



JOURNAL

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SAN FRANCISCO

POLICE OFFICERS ASSOCIATION

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SAN FRANCISCO, SEPTEMBER 2011



www.sfpoa.org

President's Message

Key Political Endorsements Decided by Board of Directors

By Gary Delagnes

At a specially scheduled Emergency Board Meeting on Wednesday, August 24, 2011, the POA Board of Directors ratified the Election Committee recommendations for the upcoming November elections. The endorsements will be as follows:

Mayor:

- Mayor Edwin Lee
- City Attorney Dennis Herrera
- Former Supervisor Michaela Alioto-Pier
- Former Supervisor Bevan Dufty

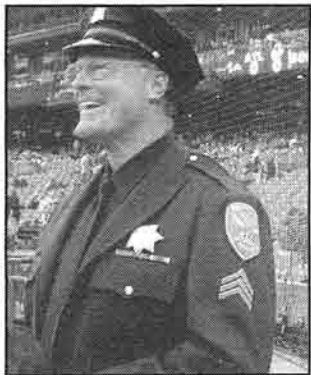
District Attorney:

District Attorney George Gascón

Sheriff:

Former POA President Chris Cunnie

The race for Mayor is an interesting one. It has no fewer than 16 candidates vying for the seat in an election that will be decided by the relatively new concept of "rank-choice voting." We have long-standing, cooperative relationships with most of the candidates, and the selection and ranking process



Sgt. Jerry D'Arcy to sing anthem on 9-11. Read more on page 28.

was very difficult.

While we certainly have no quarrel with other respected civic leaders like Senator Leland Yee, Assessor Phil Ting, Supervisor David Chiu, or Joanna Rees, our relationship with each was simply not as strong or long lasting as it was with our chosen candidates.

Interim Mayor Ed Lee has proven to be a strong and effective leader during his nine months in office. He worked effectively with us while structuring an equitable and reasonable deal on our concession package without threats of layoffs or severe cuts, as have done the Mayors in nearby Oakland and San Jose. Mayor Lee did not portray city workers as the villains in the pension debate. Instead, he led a constructive effort to put a charter amendment on the ballot that makes sense for the city and the unions.

City Attorney Dennis Herrera has been a long time friend of our association. His attorneys have expertly defended our members against unfounded allegations with great zeal. During the "Copley Debate" and the "Adachi" pension allegations Mr. Herrera has maintained a firm position and has never let himself be swayed by political pressure. He has always been there for the POA as both a City Attorney and a former Police Commissioner. He too deserves our support.

Both Michaela Alioto-Pier and Bevan Dufty have been tireless advocates for law enforcement, often calling me to ask my opinion on agenda items before the Board of Supervisors. Each consistently supported us against the inane and spiteful antics of former Supervisor Chris Daly. They were both there for us 100% of the time and were both instrumental in helping Greg

Suhr land the appointment to Chief of Police.

We wish all of our candidates well and feel that any of them will make a great mayor. Regardless who the winner might be, we stand ready to support him or her and deliver our best to them and to the citizens of this fabulous city.

At the Board meeting, the debate on who to endorse for District Attorney became rather robust. Some on the Board did not feel we should endorse former Chief of Police and current DA George Gascón. His detractors on the board did not feel he was effective as Chief of Police and, ironically, also felt betrayed by his sudden departure.

Others, including me, did not feel that he did a poor job. Many of us believe that the changes he brought forth in the department were long overdue. Despite our fancy for tradition and our loathing of change, Chief Gascón moved the SFPD into the 21st Century, and it was generally for the better. From a union perspective, he was extremely fair on discipline issues, worked well with us on "Brady" issues, and pretty much sat down with us on every issue and considered our point of view before acting. In addition, our polling data shows him leading by 25%. For us to go in another direction makes little political sense. We need to maintain a positive relationship with the DA going forward and we have that with George Gascón. Also, he was the only candidate interviewed that would keep the door open for a "death penalty" option in cases involving a murder of a police officer. I assure you that should such a tragic event occur while he is in office, we will hold him to that consideration.



SFPOA President Gary Delagnes

Obviously, the decision to support Chris Cunnie for Sheriff was a no-brainer. Not only is Chris a former police officer and president of our association, he is also a great guy who has been loyal to our members his entire career. We need to support Chris for his demonstrated courage shown merely by entering this race. He has shown real grit and has overcome tremendous adversity in his personal life in order to take on this very important challenge. A victory for Chris would strengthen our relationship with the Sheriff's office and would ensure that no attempt would be made to merge our departments in the coming years.

We all need to ensure that our candidates prevail as well as the "Consensus Pension Reform" measure, proposition "C." The long-term political health of our association depends on these centrist candidates. We can't afford to stop the momentum back to the center of the political landscape.



The San Francisco
Police Officers Association

and

The San Francisco
Fire Fighters Local 798



Invite All Public Safety, Active And Retired Armed Forces,
And The General Public

To Commemorate The 10 Year Anniversary
Of the 911 Attacks Against
The United States Of America

Saturday September 10, 2011 11:00 A.M.
Civic Center Plaza, San Francisco, Ca.

64th Annual Memorial Mass

Sponsored by

San Francisco Fire Department
and
San Francisco
Police Department



Sunday, September 11, 2011

Tenth Anniversary of the NYC Attacks

10:30 a.m. (Photo in front of church at 10:15 a.m.)

St. Monica's Church, 470-24th Ave., San Francisco

All are Welcome

Minutes of the August 17, 2011 SFPOA Board Meeting*

Note: President Delagnes, Secretary Montoya, and Sergeant-at-Arms Valdez were excused. Vice President Martin directed Editor Shine to record the minutes of the meeting.

1. Vice President Martin called the meeting to order at 1202.

2. VP Martin led the members in the Pledge of Allegiance.

3. Parliamentarian Hebel administered the oath of office to Steve Landi, the newly appointed representative from Co. K.

4. VP Martin conducted the roll call.

5. VP Martin presented the First Place, \$4000 POA Scholarship Award to David Juarez.

6. The Board heard a presentation by Margaret O'Sullivan, Health Promotion and Wellness Plan Coordinator for the City and County of SF, and Doctors Eleanor Vogt and Jim Kuppenberg regarding a program available though their offices for stress management training.

7. VP Martin requested a motion for approval of the July minutes. A motion was made by Sorgie (Co. G), seconded by Browne (Co. A) to approve the minutes. The motion passed unanimously without comment.

8. VP Martin discussed the POA-hosted Mayoral Debate and the current status of the race. A discussion of the interview and endorsement process followed.

9. Representative Falzon (Narcotics) raised similar questions about the race for District Attorney, which also generated a short discussion of the endorsement process. Treasurer Halloran advised that as past practice, the official endorsement would be from a vote by the entire Board of Directors, not by a vote of the general membership.

10. VP Martin discussed his concerns regarding the release of officers' names who were involved in a

- shooting incident in the Bayview District last month. A discussion ensued with various board members and General Consul Tennant that culminated in a recommendation that the POA officially seek a meet-and-confer with the department administration to establish a protocol for reasonable notification to involved members before releasing their names to the media.
11. VP Martin advised of the two upcoming readings by the Board of Supervisors of the amended MOU recently ratified by the POA membership. The first reading will be on September 13, and the second reading will be on September 20, 2011.
12. General Counsel Tennant dis-

- cussed the language of the MOU that will be read at the Board of Supes.
13. VP Martin discussed the status of the meet-and-confer with the Department regarding work schedule changes for members of HQ.
14. VP Martin discussed the representative vacancy at HQ. Representative Evans (HQ) advised that there were four persons who had given him notice of interest in the position. They are Mike Zurcher, Sean Fulgado, Yulanda Williams, and Chris Damonte. VP Martin advised that he had received a written request by Kim D'Arcy to be considered for the position. Martin advised that Secretary Montoya

- shall arrange for a Special Election at HQ to fill the vacant position.
15. Treasurer Halloran discussed the status of the upcoming POA Golf Tourney and reviewed the level of participation of each member of the board.
16. Representative Landi (Co. K) requested that his appointment as Traffic Company rep be made retroactive to the month of May. This request generated a robust discussion regarding Robert's Rules of Order, the appropriateness of making such an appointment, ready accessibility to the POA Parliamentarian, and other related issues. Several motions were made, amended, and
- continued on next page

Board of Directors Meeting Roll Call									
Wednesday, August 17, 2011									
Vote 1					Vote 1				
President	Gary Delagnes	E			Co. H	Maris Goldsborough	P	AB	
Vice President	Kevin Martin	P	N			James Trail	P	N	
Secretary	Tony Montoya	E			Co. I	Russ Gordon	E		
Treasurer	Marty Halloran	P	N			Jody Kato	P	AB	
Sergeant-At-Arms					Co. J	Kevin Lyons	P	Y	
	Joseph Valdez	E	AB			Brian Philpott	P	Y	
Editor	Ray Shine	P			Co. K	Matt Gardner	P	AB	
Co. A	Ed Browne	P	AB			Steve Landi	P	AB	
	George Rosko	E			Hdqtr.	John Evans	P	Y	
Co. B	Larry Bertrand	P	AB						
	Jayne Campbell	P	AB		Narcotics	Dave Falzon	P	Y	
Co. C	Dermot Dorgan	E				Frank Hagan	P	Y	
	Chris Schaffer	P	Y		Tactical	Dan Laval	E		
Co. D	Kevin Healy	P	N			Mark Madsen	P	N	
	Matt Rodgers	E			Invest.	Pierre Martinez	P	Y	
Co. E	Tim Flaherty	E				Dean Taylor	P	Y	
	Jesus Peña	P	AB		Airport	Joe Finigan	P	Y	
Co. F	Peter Dacre	P	Y			Reynaldo Serrano	P	Y	
	Rob Imbellino	P	Y		Retired	Ray Allen	P	AB	
Co. G	Chris Breen	E							
	Dean Sorgie	P	Y						

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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WEBMASTER

Cyndee Bates

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VICE PRESIDENT Kevin Martin

SECRETARY Tony Montoya

TREASURER Martin Halloran

SERGEANT-AT-ARMS Joseph Valdez

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Co. B.....Larry Bertrand, Jayne Campbell

Co. C Dermot Dorgan, Chris Schaffer

Co. D Kevin Healy, Matt Rodgers

Co. E.....Tim Flaherty, Jesus Pena

Co. F.....Peter Dacre, Rob Imbellino

Co. GChris Breen, Dean Sorgie

Co. H..... Maris Goldsborough, James Trail

Co. I..... Russ Gordon, Jody Kato

Co. J..... Kevin Lyons, Brian Philpott

Co. K..... Matt Gardner, Steve Landi

TAC.....Dan Laval, Mark Madsen

INVESTIGATIONS..... Pierre Martinez, Dean Taylor

HEADQUARTERS..... John Evans

NARCOTICS..... Dave Falzon, Frank Hagan

AIRPORT BUREAU.....Joe Finigan, Reynaldo Serrano

RETIRED.....Ray Allen

ASSOCIATION OFFICE: (415) 861-5060

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

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

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

• Address letters to the Editor's Mail Box, 800 Bryant St., 2nd Floor, San Francisco, CA 94103.

• Letters must be accompanied by the writer's true name and address. The name, but not the street address, will be published with the letter.

• Unsigned letters and/or articles will not be used.

• Writers are assured freedom of expression within necessary limits of space and good taste.

• The editor reserves the right to add editor's notes to any article submitted, if necessary.

• Articles should be typed, double-spaced, or submitted via e-mail or on disk in Microsoft Word.

ADVERTISING: Contact Michael Popoff, Advertising Coordinator

(415) 515-1862 • sfpoa_ads@sbcglobal.net

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August 17 Minutes

continued from previous page

- withdrawn until the final motion was offered.
17. A motion was made by Representative Taylor (Invest) that the POA Board of Directors recognize that Steve Landi has been functioning as one of the Co. K Board of Directors since June 1, 2011, and that an actual appointment occurred on July 20, 2011. The motion was seconded by Representative Falzon (Narc). By a roll call vote, the motion passed with 13 Yes votes, 5 No votes, and 11 Abstains.
18. Representative Dacre (Co. F) inquired about the process making retirement benefits whole for members who entered DROP or retired before the MOU concessions were ratified by the members. Counsel Tennant advised that he would immediately pursue this issue on behalf of any member who has not received his or her full retirement benefit.
19. Representative Madsen (Tac) inquired about the status of discussions with the Department regarding educational requirements for future promotions. Representative Breen (Co. G) was excused from the meeting, but he is leading the discussions and can report on it at a later date.
20. Representative Bertrand (Co. B) opened a discussion regarding consequences to members who receive toll evasion notices mailed to the SFPD whenever a FastTrac device

- fails to properly register a toll payment, or when such a device is used while operating a department issued vehicle not registered to the device.
21. Representative Brown (Co. A) inquired about the language that provides for protections against possible hostile local or state legislation. Tennant assured the board that the language was in place and would be effective, citing Section 188(b)(1) of the P1 and P2 MOUs.
22. Representative Imbellino (Co. F) inquired about the status of Station Keeper position for Q2 officers. VP Martin advised that there had been little interest in the special detail and that the Department ended the 12-hour work schedule that had been provided for it.
23. Treasurer Halloran gave a financial recap and discussed the following financial requests.
24. Requested by Co. A and Airport Co. was \$2500 each for the purchase or maintenance of gym equipment. A motion was made by Sorgie to pay \$2500 to Co. A and Airport for gym equipment. The motion was seconded by VP Martin. By voice vote, the motion passed unanimously.
25. Requested by President Delagnes was a \$5000 donation to the USF "Driving for Dons" golf tourney. A motion was made by Lyons (Co. J), seconded by Browne (Co. A), to make the donation. By voice vote, the motion passed unanimously.
26. A request by member Mike Mitchell for a \$1000 to the Navy Chief petty Officer Class fundraiser. A motion was made by Bertrand (Co. B), seconded by VP Martin to make the donation. The motion passed

unanimously by voice vote.

27. Hearing no other comments or business, VP Martin adjourned the meeting at 1411 hours.

Respectfully Submitted,
Ray Shine

**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.*

Counselor's Corner, Page 9

Chris Cunnie for SF Sheriff
POA Sponsors Cunnie Fundraiser

Staff Report

Several dozen supporters gathered at the Paragon Restaurant on Thursday, August 25 to help Chris Cunnie launch his campaign for San Francisco Sheriff. The gathering included many active and retired San Francisco police officers who attended to show their support for the dynamic former president of the SFPOA.

In a short address to the group, Cunnie expressed his appreciation for the showing of support from what he considers one of his most important endorsements, and the one that he sought to secure before all others. As he travels about the city on the arduous campaign trail, he is always proud and forthright when he talks about the support he has from the POA and San Francisco police officers.

The Cunnie Campaign can never have too much support, or too many volunteers. Visit his web site at www.chriscunnie.com to learn how you can help Chris win this crucial law enforcement position.



PHOTO BY COLIN HUSSEY

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

Tenth Anniversary of 9-11 Commemorative Ceremony	Civic Center Plaza	Saturday, September 10, 2011, 11:00 AM	POA Office (415) 861-5060
Annual Police/Fire Mass	St. Monica's Church Geary at 23rd Avenue, SF	Sunday, September 11, 2011, 10:30 AM	
2011 Ironman/Ironwoman Competition	HOJ Gym, 5th Floor	Wednesday, September 14, 2011 900 AM	Ed Yu (415) 850-5094
LPOA Scholarship/Toy Drive Dinner	Janet Pomeroy Center	Saturday, September 17, 2011 6:30 PM	Maria Oropeza lpoasf@yahoo.com
Emerald Society Golf Tourney	Lake Merced Country Club	Monday, September 19, 2011, 10:30 AM	Jen Dickson (415) 602-1937
POA Golf Tourney	Marin Country Club	Monday, September 26, 2011, 10:00 AM	Joe Finigan (415) 519-5089
Retirement Dinner Honoring Ben Vigil	Irish Cultural Center 2700 45th Avenue, SF	Friday, September 30, 2011 6:00 PM	Matt Faliano (415) 614-3400
SF Airport Golf Tourney	Green Hills Country Club Millbrae, CA	Monday, October 3, 2011 11:30 AM	Bob Massola (650) 821-7032
NorCal Retiree Luncheon	The Villa Restaurant 3901 Montgomery Dr, Santa Rosa	October 26, 2011 Noon	Mickey Shea (707) 481-2520
Memorial Mass SF Probation Officers & Family	St. Michael's Ukranian Church 345 7th Street, SF	Friday, November 3, 2011 Noon	Kerry Totha (415) 553-1496

WIDOWS' AND ORPHANS' AID ASSOCIATION

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

August 9, 2011

The monthly meeting of the Widows and Orphans Aid Association was called to order by President Matt Gardner on Tuesday, August 9, 2011 at 1:47 p.m. in Room 150 at the Hall of Justice. President Gardner opened the meeting with the Pledge of Allegiance. After the Pledge, a quorum of Officers and Trustees was lost when a member was called away. President Gardner continued the meeting to Wednesday, August 17 at 10:00 a.m.

Wednesday, August 17, 2011
10:00 a.m.

President Gardner reconvened the meeting and opened with the Pledge of Allegiance in Room 150 at the Hall of Justice.

Roll Call of Officers:

President Matt Gardner, Secretary Joe Reilly, Treasurer Dean Taylor, Trustees John Centurioni, Harold Vance and Bob Mattox were present. WOAA members Don Woolard, Larry Chan and Robert Porter were also present. Vice President Mark McDonough, Trustees Al Luenow and John Keane were excused.

Approval of the minutes of the July meeting:

A motion was made by Centurioni, seconded by Vance to approve the July minutes passed without objection.

Receiving applications for new members, suspensions and reinstatements:

Members of the 229th Lateral Academy Class were admitted as members of the Association by order of President Gardner: Oscar Abucay, Brendan Caraway, Ronald Freeman, Nicholas Hillard, Donald Lockett, Matthew Lopez, Yvonne Moilanen, Gordon Shyy and Patrick Woods.

Applicant Brett Thorp was also approved for membership and ordered to be admitted.

Report of the Trustees:

Three member deaths were reported during July:

Elmer H. Schenck, 84, Star #1804, 74th Academy Class. San Francisco native and graduate of Balboa High School. Elmer was appointed to the SFPD in 1953 after US Army service and employment as a retail clerk. His first assignment was to Taraval followed by a transfer in 1956 to the Accident Prevention Bureau (Co. K). In 1966 he was briefly transferred to Central Station until he returned to Co. K, assigned to traffic and parking control ("Three Wheelers") in 1967. Elmer was promoted to Sergeant in 1969 and transferred to Richmond Station where he remained until he retired in 1976. Elmer received a Second Grade Meritorious (Silver) Medal of Valor in 1959 for his role in waking sleeping residents in a burning hotel building and evacuating them to safety.

William R. Cook, 94, Star #20, 16th

Academy Class. San Francisco native and graduate of Polytechnic High School. William had worked as a bank teller before he received a temporary appointment to the SFPD in 1943 as many SFPD members were being inducted into wartime military service. His first assignment was to Park Station where he remained until he received a permanent appointment in 1947 and was transferred to Central Station. He was detailed to the Inspectors' Bureau in 1948, promoted to Assistant Inspector in 1951 and promoted to Inspector in 1956, remaining in the Bureau until his retirement in 1973. William worked the Homicide, Robbery and Fraud details. One of his cases was used as the story line in an episode of "The Streets of San Francisco", the 1970s TV police drama. His father, Harry Cook, also Star #20, was an SFPD member at the time of the 1906 Earthquake and Fire and the years following. His father's cousin was Jesse Cook, a former SFPD Chief of Police, appointed Chief in 1908. William received a 1st Grade Meritorious (Gold) Medal of Valor in 1945 for his role in the disarming and capture of three early morning hot prowl burglars who had threatened to kill the occupants of the building.

Stephen A. Spranger, 62, Star #1327, 113th Academy Class. A native of Cleveland, Ohio, Stephen's family moved to San Francisco shortly after his birth. A graduate of Washington High School and San Francisco City College, Stephen was appointed to the SFPD in 1969. His first assignment was to Ingleside Station where he served throughout most of his career except for brief details to FOB in 1991 and 1992, where he was assigned to the Candlestick Park detail. In 1998, he transferred to Northern Station and retired the following year, in 1999. Stephen received a Bronze Medal of Valor in 1971 for his role in subduing a suicidal woman who had pointed her handgun at the two responding officers saying that she wanted them to kill her. The officers were eventually able to convince the woman to drop the gun and surrender.

Communications:

Routine correspondence and the usual monthly bills were received in July. Several donations were received in memory of Agnes McKeivitt, spouse of Merritt McKeivitt, SFPD (deceased): Liberty Gold Produce Company; Ms. Jeanne Pease; Ms. Deana Ferras and Ms. Val Manlapaz; and Sandra Amundson. Donations were also received in memory of Thomas Dempsey from Ms. Marilyn Panelli, Jonathan Jones and Catherine McGee. Thank you notes to the Association were received from Mrs. June Feder and the Thomas Dempsey family.

Bills Payable:

Treasurer Taylor presented the routine monthly expenses of the Association and requested approval for their payment, including three death benefit payables this month. A motion by Mattox, seconded by Centurioni to approve payment passed without objection.

Unfinished Business:

The question of the annual President's Dinner was raised. A date to hold the event will be selected by the next meeting.

New Business: None

Good of the Association:

Widows and Orphans members still active with SFPD whose Association dues are payroll deducted should be aware that payroll deductions for dues will stop when you retire. Please contact the Association for instructions on maintaining your membership. Members can contact the Association at woaasfpd@gmail.com in addition to the Association's voice mail phone number (415) 681-3660, or speak to any one of the Association officers.

Adjournment:

President Gardner set the next meeting for Tuesday, September 13, 2011 at 1:45 p.m. in Room 150 at the Hall of Justice. A moment of silence was observed for our deceased members. The meeting was adjourned at 10:32 a.m.

Fraternally
Joe Reilly,
Secretary

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. The most recently retired SFPD members are:

- **Sergeant Edgar Callejas #219** from Traffic Company, Solo
- **Officer Mukesh Chandra #4007** from Airport Field Operations
- **Officer Silvia David #667** from Crime Scene Investigations*
- **Sergeant Mark Gamble #157** from Traffic Company, Solo
- **Officer James Gratz #1661** from Central Station
- **Officer Larry Higgins #1499** from Medical Liaison
- **Sergeant Michael Hughes #1374** from Airport Bureau
- **Officer Raymond Koenig #265** from Southern Station, Solo
- **Officer David Kranci #1230** from Park Station, Solo
- **Officer Joseph Mayers #1538** from Central Station, Solo
- **Inspector Marta McDowell #385** from Central Station
- **Officer Daniel O'Shea #1988** from Southern Station
- **Inspector Gregory Ovanessian #1444** from Financial Crimes Unit

*Correction from August issue of the Journal.



Memorial Mass for Deceased Probation Officers and Families

St. Michael's Ukranian Church
345-7th Street • San Francisco
Friday, November 3, 2010 • 12:00 Noon

Coordinator: Kerry Totah at 415 553 1496

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
Elmer Harry Schenck	August 6, 2011	83	Retired SFPD	R. LaPrevotte
Fred Wider, Jr.	July 21, 2011	87	Retired SFPD	M. Ortelle
Henry Willimas	July 22, 2011	83	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.

AROUND THE DEPARTMENT

By Al Casciato



...Change and more Change:

Over the last several years the department has gone through significant changes. Some as the result of leadership but most of the changes have been driven by the economic cycle we are currently in. Now that I am in my last year I fully agree with the quote that "...the only constant in life is change". During my career, change has been the constant as we adapted to various challenges either budgetary, or to address a crime trend. Today the Violence Reduction Teams (VRT) resembles the old S Squad, Zebra Units and Patrol Bureau Taskforce (PBTF); are battling the current gang violence and proliferation of street robberies. Meanwhile the techies struggle to keep us current with the criminals' use of technology with the absences of proper funding. But then again we struggled to get radios in the cars, personal radios (PICS) on the gun belt were a novelty in the 70's and a group of Officers went to the ballot to get finger print computers; all done with limited funding...

...Scholarships:

The Annual Latino Peace Officers' Association Scholarship Dinner Dance will be held Saturday September 17 at the Janet Pomoroy Center behind the

San Francisco Zoo. The Association annually gives out several scholarships depending on available funding. This year four \$1000 Scholarships will be presented to sons and daughters of officers and two \$1000 dollar scholarships will be awarded to community members. Contact **Hector Basurto** (Property) at 553-1377 or **Maria Oropeza** (Chief's Office) at 553-1551.

...Columbia Association:

On Sunday October 10th, the Columbia Association will be marching in the Annual Columbus Day Parade in North Beach. The organization's president, Leo Perini, (Parole) invites all law enforcement personnel, active and retired, to join the contingent and learn more about the organization. For more information visit the Associations website at www.cacolumbia.com or write Leo at columbiaca@yahoo.com... told that the association is planning to travel to NY or Boston to march in the 2012 parade...

...San Francisco State Alumni:

Many events are taking place throughout the City as the SFSU Alumni Association networks to assist the University. One event took place at City Hall and others are scheduled throughout the area. For more information or questions call (415) 338-2217 or e-mail alumevnt@sfsu.edu.

...Lost Gift Found:

Captain Gary Jimenez recently received an envelope from the late **Jack LaLanne** containing an autographed picture and a thank you for assisting him during a visit to the City. Seems that the envelope and picture made a very long journey through the City and then through the department...

...New Gig:

Retiree **Paul Detimofeev** and wife **Tristan** have put their musical talents to work and are writing music and producing CD's. The latest release is "First and Always" with vocals by **Sandra Aran** backed by **Bob Brumbelee** on steel string guitar, Paul on the Spanish Guitar, **Aaron Germain** on bass and **Omar Aran** drums ...

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

Chief's Corner



Unbelievably, since I'm writing my second Chief's Message another month must have gone by. I want to express a special thank you to those officers who changed their hours and watch off schedules to work weekends, prior to sign up, to address the times when most violence occurs here in the City. It really was a selfless act in the best interest of making the City safer. If you've read anything in the media about the gesture, it wasn't lost on the press or the Community either — they (and I) really appreciate it.

I've really enjoyed going to the stations and speaking with you all personally. I've learned a lot and will be implementing many of the ideas that have come from the meetings in an effort to make your job easier and our Department a better Department.

For anyone who knows me, and there are many that know me well, I am an eternal optimist that really believes that the way you carry yourself and how you react to things says everything about you. With that in mind I thought I'd share with you some things to think about as you go about your day (night) as a police officer.

10 Principles of Policing

1. Don't ever forget why you became a police officer. Perhaps more than any other profession, you have the ability on a daily basis to help people.
2. Children look up to you. Be who/what they want to be when they grow up. Take a few moments to smile and say hello. Got stickers?
3. Treat every person you contact the way that you would want one of your family members treated. Handle every call as if it is one of your family members that is the victim, in need of your help and reassurance.
4. Think about 'how the way you conduct yourself' looks to everyone else. You have but one chance to make a good first impression. Make it a great one.
5. Information is the "life's blood" of policing. Be someone that anyone would feel comfortable approaching. Be a person anyone would want to talk to. Who knows what you might learn from/about each other.
6. Answer the phone. Answering machines and voicemail systems are not to be used during normal business hours.
7. If a problem comes to your attention, handle it or ensure that someone else does. Don't ever tell a person to "call the police" or "there's nothing I can do". Do something.
8. Do not accept any level of crime. It is your job to do everything possible to eradicate crime in your assigned area.
9. Wear your uniform proudly. Unless there is a very specific (and approved) reason for plainclothes, when you are on duty, you shall be in uniform.
10. Take pride in the fact that you are a member of one of the oldest and finest police departments in the country.

Think about these principles from time to time. It might make your job easier and your outlook a little brighter. We are very lucky to be police officers, and with what I hold in knowing who the men and women of the SFPD are, the City of San Francisco is lucky to have you as police officers.

Oro en Paz, Fierro en Guerra!

Take Care and Be Safe,

Greg Suhr

Chief of Police, San Francisco Police Department

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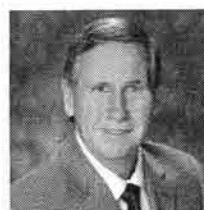
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This and That...

By Kevin Martin,
SFPOA Vice President

Sandy Tuvera addresses California lawmakers...

On Thursday, August 25, 2011, Sandy Tuvera, mother of slain San Francisco Police Officer Bryan Tuvera, traveled to our state capitol in Sacramento to address a Senate Panel Forum on Conservation Camps in relation to Assembly Bill 109 and the impact prisoners will have on this program.

Officer Bryan Tuvera was shot and killed in the line of duty on Friday night, December 22, 2006 in the Taraval Police District by a gun-wielding fleeing felon by the name of Marlon Ruff who was an escapee from one of the state's Fire Camps. An investigation revealed that Marlon Ruff should never have been accepted into the program based on his violent criminal past. At the time, Ruff had amassed 25 points, twice the maximum number of points to permitted in order to earn consideration for entry into the Fire Camp Program.

Sandy Tuvera was invited to speak to the panel about her concerns for public and law enforcement safety as it pertains to this program.

AB109 and the resulting realignment will result in many inmates being sentenced to county jails instead of state prison. This will likely impact the number of prison firefighting hand crews run jointly by the California Dept. of Forestry and Fire Protection (CAL FIRE) and the California Department of Corrections and Rehabilitation (CDCR).

To maintain the total number of fire crews available for fighting fires for future fire seasons, CAL FIRE and CDCR are working together on a plan to provide fire training and service options to counties so that county inmates could fill the gap if there are fewer state prisoner fire crews.

The Forum on Conservation Camps was led by California State Senator Doug LaMalfa from the Fourth Senate District.

Sandy Tuvera voiced her concerns about how inmates are selected for this program, and the potential for violent offenders to become eligible for participation when their violent criminal past should clearly prevent them from enrollment.

I went to Sacramento along with Sergeant Judy Riggle from Taraval Station to support Sandy and be with her during what was going to be an emotional and heart-wrenching address to the senate panel.

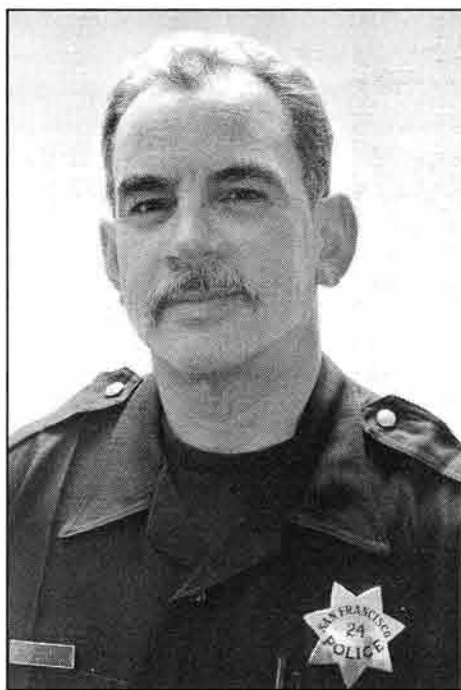
Prior to Sandy's address, there were other speakers who represented the California Department of Forestry and Fire Protection; the Department of Corrections and Rehabilitation; The California Department of Corrections along with members representing the California Regional Council of Rural Counties; Trinity County and Gregg Cohen, the District Attorney of Tehama County.

Much of the panel discussion involved the economic restraints the state is experiencing and how large portions of our state receive fire protection services from state prison inmates, particularly at forest fires in very rural areas.

There were concerns regarding the classification system used by the Department of Corrections to place prisoners into this program, and the fear that there could be a significant shortage of eligible candidates to be potential inmate firefighters. There was also the concern that such a dwindling candidate pool might compromise the point system and other criteria used to determine an inmate's eligibility to enter the program based on his or her criminal history, especially when it comes to matters of violent crime.

During the discussion between panel members, I heard Senator LaMalfa use the term "trade-offs" in reference to the "give-and-take" or compromises possibly needed to ensure the future of this program in light of the current economic troubles affecting the state and the nation.

After much panel discussion, Sandy was invited to speak.



The following is the body of her statement:

"I am the mother of Bryan Tuvera, the San Francisco Police Officer who was shot in the face and killed by fire camp escapee Marlon Ruff who escaped from the Eel River Conservation Camp in Humboldt County. My son was only 28-years old. He had just gotten married two months prior.

The Department of Corrections INSIST they only place Level-1, low risk/non violent inmates into fire camps. However, Marlon Ruff was CLEARLY a violent inmate who got placed in one. He never should have been considered nor placed in a fire camp.

Ruff was a repeat felon who was convicted of multiple violent crimes, four of which I am aware of for assault and robbery, and all involved possession of a gun. After serving time for his 1996 and 1998 convictions, he was again arrested in 2000 for being a convicted felon on probation in possession of a gun and was sent back to prison. After his release for that crime, while still on probation, he assaulted and robbed an armored car guard in broad daylight in an open, crowded shopping mall. He beat the guard so badly, he was beat unconscious. Short of discharging his gun, it does not get more violent than that.

While waiting and during his trial, the Judge placed Ruff on a NO BAIL status. There was a reason he was classified that way. He was deemed a danger to the community and a flight risk.

Ruff was sentenced to the maximum 5-year prison term for his conviction for assault and robbery committing serious bodily injury while in possession of a gun. He was also sentenced to an additional year for being a repeat felon. How the Department of Corrections could have even considered him for a fire camp is beyond my comprehension.

The night he shot and killed my son, he had over 100 rounds of ammunition on him. He kicked in an inside garage door to a residential home of an 80 year old couple. My son went in, took the shot and was killed by an escapee. Ruff committed suicide but not before taking the life of an innocent young man and not before shattering the lives of all of us who knew him. My son saved a lot of lives that night but I never wanted a hero — I just want my son.

I have been informed that the Department of Corrections uses a detailed point system to screen and select their fire camp inmates. They INSIST they only place low level, non-violent inmates who score 12 points or less and are classified as Level-1. Marlon Ruff scored 25 points and was 2 points away from Level 3... a serious error by the Dept. of Corrections regarding this placement.

I understand the importance of these fire camps to Cal Fire but these camps have NO perimeter fence. Inmates can easily escape and all too often do. I have been told that there is only one guard for every 100 inmates in these camps. It is the responsibility of the Department of Corrections to keep the community and the camps safe and in doing so MUST ensure that the inmates placed there are low risk, non-violent inmates. The Department of Corrections seriously needs to review and change their screening process, as there is a problem with who is getting placed in these camps.

Crimes against people are much more serious than crimes against property.

Inmates should not be considered for fire camp placement by the Dept. of Corrections if they have been:

1. Convicted of a violent crime while in possession of a gun;
2. Convicted of a violent crime against a person
3. Convicted of arson
4. Or if the inmate is a repeat violent offender.

I recommend that in addition, inmates considered for fire camp placement should be those close to their release date, perhaps six months away from their release. These inmates have done their time and have a high incentive not to escape and jeopardize their time served.

It should be a requirement that the inmate's ENTIRE criminal history be reviewed and considered when screening for fire camp placement. The Dept. of Corrections should NEVER just consider an inmates last offense.

The Dept. of Corrections should not be redefining "violent" as defined by the California State Penal Code and reclassifying violent crimes to "serious" which is a lesser offense when determining an inmate's classification.

It should be mandated that the Dept. of Corrections contact and solicit input from the District Attorney, Law Enforcement personnel, and legal counsel who had contact with the inmate prior to their incarceration. These people have valuable insight as to the inmate and their behavior outside the prison walls. Their opinion as to whether the inmate should be considered for fire camp placement truly must be considered and used as part of the Dept. of Corrections screening and rating process.

There is nothing that will bring my child back but if we can get the Department of Corrections to improve their screening process and put more stringent guidelines in place to insure only low risk, non violent inmates are considered for fire camp placement, then I as a mother can at least feel that something positive has come out of something so terribly heartbreaking."

As one might imagine, this was a very difficult and emotional moment for Sandy. Sandy did an outstanding job representing the voices and interests of all Californians as she addressed this panel. Sandy displayed great courage and strength during her speech. Bryan must have been exceedingly proud of his dearest mother as he peered down from the heavens watching over her and giving her spiritual encouragement and guidance.

I also addressed the panel and reiterated Sandy's concerns about safety for all. I spoke to the Senator about my concerns of the aforementioned "trade-offs" facing this program. I stated that the safety of the general public and that of our Law Enforcement Officers throughout this great state should never be compromised.

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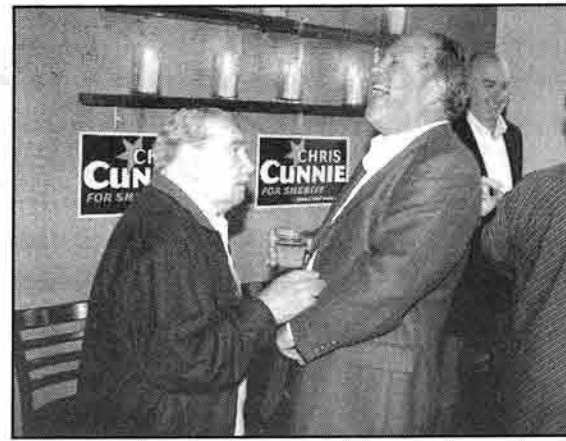




John Candido and Chris Cunnie



John and Toni Candido



John Candido yuks it up with Gary Dellagnes

PHOTOS BY COLIN HUSSEY

I also spoke about Bryan and what a wonderful young man he was and the loss we all suffered the night he was killed. The loss of Bryan Tuvera still affects our Department and officers every day but certainly not in the same way that Sandy, Salina, their family and friends have endured the loss.

I gratefully thank Senator LaMalfa and his staff including "Tiffany" for their invitation to address this panel and let our voices be heard. The Senator was very gracious with his words and sentiments to Sandy and the San Francisco Police Department.

I also extend my heartfelt thanks to Sandy for the opportunity to stand beside her during her time of need. Sandy did an exemplary job representing her son as well as every Peace Officer and citizen of this great state.

I also want to extend my personal thanks to Judy Riggie who took the time out of her very busy schedule to accompany and give strength and comfort to Sandy.

Judy, I know Sandy was so grateful for all your kindnesses and considerations on that difficult but memorable day.

Happy Birthday, John Candido...

As a Patrol Special Police Officer for many years, Johnny Candido built quite a name and reputation for being a tough but fair street cop. He

has been a fixture in the North Beach and Marina Districts for years, and is a very popular man with quite a life, and quite a story.

As John approaches his 82nd birthday, I thought it would be a fitting tribute to share John's story with our members and readers, many who are dear friends of John and his very beautiful and charming wife, Antoinette better known as "Toni." I also thought that as we approach the Columbus Day Festivities in October, the same month as John's birthday, (October 18th), it would also be fitting to honor a man who has been inducted into the Police Hall of Fame for acts of bravery in the line of duty.

This in part is Johnny's story.

On the 18th day of October 1930, John J. Candido was born to Mary and August Candido. His father, a barber from Palermo, Sicily and his mother who hailed from New Orleans, moved to San Francisco. After their marriage in San Jose, they lived in the Tenderloin District in San Francisco where John's father owned the famous "Gus's Barber Shop."

Born at St. Mary's hospital and reared for a short time in the Tenderloin District, John grew up later to live in the Marina District. As a young boy in San Francisco, John attended St. Brigid's Grammar School and later attended Sacred Heart High School and

Galileo High School before graduating from Chase Private School in 1947.

John then attended City College of San Francisco with the intention of entering into a career of Law Enforcement. John had a great desire to become a California State Narcotics Agent and had received a promised position from Pat Brown, the San Francisco District Attorney at the time who would later be elected Governor of the Great State of California, but John was too young at the time and unable to accept the position.

John and Pat Brown remained close personal friends for many years.

John went into the electrical business and became a member of the IBEW and worked until he was 21 years old at which time he became a member of the San Francisco Special Police and was assigned to "Restaurant Row" in at Fisherman's Wharf. Among his clients were Alioto's Fish Grotto and Fisherman's Grotto Number 9.

In 1951, he became the first San Francisco Police Officer to work on State Property in the City and County of San Francisco under the direction of Chief of Police Michael Mitchell.

John later became a "Dance Hall Cop" working school dances in the North Beach, Hunter's Point, Mission, and Bay View Districts of the city. John also policed civic functions, school events, and many special city events.

In 1963, John was appointed to the San Francisco Police Reserve Unit and shortly thereafter appointed to a position of a San Francisco Patrol Special Officer by Chief Thomas J. Cahill. John and Chief Cahill remained life long friends until the death of the former Chief in 2002. John was a Pall Bearer at the Chief's Funeral Service, a great distinction.

John also served as the bodyguard to Romano Mussolini, brother of Benito "Il Duce" Mussolini while Romano was in San Francisco in 1954 to attend a piano concert.

For many years, John served as personal bodyguard for many of the Catholic dignitaries and high-ranking Church Officials including his service in 1997 for the Salesian Centennial Celebrations that took place in San Francisco.

Among his many positions, John also worked as an Ambulance Driver for the San Francisco Department of Public Health, as well as a member of the San Francisco Sheriff's Department where he was assigned as a jailer in the old City Prison, as well as driver for the Under Sheriff at the time, John P. Figone.

John's dedication to service was not limited to his police work in San Francisco. As a member of the United States Naval Reserve, John volunteered for Active Duty in the Korean War. John served on the high-

est decorated Aircraft Carrier in the fleet, the USS Oriskany, CVA 34, in the Pacific Fleet Task Force. For his bravery and valor, John was awarded nine service medals serving in three battle engagements.

On completion of his overseas duty and Honorable Discharge from the United States Navy, John became a Chartered City Police Officer permanently assigned to the Patrol Special Division of the San Francisco Police Department. He worked in the Northern, Central, Mission, and Potrero Districts and served in the many riots that plagued the city during John's years of service.

In 1989, John was awarded the San Francisco Police Department Earthquake Ribbon by Chief Frank Jordan for his work at the Police Earthquake Command Post in the Marina District. John was a great service to the elderly residents and their pets of the Marina removing many from their homes to a safe haven. John also made several arrests on looters and thieves stealing from homes and local businesses.

John was a highly decorated officer and at one point was awarded the coveted Gold Medal of Valor for his actions when he was shot while in the act of foiling an attempted armed robbery. John subsequently was awarded our department's Purple Heart Award for his shooting in 2006.

Patrol Special Officer John Candido retired from his position in the San Francisco Police Department in 1995 after 43 years of dedicated service to the City and County of San Francisco and her residents and guests under then Chief of Police, Tony Ribera.

Upon his retirement, John accepted a civilian position of Range Master for the Lakeport Police Department in Lakeport, California for five years under the direction of Chief Thomas Engstrom.

Johnny Candido is one of the All-Time Greats and has helped many, many people over the past several years. He is a very proud San Franciscan of Sicilian descent, and is very proud of his heritage. John is the very lucky and proud husband of the love of his wife, Toni, and extremely proud of his son, daughter, and three grandchildren.

Congratulations to Johnny Candido on the celebration of his 81st birthday and for his outstanding, exemplary police career, his service to our country and to our city, and for all of his notable accomplishments!

Community Service Committee

By Marty Halloran, Chairman

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

The Community Service Committee Fund has been designated as a federal tax exempt 501© 3 account at the S.F.P.O.A. The majority of the funds in this account are raised through our annual "Parade of Stars" show held in December each year.

The Community Service Committee met on May 19, 2011 & July 7, 2011 and although many requests are submitted only the below listed organizations were approved for donations.

May Meeting

- Avon Walk for Breast Cancer (Ret. Officer Dave Albright).....\$250.00
- San Francisco Juniors Volleyball Club (Sergeant Ed Hagan).....\$5,000.00
- St Robert's Golf Tournament (Sergeant Brian Philpott).....\$250.00
- North Oakland/South Oakland Little League (Officer Dan Laval) . \$250.00
- Asian Heritage Street Celebration.....\$500.00
- Star 6 Foundation\$250.00
- OMI Cultural Participation Project\$500.00
- St. Paul of the Shipwreck\$400.00
- San Francisco Housing Development/MLK Jr. Pool\$500.00

July Meeting

- Relay for Life (Ret. Officer Kris Simone).....\$250.00
- Hazelhofer Invitational Golf Tournament (Officer Frank Hagan)....\$980.00
- Advance Camp (Officer Kevin Martin)\$500.00
- Abraham Lincoln Football Club.....\$250.00
- San Francisco Night Ministry\$500.00
- S.F. Crisis Care\$250.00
- Camp Unity (Officer Jacqueline Selinger)\$250.00
- S.S.F. Youth Baseball Tournament (Inspector Pat Cadigan).....\$500.00

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August 24, 2011

Greg Suhr
Chief of Police
San Francisco Police Department
850 Bryant Street, Room 525
San Francisco, CA 94103

Alice Villagomez
Human Resources Director
San Francisco Police Department
850 Bryant St., Room 570
San Francisco, CA 94103

**Re: Demand to "Meet and Confer" Over Police
Department's Release of Officers Names to Press and
Public**

Dear Chief Suhr and Ms. Villagomez:

Please consider this letter a demand to meet and confer — "demand" in the polite sense of the term — regarding the manner in which the San Francisco Police Department elects to release the names of certain officers to the press and public. It is the SFPOA's understanding that the Department recently elected to release to the public the names of certain officers who were involved in an officer-involved shooting several weeks ago in the Bayview District. In addition, the SFPOA has learned that another officer's name was released, without the officer's knowledge, to the publication *SF Weekly*.

The SFPOA is concerned that there presently exists no formal protocol by which the Department makes a decision which can seriously affect officers' lives and careers, i.e., releasing their names to the press and public regarding incidents that might be deemed in some quarters to be controversial. Moreover, it is the SFPOA's understanding that the release by the Department of the names in these two specific instances constitutes a departure from the existing past practice on this matter. As such, the Department's actions in this area constitute a subject of bargaining pursuant to City Charter Section A8- 590-4, MOU Section 4, ("Negotiation Responsibility") and Section 3505 of the California Government Code.

Please contact me at your earliest possible convenience so that we may schedule a meeting to discuss these issues.

As always, your cooperation and assistance are greatly appreciated.

Very truly yours,

John Tennant
General Counsel

cc: SFPOA Executive Board
SFPOA Board of Directors



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

#2011-53

August 10, 2011

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To: All POA Members
From: Kevin Martin, Vice-President

On Thursday, August 4, 2011, 9 year old Ryan White, who was visiting San Francisco from Philadelphia with his family was struck by a Hit and Run driver. This incident left young Ryan in critical condition at General Hospital's Intensive Care Unit and his family is facing an unexpected tragic turn of events.

The San Francisco Police Officers' Association has established the "Ryan White Family Trust" fund. We are asking for assistance in helping to off-set the unexpected costs incurred by this terrible incident.

Checks and/or other donations can be forwarded to Marty Halloran or Kevin Martin at the SFPOA.

Please make checks payable to the SFPOA Community Services Fund, c/o the Ryan White Family Trust.

Thank you very much in advance for your kindness, consideration and generosity.

The White Family would be most grateful for any assistance offered.

Helping Our Own

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

Amanda Amoroso

Please help us support Amanda Amoroso, daughter of Officer Mike Amoroso of Co. E, Northern Station, who is battling cancer. Help offset costs incurred by the family during this most difficult of times.

For more information, please contact Kevin Martin, POA at 415-861-5060; Sgt. Ron Banta, Tactical / K9 Unit, 415-309-6247 or Officer Mike Amoroso at 415-990-7899. — Kevin Martin

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

Madeline Cashion

Dear SFPOA —

I am five years old and I have cancer. It's called embryonal rhabdomyosarcoma. I had a surgery to take out a big owie from my tummy. Now, I am taking medicine through my tubbies to get the rest of the owie out of my tummy. The medicine is called chemotherapy and it makes my hair fall out. I am in treatment for 46 weeks to get rid of my cancer. I will kick the owie's booty!

Thanks for caring!

— Madeline Claire Cashion

Mail checks to "Cashion Family Fund."

Sgt. Sean Conley
1666 N. Main Street
Walnut Creek, CA. 94596

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

Sandy Ganster

Sandy has been off work caring for ill family members. She recently underwent surgery and is in need of money during her recovery. Contact anyone at 553-1506 to donate.

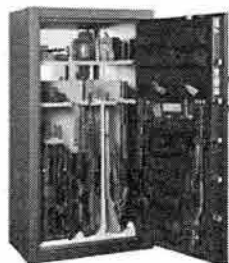
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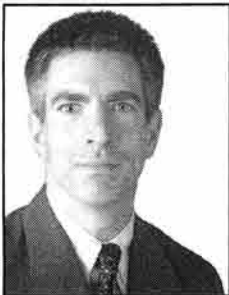
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Counselor's Corner

Public Employee First Amendment Rights — One Step Forward, One Step Back

By John Tennant,
SFPOA Counsel

The last time I wrote about the ever-diminishing protections for public employee free speech was in the fall of 2009 — in the wake of three Ninth Circuit decisions that made a complete hash of First Amendment jurisprudence. Two recent federal cases now provide both a step forward and a step back. Given the confused state of the law on this subject, even partial progress might be considered something of an improvement.



Let's start with the good news: The Ninth Circuit Court of Appeals (the highest federal court with jurisdiction over California and other western states short of the U.S. Supreme Court) held unequivocally that a public employer may not interfere with a public employee's First Amendment rights unless there is evidence that the employee's actions have actually disrupted the workplace or are reasonably likely to do so in the future. *Nichols v. Dancer* (11 C.D.O.S. 7840)

This is important because previous federal court decisions (primarily from other Circuit Courts of Appeal) appeared to give public employers wide latitude to discipline employees based on an employer's mere predictions of potential disruption to their operations caused by employee speech. The high watermark of this line of thinking is perhaps best illustrated in a decision by the Second Circuit which upheld the discipline of a city college professor for a controversial speech even though the trial court jury had determined that the speech did not actually disrupt the college's operations. *Jeffries v. Harleston*, 52 F.3d 9 (2nd Cir. 1995). It should be mentioned, however, that while the way in which the Second Circuit reached its decision can and should be questioned, it is hard to be unsympathetic with the ultimate result, insofar as the college took action against the professor because the speech in question made derogatory comments about Jews.

In *Nichols v. Dancer*, the facts were far less sympathetic to the public employer and precisely the sort of scenario that I and other public employee advocates have long worried might result in a terrible decision if a court ever took the *Jeffries v. Harleston* line of reasoning too far. Fortunately, the Ninth Circuit got it right.

The plaintiff, Kathleen Nichols, was fired from her position as an assistant to a school district's general counsel — who himself had recently been suspended — merely because she sat next to the general counsel, without speaking to him, during the school board meeting at which he was subsequently fired. The Ninth Circuit squarely rejected the school district's contentions that Nichols's actions threatened to disrupt operations, saying that it would not "rubberstamp [the school district's] decision based on an assertion that Nichols's association with [the general counsel] might have caused problems or been a reflection of the level of her disloyalty to the District." As the Ninth Circuit put it, "Simply saying that there has been or will be disruption, without any supporting evidence, is not enough... [T]he 'because I said so' approach is insufficient to establish a reasonable prediction of disruption let alone actual disruption."

This ruling restores at last a fair degree of common sense to the law governing the free speech rights of public employees. While no public servant has a right to expression that significantly disrupts the operations of their employer, discipline against an employee for speech based on an employer's bare and unsupported assertions that the speech in question might cause disruption violates the First Amendment. Indeed, it would be hard to imagine a public employee possessing any free speech rights if the mere act of sitting next to someone at a public meeting could be a legitimate basis for discipline.

Would that the second major case in this area to come down from the federal courts were as salutary as the first. But alas, as the old adage goes, what one hand giveth, the other taketh away, and this time the hand doing the taking was the United States Supreme Court.

In addition to the Speech Clause of the First Amendment, there is the Petition Clause, which protects the "the right of the people...to petition the Government for a redress of grievances." Until now, the law had not been entirely clear as to whether the more rigorous standard a public employee must satisfy to show that his/her speech is protected by the First Amendment also applied to petitions, e.g., lawsuits, union grievances, etc. Unfortunately for public employees, the U.S. Supreme Court ruled in June that the test is the same for both the Speech Clause and the Petition Clause: an employee must demonstrate that his speech or petition — which presumably serves as the basis for employer discipline, which he seeks to redress via a lawsuit or grievance — is on a matter of "public concern."

In *Borough of Duryea Pennsylvania v. Guarnieri* (11 C.D.O.S. 7462), a local borough's terminated police chief, Charles Guarnieri, was reinstated by an arbitrator through a union grievance process. Upon returning to work, Guarnieri was confronted with a number of directives from his employer (e.g., no overtime without the borough council's "express permission") which he argued were the council's way of "sending a message [that] 'You might have won your arbitration, but we control you.'" He sued the borough under a federal civil rights statute, claiming that his union grievance was a petition protected by the Petition Clause of the First Amendment. A jury awarded

him damages and attorney's fees approaching \$150,000, much of which was upheld by the Third Circuit Court of Appeals.

The U.S. Supreme Court vacated the Third Circuit's decision and remanded the case, holding that the "public concern" test of the Free Speech clause applies with equal force to claims that a public employee's rights under the Petition Clause have been violated. Aside from losing the damages he had been awarded, the plaintiff police chief will most likely find that this decision signals the beginning of the end of his lawsuit, given another Supreme Court free speech decision in 2006 — an opinion I inveighed against in a previous article — that speech concerning a public employee's official duties is not a matter of "public concern." (*Garcetti v. Ceballos*, 547 U.S. 410) The upshot of *Garcetti* has been that nearly all speech having anything to do with

a public employee's employment will not rise to the level of a "public concern." With its recent decision in *Guarnieri*, the U.S. Supreme Court has made it clear that petitions by public employees against their employer in the form of grievances, lawsuits, etc., must now satisfy that same standard if an employee subsequently claims that the employer disciplined them for having filed such a grievance or lawsuit in the first place and seeks redress under the First Amendment.

So while the recent Ninth Circuit decision in *Nichols* may be cause for much rejoicing, the *Guarnieri* decision of the U.S. Supreme Court continues a disturbing trend of retrenchment by the courts on public employee First Amendment rights. One step forward, one step back, indeed.

"Roll the Union On..."



San Francisco Police Officers Association
800 Bryant Street, 2nd Floor (415) 861-5060

August 4, 2011

From: Michael S. Hebel, Welfare Officer, Attorney At Law

To: Catherine Dodd, Ph.D., RN Director, Health Service System
1145 Market Street, Second Floor San Francisco, CA 94103

Re: The City Health Plan for CCSF Retirees

Dear Ms. Dodd:

At several of our quarterly meetings with and amongst representatives of various CCSF retiree groups, you continue to offer an opinion that the City's health plan (also called Plan 1) is in a death spiral. You have indicated that as the costs continue to rise, younger members have left this plan leaving members who do not want to give up entitlement to selection of their treating doctor and City employees who reside outside of the network area wherein the City health plan is the only one available to them.

The San Francisco Police Officers' Association represents active as well as retired members. We are very concerned about the "death spiral" of the City health plan. We are most interested to determine what provisions the health service system is making for active members and retirees who are still in the City health plan. With regard to retirees who live outside of the plan area, is the Health Service System's Board considering allowing these members to become eligible for Kaiser and/or Blue Cross/Blue Shield plans that operate outside of the State of California?

Any assistance and advice you could give would be much appreciated. We would like to be able to properly advise our active and retired members on the status of the City health plan. Most importantly, we would like our retirees, who are planning to move out of state, to fully realize the implications of such a move as it applies to their sole selection for health care — the City health plan.

Thank you for your assistance.

Sincerely,

Michael S. Hebel, Welfare Officer Attorney at Law

cc: Larry Barsetti, Secretary, SF Veteran Police Officers' Association

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Jeff Barker Scholarship Awards

By Martin Halloran
Chairman Scholarship Committee

The annual Jeff Scholarship Awards were presented in late August to dependents of active, retired, and deceased members. The recipients of these awards were judged by the POA Scholarship Committee on their academics, extracurricular activities, community service, and a five hundred word essay. The topic chosen for this year was "How has America changed in the 10 years since 911 and the death of Osama Bin Laden?"

The first place for the year 2011 goes to David Juarez; daughter of active Officer Joseph Juarez from Co J. David is attending the California Polytechnic State University in San Luis Obispo and has received \$4,000.00 towards his college education. David's winning essay is reprinted in this edition of the Journal.

This year the POA has awarded \$36,000.00 in scholarships to college bound students. The funds for these awards are raised through the proceeds from the POA Golf Tournament. Every student who completed all phases of the application was awarded a scholarship. My thanks go out to the POA Scholarship Committee and especially to Robin Matthews, Kevin Lyons, Lynn Tomioka, Frank Hagan, Robert Vernengo, and Ed Hagan, Angelique Marin, Yvonne Allen, Roel Dilag, and Kevin Martin who spent many hours reading and grading the essays. Many thanks also to Cyndee Bates at the POA who spent many hours organizing and verifying information for the Committee.

On behalf of President Gary Delagnes and the entire Board of Directors I would like to congratulate all the recipients of this year Jeff Barker Scholarship Awards and wish all these students much success in their college years.

1st Place: \$4,000.00

David Juarez
California
Polytechnic State University

2nd Place: \$3,000.00

Erin Clark
California
Polytechnic State University

3rd Place: \$2,000.00

Courtney Lewis
Utah State University

The following students were each awarded a \$750.00 scholarship towards their college education.

Eddie Alvarado
University Of San Francisco

Bernadette Boyle
University of Arizona

Brett Bruneman
California
Polytechnic State University

Brian Clausen
Wake Forest University

Daniel G. Cuddy
University of Nevada, Reno

Erica Dean
CSU East Bay

Amada DeFoe
Sonoma State University

Haley Doherty
University of California,
Santa Barbara

Sean Evans
San Jose State University

Stephanie Falzon
CSU Chico

Raquel Gaffud
University of California, Riverside

Jacqueline Guerrero
Boston College

Khalil Huey
Iowa State University

Christopher Jeffries
The New School of Jazz
and Contemporary Music

Jose Guardado
San Francisco State University

Kevin Kilgariff
Boise State University

Patrick Kim
University of California, Santa Cruz

Bridgette Kowalski
Sacramento State University

Mark Laubach
University in Columbus Ohio

Marco Marino
San Jose State University

Erin McEachern
Butte College

Morgan McEachern
The Young American
College of Performing Arts

Kimberly McIntyre
Sonoma State University

Sabrina Perez
Heald College

Steven Rector
University of California,
Santa Barbara

Andrew Reid
University of California, Los Angeles

Colin Reid
University of California, Los Angeles

Madison Roche
Loyola University Chicago

Brianna Scott
Holy Name University

Monica Solares
San Francisco State University

Ciara Swann
University of Washington, Tacoma

Dante Tabarracci
Embry-Riddle
Aeronautical University

Nicole Trierweiler
University of Washington, Seattle

Jeremy Denis Wong
CSU East Bay

Robert Yee
San Diego state University

Michael Yuen
University of California, San Diego

ECHOING THE PAST: A COUNTRY UNITED

By David Juarez
First Place POA Scholarship Award Winner

On the night of March 5th, 1770, a series of events led up to the killings of innocent American colonists — the Boston Massacre. An enraged Paul Revere created a drawing of the incident and placed it into a pamphlet. Colonists then mass produced the pamphlet and distributed it throughout the colonies, spreading like wild fire and reaching all thirteen colonies within weeks. This event united the colonies by creating a common goal to stand together for the right to life, liberty and the pursuit of happiness — thus sowed the seeds for the American Revolution.

At the time, England stood as one of the most formidable forces in the world. Many countries thought it impossible, even suicidal to try and fight such a large army. However, the colonies banded together, followed impassioned leaders such as George Washington, and remained united through many hard-fought battles. America eventually defeated England and earned its place as a sovereign nation. These events would ultimately set precedence for a lasting tradition of unity and courage in the face of adversity.

Ten years ago, on September 11th, 2001, 19 Al-Qaeda affiliated terrorist hi-jacked four commercial airliners poised to deliver one of the largest set of attacks on U.S. Soil in history. In the early morning hours of an ordinary Tuesday, ordinary became surreal as two of the four planes crashed into the Twin Towers in New York City. Almost 3,000 innocent civilians died that day. Hundreds of firefighters and police officers perished as they attempted to rescue people from the burning buildings. Several more went on to develop complications from inhaling the smoke and debris from the burning buildings. As one television set portrayed the horrific event, more televisions turned on as phone calls distributed the event throughout the nation, spreading the news like wild fire and reaching all 50 states within minutes. America had been attacked.

Living up to the standards set before, Americans rose to the occasion. A surge of patriotism coursed through the veins of the American public. Volunteers rushed to help the relief effort for the attacks, hundreds of Americans cleaning up the New York City streets, and aiding the wounded heroes and their families. Suddenly, a glance outside would reveal the colors, symbols of our nation, the American flag hanging on porch after porch. The country stood behind its leader and quickly mobilized for a war on terror. While the attack was undeniably horrific, through this tragedy Americans grew not only as a nation, but closer together as well.

Osama-Bin Laden was an integral part of the 9/11 attacks, and the primary leader of AlQaeda. While recently public opinion wavered in regards to the war effort, American Special Forces recently killed Osama Bin-Laden. Americans hold this victory close as it represents closure. This event forced Americans to remember the reason we had been fighting these long ten years.

After 9/11, America both changed but in retrospect did not change at all. What differentiates 9/11 from the massive war effort after the bombing of Pearl Harbor in 1941? Many parallels on American reaction exist between the attack on the twin towers and the explosion of the battleship Maine to initiate the Spanish-American war. Ever since the birth of this country, Americans consistently come together in times of hardship. This sense of camaraderie is what makes America, America. So in all reality, 9/11 didn't change America at all, rather; it reinforced the strong feelings of unity that this great country was founded on.

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POLICE-FIRE Post 456 News

By Greg Corrales

"I want to make it clear to all of you that I shall never give the order 'abandon ship', the only way you can leave the ship is if she sinks beneath your feet."

— Admiral Earl Mountbatten, 1949, order to his crew while commander of HMS Kelly.

On August 19 I attended Cathey Post 384's outstanding dinner honoring Sergeant Henry Lam of Richmond Station and Officer Charles Simpson, Solo Motorcycle Officer assigned to Central Station. Both honorees were very deserving. As always, Cathey Post had a full house at their annual event. Department of California Commander Hugh Crooks and his lovely wife were in attendance, as well as Department Adjutant William Siler. Area Two Commander Paul Rodriguez, Ways and Means Committee member Michael Bloom, and their enchanting wives were also present.

On August 13, 1918 Private Opha Mae Johnson became the first woman to pin on the eagle, globe, and anchor. Johnson was the first of 305 women to enlist in the Marine Corps Reserve, according to the Marine Corps History Division. Women were accepted in noncombat roles in the Marine Corps in order to "free a man to fight." They took over clerical roles and became recruiters so more men could be sent to France during World War I. At that time, women were not allowed to serve in war zones. During the war, most women served at Headquarters, Marine Corps.

The female Marines were called "Marinettes," and they did not go through boot camp. Less than a year after Johnson was sworn in, on July 30, 1919, orders were issued to separate all women from the Corps, due to the end of the war. The last day for active-duty female Marines was August 11, 1919. It wasn't until World War II that women again were allowed to serve in the Marine Corps.

The VA wants all veterans exposed to nuclear bombs and tests to know they have resources available to help them. These so called "atomic" vets are those who were prisoners of war near detonation sites in Hiroshima and Nagasaki during WWII and those who participated in above-ground nuclear tests between 1945-62 in the Pacific Ocean and the U.S. Southwest. VA says the "key to getting treatment and compensation lies in establishing the amount of radiation to which a veteran was exposed." The Pentagon's Defense Threat Reduction Agency (DTRA) maintains a database of participants in U.S. atmospheric nuclear tests since 1978.

In 2003, the Pentagon and VA created, based on the Veterans Benefits Act, the Veterans Advisory Board on Dose Reconstruction to monitor programs that determine levels of radiation veterans received and audit compensation claims decisions. 21 radiation-related cancers are eligible for compensation from VA. VA also maintains the *Ionizing Radiation Registry* to track the health of vets exposed to radiation during their service. The registry is free of charge to atomic veterans and they need not be enrolled in VA health care to be eligible.

For more information, access these websites: www.vbdr.org, www.dtra.mil and www.publichealth.va.gov/exposures/



radiation; or call (202) 461-1020.

Now that the 2012 Summer Olympics in London are less than a year off, service members are setting their sights on making the cut for the U.S. teams. Nine military boxers were among 80 of the nation's top amateur fighters duking it out for slots on the U.S. boxing team at the Olympic trials in Mobile, Ala.

Army Specialist Carrie Barry, 30, is among the female boxers hoping to make history next year. A 10-time national champion, and once ranked fifth in the world, Barry has certainly known the thrill of victory but has always been denied a chance at Olympic glory: Boxing is among the last holdouts to admit women into the Games. All that changes next year, as the U.S. women's boxing team makes its Olympic debut in London. Barry will have to win a championship bout in Ohio in October to earn a spot in the women's trials early next year, said Army sports spokesman Tim Hipps.

Meanwhile, Army Sgt. 1st Class Eric Uptagrafft and Staff Sergeant Josh Richmond have already been nominated to the U.S. shooting team, with other military shooters expected to join them soon. Army Sgt. 1st Class Dremiel Byers, a top-rated heavyweight Greco-Roman wrestler and 2008 Olympian, is among several military grapplers expected to make the cut. Laura Gorinski, a Naval Academy midshipman, already has posted a qualifying time to make the U.S. swimming team, while Air Force Major Robert Bremer, a 2008 Olympic veteran, is considered a front-runner for the modern pentathlon.

A south Bossier City, La., homeowners association has sued to force a family to remove a front yard sign supporting their Marine son's military service because it violates subdivision rules. The Shreveport Times reported that the Gardens of Southgate filed the suit in July against Timothy and Jodi Burr, who have lived in the subdivision since 2006. The Burrs placed a large multicolored banner with a picture of their 20-year-old son, Lance Corporal Cory Burr, and the phrase "Our son defends our freedom" in January after he was deployed to Afghanistan. Jodi Burr says her family will fight the suit and does not intend to remove the sign. The Burrs contend signs supporting schools or teams are visible throughout the neighborhood.

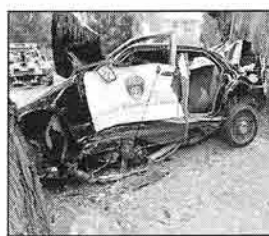
A man noticed that his neighbor's car was covered with leaves, grass, branches, dirt, and blood. "What in the world happened to your car?"

"I ran into a lawyer," said the neighbor.

"Well," said the man, "that explains the blood. But what about the leaves, the grass, the branches, and all of the dirt?"

His neighbor replied, "I had to chase him all through the park."

Police-Fire Post 456 meets on the second Tuesday of every month at the Veteran's War Memorial Building, 401 Van Ness Avenue, room 214. Meetings start at 1800 hours and refreshments are served at the conclusion of the meeting. Any veteran who has not yet joined should contact me at 558-5455, or at gc1207@comcast.net.



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

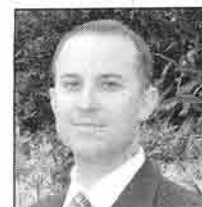
FACT: If you've been injured on the job by a third party such as a negligent motorist or drunk driver, **YOU CAN** (and should!) recover substantial personal injury damages (tax free) in addition to worker compensation benefits.

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T **Todd P. Emanuel**
ATTORNEY AT LAW



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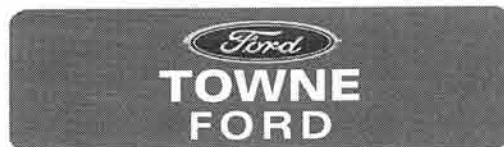
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Addressing Increasing Law Enforcement Fatalities in US

Experience speaks: Your thoughts on stemming the grim KIA tide

Forwarded to The Journal
by Michael Nevin

In Transmission #181 of Force Science News, we invited your thoughts on how to reverse this year's alarming increase in LEO fatalities in the U.S. Almost immediately our in-box began to bulge with your insightful responses.

Here is a sampling, edited for brevity or clarity in some cases and useful as training reminders in all. The writers, of course, are expressing personal views and do not speak for their agencies.

When adrenaline trumps training and common sense...

In my own 12+ years in law enforcement, I have personally known 2 officers who have been shot (non-fatally) and one who died in a crash. In each case it happened because they let their adrenaline take over, and their training and common sense went out the window.

The first officer witnessed a minor hit-and-run traffic crash. During a short pursuit, his cup of coffee went everywhere inside his car, adding to his emotional "rush." Even though there were 2 more officers close behind when the fleeing driver crashed again and stopped, the primary officer rushed to the suspect's vehicle and went hands-on as the suspect began to exit. The fight was on. The officer was disarmed and shot through both thighs with his .45. That officer eventually was forced to medically retire due to the build-up of scar tissue and the chronic pain in his legs.

The second officer was in foot pursuit of a likely drug dealer at an apartment complex. Though he'd lost sight of the suspect, he ran around the corner of a building where he'd last seen the subject, and the offender was waiting for him with a handgun drawn and aimed. The suspect fired, striking the trauma plate in the officer's vest and knocking him onto his back, fortunately not seriously injured but a very narrow escape.

The most tragic incident involved an officer who wrote a trespass warning to a transient who refused to leave a convenience store. Shortly afterward, dispatch informed the officer that the suspect had returned to the store and was hassling the clerk. Given that the suspect was blatantly ignoring the recent warning, the officer was probably feeling some emotion.

Even though he was only a few miles away, he reached a speed of over 100 mph racing to the store. When he swerved left to pass a truck, he lost control of his cruiser, which went through 1 utility pole and wrapped around the next one. When the steering column and dashboard were pried off of his crushed legs, he bled out internally through his shattered femoral arteries as he screamed in pain, a scream his fellow officers on scene will never forget. There was nothing anybody could have done to save him.

Each of these officers, spurred on by adrenaline and emotion, placed themselves in more danger than was necessary.

What I have tried to teach as an FTO includes:

- Recognize the situation for what it

is. Don't let an overly excited dispatcher (or officer) get you overly excited. Ask yourself: Do I really need to drive this fast to get there? Do I really need to leave cover right now to get hands on the suspect? Be your own FTO, and recognize when you need to grab yourself by the collar and pull yourself back.

- Recognize the adrenaline rush. In situations such as pursuits, expect it, recognize it when it comes, and keep it under control. In the last pursuit I was in, several officers left cover and rushed the suspect's vehicle after it was stopped by a PIT maneuver. The suspect had his gun in his hand. It was little more than luck that he was shot and killed before he could fire it. In a similar pursuit where several officers rushed up to go hands-on, 1 of them got disarmed. The suspect fired multiple shots and killed an officer before he himself was shot and killed. Did either of those situations have to end like they did?
- Use it when you need it. In situations such as a hands-on fight, or especially when you're injured, the adrenaline rush is your friend. Don't hold back; use it and stay in the fight, but recognize when to put the brakes on.
- Remember, it's not personal, it's business. Leave your emotions at home. I know, easier said than done. But along with your adrenaline, emotions such as anger will at least get you in trouble, or worse, will get you killed. There seems to be very little training emphasis on that today, although it clearly is an officer survival issue.

Dpty. Dan Walter
Boulder County (CO) SO

Tactical positioning and vest protocol

Two of our officer deaths in Canada this year involved motor vehicles, one a stolen snow plow and the other a van driven by a 15 year old. In the case of the snow plow the officer was not standing in a safe place and with the van it appears the officer reached inside and got trapped and then dragged and crushed under the van when it rolled over. Training is critical in officers knowing what is a dangerous tactic. With better threat-assessment tools, these 2 officers would likely be alive today.

As to wearing a vest, I would add that vests should be worn under the shirt not over. In Canada we have fallen into a pit of wearing vests in a dark-colored carrier clearly visible to everyone. Not only does this sometimes escalate an incident and create new deadly targets but it also creates some self-defense issues by providing handles for suspects to grab and control the officer. ERT and the military have to wear their vests outside because of bulk. When they do, it is the same color or camo as the uniform, thus reducing the risks.

Brian Carter (RCMP, ret.)
Senior Project Manager
Occupational Health & Safety
Nova Scotia Public Service Cmsn.

Critical safety tenets

Two points that I drive thru to all my officers:

1. When confronted with a firearm threat and you are taking fire... SHOOT-MOVE-COVER. Do it immediately, regardless of which you do first.

2. Be a master of threat assessment. ALWAYS perform the Quick Scan: Check the HANDS, check the WAIST area, and check the SURROUNDING AREA (anything within the subject's reach).

Trng. Ofcr. Carmelo Colon
Lead use-of-force instructor
Ft. Lauderdale (FL) PD

More emphasis needed on criminal activity cues

I would also like to see trainers instruct more heavily regarding criminal activity cues — information suggesting potential danger that an officer receives prior to actually encountering the suspect. Reacting both physically and mentally to such cues will help reduce reaction time, and therefore save lives.

Just a few examples:

- Dispatched information. If telecommunication indicates the suspect has a weapon, then the officer may have a better idea of where and how to make an approach, both before and after exiting his vehicle.
- Radio information from other officers already at the scene. They may be able to advise on environment or description of known suspects, which may assist in making a tactical approach by vehicle and by foot.
- What the officer sees and hears as he arrives at the scene. Are officers or civilians taking cover? Do other officers have their weapons drawn? Do there appear to be injured persons about? Are gunshots or screams audible? Are witnesses making hand gestures or otherwise trying to communicate important information?

I recently trained 176 state LE agents who, as a whole, were above average in training, experience, and professionalism. Still, I noticed a slow response to criminal activity cues provided in the scenarios. For example, at the sound of gunfire, most officers would slowly put their hand on their sidearm, but very few would actually draw until something further developed. Another example was the inability to recognize the need for taking cover.

Res. Ofcr. Jerry Cooper
Cleveland (NC) PD

2 training shortcomings that threaten survival

Too much static, straight-on shooting during training does nothing to help officers survive a dynamic gunfight. If you have never drawn your weapon while moving laterally or forward and back, chances are you will remain a stationary target or have trouble drawing while trying to move. Remember, panic is the absence of training.

Regarding "verbal traps," I've found that the reason officers stand there and "verbalize them to death" is that in all too many shoot/don't shoot training scenarios the instructor has the role player obey proper commands. Thus the officer in training develops a false sense of security that real-life offenders will obey. Training must re-create, to the best of our abilities, real-life situations and in real life there are people

intent on killing us.

Ptl. Rich Stanton
Sr. firearms instructor
Boston PD SWAT

Focus on improvement, not castigation

Officers and supervisors need to evaluate handling of real-life events with a critical eye. Do we have the skills and fortitude to recognize mistakes have been made and take corrective actions?

Consider the Navy Blue Angels flight team. At the end of every flight, there is a debriefing in which rank is taken off the table and every member can feel safe to do self-criticism or constructive criticism of another team member. Law enforcement needs to adopt this same mentality where pre- and post-performance is evaluated with a critical eye, with the focus on improvement rather than castigation or discipline.

Also think about training in triads. Instead of using the common approach of having 1 officer role play the part of the trainee and another the part of the suspect, add a third to act as a coach to give immediate feedback. Rotate positions so that each person plays each part. This increases skills, retention, and abilities dramatically.

Lt. Curtis Cope (ret.)
Consultant/Expert Witness/Master Instructor
Huntington Beach, CA

Monthly critique of police deaths needed

I'd like to have a national bulletin on officer deaths put out monthly by the FBI to all local, state, and federal LE agencies. The bulletin would go into significant and appropriate detail on who died, what happened, where, when, why, and how. It would cover the dynamics of each situation and how it all went down. It would have a follow-up section from trainers on suggestions on how to handle similar situations. The bulletin would be used to enhance safety and not as a Monday-morning quarterback tool.

Meanwhile, what can you do right now to best avoid becoming a grim statistic?

- Always be a student of our profession, especially use of force/force science/conflict management.
- Always seek self-improvement.
- Always learn from mistakes (your own and others).
- Always be willing to use change as a tool for improvement.

Sean Foley
Former Capt./Acting Chief
Northlake (TX) PD

Dr. Bill Lewinski, executive director of the Force Science Institute, adds this observation:

"The need for more detailed documentation of force-related incidents is urgent. The statistical data currently gathered at the national level does not provide the kind of information needed to improve training and officer safety in the field. The types of data Sean Foley suggests, particularly specifics about how encounters begin and progress, will help to better analyze the human dynamics of force used by and against officers and devise corrections

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SFPD K-9 Handler Receives 'Top Dog' Award With Dog Named in Honor of FDNY 9/11 Victim

By Lt. Phyllis Ford

Officer Neil Fanene was presented with the 'Top Dog' award at his recent graduation from the National Explosives Detection Canine Handler Course. This top award is presented to the handler who displays outstanding achievement while attending the

Dept. of Homeland Security's TSA course at Lackland Air Force Base, San Antonio, TX.

The award is co-sponsored by the Airport Law Enforcement Agencies Network (ALEAN).

Officer Fanene, assigned to SFPD's Airport Bureau, was enrolled in the course with his dog, "Sstack," named

after FDNY Battalion Chief Lawrence T. Stack. Chief Stack died during rescue efforts at the World Trade Center September 11, 2001. This is the first time an SFPD officer has received this award!

Attending Fanene's graduation ceremony on July 29, were Airport Bureau Patrol Captain Dominic Celaya, as well as Stack's widow Theresa, son Michael Stack, and grandson Patrick Stack. Michael is currently a lieutenant with FDNY. A duplicate of the badge "Sstack" will wear was presented to Theresa Stack at the ceremony.

"Sstack" is a nearly 2-year-old

black Labrador from Lackland's Puppy Program.

TSA has started to name all the puppies in their program in honor of individuals who died in the 9/11 tragedy. Puppies named in honor of a 9/11 victim have names that start with a double first letter. Prior to Sept. 11, 2001, there was no great urgency to produce explosives detection canines. However, this changed quickly, and the first breeding occurred in January 2002; the program has

since produced over 500 puppies.

TSA's National Explosives Detection Canine Program is a tool developed to detect explosives and deter terrorism in aviation, mass transit, and cargo environments. Once dog and handler are paired up, the new team completes a 10-week course to learn to locate and identify a wide variety of dangerous materials. This training includes search techniques for aircraft, baggage, vehicles and transportation structures.

Fanene and "Sstack" will be joining SFO's EOD K-9 unit on the Swing Watch.



FDNY Battalion Chief Lawrence T. Stack's widow, Theresa, at awards ceremony with Chief Stack's son Michael, grandson Patrick, and Officer Fanene.

Force Science News

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tive measures." **Buying time even for "unprepared" officers**

As a SWAT team leader and trainer, I push the safety concepts of slowing situations down, controlling what is taking place, and putting yourself in a position of advantage to narrow the reactionary gap.

If a suspect's goal is to injure, kill, or attempt to flee, then he/she will have to work very hard and increase their body movements to carry out an attack. This gives even officers who are not prepared more notification and time to react.

Sgt. Jon Meck
Peoria (AZ) PD

Bad intel from CIs can bring violence

A factor not considered is what officers are told about a suspect or suspects they are about to arrest and/or a location they are about to raid, which, sadly, often involves confidential informant information that has been improperly corroborated and/or not corroborated at all. Police action based on false or exaggerated informant information is often the root cause of violent encounters. A due word of precaution for our guys on the street!

Michael Levine
Former federal agent/undercover operator
Trial consultant/expert witness
Stone Ridge, NY

Training cuts boost street casualties

I think the number of officer deaths and injuries have a direct correlation to the economy and budget cuts. Most trainers will agree that when it comes to department cuts, training is the first to be compromised. Yet constant updated training is key to officer survival as it reinforces a consistent survival mind-set. When we see training diminished we see officer deaths and injuries increase.

Ptl. Craig Polachek
Training Officer
Elkhart County (IN) SD

"Concise, accurate, practical, potentially lifesaving"

As a trainer, supervisor, and certi-

fied Force Science Analyst, I read a fairly extensive amount of information on a number of law enforcement subjects. I have to say that your most recent newsletter, "As police deaths mount, what can you do now to stay safe?", is one of the most outstanding articles I have read in 20-plus years. It is concise, accurate, practical and potentially lifesaving to those who apply it. I have forwarded it to our entire department and will be doing so to all of the recruit school students I instruct.

Lt. Mark Pankow
Wausau (WI) PD

Force Science News welcome Ocean Springs, MS Police Department!

Want every officer in your agency to receive free FS News articles directly?

Let us know and we'll take care of it.

In the midst of the wave of incoming Force Science News subscriptions we noticed an influx of registrations coming from one agency in Mississippi. Curious to see what inspired the apparent agency-wide sign-up, we called the PD and connected with FSN reader, Deputy Chief Mark Dunston, who turned out to be the catalyst. "The information in Force Science News is critical and I wanted to be sure that everyone in my agency benefitted from it. I send out a daily intelligence bulletin to my staff and realized that the Force Science publication would be an on-going insertion so instead of repeatedly forwarding, I decided to tell the entire agency to register individually so they could get the information directly."

A great idea that sparked a new offering on our end. If your agency would like to have each of your officers receive our free Force Science News articles directly just e-mail us at editor@forcescience.org and we'll make arrangements to enter them all in for you. All we would need from you after we make contact with you would be a list—which will NEVER be shared—of each officer's name, rank and e-mail address. That's it. We'll take care of everything else. All information is kept strictly confidential and you can unsubscribe at any time.



SFPD's Airport Bureau Captain Dominic Celaya with Officer Fanene, K9 partner "Sstack," and Michael and Patrick Stack (son and grandson of deceased FDNY Battalion Chief Lawrence T. Stack).

Beyond Bravery — The Women of 9/11

CNN September 8 at 11 pm ET & September 11 at 8 pm ET

Among the heroes of September 11th were female rescue workers who raced to the Twin Towers in the wake of the terrorist attack. CNN anchor and special correspondent Soledad O'Brien tells the stories of female law enforcement officers, firefighters, EMS workers and others who spent their lives defying macho stereotypes as they fought for access to jobs that require them to risk their lives for others.

The documentary was produced for the 10th Anniversary of 9/11 and is based on stories from Susan Hagen and Mary Carouba's widely acclaimed book, "Women at Ground Zero: Stories of Courage and Compassion." Until now, their book has been the only collection of stories about women police, fire, and EMS personnel who responded to the World Trade Center tragedy. (www.womenatgroundzero.com)

An African-American probationary firefighter whose company lost 7 of the 342 that died that day, and a young mother and decorated police officer last seen directing others to safety just before the World Trade Center collapsed, are among the heroines featured in the documentary. O'Brien profiles these unsung heroes and, of the survivors, reports their present-day health struggles, continuing mourning, and determination to be prepared for the next attack.

"This documentary is the kind of meaningful coverage that should have happened ten years ago, when every news organization in the country was scrambling for stories about 9/11 heroes," say the two California authors. "It's been our great pleasure to work again with New York City's female first responders and the producers at CNN to make this major documentary possible."

<http://www.cnn.com/video/#/video/us/2011/07/18/women.911.beyond.bravery.cnn>

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Wife of Sgt. John Hallisy — Narcotics Bureau

Retirement Planning Semina Class # 58

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 (June 7th, 8th and 9th, 2011) — class #58. 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 Biggey 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. The seminar presents possible answers to the big questions: Are you ready to retire? Are you ready to stop being a police officer?

This seminar, titled "The Gino Mari-onetti and Michael Sugrue Memorial Seminar", honors its two founders. May they rest in peace. This seminar is now in its 28th year having started in March 1985. Since its inception, more than 2,490 participants have completed this seminar.

Special thanks to **Captain Teri Barrett** for providing the necessary funding to expand the seminar subjects. A very big thank you to **Chief Gregory Suhr** for reinstating the long-standing tradition of allowing members a three day training detail as a thank-you for years of dedicated service — to make their plans for a successful and prosperous retirement.

34 Participants

Thirty-four participants attended this lively and informative seminar which was coordinated by **Cyndee Bates**, POA staff administrator.

The seat of honor, which is reserved for the most senior member in attendance, was given to **Steve Tachini** — a member of the 128th Academy class of March 1977. 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** (48 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 128th to the 185th recruit classes. The 229th recruit class is now in their FTO program; there will be no academy classes in FY 2011-2012, but there will be several small lateral-only classes (class #230 — laterals from San Jose and Oakland). 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. However sunshine did prevail for all 3 days. Six 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. As of early June, 2011, 122 members are in DROP; more than sixty members have exited DROP — many of whom did not complete their original term. In last June a large number of members entered DROP. This program was not renewed by the Board of Supervisors and therefore officially sunseted on June 30, 2011.

Chief Gregory Suhr welcomed the participants and asked them to put to practical use the information that is contained in this 3 day training 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. 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 noted that there will be many promotional opportunities over the next 5 — 7 years. The Chief was given an ovation on completion of his remarks.

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). A fourth retirement tier will be on the November ballot which will increase employee contributions and place restrictions on the supplemental cola (only to be paid when the Retirement System is 100% funded). 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 and the POA's goal of financial freedom for the rank and file: a thirty-year veteran Q4 police officer, on July 1, 2011, receiving an annual wage of \$108,264 and thereafter retiring with an annual pension of \$97,500. 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, 3.77 % on 6-30-2011, and 2% on 4-1-2012; the current MOU will end on 6-30-15). 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. But Gary also warned that this would be a tough year — the defense is on the field — with pension reform the #1 priority of City Hall. A Tier IV retirement system for new hires will be on the ballot in November along with proposals to increase the contribution rates, reformulate the supplemental cola, and place a maximum cap on pensions for current city employees. He reminded the attendees that SP payoff is now 75% of 1040 hours and OU caps out at 300 hours.

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."

"To be a successful retiree — its not about the money. Focus on family, friends, and fun plus have a purpose — something to do," is wisdom from many participants.

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 55.5 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 SFDCA 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. (Note: the Retirement Board recently voted to replace life style portfolios with target date portfolios.) 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 – 67 (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.

Dennis Meixner (SFPD 1970-2003), licensed tax preparer, 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). This was Dennis' first class. Thank you Dennis for taking over this important subject matter.

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. This will be Sol's last presentation. Thank you Sol for your support of the retirement planning seminars and for your active participation for more than twenty-five years.

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 Suhr continues the tradition of gifting every retiree with his/her police officer star as the Department's recogni-

tion for a job well done; this has also reduced to zero the number of missing/lost police star reports made by those members approaching retirement age.

Attendees were stunned by the costs of health coverage upon retirement. Few had realized just how good the POA Memorandum of Understanding is in keeping these costs down for members and their families. After retirement, there is no subsidized dental plan, but thanks to Proposition E (Nov. 2001 ballot) there now is a medical care monetary subsidy for the 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 life-time medical care; most employers terminate health care coverage at age 65. Clare Zvanski, employee elected commissioner on the City Health Service Board, spoke on the funding of retiree health plans, the importance of Medicare reimbursements, and the pre-funding of retiree health care that new City employees (hired after January 10, 2009) will be required to make (up to 2% of salary) so as to pre-fund their benefits to the year 2038. Clare is the longest serving city employee on the Health Service Board.

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 15th 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 Joe Driscoll helped bring this seminar to a most successful conclusion. Joe 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 Joe: "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 2011-2012 since the unaudited returns show the retirement fund earning about 20% for the year ending June 30, 2011. They said the Retirement Trust Fund had achieved a 91% 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 October 4 - 6, 2011. Seminars will also be held in February 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.

Book Reviews

Bloody Crimes: The Funeral of Abraham Lincoln and the Chase for Jefferson Davis

By James L. Swanson
Reviewed by Dennis Bianchi

This year is the 150th Anniversary of the beginning of the American Civil War, often referred to as The War Between the States. The publishing business is full of new books about this bloody era of our history. James Swanson, the author of *Bloody Crimes*, is an author I recommend you read if you have an interest in this subject. This book came out as a response to his work, *Manhunt*, published in 2007 about the 12-day hunt for President Abraham Lincoln's murderers. Following the success of that book Mr. Swanson was asked by many of his readers what happened following this hunt and capture. He intended at first to write about the funeral of Presi-

dent Lincoln. As he did his research he came to a new understanding of President Jefferson Davis, finding similarities between the two men. He incorporated the final days of both men in this historical rendering. The resulting volume reads like a thriller. You won't find dry, ostentatious writing here.

It is difficult for modern readers to understand the impact of Lincoln's death, the White House funeral, the Pennsylvania Avenue procession, and the president's funeral train sojourn home to Illinois had upon America. It was estimated that more than one million people viewed the body of Lincoln and three million others the train as it passed through the 1,600-plus mile trek from Washington D.C. to Springfield, Illinois. And it made no

difference the hour or the weather. Throngs of people were lined up to pay their respects to the man who led the country through a horrific war, 600,000 dead, and attempted to reunite us as one country. Mr. Swanson captures the emotions of the citizens of the North. He points out that the vast major-

ity of the citizens expressed grief and sadness as opposed to vengeance or anger. There are sections of the book that seem to bog down in a bit of minutiae. Does the reader need to know the cost of every item of the bill for this event? Not likely. And the author goes into great detail in describing the autopsy of the president. That section is not for the squeamish. It is revealing, however, of doctors' egos, when he writes of the many doctors who wished to have their name attached to the list of "attending physicians" on the night Lincoln was dying.

Lincoln's death came very close in time to General Robert E. Lee's surrender at Appomattox. As the Union Army took over the capitol of the South, Richmond, Virginia, Jefferson Davis was attempting to flee. Jeff. Davis, as he is often referred to in the book, had no knowledge of the murder of Lincoln and had no idea that his Confederacy had been so weakened. As he travels deeper into the South he tries to find ways to rally the people and what was left of his armed troops. Davis embodied what is often referred to as a Southern Christian gentleman. He was an outstanding equestrian, a lover of books and man who demanded civility in all social settings. A graduate of West Point, he had served the Union as the Secretary of War. He owned a vast library that was lost during his flight, along with all of his personal property. When captured he had not a cent to his name. One of the main strengths of this book is giving Jefferson Davis an identity. Few people know much about him, and frequently what is

discussed is inaccurate. His love of, and dedication to, the South and its culture would have been admirable, if only it had not included the despicable belief in slavery.

Throughout the book author James Swanson draws parallels of the two men. They were born a year apart and not far away from each other. They both lost their first loves to a similar disease (probably typhoid) and buried young sons. While Davis's cause may be dressed up with states' rights rhetoric, today we have a conscious acceptance that slavery was the largest grievance.

Davis was never tried and lived twenty-four years beyond Lincoln. This may have been, as the quotes from a letter, "The military men, who do the hard and cruel things in war, seem to be more merciful in peace than the politicians who stay at home and do the talking." Or it might have been an attempt on the part of the North to live up to Lincoln's plea:

With malice toward none; with charity for all; with firmness in the right, as God gives us to see the right, let us strive to finish the work we are in; to bind up the nation's wounds; to care for him who has borne the battle, and for his widow and his orphan, to do all which may achieve and cherish a just and peace among ourselves, and with all nations.

Lincoln's words have lasted and been quoted for more than 140 years. Mr. Swanson's book may not have such longevity but he has done us a favor by making these men come alive again.



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The Snowman

By Jo Nesbo
Translated by Don Bartlett
Reviewed by Dennis Bianchi

Jo Nesbo is not the huge celebrity that Stieg Larsson has become, but given time he might come close. Mr. Larsson, the deceased author of the series *The Girl With the Dragon Tattoo*, etc., has plenty of competition from Mr. Nesbo and his series of detective novels featuring Harry Hole, a detective of the Oslo, Norway Police. Mr. Nesbo has won the Glass Key Award for best Nordic crime novel, an honor he shares with Stieg Larsson and Henning Mankell. *The Snowman* is the third of this series, with others planned, so should you like what you read, there is plenty more to get caught up on.

Detective Harry Hole, a man with a checkered background, is asked to investigate a missing person report. The report immediately strikes Harry as something much more sinister; a murder. He begins reviewing old reports, presents his findings to his superiors and is given a small squad to look into the possibility of a serial killer. This killer has a calling card he leaves at the scene of the murders; a snowman. Harry has been trained at the Federal Bureau of Investigations in the United States for just such a case. But does that make it easy for Detective Hole? Of course not.

"Perhaps he had discovered some answers, but not all of them. Never all of them. Like whether madness and evil are two different entities, or whether when we no longer understand the purpose of destruction we simply term it madness. We're capable of understanding that someone has to drop an atomic bomb on a town

of innocent civilians, but not that others have to cut up prostitutes who spread disease and moral depravity in the slums of London. Hence we call the former realism and the latter madness."

A fine bit of writing about an important philosophical question, helping to solve a thrilling mystery. It is what makes Jo Nesbo unique. The story has many twists and few too many obvious red herrings (since this is Norway, would they be smoked and/or salted?). But Harry knows the value of sticking to the facts and working hard.

"Harry didn't believe in inspiration, divine insights or telepathy. But he did believe in luck. Not the luck you were born with, but the systematic luck you earned through hard work and spinning yourself such a fine-meshed net that at some point chance would play into your hands."

That's the kind of person we want investigating murders, isn't it; dogged, confident in their abilities and possessing a strong work ethic? That is Detective Harry Hole. He also has a complicated love life and is in constant battle with the bottle. A member of his squad, an alluring young woman named Katrine Bratt, becomes more interesting as the novel progresses. She may not be Mr. Larsson's Lisbeth Salander but she is a no-nonsense, physically imposing detective who makes the plot very intriguing.

Mr. Nesbo makes Norway part of the plot and doesn't shy away from the political and social problems besetting that country as they do most Western countries. A character in the story tells Harry that the best stories are about losers. Mr. Nesbo agrees and has written a winner.

Long-Term Investing

Et tu, Brute: USA's Most Unfavorable Economic Cuts

By Edwin K. Stephens,
The Stephens Group

*Something is rotten in the state
of Denmark. Shakespeare.
— Hamlet. Act I. Sc. 4*

*If you have tears, prepare to shed
them now...This was the most
unkindest cut of all.
— William Shakespeare, Julius Caesar*

Did the "debt ceiling" debate in Washington, D.C. between President Barack Obama, Speaker of the House of Representative John Boehner and the Senate sour the American public on viewing democracy in action? And, are Americans going to be directly effected in the management of their personal and/or household debt, e.g. a home loan or car loan as a result of the "debt ceiling" politics?

Answer: Yes. Rasmussen polling agency reports sixty-one percent (61%) of Americans now think the national legislatures are doing a poor job. Most voters do not care much for the way either party is performing in the federal debt ceiling debate.

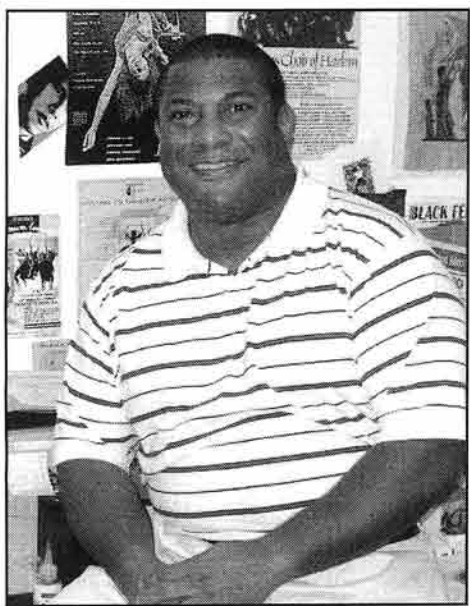
Yes. Americans will be directly affected in the management of their personal debt. The majority of voters are worried that the final debt deal will raise taxes too much and will not cut spending enough. Only 11% of voters believe this Congress has passed any legislation that will significantly improve life in America.

Standard & Poor's downgrades USA's credit rating from AAA to AA+

On 8/05/11, Mr. Walter Brandimarte, Business Writer for Reuters stated that the credit rating agency, Standard & Poor's cut the long-term United States credit rating by one notch to AA-plus on concerns about the government's budget deficits and rising debt burden. Mr. Brandimarte noted that the move is likely to raise borrowing costs eventually for the American government, companies and consumers.

On 8/02/11, President Barack Obama signed legislation designed to reduce the fiscal deficit by \$2.1 trillion over 10 years. However, this was well short of the \$4 trillion in savings that the S&P had called for as a good "down payment" on fixing America's finances.

On 7/14/11, Standard & Poor's had placed the U.S. credit rating on review for possible downgrade on concerns that Congress was not adequately addressing the government fiscal deficit of about \$4 trillion this year, or about



9.0 percent of gross domestic product, one of the highest since World War II.

In a statement, Standard & Poor's said, "The downgrade reflects our opinion that the fiscal consolidation plan that Congress and the Administration recently agreed to falls short of what, in our view, would be necessary to stabilize the government's medium-term debt dynamics." Mr. Brandimarte noted that S&P's decision follows a fierce political battle in Congress over cutting spending and raising taxes to reduce the government's debt burden and allow its statutory borrowing limit to be raised.

It is clear that the political gridlock in Washington and the failure to seriously address U.S. long-term fiscal problems came against the backdrop of slowing U.S. economic growth and led to the worse week in the United States stock market in two years. Economic pundits have stated that the U.S. downgrade could add up to 0.7 of a percentage point to U.S. Treasuries' yields over time, increasing funding costs for public debt by some \$100 billion, according to SIFMA, a United States securities industry trade group.

Americans Brace for Local and Personal Spending Cuts

The United States has a population of approximately 310 million people. The government's \$14.3 trillion dollar debt is the equivalent of \$46,580 for every man, woman and child in the United States. Virtually everyone agrees that America's fiscal path is unsustainable: With a national debt of more than \$14.3 trillion dollars, the U.S. borrows forty cents of every dollar that it spends.

On 8/02/11, Mr. Tim Reid and Ms. Emily Kaiser business writers for Reuters noted that Republicans and Democrats were at least united on the fact that America must get its fiscal house in order. However, there is

intense fundamental disagreement on how to solve the problem, with Tea (Taxed Enough Already) Party Republicans as passionately opposed to increasing taxes as progressive Democrats are to making deep cuts in the Social Security pension system and other so-called entitlement programs.

Did the August 2, 2011 "debt-limit deal" help to provide a solution to America's fiscal reform? Answer: No. Yet even with the threat of a catastrophic default as an incentive, and agreement by both political parties that deficits must be brought under control, the debt-limit deal that finally emerged still failed to include robust reform of what are described as "entitlements".

There is no way to curb soaring United States debt without confronting three of the biggest drivers of American spending: Social Security, Medicaid and Medicare. Deep cuts in any of them represent deal-breakers to large and powerful political forces. By 2047, the non-partisan Government Accountability Office stated that if Social Security, Medicaid and Medicare are left unreformed, these three programs would devour every cent of America's tax revenue.

A Growing Economy But for Whom?

On 8/01/11, Mr. David Lawder of Reuters noted that the debt deal offered only small blessings for the U.S. economy.

Mr. Lawder stated that Economists were stunned on Friday when data showed the U.S. economy grew just 0.4 percent in the first three months of this year — perilously close to contraction — and picked up unimpressively to 1.3 percent in the second quarter. Against the backdrop of the weak economic recovery, the divided political parties in Congress appear to have agreed on one thing early on in their dispute over how to raise the U.S. debt ceiling: that spending cuts to narrow the deficit should be phased in slowly. They will be phased in from 2013.

Mr. Mohammed El-Erian, chief executive of bond fund investment giant PIMCO said that the budget deal "does nothing to restore household and corporate confidence." He further added

that "unemployment will be higher than it would have been otherwise, growth will be lower than it would be otherwise, and inequality will be worse than it would be otherwise."

Tim Reid and Emily Kaiser concluded that the failure is symptomatic: Every important economic lever must work against a big political stick in the gears.

In short, with more government stimulus "off the table," the slow-growing economy cannot generate enough jobs to pull down the unemployment rate. That in turn means Washington has to spend even more than expected on unemployment benefits, food stamps, Medicaid and other programs. Therefore, cuts in those programs would then become even more painful.

Finally, with tax hikes "off the table," tax revenues will be restrained by weak consumer spending and idled labor. PIMCO's Mohammed El-Erian stated that the debt-ceiling compromise would do very little to fix America's underlying fiscal crisis. He said, "Remember a sovereign debt burden is defined as total liabilities relative to a country's ability to service them. So it is not just about the debt stock, the maturity profiles and interest rates. It is also critically about the ability to grow. And this crisis has undermined growth, investment and employment."

It is apparent that the political process of compromise and acting in the best interest of the American people in Washington, D.C. is broken and that our elected officials are not acting in concert to fix our nation's fiscal mess. If we are unable to grow our economy through the creation of jobs and new industries then we will not have the needed revenues to pay for the collective debt that we have saddled upon the American people. Cost cutting is only one-half of the economic solution. *Et tu, Brute.*

For more sound investment advice, visit Edwin Stephens' web site, at www.policeone.com/columnists/Edwin-Stephens/. Securities transactions through McClurg Capital Corporation. Member FINRA and SIPC.



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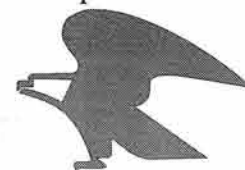
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POA MAIL



Gary —

As I retire today, I want to give you my great thanks and appreciation for all you have done for me, my family, and all the officers of the SFPD.

The things you all have achieved to improve the lives of San Francisco Police Officers are too many to list here. Suffice to say I am indebted to all of you. Please extend my thanks to everyone at the POA.

Mark Gamble

Dear POA —

Thank you so much for the beautiful plaque, which was presented to me by Marty Halloran at my retirement dinner. I will cherish it forever. I also want to thank Marty for his hilarious roast! He made an extremely fun night even more memorable.

Best regards,
Dan O'Shea

Dear SFPOA —

Our thoughts are with you as we remember and honor your fellow officer, James Bloesch, on the 23rd anniversary of his end of watch, August 2, 1988. He will never be forgotten.

Respectfully,
Northern California Chapter
Concerns of Police Survivors

Dear Friends —

I'm writing this letter as a reminder to us all that in times like these there's no place like home!

Lately with the economy and the bottomless pit of city politics, police officers are being tasked once again with taking the higher road. The stress of the job on all levels seems to consume more than you realize until it's too late. I am no better than the rest but I got a glimpse of reality.

May 2010, I was asked to leave my

unit and participate in the creation of a new unit. My hours changed, my job responsibilities changed, my demographics changed, my co-workers changed, and there was dissension among my previous co-workers with my changes. I was definitely playing catch up with the new technologies but I enjoyed the challenge. My family stood by as always and helped me acclimate by sacrificing their schedules to accommodate mine.

June 2010, My wife of 15 years was diagnosed with Breast Cancer! She called me at work to tell me the news. It took at least 20 minutes for her to catch her breath through her sobs while sitting in her car parked in front of the doctor's office. Eric Perez and Eric Batchelder got me home safe that day! (Thank you again guys)

In August 2010 the surgeries began and did not stop until May 2011. I had saved my sick time over the years and was able to be with her for the majority of the year. I was scheduled to return to work in May 2011 when I got sick. I had used all my time and applied for the Catastrophic Illness Program as I was scheduled for surgery on June 8, 2011. The city doctor denied my request stating that I was "not catastrophically ill." There was no time to debate the doctor, and if any of the 5 tumors that I was having removed tested positive for cancer then I would have to fight them while not being paid! I was shocked! Officer Pat Burley at the Behavioral Science Unit was shocked as well, but she went into action. Pat contacted B.A.L.E.A.F. and asked for a donation. The POA said they would match whatever B.A.L.E.A.F.

contributed. This was a godsend, as I would need to recuperate for at least 6 to 8 weeks. Not getting a paycheck after 21 years in the department is frightening. Especially when you are required to pay the different deductions that are paid from your check bi-weekly! In addition, my co-workers rallied together and worked hard to organize a benefit for me and my family on their on time and dime! So many people helped us and I will never be able to thank them enough. It's a very hard pill to swallow because we are a proud and strong group, but eventually we all need help.

I would have been stressed in my recuperation except for the fact that my family, this department, these officers, came to our rescue so that we could get well. I could not have done this without all of you! I will survive my 30 years of service because I know that focusing on the people in our daily lives (family at home and work) is the most important reason for getting out of bed everyday! I have such an overwhelming sense of pride knowing that I belong to this elite SFPD force. It is the relationships over the years that will bring you through the tough patches. Thank you to all my brothers and sisters and if you ever need me... give a little whistle!

Sandra Ganster

Dear Family and Friends —

Once again I am writing to say thank you for generously supporting me in my endeavor to raise money for the fight against breast cancer. Who would have thought that twelve years ago I would be bringing breast cancer awareness to so many people. Thank you for believing with me!

Once again, thanks to you, and nearly 200 others like you, I raised over \$7,300 this year and now have raised nearly \$85,000 in my 12 years of walking!

Yes, I will be back in 2012 to seek your continued support in our fight against this insidious disease.

Please enjoy the picture with the newly renovated "Palace Of Fine Arts" in the background and thanks again.

Love,
Barby Albright

Dear Gary and Friends at the POA

On behalf of the Executive Board and the Membership of San Francisco Firefighters Local 798, I would like to extend our sincere thanks to you for your condolences and your very generous donation of \$5,000 on June 29, 2011.

We have been overwhelmed by

the outpouring of sympathy and support that we have received from our affiliates and friends following the deaths of these brave men. Your support in this time of grief has been deeply felt and greatly appreciated.

Sincerely,
Thomas P. O'Connor President,
Local 798
Affiliated with International
Association Of Fire Fighters,
AFL-CIO

Dear SFPOA —

On behalf of S.F. Crisis Care, and especially the many people whose lives our volunteers touch, thank you very much for your donation. On-scene practical and emotional support helps people impacted by tragedy to rebuild healthy, fulfilling lives, rather than spiraling down into despair, substance abuse, school failure, unemployment, family breakup and other problems.

We very much appreciate the opportunity to be a resource to the fine officers of the San Francisco Police Department, as they serve civilians impacted by overdoses, heart attacks, Sudden Infant Death, and other personal tragedies. Again, thank you very much for helping us preserve a ray of hope in the very darkest times of people's lives.

Gratefully,
Christoph Sandoval, Director
SF Crisis Care

Dear SFPOA —

On behalf of the guests, staff and friends of St. Anthony Foundation, I thank you for the San Francisco Police Officers Association's generous gift, made in memory of Elaine Shine. A card will be sent to Ray and Kathy Shine, informing them of this gift in Elaine's name. We are deeply grateful for the Association's long-standing and significant support of St. Anthony's, and for your regular sponsorship of our annual Penny Pitch event. Thank you for your commitment to serving poor and homeless people in San Francisco—your partnership makes our work possible.

Our founder, Fr. Alfred Boeddeker, offered this advice to those serving the poor:

"Start by doing what is necessary, then do what is possible, and suddenly you are doing the impossible." It was always Fr. Alfred's vision that the Dining Room be a gathering of friends—but even he may have never guessed that these friends would one day number so many.

Thank you for recognizing the great need that exists in our community and showing us your support.

Nathalie A. Whisman, Financial Advisor
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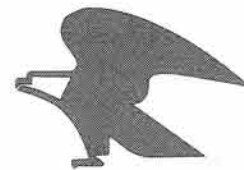
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POA MAIL



You give us the strength to identify what is possible and the determination to achieve the impossible.

Sincerely,
Shari Roeseler
Executive Director
St. Anthony's of San Francisco

Dear SFPOA —

Thank you for the thoughtful card and the donation made to St. Anthony's in my mother's name. Both of my parents were decades-long supporters of all the charitable work done by the Foundation, and my mother had contributed to them regularly, almost to her dying day. Naturally, she was also a big fan of the SFPD and the POA. Your gesture would have meant a great deal to her, and it was a very fitting way to honor her memory.

Sincerely,
Ray and Kathy Shine

Dear SFPOA —

Thank: you for your thoughtful and generous donation and for your support of the work and outreach of the San Francisco Night Ministry — to offer middle-of-the-night counseling, referral and crisis intervention every night of the year to all who come to us. Your contribution helps us to sustain our Crisis Telephone Line; provides for Night Ministers to be available for all in need; and allows our three Open Cathedrals to continue to welcome those who seek a word of peace and hope.

Please remember us in your prayers in the days ahead as we approach our 4th year of serving those in need in the San Francisco Bay Area. As partners together we can "lighten the darkness and rekindle hope" to the world.

Peace be with you,
Rev/Lyle J Beckman,
Night Minister

Dear SFPOA —

On behalf of the Long Beach Police Officers Association and the families of officers killed or injured in the line of duty, I would like to thank you for your generous donation as a General Sponsor of our 39th Annual Charity Golf Tournament.

With your assistance, we were able to raise over \$60,000 at our June 15th event. Your participation made this year's tournament a success.

We are very aware of the fact that businesses such as yours are limited in the number of donations you make and feel very privileged and grateful to be one of the select few recipients of a generous donation from your organization. The acknowledgment you deserve was made at our awards presentation. We hope that you can get involved again next year, when we put on the 40th Annual Tournament on June 13, 2012.

Again, thank you for assisting us in making this a fantastic tournament.

Sincerely,
Brian Bell, Golf Chair
Long Beach Police Officers
Memorial Fund

Dear SFPOA —

Thank you for coordinating the 7/21/11 blood drives.

The efforts of San Francisco Police Officers Association have always been greatly appreciated and their support of the community blood

program will go a long way toward replenishing blood supplies and ultimately saving lives.

In addition, we very much appreciate your efforts during this crucial time. You may be interested to know that 46 units were collected at your drives.

Again, thank you for your contribution and ongoing support of this important community program. I look forward to working with you again on an upcoming blood drive.

Sincerely,
Christina Mihalas
Account Representative
Blood Centers of the Pacific

Dear Kevin,

I want to thank you and the men and woman of the SFPOA for your donation towards AdvanceCamp 2011. Donations make up a large part of our budget and donations from business and community leaders like your organization make this event possible.

Sincerely,
Steve Hoagland

AdvanceCamp Executive Director

Dear SFPOA —

Thank you for your gift to the Archbishop Riordan High School Annual Fund. As requested, your donation has been designated for the Band Program. Your support makes it possible to provide a challenging Catholic education for young men in the Marianist tradition. With your participation, we are able to provide a rigorous program of academic excellence and varied extracurricular activities.

We are proud that our curriculum emphasizes the importance of a value-based education, cultivating the personal talents and skills that equip our students to learn throughout their lives. Supportive individuals such as you make this quality Marianist education available to our students.

Riordan is one of the most sought after schools in San Francisco. This past year was filled with many blessings and accomplishments. Most of our graduates continue on to higher education. They leave Riordan with hope-filled futures with a promise of a successful, productive, and rewarding life ahead.

Your contribution makes a difference in the continuing quality of education at Riordan. I want to personally thank you for your support to the Annual Fund.

Sincerely,
Patrick W. Daly, President
Archbishop Riordan High School

Dear POA —

My name is Steve Dini and I am the new Director of External Advancement at Archbishop Riordan High School. I wanted to take a moment to introduce myself and thank you for your wonderful gift to our school.

For the past eight years I have worked in higher education and high school development, helping schools and universities provide the best opportunities for their students. I am excited to now have the chance to work on behalf of a wonderful and iconic school in San Francisco with a mission and faith-based curriculum that reflect my own beliefs.

Through my previous professional

experience and my personal philanthropy, I know what joy comes from giving a gift that supports the spiritual, intellectual and personal development of boys on their journey to becoming young men. Whether in academics, athletics, the arts or campus ministry, each and every student and faculty member will benefit from your gift!

In the coming months I hope that I will have the opportunity to meet you and thank you in person for your continued dedication and support of our Crusaders. If at any time you have comments or concerns, please feel free to contact me directly at the school.

Sincerely,
Stephen L. Dini
Director of External Advancement
Archbishop Riordan High School

Dear POA —

I wanted to thank you again for your generous donation! Your donation is one of the largest that our team receives. With your donation, our team was able to raise over \$4000. Our team is named after my aunt Sheryl Kirkwood. Her husband, Jim Kirkwood, was a detective with the Yonkers PD for more than 30 years. Memorial Day weekend he suffered from cardiac arrest and two weeks later on the actual day of the relay, June 11, he passed away. As you can imagine, Relay for Life has more meaning than ever to our family. I cannot say this enough, but "Thank you, thank you, so, so much."

Take care and stay safe!
Kris Simone

Dear POA —

I'm honored to be one of the recipients of the POA Scholarship. I thank you for the generous support of this award.

The award will be helpful as I begin my freshman year at Loyola University Chicago, where I will pursue a degree in political science and a minor in French.

Thank you again for your generosity. This scholarship represents what I learned during my four years at St. Ignatius, "being men and women with and for others."

Very truly yours,
Madison Roche

Dear SFPOA —

Thank you very much for awarding me the \$750 scholarship. I am very proud and honored to receive this from you. I know this will really help me out in college, and I can't wait to get started to prove that you have made the right choice. Thanks again!

Sincerely,
Dante Tabarracci

Dear SFPOA —

I would like to thank you for reading my scholarship essay and awarding me a scholarship. The money is greatly appreciated by me, and my parents, to assist in paying for my education.

Sincerely,
Marco Marino

Dear POA —

I wanted to express my gratitude to the San Francisco Police Officers' Association Scholarship Committee for recognizing me this year as a scholarship award recipient. I am very excited to begin this chapter of my life, as I embark on furthering my education at California State University, Chico. The San Francisco Police Department has always been a part of my extended family, and the support of the Police Officers' Association Scholarship Committee cannot be understated.

Please know that on behalf of the entire Falzon Family, I remain most appreciative and humbled by your generous scholarship acknowledgment.

Sincerely Yours,
Stephanie Falzon

Dear Sgt. Halloran:

I wanted to thank you and the Scholarship Committee for evaluating my essay and awarding me a \$750.00 scholarship toward my tuition at UC Santa Barbara.

The rising cost for attending a UC is quite a financial burden to carry and it really means a lot to my family to know that the SFPOA is contributing towards these expenses as I begin my Freshman Year in September.

Sincerely,
Steve Rector

Dear SFPOA:

On behalf of the Sunset Neighborhood Beacon Center (SNBC) I would like to extend my sincere thanks for your generous contribution of \$125.00 on 7/28/2011 to the Sunset Neighborhood Beacon Center for our recent National Night Out Block Party on August 2.

We understand that there are many organizations and causes asking for your support throughout the year. By making a donation to SNBC, you are expressing confidence in our work and recognizing the value of our increased services. Best of all, you are investing in the youth, adults, and families of the Sunset!

Wishing you all the best,
Michael Funk
Executive Director

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Faltering Rhode Island City Tests Vows to Pensioners

By Mary Williams Walsh
and Michael Cooper

When the small, beleaguered city of Central Falls, R.I., filed for bankruptcy this month, it sought to cut the pension checks it has been sending its retired police officers, firefighters and other workers by as much as half. All the city promises now is that its retirees, many of whom do not get Social Security, will not have their benefits cut to less than \$10,000 a year.

In Central Falls, which filed for bankruptcy this month, some city property is now up for sale.

But investors who bought the city's bonds could do much better: Rhode Island recently passed a law intended to make sure that they would be paid in full, even in bankruptcy.

Retirees are wondering how the city can cut what they believed was a guaranteed benefit. "We put our time in, we put our money in," said Walter Trembley, 74, a retired Central Falls police officer. "And the city, through their callousness and everything else, just blew it. They were supposed to put money in and they didn't."

Cities and local governments make lots of promises: to their citizens, workers, vendors and investors. But when the money starts to run out, as it has in Central Falls, some promises prove more binding than others. Bond lawyers have known for decades that it is possible, at least in theory, to put bondholders ahead of pensioners, but no one wanted to try it and risk a backlash on Election Day. Now the poor, taxed-out city of Central Falls is mounting a test case, which other struggling governments may follow if it succeeds.

If Central Falls, a city of about 19,000, is able to reduce the benefits its retirees now get — something they will fight — it would not only unsettle

the millions of public workers and retirees across the country, but also reshape the compact between governments and their workers. Most public workers now pay a portion of their salaries toward their pensions, but they may balk if they see those pensions can be cut when they retire. And governments that, like Central Falls, have not enrolled all their workers in Social Security as a money-saving measure may have to rethink that strategy.

Millions of teachers, police officers, firefighters and other government workers have long believed that their pensions were untouchable, thanks to provisions in state laws and constitutions. But some of those promises are unclear or untested, said Amy B. Monahan, an associate professor at the University of Minnesota law school who has studied the myriad laws protecting public pensions in different states.

Just how those promises would stack up against promises made to others, like bondholders, is unclear. It is also unclear how those state laws would hold up in federal bankruptcy court, which has its own ranking of creditors.

"This will all be up to a court to decide," Professor Monahan said.

But many cities and states have already signaled that their bondholders take priority.

When Jefferson County, Ala., was poised on the brink of bankruptcy this summer after defaulting on more than \$3 billion of bonds to finance a new sewer system, the state moved to help. Alabama's new governor, Robert Bentley, proposed a plan to replace the defaulted bonds with new ones issued with state backing, which could lower the borrowing cost and avert what would otherwise be the biggest municipal bankruptcy in American history. Bondholders would forgive

some of the debt they are owed.

Mr. Bentley's move contrasted with the lack of action by his predecessor two years ago when the city of Prichard's pension fund ran out of money and it simply stopped sending retirees their checks. Despite a state law saying that the pensions must be paid, no one in state government moved to enforce the law or propose a rescue plan.

"I'm a little ticked about it," said Mary Berg, 62, a retired assistant city clerk from Prichard, who said she had sent news accounts of the proposal to help Jefferson County to local officials, asking why the state had never helped her and her fellow retirees. "The state didn't even look at Prichard."

Teachers in New Jersey likewise got a cold shoulder when they tried to make the state comply with a law that it contribute a required amount to their pension fund each year. A judge ruled that their plan was not yet unsound, despite the state's failures to make the payments. The teachers, who argued that by the time the plan qualified as "unsound" it would have collapsed, lost on appeal last year. But the state always sets aside enough money to pay bondholders.

Illinois has some of the strongest bondholder protections anywhere, which explains how a state that began its fiscal year with \$3.8 billion in unpaid bills from last year — and whose pension system has less than half of the money it needs — is able to keep selling bonds.

State law requires Illinois to make "an irrevocable and continuing appropriation" of tax revenues into a special fund every month that can be used only to pay bondholders. Illinois's pension system claims to have a "continuous appropriation" too, but it does not have meaningful deadlines and has proved much more porous over the years.

The federal bankruptcy code says pensioners and general-obligation bondholders are both unsecured creditors, stuck at the back of the line and treated as equals. But there is maneuvering room in the welter of state and federal laws. After Vallejo, Calif., declared bankruptcy three years ago, it cut payments to bondholders, but let workers bear their loss in lower pay and skimpier retiree health benefits. Pensions were untouched.

In Central Falls, the pension plan for the police and firefighters is projected to run out of money in October. But officials there say short-changing the bondholders will not bring relief. The next time the city needs to borrow money, investors will simply demand more in interest, and they might decide all Rhode Islanders were a bad risk and charge all cities more.

"The last thing we want to do is increase borrowing costs for all our cities and towns, and therefore cause tax rates to go up across the state, because one city has fiscal problems," said Robert G. Flanders Jr., the state-appointed receiver for Central Falls, explaining the new state law putting bondholders first in line.

After going 20 months without their pension checks, the 141 retirees of Prichard decided a third of a loaf was better than nothing and settled with the city. Their average benefit, which had been \$1,000 a month, is now about \$350. But they also get Social Security. Ms. Berg, the retired clerk, said she worried about the retirees of Central Falls, many of whom do not.

"I can't imagine telling them that they have to take this 50 percent cut," she said. "These are retirees, elderly people. They can't go out and get new jobs."

Katie Zezima contributed reporting from Central Falls, R.I.

Ohio Police/Firefighters Balk at Use of Time Clocks

From Firehouse.com

DAYTON, OH — More than half the city of Dayton's employees are not using time clocks five years after the city spent \$650,000 to install them to better monitor employees, a Dayton Daily News investigation has found.

The city's police and firefighter ranks, which hover between 650 and 700, are not clocking in for work on the Kronos Inc. equipment installed in 2006. Other city departments have used the system as far back as 2003.

Union officials for police and firefighters have opposed the time clocks, saying they are unrealistic for workers who frequently go directly to court hearings or crime or fire scenes from work. But the city administration had hoped to have it fully implemented by now. City officials said they still plan to someday fully use the system.

The city signed a two-year contract with Kronos in 2006 to implement the system.

"Probably it was the intent to get it done by now," said Stanley Earley, an assistant city manager.

The clocks have sat idle in the city's five police district headquarters, including downtown's Public Safety Building. Some clocks are being used by civilians working in the police department. Other employees, like water

and sewer department workers, have been using the Kronos time clocks since about 2003.

A police officer's time is monitored and logged by his supervisor, then entered into the Kronos system. Firefighters have their time logged in another system by a supervisor.

The city has spent an additional \$185,000 since 2009 in support fees and maintenance of the Kronos system. Kronos is headquartered in Chelmsford, Mass.

Police and fire union leaders said they voiced concerns at the time the contract was signed because time clocks are not conducive to their work environment and will cost the city "thousands more in overtime."

"We were against them then and we are against them now," said Randy Beane, Dayton Fraternal of Police John C. Post Lodge 44 president. "Officers donate so much time because typically they show up early before their shift and make sure their equipment is in order."

Beane said it's also unrealistic to ask off-duty officers or detectives to clock in if they are responding to an emergency scene or are called in to court.

Jim Cox, president of the Dayton International Association of Firefighters Local 136, said his members often donate time to help each other out.

"We have district chiefs that come in at 6:30 a.m. instead of 7 a.m. because they need to get together and talk about what happened overnight," Cox said. "Oncoming firefighters usually get there early so they are ready to go at 7 a.m. If there is a fire or incident 10 minutes before 7 they go ahead and go so the other guys can go home."

Both Cox and Beane said they've taken their concerns to fire Chief Herbert Redden and police Chief Richard Biehl.

Redden said he is meeting with the city's attorney soon and plans to ask questions raised by the union. "We

are not a traditional 8-to-4 or 9-to-5 operation so I need to get some questions answered about how this system handles that."

City officials said they hope police officers will begin using the time clocks within the coming weeks, but the timeline for firefighters is unclear.

There are a little more than 1,200 employees paid through the city's general fund budget.

Many of the area's largest public safety departments, including the Montgomery County Sheriff's office, Huber Heights, Kettering and Trotwood, do not use a time-clock system.

Hackers Crash Sheriffs' Association Website

The AntiSec movement has struck again. The organization of computer hackers known as Anonymous has already struck over 70 law enforcement-related websites, including the Arizona DPS, has attacked the website of the Missouri Sheriff's Association.

According to the Columbia Daily Tribune: "The attack disabled the association's website, and the hackers accessed and published the Social Security numbers, addresses, phone numbers, email addresses, usernames and passwords of scores of law enforcement officers in the state."

The group claimed the attack was

in retaliation for the arrest of 14 people accused of participating in a web attack in December that strained server capacity for PayPal. The group demands prosecutors immediately drop all charges.

"To law enforcement: your bogus trumped-up charges against the Anonymous paypal LOIC attacks will not stick, nor will your intimidation tactics stop us from exposing your corruption. While many of the recent 'Anonymous' arrestees are completely innocent, there is no such thing as an innocent cop, and we will act accordingly," the group's website said

Retirement Dinner

Friday, September 30

BEN ^{Raging Bull} VIGIL

Celebrating
36 years of service
6:00 • Cocktails
(no host)

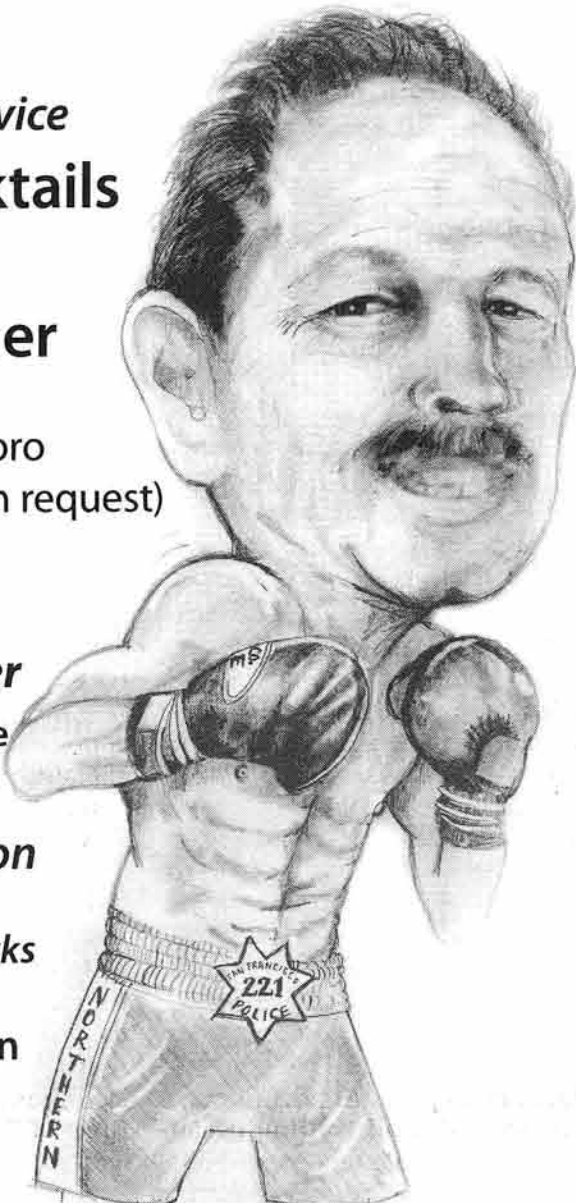
7:30 • Dinner
Prime Rib or
Chicken Pomodoro
(vegetarian upon request)

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\$65 per person

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Matt Faliano at Northern Station (415) 614-3400

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Peace Officers Association
San Francisco Metro Chapter



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Annual Scholarship
and Toy Drive Salsa
Dinner Dance

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and to honor Chief Greg Suhr!

Guest Speaker: Roberto Hernandez,
Artist and Community Activist

Saturday, September 17, 2011 6:30 P.M.

\$50 per person \$450 per table of ten

Janet Pomeroy Center, 207 Skyline Blvd., San Francisco

Proceeds To Benefit LPOA Youth Scholarship Fund
and Christmas Toy Giveaway

For tickets, please email lpoasf@yahoo.com
or contact Maria Oropeza at 415-553-1919
or Lula Magallon at 415-401-4720

For scholarship applications and information, please email
Maria Oropeza or Lula Magallon at lpoasf@yahoo.com

10th Annual
SFBALEES
Golf Tournament

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EMERALD SOCIETY

Lake Merced
Country Club

Monday, September 19

10:30 Check-in • Noon Shot Gun Start

\$195 includes golf, cart, lunch, range balls, tee prizes and dinner at UICC

1. _____ Contact # _____
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4. _____ Contact # _____

Contact Jen Dickson 415-602-1937

PAL CORNER

By Rick Bruce
PAL President

PAL Rolls Out New Online Registration System for Basketball

PAL coaches are breathing a sigh of relief this season. In the past coaches have spent weeks collecting stacks of paper from participants – waivers, medical clearance, and checks – sometimes frantically driving all around the city the night before their registration appointment to make sure they have all their forms. Now participants can register and pay online. Coaches are excited because this will give them more time to work directly with kids. Coaches will also be able to post scores online, even from their mobile phones. Players can check game schedules and standings.

We are piloting the Goalline registration and league management system with basketball, and are hoping to roll it out program-wide starting in 2012. On the PAL end, switching to an online registration system will allow those families with internet access to register their players easily, something parents have been requesting for some time. Program assistant Jennifer Mendoza estimates that 75 % of our participants will be able to take advantage of this option. This will free up PAL staff time to do outreach and support for



those players who do not have internet access, or may have other barriers such as English-language fluency.

Charles Schwab Classic

Planning to attend the Charles Schwab Classic at Harding Park this November? Buy your \$25 any day tickets through the Charles Schwab website <http://www.schwabcupfc.com/buy-tickets> or you can find a link on the PAL website. 75% of ticket price will go to PAL, and 25% will go to San Francisco First Tee.

Ragnar Relay

Want to cheer on your SFPD Ragnar Relay team and help PAL at the same time? We need volunteers for an exchange on McDowell Blvd. in Petaluma Friday September 16 from 5:30 to 10:45 PM. Volunteers will check teams in, direct traffic, and generally assist runners. And Ragnar will donate \$100 to PAL for every volunteer who signs up on the SFPAL Volunteer Team. Please contact Anne Crawford at anne@sfpal.org or (415) 401-4667.



2011 Ironman / Ironwoman Competition

WHEN: WEDNESDAY, SEPTEMBER 14, 2011
WHERE: 850 Bryant (HOJ) Gym 5th Floor
TIME: 0900 HRS

Contact: Sgt. Ed Yu (GTF) 415-850-5094

Competition to be completed at the San Francisco police pistol range located at Lake Merced and Skyline Blvd. Awards luncheon to follow the competition.

CLASSES OF COMPETITION: A person may compete in as many categories as He or She wishes.

1. TEAM OPEN (5 persons, either sex , from the same unit)
2. TEAM SENIOR (5 persons, either sex, 40 and over, from the same unit)
3. MIXED DOUBLES (male/female, split the events, one does 2, partner does remaining 3)
4. IRONMAN OPEN (any age. all five events)
5. IRONMAN SENIOR (40 and over)
6. IRONMAN SENIOR/MASTERS (50 and over)
7. IRONWOMAN OPEN (any age. all five events)
8. IRONWOMAN SENIOR (40 and over)
9. IRONMAN 200 LB AND OVER OPEN (Clydesdale) (any age, all five events)
10. IRONMAN TWO MAN TEAM. one does 2, partner does remaining 3)

1ST EVENT — BENCH PRESS 1000 + POINTS

10 points per repetition to 100. The bar must touch the chest and be raised to full arm extension. The weight lifted will be 100 pounds for men and 60 pounds for women. Three, five second pauses in the lockout position will be permitted. *Last year's best score 100 reps: 88 reps, Ed Yu, GTF.*

***For Iron man competitor who chooses to lift 225 pounds. 40 points per repetition. Max rep for max point=25 reps. The bar must touch the chest and be raised to full arm extension. *Last year's best score 225 lb: 23 reps Dave Maron, TAC.*

2ND EVENT — PULL-UPS — 1000+ POINTS (WOMEN HAVE THE OPTION OF DOING THE BAR HANG — 1000+ POINTS)

20 pts. per pull-up to 49 . A pull-up consists of a participant gripping the bar with the hands facing outward at shoulder width; feet shall be together; arms extended fully; the body will rise until the chin is touching the bar; the body will then descend and the arms will lock out, feet shall not touch the floor. (Kipping is allowed) Women: hang from the bar, with hands facing outward; 3 points per second. *Last year's best score: 49 pull-ups, K.Dempsey, (CIU). N.Manalang (Co.I). J.Obidi (Co.D).*

3RD EVENT — SIT-UPS — 1000 + POINTS

5 points per sit-up in a 3 minute period. A sit-up consists of lying supine, legs bent, hands touching behind the head. Raise body and touch both elbows to both knees then lower body until back touches the mat. *Last year's best score: 139 sit-ups, J.Kumli, (GTF), N.Yuen, (Co.H).*

4TH EVENT — PISTOL SHOOT — 1000 POINTS

From the 50 yard line; 20 shots (10 right handed and 10 left-handed). The participant may use the barricade for support. Department issued handguns only (.40 cal Sig Sauer). 10 minute time limit for all 20 rounds. *Last year's best score: 850 pts, J.Kurchner (Co.C).*

5th EVENT — 4.7 MILE LAKE MERCED RACE — 1000+ POINTS

Start/Finish at the Lake Merced Range parking lot. 27 minutes-1000 points. Subtract 1 point for each second over 27 minutes for men and 30 minutes for women. *Last year's best time: 28:12, Sean Griffin, GTF.*

2011 Ironman/Ironwoman Entry Form

Name: _____

Unit/Agency: _____

Class/es Competing In _____

Team Name (If Applicable) _____

Team Members	Event	T-Shirt Size
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____
5. _____	_____	_____

Entry fees: \$20.00 Per participant regardless of number of categories. (This includes your 2011 Ironman muscle t-shirt, catered lunch, and awards.

Please complete the above information and send it to Sgt. Eddy Yu at the GTF. Cellphone (415) 850-5094



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Sports

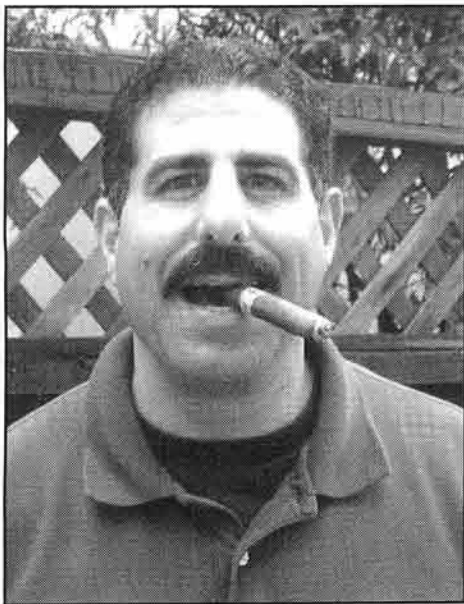


Nick's Notes

By Nick Shihadeh,
Journal Sports Editor

Giants Fantasy Camp

CHECK IT OUT: Glenn Ortega (Mission Station) told me about the great time he had at Giants Fantasy Camp that he participated in Scottsdale, AZ back in January of this year. I picked his brain about it and he told me that it was the best time ever and would love doing it again. Basically it was approximately 110 "campers" playing baseball all week long. The first day consisted of the participants doing drills like fielding ground balls, shagging fly balls, getting timed running the bases, pitching, and doing batting practice. They were getting scouted by former major leaguers who would draft all of the campers to form eight teams that the former major leaguers would manage. Most of the week was a tournament amongst the teams leading to playoffs and a championship game. One day was set aside though so that the Giants Fantasy Campers can play games against the Cubs Fantasy Campers that had their camp near by. Glenn's team (managed by Billy Swift and Steve Scarson) was defeated in the playoffs but what Glenn did accomplish (besides having a great time) was win the Gold Glove Award given to the slickest fielding



camper. Check out the pics that accompany my column of Glenn and his award. Good stuff!

SF Workers

Children's Fund Softball

Speaking of Glenn Ortega, he also stays busy by being on the planning committee for the SF Workers Children's Fund Softball Tournament that is held every year to help raise money for inter-city youth. This year's tourney took place on June 18th and consisted of twenty teams which included the SFPD Co-ed Softball Team that Glenn puts together specifically for this tournament that is also partially sponsored by the POA. Our cops were able to win the tourney the last two years and "three-peating" would've been quite an accomplishment; well, that's ex-

actly what they did when they won the whole thing. I want to congratulate this team (see photo with my column) with a roster that consisted of: Glenn Ortega, Mo Pengel, Glen Wilson, Lynn Reilly, Erick Solares, Jayme Campbell, Danny Reyes, Michelle Spears, Aaron Fischer, Candice Lewis, Andrew Lucas, Michele Martinez, Mike Hara, Jennifer Streegan, Mike Alexander, Nelson Ramos, and Juan Gala. Keep up the great work.

Isaac Espinoza Tournament

The 7th Annual Memorial Isaac Espinoza Softball Tournament took place the weekend of Aug. 27th and 28th at Westlake Fields in Daly City. Eight teams were in this year with the SFPD Seals (run by Kevin Worrell) representing the department. As far as other law enforcement teams, the SF Sheriffs had a team out there competing as well. This tourney is not only held in Isaac's memory, but to also raise money not just for his daughter Bella's education but for scholarships in Isaac's name awarded for kids through the Latin POA. Bella is now 11 yrs old and was of course present at Westlake along with her mother Renata, Isaac's parents (Carole and Isaac



SFPD Coed Softball Championship Team

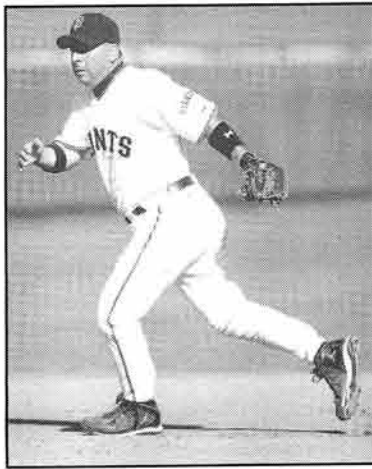
Sr.), Isaac's sister Regina was there as usual with her family as well as many many freinds and other family. Worrell along with Marc Marquez did a great job as they always do running the tournament and a longer write-up along with photos will be in next month's issue of the Journal.

Upcoming Events

The Emerald Society (BAYLEES) will be having their annual golf tourney on Mon. Sept. 19th at the Lake Merced Golf Club in Daly City. It's going to be run by Brian Philpott (TTF) and Ed Carew (Central Station) with a noon check in time and a 195.00 entry fee. Continue saving your money and get your foursome together as this is a very fun and popular event. Take note of the flyer with more information in this same sports section.

The POA is having their 20th annual golf tourney a week later on Monday Sept. 26th and it will be held at the Marin Country Club in Novato. The entry fee is \$225.00 and includes a barbecue lunch, the eighteen hole round of golf, dinner, and of course many items to be raffled off. This tournament is also a fund raising event and is always a good time. Contact the POA at 415-861-5060 for more information or check out the flyer in this same sports section. Others helping out on this tourney are Joe Finigan (Airport Bureau), Bob Swall (Park Station), and Kevin Lyons (TTF) — contact them at their respected units as well.

That's all I have for now....So See Ya next month...



Glenn Ortega fielding a ground ball at Giants Fantasy Camp



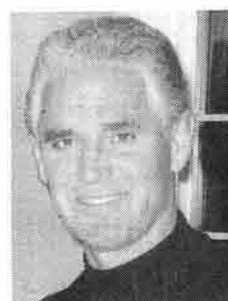
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San Francisco Police Officers Association

20th Annual Golf Tournament

Monday, September 26, 2011

This is your invitation to play in the 20th Annual San Francisco Police Officers Association Golf Tournament on Monday, September 26, 2011.

This prestigious Marin Country Club at 500 Country Club Drive in Novato will be the site of this year's event. The 18 hole par 72 course designed by Lawrence Marion Hughes was the site of the 1993 U.S. Open Championship qualification tournament.

This year's tournament is a scramble format, with a shotgun start. Prizes will be awarded for low gross; hole-in-one prizes on selected holes; and longest drive. Fabulous tee prizes and raffle prizes will be featured.

Tournament activities include a chipping contest, a barbeque lunch, refreshments on the course, concluding with the awards dinner in the Course Club House. Complimentary wine will be served with dinner.

Additional guests may be added to the Awards Dinner for only \$55.00 each.

Your support of this tournament provides the funding for the Police Officers Association support of worthwhile charitable contributions, which might otherwise go unassisted; community based organizations; and provides scholarship money to deserving youth.



Tournament Schedule:

10:00 AM	Registration
10:30-12:00	Chipping Contest & Lunch
12:00 PM	Shotgun Start
Dinner Immediately Following at Course Club House	

Entry Fees for this year's charitable fundraiser: (Includes golf, barbeque lunch, and dinner)

Friends and Supporters: \$225

Additional Information:

Gary Delagnes	(415) 861-5060
Joe Finigan	(415) 519-5089
Marty Halloran	(415) 861-5060
Bob Swall	(650) 766-0563
Kevin Lyons	(415) 717-9935

Yes, I will be playing in the SFPOA 20th Annual Tournament

Players Names:

1. _____ Shirt Size: S M L XL XXL
2. _____ Shirt Size: S M L XL XXL
3. _____ Shirt Size: S M L XL XXL
4. _____ Shirt Size: S M L XL XXL

Business Name: _____

Business Contact: _____

Telephone: _____ Email: _____

_____ Yes, I would like _____ additional Awards Dinner Tickets @ \$55 each.

_____ Yes, I would like to be a Tee Sponsor for an additional \$150.

Please use the following copy on the sign: _____

_____ Yes, I would like to be a Platinum or Gold Sponsor. Please contact me at: _____

Please make checks payable to: **SFPOA Scholarship/Community Service Fund**
San Francisco Police Officers Association • 800 Bryant Street, 2nd Floor • San Francisco, CA 94103

The Few, The Proud, The Physically Fit

By Mark Lundin, Park Station

It was a bright and clear Saturday on June 25th as twenty two athletes gathered at the Treasure Island gym to compete in the 2nd Annual STREND Fitness Challenge/Fundraiser for Wounded Troops. Members of the SFPD, San Leandro PD SWAT, and civilians joined forces to raise over \$1200.00 for the Wounded Warrior Program and Homes For Our Troops.

STREND is a high-intensity sport that tests STREngth and ENDurance. It was designed by a former Delta Force operator named Ed Bugarin of Honolulu, Hawaii almost twenty years ago, and since that time STREND Fitness Challenges have been held there and on the Mainland, Germany, and Canada.

The Fitness Challenge consists of five upper body exercises (bench press, pull ups, seated military press, chin ups and bar dips) and one cardiovascular event, a 3-mile run. Competitors have three minutes to complete as many repetitions as they can in one set on each upper body exercise before moving on the next one. If they reach exhaustion before the end of the three minute period they use the remainder of the time to rest before the next lift. Following these five exercises they then run the 3-mile course as quickly as they can. Their total number of repetitions is divided by their run time to give them a numerical score, or "STREND Factor". The standards are strict — no "kipping" is allowed on pull ups or chin ups.

This year's event, entitled "StrongerLonger" saw the return of Nate Manalang and Malcolm Anderson, as well as new SFPD competitors Justin Bugarin, JC Bautista, Austin Wilson, Leo Bernstein, Joe Valdez, Dean Balabis and Mark Bautista. We also had several returning staffers from last year's event to make sure everything ran smoothly — Nelson Wong, Dan Guzman, Marv Cabuntala, Steve Uang and Chris Canning. We couldn't have done it without them!

A special guest at this year's event was one competitor's brother — Josh Chinn was a wounded, decorated combat vet from Iraq (brother of Tim Chinn of the San Leandro PD). He had first-hand knowledge of the services that the Wounded Warrior Program provides our returning vets. We gave him a round of applause and our heartfelt thanks for his service to our country. Following our salute to the flag as we played the National Anthem, we began the competition. See the results for our SFPD athletes on this page.

At the end of the competition we awarded a STREND T-shirt (courtesy of the POA, much appreciated) and a certificate to each athlete. We finished the day with a post-event luncheon. We're looking forward to the 3rd Annual STREND Fitness Challenge on Treasure Island in mid-July, 2012, and we hope to get more Department members to compete so that we can raise even more money for our "wounded warriors"!



We raised \$1200.00 for our Wounded Warriors!

Men's Open Division 20-29								
Name	Bench Press	Pull Ups	Military Press	Chin Ups	Bar Dips	Total Reps	Run Time	Strend Factor
Balabis	31	21	27	15	40	134	20:26	6.550
Mark Bautista	16	17	23	15	28	88	21:36	4.157
JC Bautista	25	17	23	16	28	109	26:36	4.090
Justin Bugarin	21	18	18	17	20	94	23:06	4.057
Joe Valdez	15	6	17	7	12	57	26:06	2.181
Men's Basic Division 20-29								
Leo Bernstein	45	20	36	17	45	163	30:31	5.332
Austin Wilson	28	20	28	15	23	114	20:06	4.356
Men's Basic Division 50-59								
Malcolm Anderson	18	12	18	12	15	75	23:42	3.155

Male Standards		
Discipline	Open	Basic
Bench Press	Body Weight	60% Of Body Weight
Pull Ups	Body Weight	Modified
Military Press	50% Of Body Weight	30% Of Body Weight
Chin Ups	Body Weight	Modified
Bar Dips	Body Weight	Modified
Run	3 Miles	3 Miles

Female Standards		
Discipline	Open	Basic
Bench Press	60% Of Body Weight	40% Of Body Weight
Pull Ups	Body Weight	Modified
Military Press	30% Of Body Weight	20% Of Body Weight
Chin Ups	Body Weight	Modified
Bar Dips	Body Weight	Modified
Run	3 Miles	3 Miles



Steve Uang and Chris Canning raise the Colors.



Judges (left to right) are Dan Guzman, Steve Uang, Nelson Wong and Marv Cabuntala.

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Former San Francisco Police Officer

Former San Francisco Assistant District Attorney (1979-1997)

The Loons Nest Report

By Ed Garcia, Co. A

On July 12th the Paradise Valley Golf Club in Fairfield served as the site of the 2011 L.N.G.C. Summer Classic. The Summer Classic has been played at Paradise Valley for the last three years and we have made four visits to this course since 1992. The skies were clear on a warm summer day, and Paradise Valley was in very good shape as it continues to be one of the best maintained public courses in the East Bay.

This event was marked by the return of two Loon founders who posted outstanding scores on the day. Glenn Mar has been on a hot run in his returning season and on this day he fired a one over par round of seventy-three. Glenn has been playing tournaments out of the Stonetree Club in Marin County where he has been tearing it up.

Loon founder Ron Parenti made his first loon appearance in more than a decade and he really let us know he is back. Ron fired a round of seventy-seven with a net score of sixty-eight.

Ed Anzore came in with a fine round of seventy-five, as Ed has continually posted tournament scores in the low and mid seventies for the past year. Mar's round of seventy-three gave him the title of Summer Champion as Anzore took second low gross in the first flight. Steve Moss came in at seventy-seven to take third in the flight with Pat Armitage close in behind at seventy-eight.

Parenti's net score of sixty-eight took first low net in the first flight, leaving him three strokes ahead of Eric Valentini. Eric's net seventy-one gave him a one stroke edge over Joaquin Borromeo's net score of seventy-two.



Second flight low gross went to guest Robert Fong who posted a score of eighty-three, giving him a three stroke edge over John Ferrando. One stroke behind Ferrando was Gary Watts at eighty-seven strokes.

Second flight low net was a very tight affair, as three players came in with net scores of sixty-seven. Greg

McEachern, Steve Sterns and Eric Tapang had matching scores and the U.S.G.A. tie-breaker was used to settle the issue. First place went to McEachern, with Sterns in second place and Tapang in third. In such a situation each player can easily look back to their round and think of a short put missed or a chip shot left short that could have made the difference. That is why every shot counts on every hole of the round.

A new power emerged in the long drive contest, as Rob Ziegler took his first long drive award. Rob blasted a shot of two hundred and seventy-six yards, measured by GPS.

As the loons enjoyed refreshments in the sports bar at Paradise Valley, Parenti picked up two second place prizes in Close to the Hole events. Ron walked out of the club with balls, cash, gift certificates and a trophy. Not a bad day's work on the golf course.

Our next event will be the Charlie Anzore Memorial at Bodega Harbor on the sixth of September. Hope to see you there.



Summer Champion Glen Mar (center) with Ed Anzore and Steve Moss.

Loons Nest Scoreboard

Summer Classic Paradise Valley GC

First Flight

Player	Gross Score	Net Score
Mar, G.	73	68
Anzore	75	70
Parenti	77	68
Moss	78	71
Armitage	79	75
Lee	81	73
Brown	82	73
Kane	82	75
Landi	82	76
Valentini	82	71
Morimoto	83	76
Chang	84	75
Wong	84	75
Borromeo	85	72
Brophy	86	78
Parry	86	74
Ziegler	86	73
Garcia	87	76
Milligan	87	73
Balma	88	76
Hettrich	88	82
Kovaleff	88	75
Mar, E.	88	76
Hodge	88	73
Vernengo	88	79
Taylor	89	79
Biggs	90	79
Sorgie	90	78
Rice	91	77
Fischer	92	78
Toomey	92	79
Dougherty	92	80
Wyman	93	82

2nd Flight

Fong	83	67
Ferrando	86	70
Hanley	87	68
Watts	87	71
Sterns	87	67
Carew	88	70
Siebert	88	72
Gulbengay	89	71
McEachern	90	67
Sullivan	91	73
Crenshaw	94	76
Mahoney, D.	94	76
Edison	95	79
Tapang	95	67
Neeson	96	79
Mahoney, M.	97	79
Williams	98	76
Ting	99	74
White	99	72
Wismer	101	79
Honniball	102	85
Moriyama	104	74
Ballard	106	83
Bronfeld	108	77
Dyer	112	92

Long Drive Winner

Rob Ziegler 276 yards

Close to the Hole Winners

	Hole #3	
1st	Valentini	4'6"
2nd	Parenti	8'0"
	Hole #8	
1st	Toomey	8'4"
2nd	Parry	16'3"
	Hole #12	
1st	Dyer	7'2"
2nd	Parenti	7'6"
	Hole #15	
1st	Moss	3'2"
2nd	McEachern	5'8"

San Francisco International Airport

Charity Golf Tournament — Monday, October 3

11 :30 AM Shotgun Start • (Registration starts at 9:30 AM)

Green Hills Country Club at the end of Ludeman Lane, Millbrae (650) 588-4616

\$250 per player

Includes: Golf Cart, Tee Prizes, Lunch, Dinner, Refreshment Wagon, Auction at the Dinner

Hole-in-One Prizes: Prizes on each of four Par-3 Holes

Format: Four Person Scramble.

You can bring your own team. Singles and two person teams are welcome. We will pair you. We can only accommodate the first 72 teams or 144 golfers. Each golfer must submit their August 2011 handicaps or their average score.

Country club attire required

Dinner: Green Hills Country Club Cypress Room of the luxurious new clubhouse.

Dinner Guests: Non-Golfing Guests-\$60. You must indicate any additional dinner guests on your entry form.

	1	2	3	4
Name				
Address				
City				
Zip				
Home Phone				
Work Phone				
Handicap				
Average Score				
Dinner: Steak or Fish				

ENTRIES CLOSE SEPTEMBER 19, 2011

Contact Number: (650) 821-7032 or (415) 553-9218

Make Checks Payable to: SFIA Charity Golf Tournament

P.O. Box 250027, San Francisco, CA 94125-0027

Classified Ads

Automobile For Sale

2008 BMW 128i automatic, black with light interior, less than 24,000 miles, excellent condition, great luxury commuter with 28 MPG highway. Full warranty through 2012, maintenance coverage (oil changes, wipers and brakes) through 2014, BMW assist through 2012. \$24,500 OBO. Contact Rob Kobold at (408) 310-0618

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

Home For Sale

2700+ SQ.FT HOME 4 SALE IN PT REYES, CA. on 2.4 acres in West Marin. At the end of a pvt rd, next to Pt Reyes Nat. Seashore trails & beach. 2 bdrms w/ bthrms. kchn, dng rm, lge lvg rm w/sunkn sttng area & stone frplce. 3 dcks w/views. Attchd in-law unit and sep. cottage. \$750K. Available as rental. Lisa Bandoni 209-489-8144 or lisottaf@yahoo.com.

MUST SELL: HOME IN INCLINE VIL-LAGE, 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

Hunting Trips

COLORADO DEER/ELK HUNTS. Private ranches, Tresspass Fee Only. Contact Bob Brodnik, (415) 320-0628.

2011 POA Journal Deadlines			
October	September 23, 2011	November	October 21, 2011
	December	November 18, 2011	

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

2 GOOD BOOKS FREE TO A GOOD HOME. Men of Courage by Captain Thomas Gregwer Dempsey, (Ret.) signed by author. First Responder by Mark R. Hawthorne. My thanks to Lt. Mary Stasko, (Ret.) for donating her very rare Earthquake Citation ribbon to make my uniform complete. I promise to pass it on when I retire — that is, if there are any cops left on duty old enough to need it! For the books, please email: thomas.feledy@sfgov.org

Motorcycle For Sale

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

2006 HARLEY – Iron Horse Outlaw – Must Sell! 124 Inch Motor; 6-speed right side drive; 250 rear tire; hydraulic clutch; LED lighting; digital dash; custom black/red paint; lots of chrome; less than 2K miles; reg fees current; negotiable price; sold for \$25K new; asking \$16,750 or b/o. Contact Mitch @ (415) 987-6738

Speaker For Sale (auto)

ONE-12" SUPER WOOFER SPEAKER (Auto) Case size-13"x14"x18 \$200 OBO (415) 566-6734

Vacation Rental

RELAX IN CARSON VALLEY! Carson Valley Golfers Retreat Vacation Home Rental. Gorgeous Views of the Sierra Mountains, 4 Bed, 2.5 Baths, 2300 s.f. SFPD/SFFD Member Rates: \$150 night or \$900 Week Call Vince at (415) 302-2500 ANCHOR BAY

Vacation Rental

VACATION RENTAL HOME Ocean view Hot-tub on your deck in the redwoods. 2+ bedrooms /2 bath, large great room for entertaining eight - minute walk to Anchor Bay Beach, five- minute walk to Mariachi Restaurant, bakery and grocery store. Excellent for diving and fishing, hiking and relaxing; five-minute drive to town of Gualala and its great river for kayaking and canoeing adventures. Enjoy the Northern California Coastal Banana Belt's warm weather. E-mail me for more info at John.webb1@hotmail.com

SOUTH LAKE TAHOE CABIN. Sleeping for up to 10, a large living room with 50' TV and dining area. Located just 4 miles to the casinos and less to the beaches and Heavenly Ski Resort. This home features 3 bedroom, 2 baths with 1600 square feet of room Weekends: \$200 a nt, Weekdays: \$100 a nt (except Holidays) website: www.casadelaketahoe.bravehost.com Maricela 415-260-3484

RELAX IN CARSON VALLEY! Carson Valley Golfers Retreat Vacation Home Rental. Gorgeous Views of the Sierra Mountains, 4 Bed, 2.5 Baths, 2300 s.f. SFPD/SFFD Member Rates: \$150 night or \$900 Week Call Vince at (415) 302-2500

TUCSON ONLY \$125 PER NIGHT. 1,100 sq.ft. 2 bedroom, 2 bath condo newly renovated and refurbished at 5500 N. Kolb. Ideal for that family getaway. 2 pools and workout facility on property. 2 full golf courses nearby. Unobstructed view of the Catalina mountains from the patio. Bookings on first come, first served basis. Call Chris (707) 337-5514

MAUI — KAPALUA GOLF VILLA RENT-AL.1700 sq.ft. 2 bedroom, 2 bathroom Villa is located on the 10th Fairway of the famed Kapalua Bay Golf Course! Enjoy the fabulous sunsets from our lanai, as well as views of the islands of Lanai and Molokai. This exclusive resort community has 4 swimming pools, 2 golf courses, golf academy, zip lining, 10 lit tennis courts, and many more amenities, which is associated with the Ritz-Carlton Hotel. Free shuttle service is available throughout the resort. Pictures and additional information is available at www.VRBO.COM listing #276140. SFPD members receive discount on posted rates. Contact Alan Honniball at (415) 298-7205.

Vacation Rental

GOLF GETAWAY IN THE REDWOODS. This beautiful two bedroom, two bath home is right on Northwood Golf Course (the fourth hole is your backyard). The amenities include complete kitchen, VCR, cable television, deck and hot tub. There is a third room with bunk beds unattached from the house. Call Mike Siebert (415) 342-2241 for more information.

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

I am interested in purchasing POA Notebook issues July of 1996, August of 1990, January, February, May, and June of 1989, November of 1988 and any issues prior to January of 1988. Please contact Greg Corrales at (415) 759-1076 or at gc1207@comcast.net.

HOTWHEELS die-cast cars from 60's-70's w/redline tires. Collector (any size collection). Contact Rene (415) 913-9161. reneg301@sbcglobal.net

S&W CENTENNIAL SERIES, Model 40, blue steel; Model 60, Stainless. Contact retired #1771 (415) 648-4332

"OLDER" MODEL COLT GUNS. Contact Thomas Moore at (415) 648-4332.

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

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

Ads must be typewritten and submitted to the POA, attn: Journal Advertising in any of the following ways: US Mail, to the POA office; Interdepartmental mail, to the POA office, Email to journal@sfpoa.org

Word Search

Created by Officer Michelangelo Apodaca, Airport Bureau

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!

SIMPLE	BOOST	MEDIA
EXAM	ECONOMY	ENROLL
PURPOSE	RUNWAY	TRIVIA
TREE	ROAD	PUBLISH
EARLY	EAST	ELECT
MISSING	BRICK	SPACE

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

Close Encounters

By Steve Johnson,
SFPOA

The San Francisco Police Department recently announced that it would be taking applications for the position of police officer...We now move to the offices of the SF Police Officers' Association to eavesdrop on a call that may/may not have taken place ...

Union guy: "POA may I help you?"

Optimistic Police Candidate: "Yes, I was thinking about taking the test to join your Department, can you tell me something about the job?"

Union guy: "Sure — you'll be working with some of the brightest and the best people in law enforcement and every day presents a new challenge."

Inquisitive Candidate: "Sounds good. Is there any downside to the job?"

Union guy: "Well, you will be evaluated."

Candidate: "That's ok, happens at my job now."

Union guy: "Yes, but this is a little different. You will be judged by an agency known as the OCC (Office of Citizen Complaints) which is staffed with people who have never done your job but who hold your career in their hands. For example, we had one officer who arrested an individual and, simply because the suspect said he shouldn't have been arrested, the OCC charged the officer with unwarranted action for making the arrest."

Candidate: "Why would they do that?"

Union guy: "For the same reason that they charge police supervisors with 'failing to supervise' without telling them what they allegedly failed to do."

Candidate (incredulous): "No."

Union guy: "Yep. And then we had the driver who, after receiving a citation for going through a red light, filed a complaint against the officer who wrote the citation claiming that she (the driver) worked for 'the CIA', that she was sure the officer in question had been 'stalking her for years', and, finally, that the officer had 'burned her brain and wasted her energy.' And the OCC actually took the complaint."

Candidate (thinking he got punked): "Yeah, well, thanks for your time."

Later in the day the Candidate confides in a co-worker:

"I wanted to learn more about the job with the SFPD so I called their POA union — y'know someone ought to check into that place. I was on the phone with a guy who was talking crazy. Something about these mysterious people from a place called the OCC who investigate police officers for making arrests when the person they arrested said they shouldn't have. He also said that the same 'OCC' is famous for interrogating police supervisors for failing to do things when they weren't told what they failed to do, and something about stalking drivers who work for the CIA."

"Funny, the SFPD recruitment brochure never mentioned anything like that..."

San Francisco Police Officers are faced with more than enough close encounters on a daily basis, they don't need any additional stress brought on by the standing oversight process. We are more than willing to work with the OCC in regards to making their job a more meaningful part of the disciplinary equation, just the way it should be.

The suspect with the outstanding felony warrant from San Mateo County was visiting the Ingleside 6-car sector when Officer Matthew Dudley and Officer Tigran Antonian interrupted his socializing. The suspect, predictably, ran. The officers split up and tracked him down after a 4-block foot chase. The officers only thought he was running to avoid incarceration based on the outstanding warrant — little did they know that he also had a loaded gun concealed on his person.

It was a busy Saturday afternoon at Union Square and Officer Patrick Butherus, Officer Damon Williams, and Officer Paul Guinasso had their hands full with the many tourists in the area. The officers were also assigned to monitor a nearby demonstration when they suddenly observed an individual running through the crowd, knocking people down while in a full-blown sprint. The officers were then informed by a Walgreen's clerk that the subject had stolen several items. A brief chase ensued which resulted in the capture of the individual which, in and of itself wouldn't be too noteworthy, except for the fact that this subject was carrying a fully-loaded, .380 semi-automatic weapon.

It's in the early morning hours of the Ingleside District when a woman hears someone breaking into her house. Terrified, she locks herself in

her bedroom and calls 9-1-1. Officer Steven Uang, Officer Shawn Phillips, Officer Michael Peregoy, and Officer Brian Hopkins respond and manage to capture the suspect who was still in possession of the tools he used to break in.

Officer Tiara DeBernardi and Officer Joan Cronin were working the Northern when they happened to check on the vehicle with the expired registration tab. The driver and his friend seemed to be fine with the way things were going until Tiara and Joan found a fully-loaded, .45 caliber Glock semi-automatic weapon in the car along with a quantity of narcotics and over fifteen thousand dollars... Enter Sgt Will Scott, Inspector John Tursi, Officer Scott Biggs, and Officer Kirk Edison of the Narcotics Division and now we're talking search warrants which resulted in a huge recovery of a very large haul of narcotics, 8 handguns, an AR-15 assault rifle with an extended magazine, and 3 shotguns...We will probably sponsor a Criminal Recognition Award Program in the near future allowing our members the opportunity to nominate certain candidates they have arrested for categories to be identified later... for example, the preceding episode involving Northern Station Officers DeBernardi and Cronin would, no doubt, qualify under, "How much trouble did I really save myself by not paying my Vehicle Registration"...

Four armed robberies took place in the Ingleside District within the Miraloma neighborhood over the month of June. Victims were pistol-whipped and the suspects threatened to shoot them. Captain Dan Mahoney initiated an all-out effort to curtail the violence. It started with a vehicle chase initiated after one of the robberies occurred. Officer Jennifer Marino, Officer Christina Johnson, and Officer Nathan Bernard pursued the suspects and, even though they couldn't capture them during the chase without endangering the public, the officers

did manage to get a good look at the people in the car. The investigation continued to evolve when Officer Jim Trail identified one of the suspects after reviewing a video of him trying to use the credit cards that were taken in one of the robberies. And the final nail was driven home when Officer Amy Hurwitz, Officer Ariana Daggett, and Officer Shawn Phillips put the whole thing together by reviewing reports, contacting the many victims, showing photo-spreads, and preparing search and arrest warrants. Several of the suspects are now in custody along with one of the guns that was used in the felony assault.

The individual who agreed, as part of his probation, to a search condition, probably didn't read the fine print. Otherwise why else would he have left a fully-loaded, .380 semi-automatic along with a substantial stash of marijuana in the laundry basket that Officer Thomas Hasucarriague, Officer David Almaguer, and Officer Brian Burke could find. Sad part of this story is that the laundry basket with loaded gun was within reach of the small children at the residence...

It's 2:00 a.m. in the Mission District and a woman walking home from work was suddenly pulled into a recessed driveway by a man who had all the wrong intentions. Fortunately, the victim's screams caused the neighbors to call 9-1-1 and Officer Ryan Daugherty, Officer Brent Dittmer, Officer Nicholas Buckley, and Officer Milen Benegas responded and arrested the felony assault suspect.

The suspect was attacking people at 21st and South Van Ness when Sergeant John Burke and Officer Vic Hui came upon the scene. The officers had to chase the suspect for several blocks before cornering him in an alley at which time he came right at the officers and fought with them until they finally were able to take him into custody. The subject detained was a dangerous convicted felon already on probation for carrying a firearm and, sure enough, he turned out to be a creature of habit because, once again, he was armed with a fully-loaded, 9mm semi-automatic.

Stay safe.

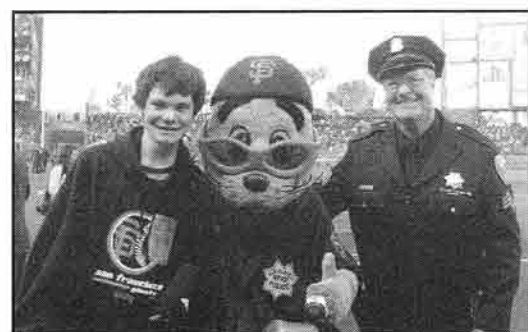
Bring your family to this special event

Sergeant Jerry D'Arcy to Sing National Anthem at Giants Game on 9-11

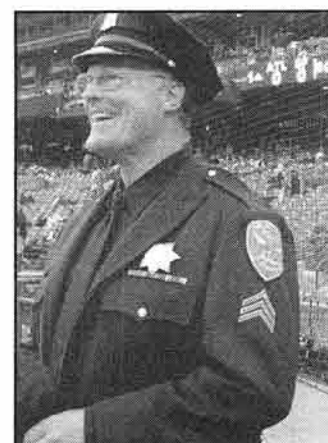
Staff Report

The golden pipes of San Francisco Police Sergeant Jerry D'Arcy will reverberate across the green field of AT&T Park on Sunday, September 11, 2011 as he opens the game singing the National Anthem. In a special tribute to those who perished in the terrorist attacks of 9-11, The SF Giants asked Sergeant D'Arcy, who has performed at the park on previous occasions, to once again walk onto the infield of the park and let go with his moving rendition of our nation's anthem. A 1:05 pm game against the Los Angeles Dodgers will immediately follow.

As will be most fitting, he will be in full uniform, which he has worn proudly his entire career, regardless of the day or the purpose.



L to R: Young Jerry D'Arcy, Lou Seal, Sgt. Jerry D'Arcy



Sgt. D'Arcy singing at a prior event.