts have been underway

around the state. Last year, three of California's largest state public safety unions negotiated a second, lower tier of retirement benefits in order to address the statewide pension issue in as rapid and responsible a manner as possible.

Such efforts are a far cry from what one might be led to believe, given the vitriol from the proponents of pension reform. Good and durable public policy regarding all aspects of public employee compensation will never be achieved if a certain level of sanity is not restored to the discussion.

"Roll the Union On . . ."





CALIFORNIA HOMICIDE INVESTIGATORS ASSOCIATION

2011 CHIA Conference
Hosted by the San Francisco Police Department
February 28 – March 03, 2011

Hilton San Francisco, 333 O'Farrell Street

During this four day event, the participants attend notable case presentations and training seminars. In addition, the conference provides a fertile environment for networking, individual case evaluations and discussion of techniques with some of the top investigators and prosecutors in the country.

For information, please contact
Lieutenant Michael Stasko at (415)-850-7702
or (415)-553-1501 or
Inspector Dave Falzon (415)-553-1049.

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	Pacific Rod & Gun Club 520 John Muir Drive, SF	Second Tues. of Every Month, 11:00 AM	Larry Barsetti (415) 566-5985 larry175@ix.netcom.com
Meeting, Widows & Orphans Aid Association	Hall of Justice, Room 150, (Traffic Co. Assembly Room)	Second Tues. of Every Month, 2:00 PM	Joe Reilly (415) 681-3660 woaasfpolice@gmail.com
Meeting, American Legion SF Police-Fire Post	War Memorial Building 410 Van Ness Ave., SF	Second Tues. of Every Month, 6:00 PM	Greg Corrales (415) 759-1076
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

Statewide Conference Cal. Homicide Invest. Assc.	Hilton Hotel Downtown, SF	February 28 – March 3, 2011	Julie Lazar (415) 553-9595
Retirement Dinner Honoring Comm. Kitt Crenshaw	SF Italian Athletic Club	Friday, March 4, 2011 6:00 PM	Kim D'Arcy (415) 602-8297
FALEO Scholarship Dinner	San Mateo Marriott Hotel	Friday, March 18, 2011 7:00 PM	Glenn Sylvester (415) 559-8486 (650) 653-6000
TTF 20th Year Reunion	Park 55 Hotel 55 Cyril Magnin St. SF	Friday, April 1, 2011 6:00 PM	Kim D'Arcy (415) 602-8297
BALEAF Day at the Races	Golden Gate Fields, Turf Club	Saturday, April 16, 2011 11:15 AM	Robin Matthews (415) 794-1229
Northbay Retired Cop Luncheon	The Villa Restaurant, 3901 Montgomery Drive, Santa Rosa	Wednesday April 27th 12 Noon	Mickey Shea (707) 481-2520
Guns & Hoses Tennis Tourney Benefiting BALEAF/SFPD Toys	SF Tennis Club 5th at Brannan, SF	Saturday, April 30, 2011 4:00 PM	Robbin Matthews (415) 794-1229

WIDOWS' AND ORPHANS' AID ASSOCIATION

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

January 11, 2010

The regular meeting of the Widows' and Orphans' Aid Association of the San Francisco Police Department was called to order by President John Centurioni at 1344 hours in the Traffic Company Assembly Room, Room 150, Hall of Justice.

The Pledge of Allegiance was led by President Centurioni.

Roll Call of Officers: President John Centurioni, Vice President Matt Gardner and Secretary Mark Hurley were present. Treasurer John Fewer was excused. Trustees Harold Vance, Mark McDonough and members Joe Reilly and Dean Taylor were present. Trustee Al Luenow arrived at 1425. Trustees Bill Gay and Bob Mattox were excused.

Minutes of the December Meeting: Motion by Mark Hurley seconded by Mark McDonough to approve the minutes passed without objection.

Receiving applications for new members, suspensions and reinstatement of members was deferred to the next meeting, upon a motion by Matt Gardner, seconded by Mark McDonough, which passed without objection.

Communications: Donations to the Widows and Orphans Aid Association were received in memory of Chief Alex Fagan: Robert and Jane Farrow - \$35.00, Malcolm Mason - \$35.00,

Wendy Tonkin - \$100.00, L.F. George Jewelry Corporation, \$200.00, Jim and Trish Lassart - \$100.00. A \$200.00 donation was received from the family of Victor Cipparone in his memory.

Trustee Mark McDonough made a generous donation to the Association of \$350.00.

A letter was received from Captain Lou Cassanego, Commanding Officer of Ingleside Station, thanking the Association for the new flag now displayed in the community room.

Benefits paid: There were no members reported deceased during the month of December, 2010.

The new officers for 2011 were sworn in: Outgoing President Centurioni swore in new President Matt Gardner, Vice President Mark McDonough and Treasurer Dean Taylor. Outgoing Secretary Mark Hurley swore in new Secretary Joe Reilly.

Outgoing President Centurioni thanked retiring Secretary Mark Hurley for his many years of loyalty and service to the Widows' and Orphans' Aid Association.

Bills payable: Treasurer Dean Taylor requested approval to pay the monthly telephone bill. The motion by John Centurioni was seconded by Mark Hurley and passed without objection. (Note: There were less than three Trustees present at this point in the meeting so this vote will need to be

reconfirmed at the February meeting with three Trustees present (By-Laws, Article I, Section 3))

Report of Trustees: Our Association's investment manager, Wells Fargo Bank, will be meeting with the Association on a quarterly basis in the future to discuss portfolio performance.

Old Business: The status of new members from the last two Academy classes was discussed. There was some difficulty with the paperwork that delayed processing. The secretary will consult with former treasurer Fewer regarding this issue. President Gardner discussed relocating the Association's records to a location at the Hall of Justice.

A discussion ensued regarding payment to the beneficiary of a deceased member who had been suspended with unpaid back dues. It was noted that the member had not been properly notified of his suspension at the time and that he owed back dues, as required by Article III, Section 3 of the Constitution. A motion was made by President Gardner and seconded by Trustee Centurioni to pay the benefit. The motion passed 5 to 2, (Reilly, Vance opposed) (Note: There were less than three Trustees present at this point in the meeting so this vote will need to be reconfirmed at the February meeting with three Trustees present

(By-Laws, Article I, Section 3))

New Business: Treasurer Dean Taylor requested approval to purchase a laptop computer for his use as Treasurer. Further discussion followed concerning the need to establish an improved computerized data base. The Secretary and Treasurer will be working on this project. A motion was made by Trustee Harold Vance and seconded by Vice President Mark McDonough to approve said purchase, which passed without objection.

Secretary Joe Reilly discussed the need for a representative of the Association to attend the retirement seminars to inform retiring members how to maintain their membership in the Association.

President Gardner informed those present of the Association's e-mail address which is woasfpolice@gmail.com and expressed the Association's hope that we will begin to use this and other more efficient methods of communication in the future.

Adjournment: President Gardner set the next meeting for Tuesday, February 8, 2011 at 1400 and requested a moment of silence in memory of our departed members. The meeting was adjourned at 1456 hours.

Fraternally
Joe Reilly,
Secretary

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Retirements

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

- Captain Kathryn Brown #2146 from Academy
- Lieutenant Timothy Foley #1626 from Academy
- Inspector Wayne Hom #723 from Co. A SIT



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OFFICIAL* SFPOA GENERAL ELECTION RESULTS

As per SFPOA bylaws, all votes were cast On-Line commencing at 0800 hours on Monday, January 10, 2011 and ended at 0000 hours on Friday, January 21, 2010.

Note — Winners names listed in bold

Executive Board

President

- Gary Delagnes - 747
- John Evans - 473
- Steve Landi - 478

— run off between Delagnes and Landi

Vice President

- Larry Chan - 461
- Kevin Martin - 1238**

Secretary

- Troy Carrasco - 801
- Tony Montoya - 879**

Treasurer

- Dave Brandt - 616
- Marty Halloran - 1064**

Sergeant-at-Arms

- Chris Breen - 603
- Bob Guillermo - 507
- Joe Valdez - 576

— run off between Breen and Valdez

Unit Representatives (Units having three or more candidates)

Co. B - Southern Station

- Larry Bertrand - 96
- Jayne Campbell - 82
- Steve Smalley - 23

Co. D - Mission Station

- John Hallisy - 34
- Kevin Healy - 68
- Matt Rodgers - 80
- Rey Vargas - 25

Co. I - Taraval Station

- Gina Berrigan - 34
- Russ Gordon - 50
- Jody Kato - 64

Co. J - Tenderloin Station

- Joe Barretta - 37
- Kevin Lyons - 53
- Brian Philpott - 51

Airport Bureau

- Bob Guillermo - 58
- Joe Finigan - 63**
- Mark Robertson - 49
- Reynaldo Serrano - 94

*Approved for release and publication by J. McFadden Chair, POA Election Committee, at 0100 hours on Saturday, January 22, 2011

OFFICIAL SFPOA RUN OFF ELECTION RESULTS

Note — Winners names listed in bold

Executive Board

President

- Gary Delagnes - 729
- Steve Landi - 485

Sergeant-at-Arms

- Chris Breen - 503
- Joe Valdez - 694**

*Approved for release and publication by J. McFadden, Chair, POA Election Committee, at 1215 hours on Sunday, January 30, 2011.



SAN FRANCISCO POLICE OFFICERS ASSOCIATION
800 Bryant Street, Second Floor
San Francisco, CA 94103
415.861.5080 tel
415.552.5741 fax
www.sfpoa.org

GARY DELAGNES
President
KEVIN MARTIN
Vice President
TONY MONTOYA
Secretary
MARTIN HALLORAN
Treasurer
CHRISTOPHER BREEN
Sergeant At Arms

January 24, 2011

Dear Members of the SFPOA,

It is with sincere thanks that we send this letter in appreciation for your confidence in our ability in our re-election to Vice President, Secretary, and Treasurer. The past vote was a historic turn out with the number of members voting. It was a pleasure to see the participation from our opponents and we thank them for running for Executive Board positions.

We are eager to continue the work of the POA on behalf of the members and we hope to continue this work with a united Executive Board with Gary Delagnes as President and Chris Breen as Sergeant At Arms.

Sincerely,

Vice President Kevin Martin

Secretary Tony Montoya

and Treasurer Martin Halloran



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(former Homicide Inspector, Member of POA)
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Armand.Gordon@camoves.com
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POLICE-FIRE Post 456 NEWS

By Greg Corrales

*"In peace the sons bury their fathers,
but in war the fathers bury their sons."*
— Croesus

Many members of the police and fire departments have sons and daughters serving in the military in harm's way. They put on brave fronts, just as I did during my son's three tours in Iraq, but it is hellish. Thankfully, after serving for six years, my son has left the Marine Corps. I continue to pray for those still doing their duty in the military. To dramatically demonstrate what the parents of our young heroes endure, I am sharing an e-mail written by Lieutenant General John F. Kelly, and a speech he gave the next day:

From: Kelly LtGen John F.
Sent: Friday, November 12, 2010
10:23 PM
Subject: FW: My Boy
Family and Friends,

As I think you all know by now our Robert was killed in action protecting our country, its people, and its values from a terrible and relentless enemy, on 9 Nov, in Sangin, Afghanistan. He was leading his Grunts on a dismounted patrol when he was taken. They are shaken, but will recover quickly and already back at it. He went quickly and thank God he did not suffer. In combat that is as good as it gets, and we are thankful. We are a broken hearted - but proud family. He was a wonderful and precious boy living a meaningful life. He was in exactly the place he wanted to be, doing exactly what he wanted to do, surrounded by the best men on this earth - his Marines and Navy Doc. The nation he served has honored us with promoting him posthumously to First Lieutenant of Marines. We will bury our son, now 1stLt Robert Michael Kelly USMC, in Arlington National Cemetery on 22 Nov. Services will commence at 1245 at Fort Myers. We will likely have a memorial receiving at a yet to be designated funeral home on 21 Nov. The coffin will be closed. Our son Captain John Kelly USMC, himself a multi-tour combat veteran and the best big brother on this earth, will escort the body from Dover Air Force Base to Arlington. From the moment he was killed he has never been alone and will remain under the protection of a Marine to his final resting place. Many have offered prayers for us and we thank you, but his wonderful wife Heather and the rest of the clan ask that you direct the majority of your prayers to his platoon of Marines, still in contact and in "harm's way," and at greater risk without his steady leadership. Thank you all for the many kindnesses we could not get through this without you all. Thank you all for being there for us. The pain is unimaginable, and we could not do this without you.

Semper Fidelis
John Kelly

On Nov 13, 2010 Lt.General John Kelly, USMC, gave a speech to the Semper Fi Society of St. Louis, MO. This was 4 days after his son, Lt Robert Kelly, USMC, was killed by an IED



while on his 3rd Combat tour. During his speech, General Kelly spoke about the dedication and valor of the young men and women who step forward each and every day to protect us. During the speech, he never mentioned the loss of his own son. He closed the speech with the moving account of the last six seconds in the lives of two young Marines who died with rifles blazing to protect their brother Marines.

"I will leave you with a story about the kind of people they are, about the quality of the steel in their backs, and about the kind of dedication they bring to our country while they serve in uniform and forever after as veterans. Two years ago when I was Commander of all U.S. and Iraqi forces, in fact, the 22nd of April 2008, two Marine infantry battalions, 1/9 "The Walking Dead," and 2/8 were switching out in Ramadi. One battalion, in the closing days of their deployment going home very soon, the other just starting its seven-month combat tour. Two Marines, Corporal Jonathan Yale and Lance Corporal Jordan Haerter, 22 and 20 years old respectively, one from each battalion, were assuming the watch together at the entrance gate of an outpost that contained a make-shift barracks housing 50 Marines. The same broken down ramshackle building was also home to 100 Iraqi police, also my men and our allies in the fight against the terrorists in Ramadi, a city until recently the most dangerous city on earth and owned by Al Qaeda. Yale was a dirt poor, mixed-race kid from Virginia with a wife and daughter, and a mother and sister who lived with him and he supported as well. He did this on a yearly salary of less than \$23,000. Haerter, on the other hand, was a middle class white kid from Long Island. They were from two completely different worlds. Had they not joined the Marines they would never have met each other, or understood that multiple America's exist simultaneously depending on one's race, education level, economic status, and where you might have been born. But, they were Marines, combat Marines, forged in the same crucible of Marine training, and because of this bond they were brothers as close, or closer, than if they were born of the same woman.

The mission orders they received from their Sgt. squad leader, I am sure went something like: "Okay you two clowns, stand this post and let no unauthorized personnel or vehicles pass." "You clear?" I am also sure Yale and Haerter then rolled their eyes and said in unison something like: "Yes Sergeant," with just enough attitude that made the point without saying the words, "No kidding sweetheart, we know what we're doing." They then relieved two other Marines on watch and took up their post at the entry control point of Joint Security Station Nasser, in the Sophia section of Ramadi, Al Anbar, Iraq.

A few minutes later a large blue truck turned down the alley way perhaps 60-70 yards in length and sped its way through the serpentine

of concrete jersey walls. The truck stopped just short of where the two were posted and detonated, killing them both catastrophically. Twenty-four brick masonry houses were damaged or destroyed. A mosque 100 yards away collapsed. The truck's engine came to rest two hundred yards away knocking most of a house down before it stopped. Our explosive experts reckoned the blast was made of 2,000 pounds of explosives. Two died, and because these two young infantrymen didn't have it in their DNA to run from danger, they saved 150 of their Iraqi and American brothers-in-arms.

When I read the situation report about the incident a few hours after it happened I called the regimental commander for details as something about this struck me as different. Marines dying or being seriously wounded is commonplace in combat. We expect Marines regardless of rank or MOS to stand their ground and do their duty, even die in the process if that is what the mission takes. But this just seemed different. The regimental commander had just returned from the site and he agreed, but reported that there were no American witnesses to the event-just Iraqi police. I figured if there was any chance of finding out what actually happened and then to decorate the two Marines to acknowledge their bravery, I'd have to do it as a combat award that requires two eye-witnesses and we figured the bureaucrats back in Washington would never buy Iraqi statements. If it had any chance at all, it had to come under the signature of a general officer.

I traveled to Ramadi the next day and spoke individually to a half-dozen Iraqi police all of whom told the same story. The blue truck turned down into the alley and immediately sped up as it made its way through the serpentine. They all said, "We knew immediately what was going on as soon as the two Marines began firing." The Iraqi police then related that some of them also fired, and then to a man, ran for safety just prior to the explosion. All survived. Many were injured, some seriously. One of the Iraqis elaborated and with tears welling up said, "They'd run like any normal man would to save his life." What he didn't know until then, he said, and what he learned that very instant, was that Marines are not normal. Choking past the emotion he said, "Sir, in the name of God no sane man would have stood there and done what they did. No sane man. They saved us all."

What we didn't know at the time, and only learned a couple of days later after I wrote a summary and submitted both Yale and Haerter for posthumous Navy Crosses, was that one of our security cameras, damaged initially in the blast, recorded some of the suicide attack. It happened exactly as the Iraqis had described it. It took exactly six seconds from when the truck entered the alley until it detonated.

You can watch the last six seconds of their young lives. Putting myself in their heads I supposed it took about a second for the two Marines to come to the same conclusion about what was going on once the truck came into their view at the far end of the alley. No time to talk it over, or call the sergeant to ask what they should do. Only enough time to take half an instant and think about what their sergeant had told them to do only a few minutes before: "Let no unauthorized personnel or vehicles pass."

The two Marines had about five seconds left to live.

It took maybe another two seconds

for them to present their weapons, take aim, and open up. By this time the truck was half-way through the barriers and gaining speed the whole time. Here, the recording shows a number of Iraqi police, some of whom had fired their AKs, now scattering like the normal and rational men they were... some running right past the Marines.

They had three seconds left to live.

For about two seconds more, the recording shows the Marines' weapons firing non-stop, the truck's windshield exploding into shards of glass as their rounds take it apart and tore in to the body of the SOB who was trying to get past them to kill their brother Americans and Iraqis bedded down in the barracks totally unaware of the fact that their lives at that moment depended entirely on those two Marines standing their ground. If they had been aware, they would have known they were safe because two Marines stood between them and a crazed suicide bomber. The recording shows the truck careening to a stop immediately in front of the two Marines. In all of the instantaneous violence Yale and Haerter never hesitated. By all reports and by the recording, they never stepped back. They never even started to step aside. They never even shifted their weight. With their feet spread shoulder width apart, they leaned into the danger, firing as fast as they could work their weapons.

They had only one second left to live.

The truck explodes. The camera goes blank. Two young men go to their God. Six seconds. Not enough time to think about their families, their country, their flag, or about their lives or their deaths, but more than enough time for two very brave young men to do their duty, into eternity. That is the kind of people who are on watch all over the world tonight, FOR YOU!

We Marines believe that God gave America the greatest gift he could bestow to man while he lived on this earth, FREEDOM. We also believe he gave us another gift nearly as precious...our soldiers, sailors, airmen, Coast Guardsmen, and Marines....to safeguard that gift and guarantee no force on this earth can ever steal it away. It has been my distinct honor to have been with you here today. Rest assured America, this experiment in democracy started over two centuries ago, it will forever remain the "land of the free and home of the brave" so long as we never run out of tough young Americans who are willing to look beyond their own self-interest and comfortable lives, and go into the darkest and most dangerous places on earth to hunt down, and kill, those who would do us harm. God Bless America, and...SEMPER FIDELIS

The Post meets on the second Tuesday of every month at 1800 hours. Meetings are held in the War Memorial Veterans' Building, 401 Van Ness Avenue, Room 212.

2011 POA Journal Deadlines

March	February 18, 2011
April	March 25, 2011
May	April 22, 2011
June	May 20, 2011
July	June 24, 2011
August	July 22, 2011
September	August 19, 2011

Helping Our Own

The following members of our law enforcement family need our help:

Frankie Shouldice

Frankie is the 12-year old son of Inspector Ronan Shouldice of CSI. Frankie is battling leukemia. A "Friends of Frankie Shouldice" account has been established at the SFPCU #1373520

— Marty Halloran

Linda Moore – Asst. District Attorney

Hi friends of Linda Moore —

As you know, Linda Moore has been off work undergoing another grueling round chemotherapy. She will run out of SP & VAC in February, but still has several more months of chemo. If anyone can afford to donate hours, her ID number is 001638. Please pass this along to anyone else you think can help! You can reach Linda at this email address: lmooresfada@gmail.com

Linda Allen, Assistant District Attorney

Office of the District Attorney

Hall of Justice, 850 Bryant Street, San Francisco, CA 94103

(415) 553-1211

Linda.Allen@sfgov.org

Alice DiCroce – Co. C

So many of you have done so much already that I still feel I haven't adequately expressed my gratitude thus far — and yet I have something more to ask, for those able. I am still in the Catastrophic Illness Program (#001471) that up until now, the generosity of your donated hours have sustained me in my recovery. Not only does this program (CIP) keep me receiving a paycheck, it also pays for my insurance, the part that the city usually pays! Without hours, I am facing great financial distress as I will not only have to manage without a paycheck, but will have to come up with a large sum of money each month to keep myself insured. I am in need of one final push of hours. Just another couple month's worth, until it is medically safe for me to return to work. I thank you in advance for whatever you can donate — CIP #001471 — Thanks so much,

— Alice DiCroce #237, Co. C.

Family of Lance Heivilin

SFPD Director (Non-Sworn) Lance Heivilin, formerly with the Mesa PD, lost a valiant fight with cancer. He was just 37, and leaves a wife and children. A fund has been established for the family at the SF Police Credit Union, Acct. #1377238.

— Marty Halloran

Children of Inspector David Tambara

Send your contributions to: (Make checks payable to) Donna Kwon David Tambara Trust Fund California Bank and Trust, Japan Town Branch 1696 Post Street, San Francisco, CA 94115 Account #1370076652

Madeline Cashion

I received a memo from Eric Balmy, (son of SFPD legend, Andy Balmy) who reports that the 4-year-old daughter of fellow Walnut Creek Police Sergeant Tom Cashion has a very serious form of cancer, and the Walnut Creek POA has established an account to help defray the family's medical expenses.

— Rene LaPrevotte

Madeline Cashion Fundraiser

Mail checks to:

Sgt. Sean Conley

1666 N. Main Street

Walnut Creek, CA. 94596

Please make the check out to the "Cashion Family Fund".

Thank you!

SFPD Director Lance Heivilin

The SFPOA mourns the death of SFPD Director Lance Heivilin.

Services for Lance will be held on

Saturday February 12, 2011 at 10:00 A.M.

Calvary Chapel

1955 South McDowell Blvd. Petaluma

The SFPOA will be hosting a benefit for the Heivilin family at the POA on

Thursday February 10, 2011 5:00 P.M. to 7:00 P.M.

Hors d'oeuvres, Cocktails, & Raffle

All members are invited

Proceeds will go directly to the

"Lance Heivilin Memorial Fund" #1377238

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Retirement Planning Seminar, Class # 56

Three Days At Sigmund Stern Grove

By Mike Hebel
Welfare Officer, Attorney, CFP

The Trocadero Clubhouse at Sigmund Stern Grove hosted the latest SFPD-POA pre-retirement seminar (October 5th, 6th & 7th, 2010) – class #56. 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, is a beautiful Victorian, stick-style resort with its multi-gabled roof and delicate ornamentation. Shortly after the 1906 earthquake and fire, Police Chief William Biggley arrested Mayor Eugene Schmidt's bag-man – the notorious Abe Ruef – on corruption charges at this very site. Shortly after this infamous arrest, the Chief disappeared while on late-night boat trip from Tiburon to SF. The Grove property was purchased in 1931 by Mrs. Sigmund Stern and donated to the City. It is a festive and fitting venue for the seminar.

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 27th year having started in March 1985. Since its inception, more than 2,425 participants have completed this seminar.

Special thanks to **Chief George Gascón** and **Captain Terri Barrett** for providing the necessary funding to expand the seminar subjects and to allow members a three day detail to make their plans for a successful and prosperous retirement.

42 Participants

Forty-two participants attended this lively and informative seminar which was coordinated by Courtney Dixon, POA staff member.

The seat of honor, which is reserved for the most senior member in attendance, was given to **Bill Canning** – a member of the 133rd Academy class of November 1979. A special moment of appreciation was offered to senior department members **Marty Bastiani** (55 years department service joining on 9-1-56) and **Ray Koenig** (47 years department service joining on 1-3-64 in the 97th class).

All of the attendees were in the Tier II (hired on or after November 2, 1976) retirement plan. *Tier I members are nearly an extinct species amongst active members.* Class attendees were from the 133rd to the 167th recruit classes. The 227th recruit class has just completed its basic course at the Academy. Some members attended with their spouses/partners (which is much encouraged).

The long standing tradition wherein members attending from Taraval Station either provide sunshine or presto-logs for the fire-place was not followed since there were no attendees from Co. I. Five members of the seminar will be 4-baggers in retirement (SFPD pension, social security, deferred compensation, and DROP).

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) 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.

DROP allows 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 have a 4% compound-interest guaranty. DROP is a voluntary program allowing members to build a substantial, supplemental retirement nest-egg. As of October 12, 2010, 115 members have entered DROP (65 police officers, 18 sergeants, 21 inspectors, 6 lieutenants, and 5 captains). Forty-three members have exited DROP – many of whom did not complete their original term. This program will continue to June 30, 2011 at which time its renewal will be determined by the SF Board of Supervisors. That determination will be made in May 2011.

Chief George Gascón welcomed the participants and asked them to put to practical use the information that is contained in this 3 day seminar. The Chief urged thoughtful consideration on the decision to retire. He reminded the attendees that police work is a stressful occupation; he exhorted them to take good care of themselves, their families, and their future. He said the focus of this 3 day seminar was to provide adequate time for attendees to attend to their life after the SFPD. The Chief noted that the Department expects between 300 – 500 retirements in the next 3 to 5 years – 25% of the Department – since there are currently over 600 members with 25+ years of service of which 175 have over 30 years' service. The Chief also indicated that he was working on a proposal for a part-time (20 hour week) employment for retirees – including those who were on light duty.

POA president **Gary Delagnes** stated that a large exodus of police officers was expected over the next 5 years with as many as 600 police officers reaching a full/maximum pension status (a full one-third of the Department, not including the Airport Division). Between 2008 and 2012, over 800 police officers will join the KMA club. These officers entered the department between 1979 and 1982 when an unprecedented 22 Academy classes were graduated; then from 1984 through 1988 there were no Academy classes due to CCSF fiscal problems followed by only one class in both 1989 and 1990. 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 5 years (through July 2011) the wage increase will equal 25.5% compounded. A *third tier retirement* was created at the June 2010 election for new city employees hired on and after July 1, 2010 (Proposition D – it passed and there is now a Tier III). **Gary was commended for his primary role in advancing, in fourteen years, the total compensation of SF police officers from #92 in the state of California to #1 in the nation (cities with populations of 200,000 and**

over). Gary appears close to accomplishing his personal goal of financial freedom for the rank and file: a thirty-year veteran Q4 police officer, on July 1, 2010, receiving an annual wage of \$106,754 and thereafter retiring with an annual pension of \$96,079. 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%. (Note: subsequently the contract was revised to provide for a 2% raise in July 2009, 1.4% raise in July 2010, 3.9% on 6-30-2011, 2% on 1-1-2012 and a 1.6% raise on June 30, 2012; the current MOU will end on 6-30-13). What a glorious record of accomplishment! **This will be known as the Gary Delagnes legacy.** Gary outlined the 30 year police career path: years 1-10, job oriented; years 11-20, promotion oriented; years 21-30, retirement oriented; and years 31-33 in DROP.

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

Class Comments

Comments from past and present attendees during the informal 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 a 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. You 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 are.

And just recently this comment was received: *"This class is worth at least \$20,000. Consider all the experts you have direct contact with, who stay and answer your questions, and give such helpful advice. Any SFPD member who doesn't attend this 3 day seminar has truly failed to take advantage of a marvelous pre-retirement resource."*

And of course, the comment by a member for achieving a successful financial plan and life: *"Save at least 15% of gross income, be great at the work you love, stay social with good friends and family, develop a spiritual life or get those big questions answered for your self, choose a true companion, exercise often, sleep and eat well."*

Instructor Comments

Maria Newport 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. Candice and Maria 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 both 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 July 1 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 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. Candice 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. Maria explained 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 from the Retirement System Trust Fund are present, was increased from 1% to up to 1.5%. In the best of years' the compound cola is 3.5%.

It was noted that the average retirement age for San Francisco police officers in 1931 was 71.5 years; in 2009, the average age was 55.5. Quite a difference in two generations.

Joe Collins, Great West Retirement Services deferred compensation account executive, urged participants to select an appropriate asset allocation plan for themselves identifying their risk tolerance, time horizon, and retirement savings target. The SFDCP has 18 options and, if desired, a self-directed brokerage account through TD Ameritrade. Joe said that the police department's average deferred compensation balances are the highest amongst all city departments. He said that the 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. Joe explained all the distribution options: defer distribution (up to April 1 of the year following the year in which you reach 70 ½), lump-sum payment (full



or partial), periodic payments (amount certain, period certain), annuity payment (fixed, fixed with period certain, joint and survivor) or a combination of these options. He also explained the distribution options for your designated beneficiary who will receive any remaining funds in your account upon your death. Joe urged continued contributions into equity funds appropriate for each participant's risk tolerance and distribution date.

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. Monthly social security payments for police officers, subject to the windfall elimination provision, average between \$100 to \$450 after deduction for Medicare part B.

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 interspersed with great jokes. His advice on dying remains: "If you have to, the year 2010 is best for federal estate tax avoidance." Although he believes that the Congress would make further changes in the federal estate tax in 2010 (which it recently did). 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. Service retirements are fully taxable while IDR retirements are tax advantaged (paying state/federal income tax on less than half of the gross amount).

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).

The class was reminded 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** and **Sol Weiner** for discussing the Veterans POA and the Retired City Employees organization. Sol said that he retired in 1979 (Tier I - at 73.5%) with a monthly pension of \$1,750; he said that his pension has since more than tripled thanks to the cola provisions. This well informed and entertaining duo said that the most valuable assets a police retiree has are his/her CCSF health plan and retirement plan. The retiree's most valuable personal asset is his/her training as a decision maker which is much valued in post-retirement employment. They urged the class participants to qualify for social security benefits (40 units) and to consider finding some type of post-retirement employment or volunteer opportunity; just "doing nothing" will lead to a disastrous retirement.

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. **Darlene** has completed more than 25 years service - congratulations. Thanks also to **Art Howard** and **Mary Dunnigan** for candidly discussing emotional problems that can arise in retirement and how to avoid destructive responses. They explained the resources that are available through the Department's Behavioral Science Unit.

Other Observations

Chief Gascón 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 Understand-

ing 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 retiree's principal dependent. The member's health care cost on retirement, depending upon the plan selected and the number of dependents included, is zero or highly subsidized. **Susan Rodriguez-Corns**, 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 2010, are: City Plan, Kaiser, and Blue Shield. City retirees are indeed very fortunate to have lifetime 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. **Sharon Ferrigno** (SFPD lieutenant, Homeland Security unit), a recently elected employee commissioner talked about the recent negotiations with Blue Shield concerning their costs and that the Board is seriously considering replacing Blue Shield if they cannot control their costs to city employees.

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.

Joining this seminar for the 13th 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 and its annual cost of \$74,208 for a private room, 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's retirement fund is amongst the best funded in the United States. It is safe, sound, and well capitalized. They urged the members to stay active in the retiree organizations to protect their retirement and health service benefits. 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: probably yes in FY 2010-2011. (And indeed, that is just what happened; a full supplemental cola of 1.5% will be paid retroactive to July 2010.) Let's hope and pray for continuing better returns thereafter. They said the Retirement Trust Fund had achieved a 97% funding status. They both uttered very favorable comments about the new Retirement System executive director - **Gary Amelio**.

Next Seminar

The next retirement planning seminars are scheduled for February 15 - 17, 2011, June 7 - 9, 2011, and October 4 - 6, 2011. Seminars will also be held in February, June and October of 2012. The seminar will be available to the first 44 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 **Cyndee** at the POA (861-5060) if you desire advance notification for these seminars or desire to sign up.

Great Bodily Injury: Part of the Job Description?

By Mario Marino
Tenderloin Station

My name is Mario Marino. I work at TTF. I have worked for SFPD for about 10 years. Before that I was a Deputy here in San Francisco for about 5 years. I have been at Tenderloin for all my time, except for my probation, which was at Co. E. While at Co. E, I walked a foot beat in the lower 3-Car. For those of you who do not know where the 3-Car area is, it is the Northern Station border with Tenderloin Station. I worked with a friend who showed me the ropes and set the pace, I owe that cat a lot.

It was a typical day at TTF. The Tenderloin is 7-square blocks. The street corners were hopping, People scrambling through the neighborhood as fast as possible to get to work without getting solicited by some miscreant. Parents trying to get their kids to school safely by navigating through the streets, carefully avoiding the unsavory elements. And of course entrepreneurial dope dealers setting up shop and waiting patiently for their customers to arrive. Tenderloin is running a skeleton crew everyday. Current numbers place us with 72 cops. Now, I guess, it's 71.

My partner and I decided to get an early dope arrest so we could be 10-8

when the 9-1-1 calls started coming in. It seems like SIA has to take a back seat while SFPD replenishes its ranks.

We set up at a local hiding spot we regularly use to do narcotics surveillance. The target block was the corner of Hyde and Golden Gate Ave. We spotted one cat getting real busy, making deals hand over fist. After we had sufficient cause we decided to swoop in for the arrest. As fate would have it, he was not going to go easy. He was passive aggressive—to the extreme. Tried to run, but I stopped him before he got far, then it was on...he never threw a punch, never kicked me.... but he was definitely not wanting to go to jail.

During the arrest, I felt sharp pains to my right foot. I told my partner that after we cleaned up this mess that I needed to go get my foot checked out. So we got the fella booked at CJ, then headed to St. Francis. At the hospital, they fixed me up with some fancy foot gear and walking stilts. What a downer. We went back to Tenderloin and spoke to Master Sgt. Cesari. After discussing the arrest, we added the N/W 148.10 PC due to my injuries. At this time I knew the foot injury was bad, but not to what extent.

To make a long story short I ended up with multiple fractures and torn ligaments to my right foot. I was upset and frustrated. Thankfully however, I

had the guy in custody. I was glad we placed the N/W 148.10 PC, as it was the perfect charge for the incident.

148.10 PC reads:

"a) Every person who willfully resists a peace officer in the discharge or attempt to discharge any duty of his or her office or employment and whose willful resistance proximately causes death or serious bodily injury to a peace officer shall be punished by imprisonment in the state prison or County Jail."

Was he under arrest? Yes, no doubt.

Was he willfully resisting? Yes, no doubt

Was I seriously injured? Yes, no doubt.

For those of you who are not familiar how 148.10 PC became a law. Let me bring you up to speed; In 1990 Senator Kopp sponsored SB 2172 in response to two separate incidents in which San Francisco police officers were killed or seriously injured while pursuing suspects on foot. In November of 1989, Officer John Blessing chased a fleeing suspect involved in an alleged drug matter. Officer Blessing was killed by a motorist while trying to stop traffic for other pursuing officers. Officer Blessing was just doing his job. In another incident, officers chased a suspect on parole after his

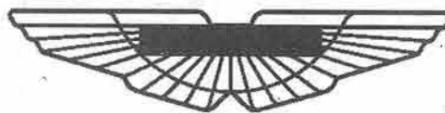
involvement in a drug transaction. One officer shattered her ankle and tore a ligament when she slipped on a metal grate during the pursuit. These two cases where the nexus for passing SB 2172, which added 148.10 PC to the books.

As the prelim approached I got a call from the DA. She was concerned and wanted justice done. I was happy and comforted by her call. The wheels of justice were turning. After the prelim, I find out that the Judge reduced the charge to a misdemeanor, at the strong objection from the DA's office. I was upset, but not surprised.

I made some inquiries, and phone calls about this issue and now here I am writing to let you know that the wheels of justice don't always spin they way they were meant to. I'm sure we are all aware of this type of "it's part of your job" attitude. The "totality of the circumstance" doesn't fit. Well, I won't let it go. It's not part of my job description to get hurt, and I deserve justice. I won't let my incident reflect some type of precedence. I won't let my incident be ammunition for some Public Defender in the future who uses my case to show that a fractured foot and torn ligament on a police officer is not enough to substantiate GBI. I beg to differ... and so does my foot!

Godspeed and stay safe.

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BALEAF Presents... A Day at the Races!

By Robin Matthews
BALEAF Treasurer

Golden Gate Fields, the Bay Area's premiere horse racing facility in Berkeley, will be hosting a benefit for the Bay Area Law Enforcement Assistance Fund (BALEAF) on Saturday, April 16, 2011! For those of you who have never experienced Thoroughbred horse racing before, this will be a fun, exciting event for the entire family! It will also be a fantastic way for you to help support BALEAF in the process, as a portion of the ticket sales will be given back to organization! (BALEAF provides support to the law enforcement family who have had members killed in the line of duty, have been seriously injured, or who have experienced a catastrophic event).

For only \$40.00 per adult and \$20.00 per minor (ages 4-17), you will begin your Day at the Races with a welcome glass of champagne, and provided a delicious prime rib buffet lunch with reserved seating at the famous Turf Club. Along with your admission to the Park and the buffet lunch, valet parking and the daily racing program is included in your ticket price.

The gates at Golden Gate Fields will

open at 1100 hrs. Please arrive at the Golden Gate Fields Turf Club at 1115 hrs; the buffet hours will be from 1130-1500 hrs. and the first race will begin at 1245 hrs. There will even be a race run during the afternoon that will be named in honor of BALEAF! All guests of the Turf Club, including children, are requested to dress in smart casual style — stylish denim and stylish casual footwear, including tennis shoes, for instance, are acceptable attire. Sweatpants/sweatsuits, t-shirts, baseball hats, and thong style shoes are strongly discouraged; and guests who arrive in shorts of any style, tank tops/sleeveless shirts, or clothing with offensive logos on them will be denied access into the Turf Club.

For tickets, please contact Inspector Robin Matthews at the EEO Unit at 415-553-1093/work, 415-794-1229 /cell, or e-mail at RLM2214A@aol.com, Sergeant Mary Dunnigan at the Behavioral Science Unit at 415-837-0875, or Jo-Ellen Radetich at 415-337-1261 or e-mail at radetich@comcast.net. Checks or cash are accepted for payment; any checks should be made out to "BALEAF".

Don't miss out on a great time and a chance for a big win! Come out and join us on April 16th!

Thanks From BALEAF!

By Robin Matthews
BALEAF Treasurer

Greetings one and all. This is just a short note to thank all of you who chose the Bay Area Law Enforcement Assistance Fund (BALEAF) as one of your designees to donate to in this year's Combined Charities Program. One of the things that is special about choosing BALEAF to donate to is 100% of all money donated goes directly to providing support to the law enforcement family who have had members killed in the line of duty, who have suffered a serious injury, or who have suffered a catastrophic event. Dona-

tions that are made annually by the organization's Board of Directors pays for all administrative costs incurred during the year, which ensures that all donations made to BALEAF are used solely to help those Bay Area law enforcement officers and their families who are in need.

If you didn't get a chance to make a donation to BALEAF and would like to do so, please send a check made out to BALEAF and send to P.O. Box 31764, San Francisco, CA 94131. An acknowledgement of your tax deductible donation will be sent to you.

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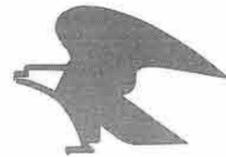
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POA MAIL



Editor —
Re: Chief of Police

There are two principal aspects of the job of chief of police: external relations and internal operations, both equally important, and both of which the previous chief of police had in spades. By his own admission, the candidate being considered as interim chief of the SFPD makes no pretenses at being skilled in external relations. And as to internal operations, his subordinate background as a detective with the LAPD specializing in one aspect of administrative expertise can in no way have prepared him for the management of a multi-faceted major police department. Brow beating police captains isn't enough. As one who welcomed the appointment of two outside command level chiefs to revitalize the SFPD, I think it would now be a mistake to ignore all the management talent developed in the department over the years — who have by now had the chance to learn and internalize the latest accountability techniques — in favor of someone who was brought in from the side to perform a narrow technical task, just because he happens to be available..

Kevin J. Mullen SFPD (ret.)

Dear SFPOA —

On behalf of my family, I would like to thank you for the flower arrangement that you sent to us after my father's passing, as well as the show of support I received from the Executive Board. My family and I really appreciated it.

I would also like to thank all those who helped in making the services for my father something for my family and me to remember forever. Because of the actions and the attention to detail displayed by Mark Solomon, Jim Calonic, Mike Moran, Frank Hagan, Teri Barrett, Mark Lundin, Andy Meehan, the Officers of Park Station, the Solos, the Tactical Teams, and all those who stood outside the Church in formation, my father was laid to rest in a way that would make any family proud.

I was lucky to have been born into a loving family and to have had a role model like my dad. I consider myself just as lucky to have chosen a career through which I have an extended family that was there to support me during what's been a difficult time.

Thank you again for all you have done and continue to do for my family.

Liam Frost Co F
Sean Frost Co B
Jennifer Frost DA's Office

Dearest Fellow Officers, Friends and Loved ones—

I would like to thank all of you so very much for your, thoughts and prayers associated with the passing of my husband and best friend Jesse Lee Myrick III this past August 25th, 2010.

Jesse's death is very troubling for me, my son Robert, Jesse's stepson, his children, family, loved ones and his department colleagues. It has truly to the core of my soul taken some time to come to grips with his passing, however your strength of friendship, guidance, understanding and compassion has helped make this troubling situation a wee more

bearable. I could not have made it through the difficult days after Jesse's death without your unwavering support, love and utmost guidance and direction with my family and me. I was in a state of shock and without the above mentioned I truly did not know which direction to take nor turn in handling all that the situation encompassed.

I am particularly grateful to the members of the San Francisco Police Department's Tactical Unit where Jesse served until his June 9th 2010 retirement. Lt. Al Yee (Tactical) and Off. Kevin Martin (Co. B/POA), I must thank, for both made sure Jesse was well cared for throughout the duration of the services, nothing was left overlooked nor undone. I thank each pallbearer whom Jesse worked with and loved, The Honor Guard, Bagpipers Thomas Harvey and Larry Chan, a gifted vocalist Sgt. Jerry D'Arcy, Jesse and I enjoyed music, two songs in particular meant so much to Jesse and me, both were beautifully sung. The Command Staff, Traffic Company, Northern Station both current and retired officers, Mounted unit ALL who attended the services, I thank-you so very much.

I must on behalf of my father and me thank Mark Hurley from Widows and Orphans for all of his assistance daily for weeks.

I am grateful to the department as a whole and the Police Officers Association for your guidance and flowers. Mike Hebel, thank you for all of your guidance. I am eternally grateful and thankful to each and every one of you individually and collectively for being there for my family and me when we needed you the most and under extreme circumstances.

Please know that Jesse loved you Officers at tactical, officers and employees throughout the department he made friendships with during his 33 years of service. Jesse considered you an important part of his life and was members of his/our family. Jesse was fond of each and every one of you individually in a special way, he spoke daily of you.

In closing of this note I would please ask that no one second guess themselves or beat themselves up regarding this situation. Jesse loved you. Jesse loved his family. Let me his wife and confidante deal with the above. Through solicited and unsolicited phone calls, listening, writings, audible, photographs, pastoral, medical standard & independent tests, discarded items and rembrandts Jesse had a diagnosed clinically untreated medical illness and 3 additional factors lead to August 25th's situation. This does not dismiss the pain & anguish however the confirmation helps in understanding, closure and some peace. We hope the above helps to answer some questions. It was a shock, it saddens many, and it forever changed what lives.

"It is just as cowardly to judge an absent person as it is wicked to strike a defenseless one. Only the ignorant and narrow minded gossip, for they speak of persons not things." Lawrence G. Lovasik.

I would like expressing to people some unknowns about Jesse, he was a musician, artist, writer, photogra-

pher, historian, could repair anything with duct tape & glue, chef, feng shui home decorator, loved tennis, was patient, loved debating & always won. Big prankster, comedian, collected stain glass, a teacher, loved a good steak & ice cream, conversationalist, cared for animals brought 5 home, a devout Christian. Jesse is the most loving, compassionate gentle soul I have ever known and been blessed with shy of 2 decades. I yearn & miss daily this beautiful soul, the gentleman, the mere presence, touch and gentle scent, Jesse exquisite abstract, fragile and celestial mind.

I would like you all to know I did my very best to protect, intercede, provide, intercept, redirect anything and everything under heaven's gate to prevent the final outcome 24/7. There was a great deal going on behind the scene. Again no one beat themselves up. You are ALL good, loving Officers, people and were great Friends/loved one to Jesse. Thank-you!

There are no words to express heartfelt gratitude I have towards those whom literally carried, caught me when I dropped and help me stand the days immediately following the situation and ensuing weeks. You are Angels. Those who supported me, took and returned my calls 24/7 for months during my pain, fear and quest for confirmation and answers. I love you.

Although I am still very deeply saddened and processing Jesse's death, I pray to God that in time I will and have a clearer understanding and gain strength to carry on with my life, career and future. A mass has been named for each and every one of you. May God bless you and your families. May Angels always be at your side day and night. I, my son and family thank-you all, each and every one of you for everything.

With Love, Thankfulness and Gratefulness

Sgt. Siobhan McAuliffe Myrick
Robert McAuliffe Balmy
David F. McAuliffe

Dear SFPOA —

Thank you so much for your generous Christmas gift. It really meant a lot. I love you guys.

Thanks again,
Brendan Walsh

Dear SFPOA —

I'm very grateful you remembered me on Christmas with your generous check. Stay safe in the New Year.

Sincerely,
Molly Walsh

Dear SFPOA —

I have to say thank you for the generous check you gave me this year for Christmas. My siblings and I are very grateful for your kind acknowledgement. It is a true gift to know that you still have us in your hearts since my father's passing. I hope this year is good to you all and best of luck.

Thank you,
Brigid Walsh

Dear SFPOA —

I want to thank you for the generous checks you sent to me and my siblings for Christmas. It was so gen-

erous and thoughtful of you to think of us during the holidays. I know I speak for my entire family when I say thank you for taking such good care of our family; we appreciate everything you've done and continue to do for us. We all hope you had a wonderful Christmas and have a safe and happy New Year. You guys kick ass!

Thanks again,
Colleen Walsh

Dear SFPOA —

Thank you for your very generous donation.

Patti, Jack, and Daniel Hazelhofer

Dear POA —

Thank you so much for remembering my family throughout the years! You guys rock!

Matt Blessing

Dear POA —

Thank you so much for the Christmas card gift. I am so grateful!

Love always,
Jolene Blessing

Dear POA —

Thank you very much for thinking of us during the holiday season. Although our father is retired, my brother and I still feel like members of the SFPD community. We continue to hold our police officer family close to our hearts.

Sincerely,
Dan and Kevin Hallisy

Dear POA —

Thank you for the Christmas gift. Thanks for thinking of us during the holidays. happy New Year to you and your families. have a safe year.

Thanks again,
Melissa Olcomendy

Dear POA —

Thanks!

Kristin Olcomendy

Dear POA —

Thanks for the present and for thinking of us during the holidays.

Frank Olcomendy

Dear POA —

Thank you for the Christmas gift. It was very nice of you to think of us at Christmas time.

Love,
Hanna Schneider

Dear POA —

I hope you all had a happy holiday. I wanted to thank you for the Christmas gift you sent to me. It was very nice of you to do that.

Have a great New Year.

Love,
Alexis Schneider

Dear POA —

Thank you very much for the Christmas check you sent to me. You helped to make our Christmas special by remembering us every year.

Sincerely,
Michael Schneider

Dear POA —

Thank you for the Christmas gifts. I am very appreciative for what you have done for my family and I. It has been seven years since the passing of my father and you still continue to send us these generous gifts. I feel a great deal of comfort in knowing that I have great people surrounding me. Thank you for continuing to think of my family and I.

Sincerely,
Ashley Schneider

Book Reviews

How To Live: Or A Life Of Montaigne In One Question And Twenty Attempts At An Answer

By Sarah Bakewell
Reviewed by Dennis Bianchi

This book is difficult to classify but easy to enjoy. In spite of its title hinting that it might be a self-help book, it is often nothing of the sort. Montaigne gave us many valuable bits of wisdom in this regard, but he sometimes contradicted himself, in true Skeptic fashion. And its sub-title, "Or a Life of Montaigne..." gives the reader the suggestion of a biography, but at times it seems much more a history of Montaigne's most famous work, his "Essays." But there are twenty attempts to answer what Montaigne always believed was the most important thing a human being could do: How should one live one's life well? The book is also a valuable historical look at Europe, particularly France, during the later Renaissance. If any of these ideas appeal to you, this book needs no classification other than - "A great way to spend several hours and learn something."

Montaigne is credited with a writing style we see frequently in today's market: The Essay, from the French word, *essais*. Written in 1580, and edited several times over the next eight years, Montaigne compiled an unusual collection of observations. In a sense, he was the 16th Century version of a blogger. The Essays have been applauded and used by great and diverse writers over the centuries. Shakespeare used the section, *Of Cannibals* when writing *The Tempest*. Virginia Woolf lauded *The Essays*. A recurring theme in all great writers' reactions to them is that they seem to be written about themselves as much as Montaigne. His writings are as relevant today as they were when he wrote them. They seem undisciplined in the way they meander but when finished with a chapter the reader is surprised how much good sense is found there.

Addressing first the idea of "How to Live," Montaigne used himself as his subject. His view of others was important only as a reporter, not as a judge. He was able to acknowledge that humans are fallible and we should not expect to be perfect, nor expect others to be. He would be quite at home with those bumper stickers that say, "Question authority." At the same time, he was always trying to find a peaceful and respectful manner to reconcile differences. We learn that he was summoned to be the Mayor of Bordeaux, an office he didn't seek. But his manner of thinking remained the same; curious, questioning and containing astute observations of what

many people miss. He had a fascination with animals other than human, as well. One of his more well-known quotations is not just humorous but thought-provoking: "When I play with my cat, who knows if I am not a pastime to her more than she is to me? We entertain each other with reciprocal monkey tricks. If I have my time to begin or to refuse, so has she hers." That sentence is representative of his thinking and his humility.

The author doesn't use Montaigne's titles for her twenty-chapter attempt to answer the main question, but her titles sum up times of Montaigne's life and certain trains of thought. The first two titles are good examples of this: "Don't worry about death," and "Pay attention." Later comes the headings, "Question everything," and "Keep a private room behind the shop." A few more titles should prompt your curiosity further: "Wake from the sleep of habit," "Live temperately," "Give up control," and the ultimate "Let life be its own answer." In spite of the titles, the author points out that Montaigne never considered himself a philosopher. "Philosophize only by accident" is his thought about such lofty thinking. "How many things served us yesterday for articles of faith, which today are fables to us?" In spite of his belief that he was a good Roman Catholic, which caused him political problems, particularly as Mayor, he obviously had a healthy amount of skepticism. His writings were placed on *The Index*, a condemned list of the Church, in 1676, 84 years after his death, only to be recognized in 1854 as a valuable tool, and re-instated.

Some readers may want more of the direct language from *The Essays* and less from Ms. Bakewell. There is one section of *The Essays* that I am fond of that was not addressed in *How to Live*, "Of Liars." It is one of Montaigne's shorter essays but filled with importance. "If we did but discover the horror and gravity of [lying], we should pursue it with fire and sword, and more justly than other crimes." It is a thought I agree with strongly. What purpose is there of spending time with people whose word cannot be trusted? How can one live one's life well when in the company of those who would manipulate you? Life itself is difficult enough to understand when dealing with the truth of things. If you haven't read *The Essays* *How to Live* might be just the motivator. The book comes to a close cleverly, and in a manner Montaigne would have approved of: "Not the end."

Brave Hearts

By Cynthia Brown
Reviewed by Dennis Bianchi

The author of this book, Cynthia Brown, is highly qualified to be writing about police officers in the United States. As the book cover indicates, she has worked for three decades within law enforcement circles, and in 1994 she founded what was to become the nation's largest law enforcement publication: *American Police Beat*. She has also been given awards for her work including the prestigious National Law Enforcement Officers Memorial Fund's Distinguished Service Award, which puts her in the very impressive company of Presidents Bush, Sr., Bill Clinton, Vice-President Joe Biden and many United States Senators and members of the House of Representatives.

This book is best read in parts, not as a whole. The reason I recommend you read it in this manner is so that the overwhelming number of courageous acts described herein are appreciated in their own individual place. Reading chapter after chapter of brave actions by police officers, one might become inured to the heroism of these men and women. Although I seldom watch television shows such as "Cops," it occurs to me that reading this book from cover to cover without a stop would be like watching "Cops" for hours and hours. The impact would be lost. The individuals and their stories would lose their singular importance.

The author has taken fifteen members of the New York Police Department and written about their actions that were above and beyond the call of duty. The stories are more memorable than many fiction authors would ever imagine. The first chapter describes the actions of Officer Rich Miller. His story will hook most any fiction fan, but Officer Miller's bravery was real and left tangible results. A former Marine, as were other officers mentioned in the book, Officer Miller was assigned to the NYPD's Emergency Service Unit where he has participated in under-water rescues as well as pitched gun battles, including one where five officers were wounded. The saying in the NYPD is: "When a citizen needs assistance they call 911. When the cops need help they call ESU." The ESU is mentioned several times throughout the book. But they are not the only heroes depicted. There are many heroes in the New York Police Department.

The NYPD is unique within the United States. Various sources have described their numbers as 34,500 up to 40,000 members. They are approximately three times larger than the second largest department in the United States, Chicago. As the book points out, it counts among its members officers who were born in other countries as diverse as Italy, India, and the children of immigrants from China, Puerto Rico, and other places throughout the world. Most large cities may claim similar personnel but none can match the numbers. The NYPD even has officers assigned to posts in other countries, including Europe. They are truly a Force to be reckoned with.

The NYPD is also a gigantic con-

coction of specialized units. An officer, Stephanie Hirschhorn, who had worked plain-clothes street crime assignments eventually was assigned to the Mounted Patrol. Her exploits were worthy of medals but her honesty about what frustrated her with police work was as valuable to the book as the descriptions of valor. She found the media to be much more interested in exploiting negative activities than reporting the truth. As an example she recalled an incident that took six months and the focus of a Deputy Chief to investigate whether or not an officer had received a second scoop of ice cream while paying for only one. She mentioned the focus put upon racial profiling and gave a different perspective: When white young men, frequently from New Jersey, came into Harlem, the officers assumed they were present to buy drugs. Her district included numerous illegal drug houses, and the officers' assumptions were that white males, who didn't live in large numbers in that part of Harlem, were there for illegal purposes. As she pointed out, no one complained about that form of racial profiling, but she also freely admits to its necessity. From the opposite perspective what she liked best about being a police officer was the camaraderie. (As a retired officer myself, I completely agree with that sentiment.)

The book described many other specialized units such as those detectives who follow suspicious fiduciary matters, those who track guns, those who specialize in drug arrests, those who fly helicopters, those officers in the canine unit and other units. But what they all have in common is how they dealt with September 11, 2001. One chapter was even titled, "The Man Who Wouldn't Leave Ground Zero." That event provided the opportunity for brave police officers to demonstrate what they were made of, and these officers performed well beyond their calling. Throughout the book there are quotations regarding living a life of courage. They were all good but some better than others. One was valuable to all walks of life: Altruism - the eradication of self-centered desire and a life devoted to the good of others." - August Comte (1798-1857) Another fitting quote was: Without courage, there is no power on earth to deter an aggressor, nothing to oppose the principle that might is right." — John Percival. The author's style is not flashy or colorful, but professional, as it should be. The actions of the officers carry the story.

The book obviously appeals to police officers everywhere in the United States, and their families, but who should be reading it are those citizens who complain about being stopped after committing an infraction, a misdemeanor or who feel that officers are over-paid. It should be read by members of city governments who use police departments as political tools. The book needs a different marketing approach. It likely won't receive one, so when you finish reading it recommend it to someone outside the realm of police work.

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(Retired/SFPD Member 1974-03)
Call (415) 246-1753

Long-Term Investing

U.S.A's Retirement in 2011: 79 Million Baby Boomers Turn 65 Years Old at a Rate of 10,000 a Day

By Edwin K. Stephens,
The Stephens Group

He is now fast rising from affluence to poverty.
—Samuel L. Clemens (Mark Twain)

The first forty years of life give us the text; the next thirty supply the commentary on it.
—Schopenhauer

Will the U.S.A's record \$14 Trillion dollar debt have a financial affect on the quality of life of the 79 Million Baby Boomers who are turning 65 at a rate of 10,000 a day over the next two decades?

Answer: Yes. Government debt surged to an all-time high, topping \$14 Trillion dollars or \$45,300 for each and everyone in the country.

America's Aging Population

In 2010, the United States reached 308.7 million people, up 9.7 percent since 2000 according to Mr. Robert Groves, director of the United States Census Bureau.

On 1/11/11, Haya El Nasser and Paul Overberg of USA today noted in an article, "U.S. population growth slowed, but still envied," that between 2010 and 2050, Europe's population will actually decline. Mr. Carl Haub, Senior demographer at the non-profit Population Reference Bureau said "In most developed countries, raising the birth rate is a national priority." Mr. Haub further added that the worry is less about size than population imbalance: More elderly people who need social support but fewer young people who work and help a nation's economy thrive.

The United States of America is facing a wave of elderly as the oldest of 79 Million Baby Boomers turn 65 this year, but a robust birth rate bolstered by high immigration is offsetting the impact that there will be an unprecedented number of people who will be the very old. Mr. Steven Ruggles said, "We're going to dodge that bullet." Mr. Ruggles is the director of the Minnesota Population Center at the University of Minnesota and he noted that "people worry about Social Security and Medicare but it's nothing like the problems they are facing in Italy or Spain, and this will be a bigger problem in China." In 2007, Spain started offering 2,500 euros (about \$3,200) to women who gave birth but the program ended in December because of Spain's financial crisis.

U.S.A's Elderly Poor in Millions

In 2009, under a new revised census formula, overall poverty stood at 15.7 percent, or 47.8 million people.

On 1/5/11, Ms. Hope Yen, Associated Press noted that across all demographic groups, Americans 65 and older sustained the largest increases in poverty under the revised formula — nearly doubling to 16.1 percent. Ms. Yen stated, "The number of poor people in the U.S. is millions higher than previously known, with 1 in 6 Americans — many of them 65 and



older — struggling in poverty due to rising medical care and other costs."

Ms. Kathleen Short, a Census Bureau research economist who calculated the revised poverty numbers said, "Under the new measure, we can clearly see the effects of our government policies." And, "When you're accounting for in-kind benefits and tax credits, you're bringing many people in extreme poverty off the very bottom." However, under the revised formula, the West had the most people in poverty at 19.2 percent. It was followed by the South (16.1 percent), the Northeast (14.3 percent) and the Midwest (12.5 percent).

Ms. Yen noted that at a time when many in the government point to an overhaul of Medicare and Social Security as the best hope for reducing the ballooning federal debt, the Census Bureau figures support that we do have the potential to add more older Americans to the ranks of the poor, and the numbers may underscore a need for continued—if not expanded—old age benefits as a government safety net.

U.S.A's Record \$14 Trillion Debt

On 1/15/11, Tom Raum, Associated Press stated that the national debt is the accumulation of years of deficit spending going back to the days of President George Washington. The debt usually advances in times of war and retreats in peace.

Mr. Raum noted that "Remarkably, nearly half of today's national debt was ran up in just the past six years. It soared from \$7.6 trillion dollars in January 2005 as President George W. Bush began his second term to \$10.6 trillion the day President Obama was inaugurated and to 14.02 trillion dollars now. The period has seen two major wars and the deepest economic downturn since the 1930s."

Economists stated that with a \$1.7 trillion deficit in budget year 2010 alone, and government on track to spend \$1.3 trillion more this year than it takes in, annual budget deficits are adding roughly \$4 billion dollars a day to the national debt. In essence, the United States is borrowing 41 cents for every dollars it spends.

Treasury Secretary Timothy Geithner said in a letter to Congress that the statutory debt ceiling of \$14.3 trillion,

set just last year, may be reached by the end of March—and hit no later than May 16, 2011. Secretary Geithner warned that Congress holding it hostage to skirmishes over spending could lead the country to default on its financial obligations, "an event that has no precedent in American history."

Baby Boomers 2011 Retirement

The start of 2011 marks another milestone for the baby boom generation. The first of the estimated 79 million Americans born between 1946 and 1964 will turn 65 years old this year, at a rate of 10,000 a day, according to the Pew Research Center.

In 2010, the number of people enrolled in Medicare will grow from 47 million to roughly 80 million when the last baby boomers turn 65 in about two decades, while enrollment in Social Security is expected to rise from 44 million to some 73 million. At the same time, the ratio of workers paying taxes to support the programs to beneficiaries will drop.

Judy Woodruff, a journalist with the PBS Newshour talked with two experts on these issues on baby boomers and retirement. Mr. Nicholas Eberstadt is an economist and demographer at the American Enterprise Institute. And, Ted Fishman, is the author of the book, Shock of Gray which looks at the impact of the world's aging population.

Mr. Nicholas Eberstadt said that the good news is that the economy has

changed. We are now a more service economy, so people can stay in the work force longer if they have invested in their own skills. The Economist said people who work in the service economy are not toiling physically. And he added that with a few changes in age in which people receive benefits, you do not need a huge difference in the retirement age or when people retire in order to make an enormous difference in the affordability of Social Security and Medicare.

Author Ted Fishman said that in order for the government to stay solvent, they need individuals to stay solvent longer. And, in order for individuals to stay solvent longer, they need to work longer. Mr. Fishman noted, "So, instead of becoming a low-value worker in your 50s, you can have invested in yourself and have high intellectual capital, high skills, so that there isn't pressure to push you out of the work force." He further stated that there is also an extra monetary pressure that the boomers will be facing as they move through the 50s into their 60s in order to stay employed.

It is apparent that many of the 79 million baby boomers will be working well past their retirement age in order to supplement their government benefits. And, for those seniors who are financially comfortable, they may choose to work to stay mentally and socially active or volunteer their services to their church or other civic organizations in retirement.

"The best book ever written about what cops do."



"I felt I had a special responsibility to tell the world about what these brave people do for us day in and day out and the price they pay to do it."
— Cynthia Brown

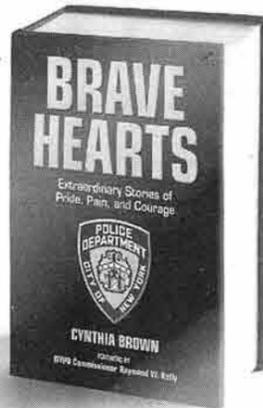
"This book is a unique voyage straight into the hearts and minds of the remarkable people who have chosen the most noble profession — keeping people safe by bringing justice to those who seek to harm them."
— Craig Floyd, Chairman National Law Enforcement Officers Memorial Fund

"Brave Hearts is a great book about our job. Over the course of my career, I continually witnessed the quiet professionalism, compassion, and heroism practiced day in and day out by our law enforcement officers. That commitment, courage, and self-sacrifice have been superbly captured in the profiles of the extraordinary people you will meet in the pages of Brave Hearts."
— Ray Kelly, Commissioner, NYPD

"A rare intelligent and sympathetic portrayal of the people who have chosen a career in law enforcement."
— Lee Baca, Sheriff Los Angeles County Sheriff's Dept.

"Seminal work on the complexities of law enforcement work."
— Bill Bratton, former chief, LAPD Commissioner, NYPD and Boston

"Should be required reading for every rookie in every police academy."
— Rich Roberts International Union of Police Associations



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The Michael and Sally Mayer Family Foundation

By Kevin Martin

The Mayer Family Foundation is pleased to offer a scholarship of \$2,000-\$5,000 to the sons of law enforcement officers applying to or currently enrolled at Archbishop Riordan High School. Last year a total of \$51,000 was awarded to 13 young men.

These scholarships will be awarded based on the following criteria:

For new students:

1. Performance in the high school placement test entrance exam.
2. A letter of recommendation from the applicant's 8th grade teacher or grammar school principal attesting to his character and potential to fully participate in student life at ARHS.
3. An essay of 250-500 words addressing the following question: How has your parent's job as a law enforcement officer inspired you?

For current or transferring students:

1. A cumulative GPA of at least 2.50 for the last two semesters.
2. A letter of recommendation from an ARHS faculty member attesting to the applicant's character and full participation in the life of ARHS.
3. An essay of 500-750 words addressing the following question: How has your experience at Archbishop Riordan prepared you to be a contributing citizen, both now and in the future?

The essay should be typed and signed and contain the following statement: "I attest that this essay is my own work." The letter of recommendation should be mailed by its author directly to Archbishop Riordan. Both documents should be submitted by February 18, 2011 to:

Admissions Office
 Attention: Dion Sabalvaro
 Archbishop Riordan High School
 175 Phelan Avenue
 San Francisco CA 94112

Deaths

The POA Journal was notified* of the recent deaths of the following SFPD members, non-sworn employees (n/s), or affiliated persons:

Name of Deceased	Date of Death	Age	Status	Notification by
Wayne Clement	January 5, 2011	86	Retired SFPD	L. Clement
Linda Gallaread	January 8, 2011	57	Non-sworn SFPD	M. Ortelle
Lance Heivilin	January 2011	37	Active Non-sworn	M. Halloran
Neal Lucey	January 21, 2011	68	Retired SFPD	R. LaPrevotte
Walter Watson	January 13, 2011	82	Retired SFPD	R. LaPrevotte

*Notifications are made by a POA member, family member, or other reliable source. The POA Journal believes the information to be true and correct, however the staff or employees of the SFPOA make no official confirmation.

Submitting Obituaries and Memorial Tributes

Any member may submit a separate memorial tribute to a deceased member. Any such piece will not appear in the matrix, but will be placed in the Mail section, or, with prior approval of the editor, as a sidebar piece. The Journal will also accept and publish in the Mail section short letters about a deceased member written by a person in the immediate family. However, the Journal will not reprint obituaries or photos that were published in any other print media, web site, or Internet blog.



Injured On Duty By A Negligent Motorist Or DUI Driver?

"It's Not Just A Workers Comp Case!"

Former Prosecutor Todd P. Emanuel Can Help!

- Myth #1:** My only remedy is filing a worker's compensation claim.
- Myth #2:** I can't bring a claim against the negligent driver.
- 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.

T **Todd P. Emanuel, ATTORNEY AT LAW**
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Will Thousands Of Police Layoffs Unleash Chaos And Anarchy Across America?

<http://theeconomiccollapseblog.com/archives/will-thousands-of-police-layoffs-unleash-chaos-and-anarchy-across-america/welcome-to-the-second-most-dangerous-city-in-california>

Forwarded to the Journal by Gary Delagnes

Thousands of police officers have been laid off all across America since the current economic crisis began. Thousands more are getting ready to be laid off. So could we be on the verge of a new era of chaos and anarchy in America as crime runs wild and there are just far too few police to respond to it all? That is the message that one blood-smeared billboard in Stockton, California is trying to get across. Paid for by the Stockton, California police union, the message of the billboard is chillingly clear: "Welcome to the 2nd most dangerous city in California. Stop laying off cops." As state, city and local governments across the United States continue to be devastated by the ongoing economic crisis, budget cuts are becoming much deeper and police forces have suddenly become a very popular target.

Officer Steve Leonesio, the president of the Stockton Police Officers Association, has announced that the police union plans to spend approximately \$20,000 on at least 20 more billboards.

Why is the union putting up all of these billboards?

Well, it turns out that Stockton has been considering a plan to lay off 53 police officers in an effort to eliminate a \$23 million budget deficit.

But law enforcement in Stockton has already been cut to the bone. Recently, the Stockton Police Department dropped this bombshell....

"We absolutely do not have any narcotics officers, narcotics sergeants working any kind of investigative narcotics type cases at this point in time."

Do you think drug dealers will be flocking to Stockton after they hear that?

But the truth is that so many of these local governments around the nation are just flat broke at this point.

Even major cities are having to admit that they have accumulated such large debts that they cannot even afford to provide the most basic services

any longer.

In Oakland, California the battle over police layoffs has made national headlines over the past couple of weeks. Oakland has laid off 80 police officers, and now the police chief says that there are some crimes that his department simply will not be able to respond to.

In fact, Chief Anthony Batts has compiled a list of exactly 44 situations, including grand theft, burglary, car wrecks, identity theft and vandalism, that his officers will not be available to handle any longer.

What in the world?

Once upon a time in America you could get a police officer to come out for just about anything - including for getting a cat down out of a tree.

But those days are long gone.

Today it is very hard to get a police officer to come out for anything short of murder.

The following is a partial list of crimes that police officers in Oakland will no longer be responding to....

- burglary
- theft
- embezzlement
- grand theft
- grand theft: dog
- identity theft
- false information to peace officer
- required to register as sex or arson offender
- dump waste or offensive matter
- discard appliance with lock
- loud music
- possess forged notes
- pass fictitious check
- obtain money by false voucher
- fraudulent use of access cards
- stolen license plate
- embezzlement by an employee (over \$ 400)
- extortion
- attempted extortion
- false personification of other
- injure telephone/power line
- interfere with power line
- unauthorized cable tv connection
- vandalism

Not that Oakland wasn't already a mess, but now how long do you think it will be before total chaos and anarchy reigns on the streets of Oakland?

But Oakland is far from alone.

The sheriff's department in Ashtabula County, Ohio has been slashed from

112 to 49 deputies, and there is now just one vehicle remaining to patrol all 720 square miles of the county.

So what are the citizens of that county supposed to do to protect themselves?

Well, when asked about what they should do, Judge Alfred Mackey gave this stunning piece of advice....

"Arm themselves."

So is that what we are left with?

Is American society degenerating into a "Road Warrior-style" wasteland where we are all left to fend for ourselves?

It gets really frightening when you start considering just how many police are actually being laid off across the United States....

*Acting State Police director Jonathan Monken has announced that the Illinois State Police will lay off more than 460 troopers and close five regional headquarters by this fall.

*Atlantic City Mayor Lorenzo Langford has proposed a plan to lay off 40 police officers.

*The police department in Vallejo, California will temporarily suspend its K-9 and SWAT programs at the end of the month in a move to delay officer layoffs.

*Last year, 18 special police units in Toledo, Ohio - including the gang task force and the mounted patrol - were eliminated or downsized in an effort to replace the 130 patrol officers who were laid off because of a \$20.7 million budget deficit.

*Of 315 municipalities the New Jersey State Policemen's union canvassed, more than half indicated that they were planning to lay off police officers.

*Four police officers in one town in New Jersey were greeted at work this

past Monday morning with notices informing them that they will be laid off on August 31st.

*Police in Phoenix, Arizona have been told that more than 400 officers could be impacted by layoffs if "the worst case scenario" plays out.

*Police and firefighters in Flint, Michigan decided that layoffs were preferable to taking a 15 percent pay and benefits cut.

*The city of Maywood, California laid off all 68 of its employees July 1st and is now "contracting out" police services.

*In Colorado Springs, dozens of police positions are going unfilled and the police helicopters were put up for sale on the Internet.

The sad thing is that as local police forces across America are being stripped down or dismantled, many communities are opening their arms wide to increased federal law enforcement "assistance".

In recent years, we have seen a large number of examples where the U.S. military is being used for domestic law enforcement, which is supposed to be against the law. In addition, federal government agencies are increasingly taking over the financing, training and even command of local police.

But is this "federalization" of local law enforcement a good thing?

Of course not.

Unfortunately we live at a time when almost everything is being centralized under federal government control. Of course this is completely contrary to everything that our founders intended, but most of our "officials" don't seem too concerned about actually following the Constitution these days.



Photo courtesy of Insp. Matt Perez

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Humans And Stress

continued from page 1

shoot. By the time an officer does fire a round, the suspect may have already dropped the object they were holding, and have their hands in the air. If the officer shot, was it a justified shooting? It depends on the officer's perception at the time — if the officer thought he or she was under attack and acted in accordance, then likely it was justified.

Was it a "good" shooting? Totally different question, and one that doesn't always have an answer.

From their perspective, law enforcement and researchers who work with law enforcement are a bit baffled that the general public doesn't seem to understand how difficult it is to make the objectively right decision in a high-stress situation, if such a decision even exists. Take this 2008 study by researchers at Cal State-Fresno, where forensic psychologists put members of the general public through use-of-force simulators similar to the one SFPD uses. Civilians were quickly shown photographs of suspects in various environments, holding various objects,

and told to press a button if they felt the need to use force:

"The majority, of civilian respondents demonstrated very low capacity for distinguishing weapons from innocuous objects in context, even under ideal viewing conditions. However, respondents were in general personally willing to fire on what appeared to be an armed perpetrator, even if that "perpetrator" held a power tool rather than an actual weapon. In contrast, the vast majority of respondents was unwilling to accept a shooting response to the same situations on the part of police, even when the situations in question were rated by experienced police officers as absolutely requiring a shooting response to prevent loss of life."

Another element in the equation is the officer's expectation of being threatened — their assumption that a suspect has a weapon or wants to attack them. A 2005 paper by the Police Policy Studies Council, talks about the increasing use of fear as a tactic in police training to alert police to their own vulnerability. The shift, the

paper says, came after the 1970 slaying of four California Highway Patrol officers in Newhall, who had not been sufficiently prepared when two men started shooting at them:

"Many of the changes in mindset and methodology that transpired in the years following Newhall were positive, and long overdue. However, perhaps as an outgrowth of watching so many reenactments of how police were being slain, fear had become a pervasive and compelling training and marketing tool. By the late 1980s and 1990s, it appeared as though the use of fear as a motivational tool was instilling paranoia in many officers. This created a training paradox. Was there a way in which police trainers could somehow regulate the level of fear being generated by 'realistic training' so as not to transform officers into 'fear biters.'"

Stress inoculation, it seems, straddles those impulses to variously scare and calm new recruits: officers will encounter situations where their lives are in danger, where they'll feel fear,

their hearts will speed up, their vision will narrow. But if they've seen the situation before, even in a simulated environment, maybe they'll be able to override those physical reactions to a degree, maintain their calm, and maintain a clearer vision of the situation and whether force is strictly necessary.

The science behind stress inoculation serves as an explainer of sorts for why certain things happen: why a suspect may have been shot in the back by a police officer; why a video camera captured a suspect apparently putting their hands in the air as they were shot.

So the real question for policy makers to consider is, does the move toward this sort of training indicate that police departments have accepted that officers are only human, that bad decisions happen and will happen and the only thing we can do is reduce the mistakes? Or is it simply a well-intentioned but dressed-up way of making police shootings more palatable to the general public, department lawyers, and the officers themselves — in other words, preserving the "myth of infallibility" that Simon wrote about?

Labor Relations Information System

www.lris.com

Jersey City Police Union Members Vote To Accept Settlement, Averting 82 Layoffs

From The Jersey Journal, January 26

JERSEY CITY, NJ — The Jersey City Police Officers Benevolent Association has voted to accept a deal made with the city administration earlier this month to avert 82 layoffs, the union announced moments ago.

"I am pleased to announce that on Wednesday our members voted to approve the settlement agreement that will avert the layoffs of 82 police officers," POBA President Jerry DeCicco said in a news release.

"Today's news puts Jersey City in the rare category of being able to stop

a planned police layoffs, a feat that many other cities and towns have been unable to do."

Terms of the agreement and the vote tally were not immediately available.

Sources have told The Jersey Journal that the police union officials agreed to a one-week pay lag for the officers, which will save the city nearly \$4 million this year.

The officers would receive the one-week pay when they retire.

In return for this concession, the officers gained two comp days this year, will receive an extra day's pay when

they retire, and the city agreed not to take away the officers' \$1,300-a-year uniform allowance.

The City Council must now approve what will be an addendum to the current police union's contract.

Today's voting started at 6 a.m. and was expected to last until 10 p.m. at the Astor Bar on Montgomery Street.

The settlement caps a contentious period marked by protests against the mayor at council meetings and at a political fundraiser.

Had the layoffs gone through, the officers would have lost their jobs Feb. 15.

DeCicco thanked the mayor in his

statement tonight.

"I thank Mayor Jerramiah Healy for working with us to find a solution that saves these important jobs and addresses the city's budget concerns," he said. "I would also like to recognize state Sen. Sandra Cunningham for her ongoing support for the men and women of the Jersey City Police Department."

"Most importantly, I would like to thank the brave men and women of the Jersey City Police Department. I thank them for their tireless service to keep this city safe and for standing with the POBA throughout the negotiation process."

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Faked FOP Press Release Causes Stir

From WPXI.com, January 11

PITTSBURGH, PA — Pittsburgh's police union said a bogus news release distributed to the media claimed the union had stopped its support of three officers accused of assaulting a Pittsburgh Creative and Performing Arts High School student.

The faked release sent out Monday claimed the Fraternal Order of Police was withdrawing its support of officers who allegedly beat Jordan Miles, 18, a year ago.

The news release said in part, "Miles' injuries cannot be considered to be a byproduct of legitimate, professional police work, but that a crime was committed against a young man

innocent of anything to deserve his treatment."

Miles, who is black, claims the white officers targeted him because he was walking in a high-crime area then conspired to file false charges against him and concoct a cover story for the beating.

"For someone to go out and misrepresent and lie ... it goes to show someone is trying to posture their position and change the public's position," Union President Dan O'Hara said.

The union wants the FBI to investigate the fake release, which appeared under modified union letterhead.

O'Hara said the FOP stands behind the officers, who have not been charged but remain suspended.

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Baltimore Police Union Members See Pay Cut By Nearly 2%

From The Baltimore Sun, January 7

BALTIMORE, MD—Baltimore police officers got what they described as a stunning note accompanying their biweekly paychecks Friday—a memo from City Hall informing them that their pay will be cut by nearly 2 percent over the next six months.

That means the average officer will see about \$205 less in monthly pay starting Jan. 21.

“Baltimore City will never be safe as long as the mayor continues to show her disrespect to the police,” said Robert F. Cherry, president of the Fraternal Order of Police.

In November, officers, through their labor union, overwhelmingly rejected

the city’s one-year contract offer calling for a 2 percent pay cut in exchange for an extra five vacation days. Cherry said he proposed a different, multiyear contract with a temporary pay freeze.

But the mayor’s office went to arbitration and won. Now, city leaders say pay cuts for officers that would have been spread out over a year have to be compacted into six months. And the five extra vacation days are no longer part of the package.

In a statement, Mayor Stephanie Rawlings-Blake said she “deeply appreciates the sacrifices every city employee has made to keep the city going, delivering core services during the worst fiscal crisis in the city’s modern history and this shared sacrifice has

prevented 350 additional layoffs this fiscal year.”

Cherry said the city could have renegotiated the contract, and he called the arbitration “political cover” for the mayor to “unilaterally cut our pay.” He said the union did not participate in the arbitration process, calling the process nonbinding and saying the results were a foregone conclusion.

Baltimore police are coming off a year in which crime dropped in virtually every category, with 25-year lows in the number of homicides and other violent crime. The mayor and police commissioner have been bragging about the numbers for days.

“How do you get on the camera on Monday and talk about drastic reductions in crime and then take away our pay?” Cherry said. “The only reductions the mayor and the police commissioner aren’t talking about is the pay for the police officers, the good guys who take the bad guys with guns off the streets.”

Firefighters are taking a similar hit. Their union successfully negotiated with the city but pegged their pay cuts to whatever the police got. That means the 1,700 firefighters will also begin seeing reductions in salary starting Jan. 21. But unlike police, firefighters will get the extra five vacation days.

The union leaders accused city officials of failing to negotiate in good faith. Bob Sledgeski, president of the firefighters local, said the mayor and her aides “are the ones taking the credit” for a safer city, “while we’re the ones doing the work. And they’re cutting our pay for it.”

Other city workers have taken their pay reductions in the form of furloughs—police officers and firefighters cannot take additional days off, so they take pay cuts instead—that City Hall officials say amounts to cuts greater than those affecting police.

Employees earning less than \$30,000 a year are furloughed for

four days, roughly a 1.54 percent pay cut. Those earning between \$50,000 and \$70,000 have to take eight days off without pay, a 3.08 percent salary cut.

Rawlings-Blake donated the amount of her automatic raise last year to the city. Police Commissioner Frederick H. Bealefeld III, who earns \$194,815 a year, took a 10-day pay cut in fiscal 2010 and plans an 11-day pay cut in fiscal 2011. Members of the police command staff, who are not in union jurisdiction, also have taken pay cuts in lieu of furloughs.

The cuts were made to close a \$121 million budget shortfall. This week, the city’s budget director warned that the city faces another shortfall—up to \$81 million—and that more cuts might be necessary in the next fiscal year.

Also, starting Friday, every city employee’s check will be reduced by \$5 a pay period to share the costs of a prescription drug plan.

For police, the extra money taken from their paychecks adds up. They have lost a coveted tuition reimbursement plan and are paying more into their pension fund, which also faced dangerous shortfalls last year. Now they’re paying more for medicine while getting less money each month.

Bealefeld has repeatedly praised his front-line officers for their hard work despite budget disputes and distractions over cuts to their pensions.

“These guys are really the ones that rolled their sleeves up and got down there and did the work,” the commissioner said. “They are the ones in the trenches. And I think in the face of all the other noise that you hear—and there will be continued discussions and continued work to be done on the budgets and finances and contracts—but at the end of the day, we’ve got to make the city safer.”

“And the fact is that these cops are going out there every day and they’re making the city safer,” Bealefeld said.

North Las Vegas Reaches Deal With Police Union, Saving 11 Jobs

From The Las Vegas Review-Journal, January 6

NORTH LAS VEGAS, NV—The North Las Vegas City Council on Wednesday unanimously approved a concessions agreement with the city’s police union that will save the jobs of 11 police officers.

The agreement includes the suspension of cost-of-living raises for fiscal 2011-12. The 4.25 percent raise will not be deferred or made up in future years.

“It was a difficult process but a very rewarding one, too,” said Mayor Shari Buck, adding that she appreciated the union-city partnership that saved jobs while also saving the cash-strapped city money.

The value of the concessions over the next 18 months is about \$3.8 million.

The agreement also includes lowering the starting salary for new hires by 10 percent and freezing holiday and sick leave sell-back this year.

In exchange, the city agrees to not lay off police union members for the next 18 months. If more concessions are needed during that time, the union agrees to come back for more talks.

Those officers could otherwise have

been laid off beginning this month.

The city also agrees not to privatize the city’s detention center through June 30, 2014. Union members also will receive 40 hours of additional leave time in fiscal 2011.

The city’s Police Officers Association represents 360 police officers, corrections officers and marshals. It is the second of the city’s unions to come to an agreement in the latest round of concessions aimed at saving money and avoiding more layoffs as the city continues to struggle with the effects of the economic slump. The City Council in November approved contract concessions with the city’s largest union, Teamsters Local 14, that saved 144 jobs.

The North Las Vegas firefighters union is still in concession talks with the city. If an agreement is not reached, 33 firefighters could lose their jobs this year.

The city, which is dealing with a \$35 million shortfall through fiscal 2011, laid off 188 workers in June. An additional 44—all North Las Vegas Detention Center workers—were let go in October after the detention center lost about a third of its inmates to a facility for federal inmates in Pahrump.

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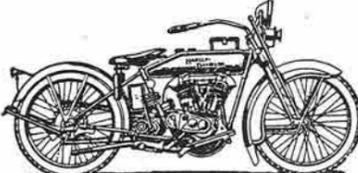
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PAL CORNER

By Rick Bruce
PAL President



College Opportunities for PAL Cadets and Future Law Enforcement Careers

On January 13, 2011, the PAL Law Enforcement Cadets and their families were provided a unique opportunity to learn about the higher education opportunities available through University of San Francisco (USF) and City College of San Francisco (CCSF). Hosted by SFPD Retired Chief Tony Ribera, Director of Business and Professional Studies at USF, the PAL Cadets learned about the unique law enforcement focus and pathways provided by USF and CCSF.

Says PAL Executive Director, Lorraine Woodruff-Long, "The PAL Cadets received good advice not only on the importance of college before moving into a career in law enforcement, but also once they are in the force to always continue learning to become better law enforcement officers. There are terrific options in San Francisco between CCSF and USF for working adults to get their degrees and for professional development."

Dan Lawson, retired SFPD Captain, now Executive Director/Chief of USF Police, told Cadets there are three things you need to know: be a critical thinker, create positive relationships, and work collaboratively. Former PAL Cadet Captain Lizzie Perez found the event useful and inspirational. "I took that in, when I was there and listening to them, a light bulb went off. That's what I need to do to get into USF and hopefully eventually the SFPD. I've already contacted a City College coun-

selor." Says Perez, "I didn't know what my options were before. Now I know what I need to do."

PAL would like to thank Tony Ribera and Dan Lawson of USF and Jim Conners of CCSF for hosting what we hope to be an annual event for the PAL Cadets and their families.

Apply Now for the 2011 PAL Summer Cadet Academy

PAL is recruiting for this summer's PAL Summer Cadet Academy. The Academy is an intensive 4-week program that runs from June 13 to July 8, 2011. Successful graduates will be eligible for a 10-hour per month internship at a SFPD police station or bureau, and meet year-round at the Academy for continuing training.

The PAL Summer Cadet Academy gives participants a glimpse of life as a San Francisco police officer. Academy instructors teach cadets many police procedures, including traffic stops, radio codes, and ethical conduct. "My goal for them, if they want to be police officers, is to really grasp what we do," said Officer Amanda Kabanuck, who has been working with the cadets since last summer and is supervising internships at the Ingleside station.

Service is a big component of the PAL Cadet program. Cadets help out at events such as the Bayview Magic



Chief Tony Ribera (Ret. SFPD) and Jim Conners, Department Chair of the Administration of Justice program at City College.

Backpack Giveaway, community safety events, and even the World Series ticker tape parade!

Applicants must be:

- At least 14 years old (and no older than 19 as of 6/13/2011)
- Have completed their first year of high school
- Have and maintain a 2.0 grade point average
- Reside in or attend school in San Francisco

The PAL Summer Cadet Academy application can be found at www.sfpal.org/cadets or contact Lorraine Woodruff-Long at lorraine@sfpal.org or 401-4669 for more information. Applications and recommendations must be received by April 22, 2011.

Soccer Registration

It's the busiest time of the year for the PAL office as hundreds of coaches come to our office at the Academy to

register their soccer teams. PAL hosts spring soccer every year, and starting in March you should see kids all over San Francisco wearing their PAL shirts every Saturday. For more information on soccer, see www.sfpal.org/soccer

Junior Giants Baseball

Looking for an opportunity to coach, but have more enthusiasm than experience? Then, PAL's Junior Giants program is the place for you. We will expanding last year's successful summer baseball league in the Bayview and Excelsior neighborhoods. Boys and girls from kindergarten to 8th grade can participate in this free program. Each team has one practice and one game per week. The Junior Giants Foundation provides shirts, hats and equipment for all participants. If you are interested in coaching, please contact Jennifer Mendoza at jenny@sfpal.org or 401-4666.



Current PAL cadets at College Night.



College Night group with speakers, cadets, and families.

Sports



Department Basketball Update

By Steve Coleman

The SFPD basketball season is at the mid-season mark, and teams are grinding with each other trying to gain one of the eight coveted playoff spots. The SF CHP team once again is sitting on top of the standings at a perfect 6-0. CHP is on a 20 game winning streak with their last loss taking place back in Feb. 2009, when they were eliminated from the playoffs by the Bayview Pit Bulls. Many teams have played them closely in the first half of games, but only for the "Chip-pies" to pull ahead in the second half and go on to victory. For example: Ingleside Station wasn't able to topple CHP in a late January game even though they took a 4 point lead going into the second half. CHP would end up escaping with a 4 point win by a score of 39-35. It was nice to see **Al Johnson** make an appearance at the gym though, and rally his Ingleside team to a close game.

In another tight contest, the **Rod Tong** led 850/TAC Team upended Bayview 50-49 on a 3 point fade-away buzzer beater by rookie guard **John "Airforce Trained" Pigford**. Tempers had flared towards the end of this physical and hard fought game; but, after a brief discussion, order was restored and the game was decided on that last second shot by Pigford. These two teams battled in the playoffs last year, but it was Bayview who ousted 850/TAC in a game that had gone into overtime.

The Northern (Heat?) Bulldogs outlasted the Mission Diablos in another late January game by a score of 44-35. The Bulldog players have gelled together and taken a firm hold onto second place heading into the second half of the schedule — they're stacked and playing with a lot of confidence these days. The Diablos on the other hand are still trying to work out the kinks and are gearing up for a second half run toward the playoffs.

The Tenderloin Rats backed off of their pressure man-to-man defense and switched to a zone in a recent game vs Daly City PD and went on to a 5 point victory. Even though the Rats record doesn't show it, they are one of the leagues most improved teams. Tenderloin has played many close games and teams haven't been looking forward to playing them with all their

SFPD Standings

as of 1/30/11

Team	W	L	GB	PCT.
SF CHP	6	0		1.000
Northern Bulldogs	5	1	1	.833
Bayview Pit Bulls	3	2	2.5	.600
850/TAC	3	2	2.5	.600
Mission Diablos	2	2	3	.500
Central Diners	2	2	3	.500
Ingleside Station	2	4	4	.333
Tenderloin Rats	2	4	4	.333
Daly City PD	1	3	4	.250
Task Force	0	5	5.5	.000

energy and all out hustle.

Switching to the Central Diners, they were able to beat the Rats recently; and, after losing their first two games of the season have "righted the ship." They went on a two game winning streak in fact, as reigning league MVP **Mikey Costello's** rumored retirement was a false alarm. He has been teaming with big man **Ken Weems** to try and get their team back to the title game for another shot at a championship. The Diners team is struggling as of late though, as they're struggling to get players out to the games; also, the lack of a bench may hurt them in the playoffs.

The Task Force team still has some veteran players from their '08/'09 championship team. Even though the team doesn't have a winning record as of late, they have some sharpshooters on the team and they always have to be accounted for. Otherwise, by the time next month's article comes around, the regular season will have ended and the pairings for the playoffs will be set. Good luck to all.

By the time this article reaches you, Law Enforcement Night would've already taken place at the Oracle Arena in Oakland before the Warriors played against the Milwaukee Bucks. A basketball tourney took place with teams from local police agencies participating with a team from the SFPD included (run by Gerry Newbeck of Bayview Station). Part of the proceeds for this event went toward local PAL programs with support coming from the SF POA. Special thanks goes to the POA and especially to **Marty Halloran** and **Brian Canedo** for being instrumental in supporting Law Enforcement Night and of course the SFPD Basketball League as well.

NICK'S NOTES

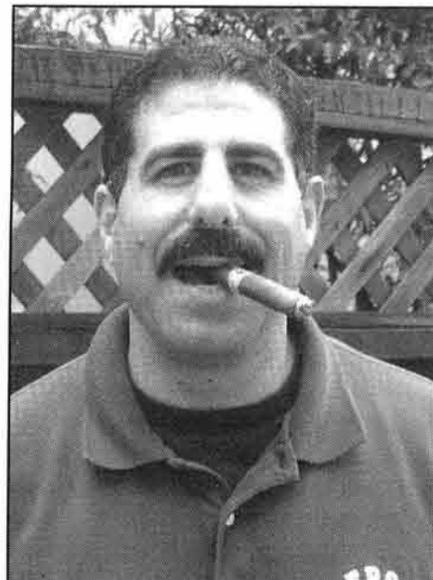
By Nick Shihadeh,
Journal Sports Editor

Department Softball Update

CHECK IT OUT: Department basketball is in full swing (see article and standings by **Steve Coleman** in this same sports section), but don't forget that the SF Police Softball League is just around the corner. Speaking to softball **Commish Kevin Worrell** (Central Station) recently, I got some information about the upcoming season. Games are set to be played starting on March 23rd and March 24th (Wed. and Thurs) providing the weather cooperates. The A Division will have six teams in it with every team playing each other twice for a ten game season. Those teams should be: Southern Station, the Bayview Pit Bulls, the Mission Diablos, the Northern Bulldogs, the Park Islanders, and the Airport Checkers.

The reigning champs the last two years are the Mission Diablos, while the runner-ups have been the Bayview Pit Bulls who have lost in the championship game both times. It will be interesting to see if the Pit Bulls can get back into the final and somehow win this time around. The "new kids on the block" are the SFO Checkers who won the B Division last year and got bumped to the A's. I believe they are the only team in league history who won the B in one year and won the A the next; but, that was some time ago and some very good players ago. It would be amazing if they could somehow do it again.

The B Division will consist of nine teams with every team playing each other once, and then playing a few



clubs again later in the schedule for a ten game season as well. Those teams will be; the Central Diners, Taraval/Richmond, Ingleside Station, the Tenderloin Rats, TAC (returning to the league) Daly City PD, the SF Sheriffs, the SF CHP (returning to the league), and UCSF PD (new to the league). Taraval/Richmond lost in the championship last season and is hoping to be back there again. Don't count out anyone out as the B Division will be a tight race all the way through.

As far as other particulars about the softball league, B Division games will be on Wednesdays and A Division games on Thursdays — Commish Worrell would like to get games to start as close to 9am as possible. Also, to speed things up batters will start at a 1-1 count when at the plate. The league fees for each team will be \$350.00, which will include softballs (\$300.00 without). Finally, the championship games will be on Thurs. June 2nd with the banquet taking place that night. I am very much looking forward to it....

That's all for now....

So See Ya next month...

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THE LOONS NEST REPORT

By Ed Garcia, Co. A

Steve Moss takes Holiday Classic at Hiddenbrooke

The Loons Nest Golf Club made its fourth visit to the Hiddenbrooke Golf Club in Vallejo for the 2010 Holiday Classic. The Vallejo area had been hit with 8.4 inches of rain in the prior forty-eight hours, as it had rained through the prior week. The forecast for December 9th was "strong chance of showers" in the area. Most golf clubs might have postponed their event, but to the Loons this simply meant "bring more rain gear and bring it on."

Fifty-two players were ready for a 1000 hrs. shotgun start under very threatening skies and high humidity. The course was soft and winter rules were in effect, although the greens were in very good shape. As players moved out over the first nine holes of play no rain fell; and, by midday, the clouds slowly cleared and the sun came through on a day with little or no wind.

The front side medallist was Omer Bruce, as he fired a one under par side of thirty-five, including a birdie on the fifth hole and eight pars on the rest. Two strokes behind Bruce was Steve Moss (Airport) at thirty-seven strokes. Current Spring Champion Harry Pearson posted a thirty-eight, as did Armando Chang. Dave Kranci (Park 4B), Rob Vernengo (Mission Station), John Wyman (retired) and Dave Fontana (retired) had front side scores of forty.

As the leaders made the turn on the muddy track, two players really kicked it into gear toward the finish line. Moss came around the back side in thirty-seven strokes, as he birdied two par three holes on the side. Steve Morimoto (retired), the 2009 defending Holiday Classic Champion, ripped up the backside with a one under par thirty-five. Morimoto also picked up two birdies on par three holes on the back nine. Front side leader Omer Bruce faded on the back, as he picked up double bogies on the eleventh and seventeenth holes, finishing with a fine round of seventy-seven. Moss continued his pace of play on the back nine, matching his front nine score of thirty-seven for a total of seventy-four strokes and the victory.

Morimoto's outstanding back nine brought him into second place with a score of seventy-six, followed by Bruce at seventy-seven strokes. Steve Moss has certainly distinguished himself as an "all weather" tournament player.



This season he was the medallist at the Loon's Palm Desert Adventure, playing rounds in high nineties and low one hundreds and now he proved he can play as a true "mudder" on the soft track.

Armando Chang finished with a score of seventy-six strokes, but his outstanding net score of sixty-four gave him first place low net in the first flight. Armando was followed by Fontana, as the retired "Hondel" posted a net score of sixty-seven strokes. Vernengo and Ken Lum each had net scores of seventy and the tiebreaker went to Vernengo. Lum had a fine round of golf on the day, but got smacked around by a "snowman" on the par five, fifth hole. The fifth hole brought a great deal of pain to many Loons through the course of the tournament.

Second flight low gross play saw a head to head battle between Mike Siebert (Narcotics) and Kirk Edison (Narcotics). Siebert started off with a four-stroke lead over Edison after the front nine holes. Edison came fighting back with a finishing side score of forty strokes, while Siebert ran into the "snowman" on the par five twelfth hole. The match came down to the eighteenth hole, a par five hole playing out to four hundred and eighty-seven yards. Siebert posted a par on the hole while Edison slipped to a bogie and that was the difference in the match.

Third low gross in the flight went to Rob Ziegler (Vice) at eighty-eight strokes. Ziegler was in the race through fifteen holes, than ran into a "snowman" on sixteen and a double bogie on the final hole.

Second flight low net play saw Earl "The Pearl" Wismer (retired) blow the field away with a net score of sixty-eight. Earl had natural birdies on the sixth and seventeenth holes, although he suffered a score on the eleventh hole too horrible to report. Al Honniball (Academy) and Eric Valentini (Central Station) both posted net scores of seventy-four and the tiebreaker went to Honniball, leaving Valentini in third place. Steve Moss won the Long Drive contest with a blast of three hundred and four yards



Distinguished Loons

(L to R) Kirk Edison, Bill Siebert, Steve Morimoto, Earl "The Pearl" Wismer, Dean Taylor and Armando Chang

on a soft, slightly downhill fairway. There were no balls even close to Steve's drive.

Year in Review

2010 saw the Loons make their first trip to the Palm Desert/Palm Springs area. The Loons enjoyed some great golf, fine dining and had such a good time that it is very likely we will make that trip again. The host Marriot Desert Springs Hotel was clearly the finest hotel the Loons have ever booked for a group event. This trip would not have happened without the planning and booking talents of Loon Handicap Chairman Ed Anzore (Central Station).

In the course of the season we

played four new courses. Those would include the renovated Monterey Pines course in Monterey along with the Palm Desert courses. In the desert we played Indian Wells, Silver Rock and Desert Willows, all tough tournament courses that have been used in the Bob Hope Classic over the years. The 2011 season will open with the Two Man, Best-Ball event at Monarch Bay Golf Links in early February. There are rumors about that Handicap Chairman Anzore may have a new and distant location in mind for our 2011 adventure trip.

Loons Nest Scoreboard

Hiddenbrooke Golf Club

First Flight

Player	gross score	net score
Moss	74	71
Morimoto	76	68
Chang	76	64
Bruce, O.	77	69
Fontana	80	67
Pomicpic	80	72
Vernengo	80	70
Pearson	82	76
Brophy	83	78
Hettrich	83	77
Lum	83	70
Wyman	83	72
Enright	85	74
Toomey	85	72
Kranci	86	76
Taylor	86	74
Lee	86	74
Wong	88	79
Brown, G.	91	83
Garcia	91	79
Kovaleff	91	78
Sorgie	92	79
Sullivan	96	83
Guiney	97	86
Dougherty	104	91

Second Flight

Player	gross score	net score
Siebert	85	69
Edison	86	70
Valentini	88	74
Ziegler	88	74
Wismer	89	68
Schmolke	90	76
Borromeo	91	77
Honniball	91	74
Adams	94	78
Milligan	94	80
Allegro	95	80
Finigan	96	82
Biggs	97	83
Hanley	97	77
Roth	97	76
Landini	103	88
Tapang	106	78
Roche	107	87
Brown, J.	108	84
Clemens	108	91

Long Drive Winner

Steve Moss 301 yards
(measured by laser device)

Close to the Hole Winners

Hole	1st place	2nd place
Hole #3	Kranci 7'4"	Honniball 8' 1/2"
Hole #6	Vernengo 4'6"	Finigan 6'2"
Hole #13	Morimoto 3'10"	Clemens 5'10"
Hole #15	Moss 2' 3"	Morimoto 6' 11"

2010 Tournament Results

Two Man Championship
Monarch Bay Golf Links
O'Connor & Ching 61

Summer Golf Classic
Paradise Valley Golf Club
Ed Anzore 77

Spring Championship at Monterey
Monterey Pines G.C. &
Black Horse G.C.
Harry Pearson 78 & 80=158

Club Championship
Rooster Run Golf Club
Tom O'Connor 75

Palm Desert Adventure
Indian Wells, Silver Rock &
Desert Willows
Steve Moss Medallist
76-74-73=223

Holiday Classic
Hiddenbrooke Golf Club
Steve Moss 74

Classified Ads

Automobile For Sale

1999 PORSCHE 911 CARRERA 4 ALL-WHEEL DRIVE 2D COUPE Black exterior/Black leather interior, 6 Cyl /6-Speed Manual Transmission. Excellent Condition/77,000 miles. Asking Price: \$24,000 OBO For additional details and info Contact Joe Filamor at (415) 254-8055

Help Wanted

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Home For Sale

MUST SELL: HOME IN INCLINE VILLAGE, NV. Near half acre lot, fenced in, good location, built in 1981, up to present building code, 4 Bds, 2 1/2 bath, hydronic heat, all privileges, was used as a rental unit and an in-law apartment until 2004 (in-law apartment has one bedroom, living and breakfast nook, walk in closet and large bathroom) for self use (skiing and summer recreation). Move in condition. Ample space for RV and Boat parking. Originally advertised for \$875,000.00, now **\$515,000 or best offer.** 504 Jensen Circle, IV, NV. The best buy and the least expensive buy on the market. (415) 661-9815. Photo available EMail: rgwallace@sbcglobal.net

COMPLETELY UPGRADED BERNAL HEIGHTS FAMILY HOME. Top Floor: master bedroom w/full bath and lg. walk-in closet. 3 additional bedrooms and 1 additional full bath. Main Floor: Kitchen w/new cabinets, appliances, fixtures, granite countertops, tile and stone. Living rm. w/fplc, family rm, formal dining rm, breakfast area, covered deck. 2.5 bathrooms, new hardwood floors. Entry Floor: Au-pair studio w/upgraded kitchen and full bath (unwarranted), yard, patio and x-tra storage. Lg. finished 2 car garage w/new key pad auto door. New wall to wall carpet, double pane windows and new paint in and out. 3100 sq. ft. of living space. This home shows like new. **Price reduced to \$699,000.** Call Ariel Maracha (415) 533-6039.

Hunting Trips

Colorado Deer/Elk Hunts. Private ranches, Tresspass Fee Only. Contact Bob Brodnik, (415) 320-0628.

Lot for Sale

PINE MOUNTAIN LAKE, GROVELAND, CA. Half an acre about a minute's walk to the lake, main marina and beach. Near Golf Course and Pine Mountain Lake country club, swimming pool and tennis courts. Amenities also include, stables, airport, lake fishing and fly pond fishing, Lot is on public sewer system \$60k OBO. E-mail Suekerry@sbcglobal.net.

Miscellaneous

3 GOOD BOOKS FREE TO A GOOD HOME *Men of Courage* by Captain Thomas Gregwer Dempsey, (Ret.) signed by author. *True Stories* by Captain Thomas Gregwer Dempsey, (Ret.) signed by author. *First Responder* by Mark R. Hawthorne. I am trying to find a 1989 earthquake ribbon for my uniform. If you are retired and don't need it anymore, I would be glad to have it. I can't find mine anywhere. Email response to: thomas.feledy@sfgov.org

Motorcycle For Sale

1998 BMW GS1100. Goes anywhere, does anything! Includes system bags and Vario adjustable windscreen. Red in color, 52K miles. \$4500. Pics available upon request. Call/E-mail Matt Rodgers 415-307-1201 or Meat1914@Verizon.net

2004 HARLEY DAVIDSON (FXSTD) Softail Deuce, Fuel Injected, Vance & Hines Pipes, Windshield, Extra Chrome, Leather Saddlebags, Harley Stage One download, Sissy bar, Impact Blue Color, 14,000 trouble free miles, all maintenance & ownership papers in hand. Sale priced at 2K under KBB at \$10,000. Email chezshea@sbcglobal.net for pictures or call Mick at (707) 481-2520

2006 HONDA CBR 954. 23,000 miles Black & Silver paint, race exhaust, tank bag, new slick race tires. Never laid down \$9500. Call Katherine (707) 393-9432

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Vacation Rental

ENJOY THIS 2 BEDROOM, 2 BATH CONDO in sunny old town Scottsdale AZ. Just steps away from the Giants Spring training stadium. This gated community offers 2 swimming pools, 2 spas, large fitness room and is next to the community golf course with bike/walking paths. ENJOY, NBA, PGA, NASCAR, NFL SUPER BOWL, NHL. Washer/dryer in unit, with plenty of storage. Pictures available on ScottsdaleSprings.com. Contact Patti and Gary (650) 355-7770. SFPD OWNED

Wanted

PHOTO OF EISENHOWER SHAKING HANDS WITH SFPD SOLO OFFICERS: I am looking for a photo of Dwight Eisenhower shaking hands with SFPD Solo Officers in the 1950's. I would like to borrow it and make a copy. Contact Bob or Arlene Fife (650) 755-9049 or sugrsox@hotmail.com.

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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!

"It's worth repeating, 'A New Year brings new challenges. Always keep moving forward...All the best!' — It's only the beginning of more changes yet to come... Stay tuned."

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Close Encounters

By Steve Johnson, SFPOA

We conducted an on-line survey on the SFPOA Website asking officers how they felt about the way the Office of Citizen Complaints (OCC) handles their job. The survey was designed to give us a general overview of how our members felt about the complaints they received and the process employed to investigate those matters. The answers we received were totally indicative that the OCC is failing to meet its mark.

One of the questions, "Did you feel that the findings of the OCC investigation were appropriate?" elicited the following answer from the responding officer: "While the examples are too many to fit in this text box, here's just one: I was charged with responding to a 9-1-1 call. Yes, a 9-1-1 call, of a violent crime in-progress. Yes, I was on-duty. Yes, I was in full uniform. Yes, it was my district and on my beat. Yes, I was dispatched to respond through our regular police radio communications — Yet the OCC still charged me with "Unwarranted Action for Responding."

Same question, "Did you feel that the findings of the OCC were appropriate?" to which a supervisor responded: "As a supervisor, I instructed officers to detain a subject per 5150 W&I. That decision was based on a careful assessment of all the facts, and after receiving information from witnesses at the scene. It was a clear and appropriate decision, based on the facts at hand. The detained subject later made a 'blanket' complaint against all the officers who responded to the incident. The allegation of Unwarranted Action for the detention was sustained. It was a completely inappropriate finding."

The majority of the officers who participated mentioned the fact that they felt the Unwarranted Action allegations were overdone and that simple administrative matters should be addressed in a different manner rather than filing added allegations.

This was, by no means, a survey drafted by people who draft surveys. We simply put a few questions out there to see what the members think about the SFPD Watchdog. Turns out, not much.

So if we were Police Commissioners, we might want to look into this a little further. We'll be asking them to do so. We're not looking to overhaul the entire system, simply streamline it a bit in fairness to those who protect and serve.



Never know what you'll find on a traffic stop for a simple infraction. The Mission plainclothes team of Officer Mike Moody, Officer Bob Greiner, Officer Matt Kenny, Officer Eric Reboli, and Officer Craig Tiffe hit the jackpot on a traffic stop at 22nd and Mission Streets after stopping a

car with 3 on board. The driver of the vehicle was wanted for an outstanding murder warrant out of Southern California and his 2 passengers were both armed with fully-loaded, .45 caliber semi-automatics ready to go.

Officer Milen Banegas and Officer Nick Buckley found a car that was just hijacked at gunpoint and were planning their stop when the vehicle took off. The chase ended up in South San Francisco where Milen and Nick took all 4 suspects into custody along with the gun they used to commit the crime.



Three friends decided to catch a late movie and were walking near Washington and Scott Streets when they were approached by a subject who pointed a gun at them and demanded their money. The victims complied. Officer Darius Jones and Officer Ch-hunmeng Tov were the first on the scene and made sure Dispatch had a suspect vehicle description, especially the fact that the car had a broken tail-light. It was soon after that Officer Willion Wong and Officer Don Jackson picked the suspect vehicle up at Grove and Steiner. A felony stop was made, cold show performed, and suspect in custody.



This guy just had one really bad day. It started when he ripped the purse from a woman at 7th and Clement and tried to get away on foot. Just happened that off-duty Officer Patrick Kennedy was driving by to witness the crime. Pat couldn't get to the suspect before he got on a Muni bus. So Pat used his PIC radio to round up the troops and a few minutes later Sergeant Gary Watts, Officer Kevin Brugaletta, and Officer Michael Zhang boarded the bus and took young thief into custody. Also responding as back-up was Officer Christie Moylan and Officer Shaun Navarro. Officer Moylan and Officer Navarro immediately noticed how the suspect matched the description of a robbery they had taken 45 minutes earlier and, with a little further investigation, they were able to add another robbery charge on their subject.



Another bad day for the driver of the car that Officer Nathan Bernard and Officer Christina Johnson pulled over. He tried to run after being stopped by the officers, dropping a baseball-sized bag of crack cocaine on the way. His 2 passengers also attempt-

ed to flee the scene but all 3 were soon scooped up with the assistance of Sgt. Larry McDevitt, Officer Theodore Polovina, Officer Jeffrey Chang, and Officer Rory Preston. Also taken into custody were the loaded guns they had on them and the vehicle, which had just been reported stolen.

Officer Miguel Gonzalez and Officer Eric Robinson were flagged down by a motorist at Geneva and Mission who pointed out a car being driven by someone under the influence of something illegal. The officers found the vehicle a few blocks away and the driver gave them plenty of pc to make a stop. Officer Luis Archilla responded as back-up. A subsequent investigation resulted in the recovery of a loaded, .38 caliber handgun on the detained individual.



Officer Darius Jones and Officer Randy Tiffany just happened to drive by the parking lot at the Legion of Honor during their tour on the Richmond swing watch. They found a parked vehicle way in the back with an individual outside the driver's side door talking on a cellphone. There was a woman inside the car in the back seat. Officer Tiffany approached the driver while Officer Jones went to speak to the woman who was extremely nervous and appeared afraid. The woman confided to Officer Jones that the driver had sexually assaulted her. Sgt. Will Morales responded and determined that there was sufficient

evidence present that corroborated the victim's narrative — subject in custody.



Officer Anthony Pedroza received a letter from Chief Neil Telford of the Millbrae Police Department thanking him for coming to the aid of one of his officers. Officer Pedroza was off-duty when he saw a Millbrae police officer attempting to take a suspect into custody. The suspect was extremely combative, resisting the officer's efforts. Officer Pedroza identified himself and then assisted in making sure the suspect was immediately subdued. Chief Telford wrote, "Officer Anthony Pedroza is to be commended for his professionalism and demeanor in assisting our officer. His actions provided an exemplary representation of the San Francisco Police Department."



The news is reporting that a law enforcement officer was killed every 53 hours in the United States in 2010. Deaths in the line of duty increased by 37% last year. With those statistics in mind, it's probably very fortunate that Officer Pedroza was driving by when he did.

Stay safe.

**SAN FRANCISCO POLICE & FIREFIGHTERS
GUNS & HOSES
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To benefit
Bay Area Law Enforcement Assistance Fund
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Tennis: 4:00 – 7:00pm • Dinner: 7:00 – 10:00pm

Tennis • Dinner • Raffle • Silent Auction

Player Admission/Donation: \$100
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Non-Player Admission/Donation: \$30
(includes viewing tennis, food, and beverages)

For more information or to donate contact Bob Lopez at 650-315-8268 (SFFD), Geoff Quesada at 415-558-3201 (SFFD), or Insp. Robin Matthews at 415-553-1093 (SFPD)