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# JOURNAL

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## President's Message

# Passing the Baton; the Most Critical Part of the Race



By Gary Delagnes,  
SFPOA President

During the last POA general election, I was dismayed by a numerical realization. In the initial round of voting, when running against two other candidates, there were more members whose votes indicated that I should be ejected from office than those whose votes indicated that I should remain in their service. After so many years working on behalf of the members, that was not easy to stomach, and it was also more than a little disappointing. While the members did return me to office by a 60-40 margin in the subsequent run-off, that initial vote was

still very hard for me to understand — and it was also very humbling. It validated the old saying that everyone in elected service has a “shelf life,” and when one’s time expires, remaining in office is not a viable option.

One of the great lines about leadership is that a strong and effective leader must learn how to “disappoint people at an acceptable pace.” I enjoy reading history, and I agree that tremendous learning opportunities arise from the mistakes made by those who precede us.

One of the best examples of the shelf-life theory is how Winston Churchill lost re-election as Prime Minister just months after leading the British people to victory in World War II. If one of the greatest leaders in world history had a shelf life, imagine what that must bode for we more common folks holding obscure union offices, guys who were elected simply to hold a small employee group together.

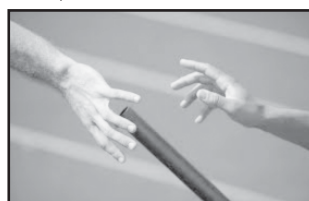
Following WW II, Churchill had an 83% approval rating from the British people, and a few months later, he was defeated at the polls. Despite the gallant leadership he displayed during Britain’s darkest days, he had already been branded as a better “war time” than “Peace time” Prime Minister.

“Thanks for everything, Winston, but...”

Churchill’s unraveled political career actually spawned his almost mythical legacy. He is more revered today than at anytime during the war. In life, we are all pretty much judged by our “last game.” No one should expect people to remember all or even most of one’s accomplishments. The proverbial pendulum does indeed swing, and new leaders must inevitably rise to his or her respective occasions. I actually see that natural succession as a good thing.

*What’s wrong with this picture?*

*Will the passing of the POA baton be a smooth transition, or fumbled due to lack of teamwork and coordination?*



The graphic of a baton dropping during a hand-off in a race is how many POA veterans see the future of this organization, and that’s disturbing. Those of us currently active in the leadership of this organization know that there are capable leaders “out there,” but very few active members have indicated any sincere interest — or, if they have, will have any viable chance of — in stepping up and grabbing the proverbial baton from those of us approaching the end of our leg of the race.

Within the next year or two, this organization is on track to lose much of its most experienced leadership. Because the bylaws do not permit retirees to hold elected office, the POA will soon need a new president (Gary Delagnes) and vice president (Kevin Martin). Also slated to exit soon are the treasurer (Marty Halloran), General Counsel (John Tennant), senior office staffer (Yvonne Huey), Welfare officer (Mike Hebel), legal defense coordinator (Steve Johnson), and the *Journal* editor and archivist (Ray Shine). There are also several members of the board of directors who are in the last months of their career. The collective experience, knowledge, and skills of these veterans will be lost unless younger and less senior members become active now, and pull in behind to grab the baton. The organization — the team — needs fresh legs if it is to remain a powerful and leading employee organization in San Francisco.

Others will judge the accomplishments of those of us leaving. The passing of time always clarifies the gains

and the failures. We have seen many respected leaders in our department — from all ranks and assignments — retire over the past years, and many more will soon be leaving. By June of this year, as many as nine captains will have retired. But, it will be the loss of our senior patrol officers and sergeants that will be missed most, as they are the leaders who directly affect the younger and less senior officers.

There will be many opportunities to promote over the next 4 to 5 years, and it is incumbent that younger officers not only embrace those opportunities, but to also be prepared for the challenges inherent therein. Relatively speaking, it is easy to take a test and pass. It’s not so easy, however, to effectively lead the men and women of this department and gain their respect in so doing. It is even more difficult to do so as a leader of this association.

There are no more important functions in this department than those of the POA leadership. In order to function properly and effectively, union leaders cannot operate entirely within the parameters of political correctness or expediency. When the time comes, one must have the courage to stand firm against a chief, a district supervisor, a mayor, or public opinion. One of the greatest labor leaders of all-time was a Chicago native by the name of Saul Alinsky. He was a social activist in the 30’s fighting for the rights of workers. Alinsky’s credo was, “Change comes from power; and power comes from organization.” Each time the POA endorses a political candidate, or attacks a politician, or takes-on the powers-that-be, we are adhering to that credo.

For better or for worse, my leadership style is bold and aggressive. I feel I have been emboldened by the power that has come from this organization, and we have been incredibly successful. I cannot worry about making enemies in my drive to make your career and your life better. That has at times gotten me in trouble, but the respect of the membership will always be the most important thing for me.

As I move closer to the sunset along with another 400 or so cops over the next few years, I hope our young members are up to the challenges of leading this department and this organization, and even more so I hope they understand the importance of this union and how to maintain that power and respect so vital to any labor organization. I assure you that without strong union leadership, the SFPD will not remain the best place to work in law enforcement.

## Meister: It’s Not True, What They Say About Pensions

By Dick Meister

*Dick Meister, former labor editor of the SF Chronicle and KQED-TV Newsroom, has covered labor and politics for more than a half-century. Contact him through his website, [www.dickmeister.com](http://www.dickmeister.com), which includes more than 350 of his columns.*

So, what are we going to do about those big fat pensions collected by public employees? You know, those retirement benefits that supposedly are threatening to bankrupt state and local governments everywhere.

What to do? That’s easy. We can make that problem disappear quickly — just like that! We need only realize that the problem simply does not exist, despite the claims by rabid anti-union forces and the many people who they’ve duped.

Here’s the basic situation: Anti-union forces are attempting to weaken the public employee defined pension plans that provide employees a specific monthly payment on retirement. The plans cover about five million older Americans, providing money that many drawing benefits very much

need to escape poverty and stay off government assistance.

*“Those basic facts and others that are often lost amid the anti-pension clamor from those on the political right who would just as soon do away entirely with pensions.”*

Those receiving the benefits, many at rates granted originally in lieu of pay raises, in turn create more than \$358 billion in economic output nationwide and create more than 2.5 million jobs.

State spending on pensions amounts to no more than 4 percent of the state

continued on back page



# Minutes of the March 21, 2012 SFPOA Board Meeting\*

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

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

3. PAL President Rick Bruce gave a presentation to the Board of Directors regarding PAL.

4. Sergeant Mark Hernandez (Co A) gave a presentation on behalf of the Blind Babies Foundation.

5. Parliamentarian Hebel administered the Oath of Office to newly elected Board Member John VanKoll of Central Station.

6. Rep. Sorgie (Co G) made a motion to accept the minutes from the February 2012 Board Meeting. Motion was seconded by Rep. Pena (Co E) and passed without opposition.

7. President Delagnes announced the scheduled 2% raise takes effect 4-7-12.

8. DB 12-067 announcing discretionary and intermittent days for 2012 has been revised and re-issued.

9. Vice President Martin announced an ongoing issue of late notification for representation at OCC and other hearings. Vice President Martin requested that a request for representation form be attached to a members notice to appear for OCC and other hearings so scheduling representation can be done in a timely manner.

10. President Delagnes addressed scheduling rumors. The 10 hour day for FOB is a contractual agreement and will remain in effect through the end of this contract. The department will also leave Station Investigative Teams on this schedule since they work at FOB Stations. Most Administrative Units have already been scheduled on the 8 hour day. The department is considering a 9 hour work day for specialized units although the POA has not received any official notice of this. If and when the POA
- is notified of the change of work hours for these affected units, there will be a series of meet and confer meetings between the department and the POA to discuss this change in working conditions.

11. The POA is also in the process of setting meet and confer meetings with the department over P-1 and other transfer related issues.

12. President Delagnes announced that General Counsel Tennant will be resigning effective May 31, 2012 to pursue further education.

13. Treasurer Halloran discussed the issue regarding raising dues for retired members from \$15.00 a year to \$25.00 a year. Benefits for retired members include use of the POA Building for functions, monthly copy of the *POA Journal* (which was just raised from \$12.00 a year to \$25.00 a year for non-member subscribers), insurance policy processing and the 20% discount for events at the Paragon Restaurant. These benefits are similar to what SJPOA retired members receive and their dues are \$60.00 per year.

14. President Delagnes made a motion to raise dues for retired members from \$15.00 per year to \$25.00 per year. The motion was seconded by Sergeant-at-Arms Valdez and passed with Rep. Allen (Retired) and Rep. Dorgan (Co C) opposing. (Side note Treasurer Halloran advised that the initial proposal was \$40.00 per year and notices went out and many retired members paid the \$40.00. Any member that paid the \$40.00 will be considered as having paid for two years and will not be sent a dues notice until 2014 at which time the correct rate of \$25.00 per year will apply). This motion was made in accordance with Article X, Section 1000 of the SFPOA bylaws. Further and absolute adherence to the provisions of these sections and subsections will be made as the motion and the amendments (if any) proceed.

15. Treasurer Halloran handed out and discussed the monthly expense recap report.
16. Vice President Martin made a motion to donate \$17,500.00 to PAL as our annual contribution. Motion was seconded by Rep. Martinez (Inv) and passed without opposition.
17. Rep. Flaherty (Co. E) made a motion to donate \$7500.00 to the Blind Babies Foundation as our annual contribution. Motion was seconded by Rep. Sorgie (Co G) and Rep. Browne (Co A) and passed without opposition.
18. Rep. Evans (HQ) made a motion to give the allotted \$2500.00 to the Police Academy Gym as outlined in the Gym Fund Schedule. Motion was seconded by Rep D’Arcy (HQ) and passed without opposition.
19. Rep. Dorgan (Co C) announced that this is his last meeting as a Board Member as he has been transferred out of (Co C). President Delagnes thanked Rep. Dorgan for his years of service at the POA. Secretary Montoya will put together a special election to fill the vacancy left by Rep. Dorgan.
20. Meeting adjourned at 1425 hours.

*Respectfully Submitted,*  
**Tony Montoya**  
*POA Secretary*

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

## Board of Directors Meeting Roll Call Wednesday, March 21, 2012

President	Gary Delagnes	P	Co. H	Maris Goldsborough	P
Vice President	Kevin Martin	P		James Trail	P
Secretary	Tony Montoya	P	Co. I	Russ Gordon	P
Treasurer	Marty Halloran	P		Jody Kato	P
Sergeant-At-Arms			Co. J	Kevin Lyons	P
	Joseph Valdez	P		Brian Philpott	P
Editor	Ray Shine	P	Co. K	Matt Gardner	P
Co. A	Ed Browne	P		Steve Landi	E
	John Van Koll	P	Hdqtr.	Kim D’Arcy	P
Co. B	Larry Bertrand	P		John Evans	P
	Danny Miller	P	Narcotics	Frank Hagan	P
Co. C	Dermot Dorgan	P			
	Chris Schaffer	P	Tactical	Mark Madsen	P
Co. D	Kevin Healy	P		Pete Schlegle	P
	Matt Rodgers	E	Invest.	Pierre Martinez	E
Co. E	Tim Flaherty	P		Dean Taylor	P
	Jesus Peña	P	Airport	Joe Finigan	P
Co. F	Peter Dacre	E		Reynaldo Serrano	P
	Rob Imbellino	P	Retired	Ray Allen	P
Co. G	Chris Breen	P			
	Dean Sorgie	P			

### San Francisco Police Officers Association Editorial Policy

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

#### Member Opinions and Commentary: Unsolicited Written Material

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

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

#### Other Submitted Material

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

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

### The San Francisco Police Officers Association

## POA JOURNAL

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Ray Shine

#### SPORTS EDITOR

Nick Shihadeh

#### WEBMASTER

Cyndee Bates

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TREASURER .....	Martin Halloran	Co. J .....	Kevin Lyons, Brian Philpott
SERGEANT-AT-ARMS .....	Joseph Valdez	Co. K .....	Matt Gardner, Steve Landi
Co. A .....	Ed Browne, John Van Koll	TAC .....	Dan Laval, Mark Madsen
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The *POA Journal* is the official publication of the San Francisco Police Officers Association. However, opinions expressed in this publication are not necessarily those of the SFPOA or the San Francisco Police Department.

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

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

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Counselor’s Corner

Appellate Court Orders Release of Names of Officers Involved in Shooting

By John Tennant,  
SFPOA Counsel



A recent case out of Long Beach serves as a good window on how the SFPOA analyzes and decides one of the myriad of difficult issues a police union is called to address on a daily basis: the extent of police officer privacy. What aspects of an officer’s employment are confidential and when should a POA attempt to challenge through legal action a potential breach of such confidentiality?

Last year, an officer-involved shooting occurred in the Bayview District. While the heroic actions of the officers were entirely justified and, indeed, roundly supported by both the press and a sizeable number of the Bayview community, a vocal minority nevertheless raised an outcry. Just weeks into his new position at the Department’s helm, Chief of Police Greg Suhr was thrust into a controversy that never should have arisen in the first place, speaking at community meetings and outlining why the actions of the officers involved in the shooting were more than warranted.

In response to a public records act request for the names of the officers involved in the shooting, Chief Suhr made the call that it was far better to comply, thereby demonstrating absolute transparency on the part of both the SFPD and the officers, rather than fight an uphill legal battle against disclosure – a move all but guaranteed to confirm the worst in the minds of the accusers about the officers, who in reality had nothing to hide. To the Chief’s mind, the officers were heroes and, thus, enjoyed the support and

gratitude of the vast majority of the Bayview community. And given how swiftly the furor died down in the wake of the Chief’s actions, his thinking was ultimately proved correct. The leadership of the SFPOA certainly understood and largely concurred with the Chief’s approach. However, concerns lingered – as voiced by a number of POA members and leaders alike – that release of the names might violate the law governing police officer confidentiality in personnel records, often referred to as the *Pitchess* protections.

This is the point where I and outside counsel got involved in determining whether the Department’s pending release of the names was consistent with the law. While no precise case on point existed, the main authority to my mind was a 2007 decision by the California Supreme Court which held essentially that an officer does not have a right to anonymity in his/her chosen occupation. As I explained in the October 2007 edition of this paper, in *Commission on Peace Officer Standards and Training v. Superior Court*, 42 Cal.4th 278 (*POST*), Chief Justice Ronald George, writing for the majority, rejected the notion that the confidentiality protections of the *Pitchess* process somehow render an officer’s name a confidential “personnel record.” The Supreme Court declined to characterize “the fact of an individual’s *public* employment” as a confidential “*personal* matter.” 42 Cal.4th at 300.

While the *POST* Court held out the possibility that a case might be made against disclosure if release of an officer’s name in fact jeopardized his/her safety or that of his/her family – for example, the identity of an undercover narcotics agent – the Court made it abundantly clear that a “mere asser-

tion of endangerment is insufficient to justify nondisclosure.” 42 Cal.4th at 302. And while we at the SFPOA were certainly aware of the vocal protest from some quarters of the Bayview against the shooting, we possessed no concrete evidence of a specific or actual threat against any officers. Thus, after much reflection and analysis, as well as consultation with outside legal counsel (I always make every effort to second-guess and cross-check myself), we concluded that the Department’s actions were within the bounds of the law.

Fast forward several months and our decision-making on this issue is affirmed in a recent decision from California’s Second District Court of Appeal, *Long Beach Police Officers’ Association v. City of Long Beach* (2012)136 Cal.Rptr.3d 868 (*Long Beach POA*). The Second District rejected arguments by both the City of Long Beach and the Long Beach POA that the names of officers involved in the shooting of an intoxicated, unarmed man carrying a garden hose which the officers mistook for a gun, were confidential under California law.

Most notably, the appellate court remained unmoved by a police lieutenant’s declaration that “many officer-involved shootings involve gang members or violent criminals who commonly reoffend and retaliate.” 136 Cal.Rptr.3d at 885. The Second District relied upon the same language from the State Supreme Court’s *POST* decision which I quoted above, opining that the lieutenant’s evidence “establish[ed] nothing beyond the generalized and speculative invocation of fear that someone, somewhere – for example, a family member of a shooting victim – may ultimately use names that are disclosed as stepping stones to find the officers and hurt them or

their families.” 136 Cal.Rptr.3d at 886. Thus, the Court concluded that Long Beach and the Long Beach POA had not met their burden of showing that the officers’ names were exempt from disclosure. Indeed, the Second District quoted language from the *POST* decision which I had flagged back in my October 2007 *Journal* article as potentially signaling a direction by the courts in precisely the opposite direction from the argument that the unique job of a police officer requires greater confidentiality protections that those enjoyed by non-sworn public employees:

The public’s legitimate interest in the identity and activities of peace officers is even greater than its interest in those of the average public servant. Law enforcement officers carry upon their shoulders the cloak of authority to enforce the laws of the state. In order to maintain trust in its police department, the public must be kept fully informed of the activities of its peace officers. *Long Beach POA*, 136 Cal.Rptr.3d at 884 (*citing POST*, 42 Cal.4th at 297). And so, as it ultimately turned out, Chief Suhr made the right call both from the standpoint of salutary public policy and consistency with the law. And, we, the SFPOA, got it right in determining which course of action would prove best for our members, both in terms of protecting their rights and safeguarding their dues so as to have ample funds to fight those battles where the law is clearly on our side. And to those Bayview officers whose courage we all applaud, your heroism is now part of the public record, as it were, which is something history can never dim. “Roll the Union On . . .”

Calendar of Events

Mark your calendars for the following meetings and events by the POA and its friends and supporters. All dates and times are subject to last minute changes, so always contact the event coordinator to confirm dates and times. If you have an event you would like posted on our calendar, contact the editor at [journal@sfpoa.org](mailto: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 <a href="mailto:larry175@ix.netcom.com">larry175@ix.netcom.com</a>
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 <a href="mailto:waaasfpolice@gmail.com">waaasfpolice@gmail.com</a>
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
<b>POA Board of Directors Meeting</b>	<b>POA Building</b>	<b>Third Wed. of Every Month, Noon</b>	<b>POA Office (415) 861-5060</b>
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

FALEO 2nd Annual Scholarship & Awards Dinner	Greenhills Country Club 500 Ludeman Lane, Millbrae	Saturday, April 7, 2012 7:00 pm	Glenn Sylvester (415) 559-8486
Cops for Christ Luncheon	POA Board Room, 3rd Floor 800 Bryant St., SF	Thursday, April 19, 2012 Noon	David Lazar (415) 298-5518
Retirement Celebration honoring Kevin Dempsey	SF Elks Club 450 Post Street, SF	Saturday, April 21, 2012 6:00 pm	Alicia Castillo
North Bay Retiree Luncheon	Villa Restaurant 3901 Montgomery Dr., Santa Rosa	Wednesday, April 25, 2012 Noon	Mickey Shea (707) 481-2520
Foothill Fuzz Luncheon	Red Hawk Casino #1 Red Hawk Parkway, Placerville	Friday May 11, 2012 11:30 am	<a href="mailto:rlaprevotte@comcast.net">rlaprevotte@comcast.net</a>
PAL Golf Tournament	TPC Harding Park, SF	Thursday, May 24, 2012 Noon	Anne Crawford (415) 401-4667
SF SAFE Annual Gala Honoring SF Officers/Citizens	Fort Mason Conference Center Marina District, SF	Thursday, May 31, 2012 6:00 pm	<a href="mailto:SAFEgala2011@sfsafe.org">SAFEgala2011@sfsafe.org</a>
Retirement Celebration Honoring Al Casciato	AAU Classic Car Museum 1849 Washington Street, SF	Friday, June 22, 2012 6:00 pm	Alexis Casciato (415) 699-4281
Giants LE Appreciation Night	AT&T Park, SF	Tuesday, July 31, 2012 (night game)	SFPOA (415) 861-5060



# WIDOWS' AND ORPHANS' Aid Association

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

March 13, 2012

The monthly meeting of the Widows and Orphans Aid Association was called to order by President Mark McDonough on Tuesday, March 13, 2012 at 1:44 p.m. in Room 150 at the Hall of Justice.

President McDonough opened the meeting with the Pledge of Allegiance.

**Roll Call of Officers:**

President Mark McDonough, Vice-President Robert Mattox, Treasurer Dean Taylor, Secretary Joe Reilly, Trustees John Centurioni, Sally Foster, John Keane, Al Luenow and Harold Vance were present.

**Approval of the minutes of the January meeting:**

A motion made by Centurioni, seconded by Foster to approve the Febru-

ary minutes passed without objection.

**Receiving applications for new members, suspensions and reinstatements:**

Reinstatement to membership: Al Matteoni, after payment of all back dues and penalties, pursuant to Article III, Section #6, upon recommendation of the Trustees, was readmitted to the membership of the Association. Secretary Reilly reported that notices had been sent to former members who were dropped from Association membership for nonpayment of dues.

**Communications and Bills:**

Routine correspondence and the normal monthly bills were received in February. Treasurer Taylor reported that the US Postal Service notified the Association that our application for nonprofit organization mailing status

was approved. Treasurer Taylor also presented the monthly expenses of the Association and requested approval for their payment. A motion by Keane, seconded by Luenow to approve payment passed without objection.

**Report of the Trustees:**

The Association received three reports of deceased members.

**Anthony P. Rodriguez**, 84 years, San Francisco native, graduate of Mission High School, Star #1861, 84th Academy Class. Police Commissioner 1992-1995. Anthony served in the US Army during the Korean War and worked as a dairy deliveryman before he was appointed to the Department on October 16, 1957. His first assignment was a brief detail to Richmond Station from the Academy, however he soon returned to the Academy to complete training and was then transferred to Ingleside. He served at Park, Taraval and Northern Stations before he left the Department in January, 1962 and entered the San Francisco Fire Department, retiring as a Fire Department Captain in 1985. In 1992, Mayor Frank Jordan appointed Anthony a Commissioner to the SF Police Commission where he served until 1995. Anthony received a Second Grade Meritorious (Silver) Medal of Valor in 1958 for rescuing a woman trapped in a burning building, locating her through the dense smoke by her cries for help.

**Nikolaus E. Wrany**, 75 years, graduate of Washington High School, Star #581, 98th Academy Class. Nikolaus came to San Francisco as a child and worked for the Muni Railway before being appointed to the Department on July 1, 1964. His first assignment was to Park Station followed by a transfer to Central in 1965 and then to Co. K, Solos in 1970. In 1976, Nick was transferred to CSTF (Crime Specific Task Force) today's VRT (Violence Reduction Team), where he served until his transfer to Potrero (Bayview) Station in 1978 and finally Richmond Station in 1979 from where he would retire in 1988. Nick received a Third Grade Meritorious (Bronze) Medal of Valor in 1968 for the apprehension of an armed female suspect who came out of her car and pointed a gun at the officers as they were investigating her use of stolen credit cards.

**Chris N. Paras**, 84 years, graduate of Balboa High School, Star #1810, 84th Academy Class. A San Francisco native, Chris worked for the US Postal Service before being appointed to the Department on October 16, 1957. Chris was detailed from the Academy to Northern Station briefly before returning to complete his training and transferred to Park in 1958. In 1959 he was transferred to Taraval and then to Ingleside later the same year. In 1960, Chris was transferred to Co. K, Solos, where he would serve until 1968, when he retired after being seriously injured in a traffic collision. Chris received a Second Grade Meritorious (Silver) Medal of Valor in 1961 for his role in capturing an armed suspect who had just robbed a liquor store and was located hiding in a nearby playground.

**Unfinished Business:**

Treasurer Taylor commented on the nonprofit mailing status that the Association has now received. The USPS classifies the WOAA as a philanthropic organization and thus qualifies for the reduced postal rates. The Association

will be able to use a more efficient bulk mail service with the cost savings over standard postage rates. Secretary Reilly will be filing another application for non-profit mail rate status for routine (non-bulk) mailing.

Treasurer Taylor also reported that the review of the Association's obligations under the Employee Retirement Income Security Act (ERISA) of 1974 by the law firm of Trucker and Huss resulted in a preliminary opinion that the Association should not be subject to ERISA. As this matter progresses, the Association will take all necessary steps to clarify our status with the U.S. Department of Labor which administers ERISA and be certain that the WOAA complies with all applicable state and federal regulations. No longer being subject to ERISA could save the Association several thousand dollars yearly in audit fees.

Secretary Reilly reported that he is continuing to discuss the status of members' payroll deductions for dues with the City's PPSD. (Payroll and Personnel Services Division).

The matter of requiring notarizations for changes to member beneficiary designations was reintroduced for further discussion from the last meeting. Beneficiary designations are required to be witnessed, however the first such designation is normally made at the time a member joins, in the presence of an Association officer. Subsequent beneficiary changes, which can occur for many different reasons, are usually not witnessed by an Association officer. Therefore, in order to ensure the accuracy and integrity of beneficiary designations, any subsequent change to a member's initial beneficiary designation must be completed by the member in the presence of an officer of the Association or such change properly notarized by a recognized notary public. A motion by Mattox seconded by Vance to adopt the notary requirement as Association policy passed without objection. Trustee Mattox commented that Police Credit Union members who may need notarizations can receive them at a Credit Union branch office. Secretary Reilly will amend the beneficiary designation form to include the notarization requirement.

**New Business:** None

**Good of the Association:**

If you are a Widows and Orphans member whose dues are deducted from your paycheck and are retiring soon, or if you have retired in the last year, please remember that payroll deductions for dues stop once you are retired. Dues payments are not deducted from retirement checks. (Automatic payment through the credit union is not affected) Please contact the Association for instructions on maintaining your membership. Members can contact the Association at [woaasfpolice@gmail.com](mailto:woaasfpolice@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 McDonough set the next meeting for Tuesday, April 10, 2012 at 1:45 p.m. in Room 150 at the Hall of Justice. A moment of silence was observed for all our deceased members. The meeting was adjourned at 2:28 p.m.

Fraternally, Joe Reilly, Secretary

## 2011 Summary Annual Report for the Widows' and Orphans' Aid Association of the Police Department of San Francisco

This is a summary of the annual report for the death benefit program (the "Plan") for the

Widows' and Orphans' Aid Association of the Police Department of San Francisco (the "Association"), EIN: 94-0981411, for its plan year ending December 31, 2011. The annual report has been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 ("ERISA").

The Association has committed itself to pay all claims under the terms of the Plan. The Plan maintains an investment portfolio managed by Wells Fargo Bank, N.A.

The value of plan assets after subtracting liabilities of the Association was \$6,856,222 as of December 31, 2011, (the plan year) compared to \$7,433,660 as of January 1, 2011 (the beginning of the plan year). The net decrease in assets includes unrealized appreciation and depreciation in the value of the Association's assets, that is, the difference between the value of the Association's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The change in the market value of the Association's assets during the year was -\$489,341. During the year covered by this summary report, after subtracting liabilities, the Association experienced a net decrease in its assets of -\$577,438.

**Your Rights to Additional Information**

You have a right to receive a full copy of the annual report, or any part thereof, upon request. The report includes the following components:

- An accountant's report;
- Assets held for investment;
- Fiduciary information, including transactions between the plan and parties in interest; (i.e., persons who have specified relationships with the Plan)
- Loans and other obligations which may be in default (if any);
- Leases which may be in default (if any); and
- Transactions in excess of 3% of Plan assets.

To obtain a full copy of the annual report, or any part thereof, call or write the Widows' and Orphans' Aid Association, P.O. Box 880034, San Francisco, CA 94188-0034. The telephone number is 415 681-3660. The charge to copy the full report is \$5.00 or \$.25 per page for portions thereof.

You also have the right to receive from the Plan administrator, upon request and at no cost, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of the income and expenses of the plan and accompanying notes or both.

If you request a copy of the full annual

report from the plan administrator, these two statements and accompanying notes are included as part of that report.

You also have the legally protected right to examine the annual report at the main business location of the Plan, 850 Bryant Street, San Francisco, California, 94103 and at any location where the report is maintained for inspection. You may also examine the annual report at the U.S. Department of Labor in Washington D.C., or obtain a copy from the U. S. Department of Labor, upon payment of copying fees, by writing to the Public Disclosure Room, N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington D.C., 20210.

During the plan year, the Association had a total income of \$333,345 including member dues and fees of \$145,668, direct contributions of \$10,622 and dividends and interest of \$187,677. Plan expenses were \$457,146.00 in paid benefits to member beneficiaries, including refunded dues, \$18,120 in accounting and legal fees, \$21,121 in administrative expenses, \$66,326 in fiduciary fees and incidental expenses, \$25,223 in net payroll, \$13,026 in payroll taxes and \$10,122 in miscellaneous expenses, including insurance, office supplies, copying, postage and mailing costs, utilities and other incidental operating expenses.

The Association had 25 member deaths reported during 2011: Thomas P. Callen, Wayne E. Clement, William R. Cook, James M. Curran, Thomas G. Dempsey, Peter M. Dito, Richard R. Duane, Layton M. Duffy, Andrew J. Farren, Louis H. Feder, Ward L. Holmes, Cornelius J. Lucey, Carol F. Marshall, Martin F. Moser, Kevin J. Mullen, Preston J. Nolan, Hadie Redd, Ralph E. Schaumleffel, Elmer H. Schenck, Lawrence R. Sheerin, Stephen R. Spranger, Christopher B. Sullivan, Richard H. Trueb, Richard H. Van Winkle, Robert C. Werner.

The Officers and Trustees of the Association for 2012 are President Mark McDonough, Vice President Bob Mattox, Secretary Joe Reilly, Treasurer Dean Taylor, Trustees John Centurioni, Sally Foster, John Keane, Al Luenow, and Harold Vance.

The Association was able to meet all financial obligations this past year but did experience a net decrease in total assets. The member death benefit remains at \$17,000.00. It is very important that your beneficiary designation is current. Please call or write the Association to report a change of address or for a new beneficiary designation. The Association can also be reached by e-mail at [woaasfpolice@gmail.com](mailto:woaasfpolice@gmail.com).

Fraternally  
Joe Reilly, Secretary  
Dean Taylor, Treasurer



# Chief's Corner

I get stopped on the street during my daily travels around this great City of ours, by folks who can't wait to tell me stories about the job the SFPD is doing or how "cool" this officer was, or that officer was, and I enjoy each story more than the one before. That said, every once in a while someone tells me a story that ends with, then the officer told me "there's nothing I(we) can do" and my heart sinks. If I've said it once, I've said it a million times, "there is always something we can do". I say that because there is always something we can do; if we simply choose to do something. It's that simple! Henry Ford is quoted as saying, "whether you think you can or think you can't — you'll be right." Please know that you can always do something. If you can't think of how you might be able to help someone, "phone a friend (another cop that you think knows everything)" and see if the two of you can come up with something.

Let me give an example of what I'm talking about. A citizen had her son's backpack stolen with his cell phone in it. The phone had GPS and the woman was tracking the phone. She called the SFPD and the responding officers — when asked to track the phone and get the bad guy — told her, "I don't know that we can do that". The reportee, reasonably couldn't believe this could be accurate, so she made one more call. Her next call was to someone within the SFPD that knew someone who knows how to do that and the phone was tracked, the bad guy was arrested, and all the other stolen property from the crook's day(s) of thievery was recovered. A great caper and a very happy lady! No one did anything wrong operating within what they knew but the responding officers could have made that one additional call (which would have been doing something). Everyone enjoys feeling "smarter than the average bear" (that was a Yogi Bear reference for younger officers who might have missed the show) and every cop enjoys catching the bad guy. The moral of the story is, "You can always do something and if you can't think of anything just don't do any less than you would do for your Mom" you'll have done all you could.

I bring all this up in March, because on the morning of March 23rd, when Ingleside officers discovered 5 dead bodies at 16 Howth Street we showed why the SFPD is the best Police Department in the country. The crime scene on Howth Street was horrific and as complicated a crime scene (actually 4 crime scenes within one residence) as I have ever seen in 30+ years of being at crime scenes. What took place over the next few days was testament to what the SFPD and our partners in and outside the Department are capable of when we decide there's nothing, we can't do. Less than 48 hours after the discovery of the Howth Street homicides, the suspect believed responsible for this horrific crime had been identified, arrested, and search warrants had been executed recovering evidence critical to the case. The citizens of San Francisco predictably began contacting the media and my office extolling praise on the SFPD for being so tireless in our pursuit of this murderer, so a neighborhood could begin to recover. Our City knows what they have in us. They expect us to do just what we did in this case. They expect us to be the best!

The people of San Francisco have high expectations of their cops which is why they are so tremendously disappointed when they hear, "there is nothing we can do". They call us with every confidence that we can and will help them. They call because we are the cops that solve crimes that seem unsolvable, and catch bad guys that seem uncatchable. We are "that" Police Department! We are their Police Department. Please promise yourself to never tell a person that asks you for help, "that there is nothing we can do". Decide right now that you will always do "something". I assure you that anything you do will be appreciated...by the person assisted for certain and your Chief, by proxy.

Couldn't close my March column without a mention of Saint Patrick's Day — Saint Patrick's Day Parade was amazing! Despite the drizzly weather, San Francisco's finest showed up in numbers with as many "little ones" as I can remember seeing at one of the City's parades. The Parade celebrated its' 161st year with several thousand spectators and participants. It was good fun! As for the festivities that followed in the evening, my deepest appreciation goes out to the officers in Patrol, TAC, VRT, and everyone else that contributed to the effort in keeping the evening festivities safe for residents and visitors to our great city.

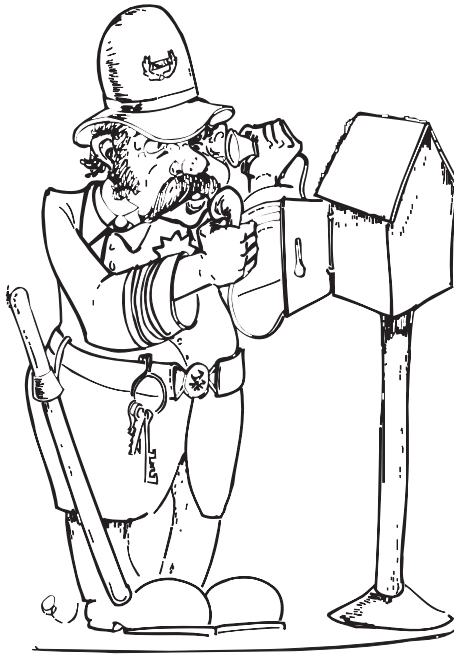
I have been your Chief for almost a year now. Over the course of the last 11 months, you have navigated some of the most difficult situations/incidents I've encountered in my career with courage, intelligence, class, and professionalism. Next month I'll go into some of those situations in detail.

Until then, Oro en Paz, Fierro en Guerra!  
Take Care and Be Safe Out There,  
Greg Suhr  
Chief of Police, San Francisco Police Department



# AROUND THE DEPARTMENT

By Al Casciato



## ...Brain Drain:

I was recently forwarded an article from **American Cop Magazine** titled "**The Loss of Institutional Knowledge**" ([www.americancopmagazine.com](http://www.americancopmagazine.com)) written by **Suzi Huntington**. The article chronicles the loss of institutional knowledge in police work and closes with the author lamenting that she hopes we as a profession are headed for a train wreck. Her message figuratively means that the next generation of officers will have to learn from their own mistakes not ours. — Interestingly POA President **Gary Delagnes** recently addressed the POA membership meeting about the brain drain that is occurring in the organization and how it is going to impact the service members will receive and their ability to negotiate future contracts. Are we doomed to repeat the mistakes of the past professionally and contractually? If we do, then the blame falls squarely on the shoulders of our policy makers; Police Commission and POA Board of Directors...

## ...Births:

Northern Station's **Patrick** and **Sara Griffin** proudly announce the birth of their third child. **Luke George Griffin**, 8 lbs., 20 inches was born February 6, 2012 at 1333 hours at the Kaiser in Santa Teresa, California. Big Sister Brooke, 3 years of age, and big brother **Patrick Jr**, 1 year old, are thrilled with

the new addition to the family as are Grandparents retired Range Master **Mickey** and **Ann Griffin**... Welcoming their first child is the very excited **Joe** and **Nicole Garbayo** (MTA K-9). Grace Rose Garbayo, 7.6 lbs, 19 inches, was born on March 5, 2012 at the Kaiser in Oakland, California. Congratulations to all and may life bring nothing but the very best...

## ..1999 Rabbit:

I am looking for an extra 1999 year of the Rabbit Figurine that was passed out at the annual **Asian Peace Officer's Association** dinner that year. I have (had) the whole collection but misplaced / lost the '99 in the move of offices earlier this year. Have a public location that will display the whole collection if I can complete it. Any help will be greatly appreciated...

## ...Coach and Teacher:

It is long been said that if we lived in a utopian society and the need for police officers disappeared, officers would become coaches and teachers because those two professions outside of parents are the only ones who instill discipline and character. One of our members is a great example that the above statement is very true. Southern Station's Sgt. **Damon Keeve** is the new head coach of the Terra Linda High School Team in Marin County. Damon's long history as coach and teacher is chronicled in a *Marin Independent Journal* an article written by reporter Dave Curtis on February 12, 2012 [www.marinij.com](http://www.marinij.com)...

## ...Veterans Benefits:

**Marjorie Fielding** (1-866-366-8914) recently assisted POA business manager and retiree **Steve Johnson** with the care of his mother the widow of a veteran. — Veterans can receive up to \$1704 per month; a veteran and his spouse together can receive up to \$2020 and the widow of a veteran \$1094 for funding of a private caregiver or help pay for the expense of an assisted living community. To be eligible a veteran must have served: World War II (12/7/41 - 12/31/46), Korea (6/27/50 - 1/31/55), Vietnam — in country— (2/28/61 – 8/4/64), Vietnam (8/5/64 – 5/7/75), Mideast Conflicts 8/20/90 – present.

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

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# This and That...

By Kevin Martin  
SFPOA Vice President

### Erin Go Bragh...

Thanks to all members who attended the POA's St. Patrick's Day party at the Paragon Restaurant on Thursday, March 15, 2012. A great time was had by all as just over two hundred members and their guests enjoyed outstanding corned beef and cabbage and other great culinary treats!

The Paragon organizer's and staff did a superior job in putting on a first class event! A real "tip of the hat" to Spencer, Bevin, and of course the charming and talented Danielle McKelvy who oversaw the festivities.

The POA will in the near future host another party celebrating Cinco de Mayo and the coming of spring... please stay tuned...

### Play ball!

Speaking of spring, baseball is at hand and as we all know..."Hope springs eternal..."

Baseballs, bats, gloves and ballplayers from T-ball to the boy's in the "big show" are hard at work getting out the kinks and getting their timing down.

We know from last month's article that several of our members are involved in Little League baseball through RBI San Francisco. There are several other members involved in little league baseball whether as a parent, coach, or as is often the case, parent/coach!

It's great to see so many children of our members involved in both baseball and softball. Each child and coach involved is certainly an integral part of the current fabric of our National

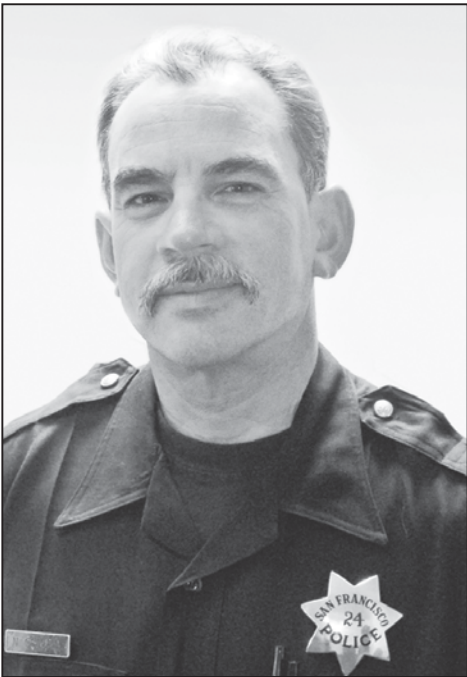
Pastime...the greatest game known to man...

Of course we all have our eyes on the Giants and Buster Posey in particular. How many games do you think he'll be setting up behind the dish? "Who's on first..." is also of concern. Brandon Belt, Huff, and at least one other player are vying for that position. The Giants will certainly need more production out of Huff this year if they hope for success. How reliable will Freddie Sanchez be at second base coming off his serious season ending injury last year? Is Brandon Crawford ready for full time grind at shortstop? Will his bat match the glove work he exhibited towards the end of last season?

Will the G-Men keep Burris, Fontenot and Theriot as bench players? I like Emmanuel Burris on the club. He's got great speed and has proven to be effective off the bench in the late innings. I Like Fontenot as well because of his ability to play at least three infield positions and because of his hustle and grit. He works hard. I also like anyone who is his size and has made it to the show...he gives hope to guys smaller in stature than the prototypical ballplayer.

What do you think? Who do you like? Whiteside or Stewart behind the plate to back-up Posey? Whiteside's arm has shown great improvement after last year's elbow woes and I like the way he handles one of the strongest pitching staffs in the major leagues. It also doesn't hurt that he's a huge fan of the Grateful Dead! I think we'd all like to see more pop in his bat, though...

The outfield looks okay but somewhat unsettled...I'd really like to see



Nate Schierholtz put together a great year from wire to wire. I think he's got a great hose and has shown that he can hit the long ball. We just need him to hit the long ball and drive in runs a little more consistently.

Pitching is and remains the strong suit of this team. I just don't know how long they'll stick around if the ball doesn't start jumping off the bat and the G-men don't start putting up a lot more "crooked numbers." I think "frustrated" is an appropriate word to describe the staff's attitude last year. With no run support, they couldn't afford to make any mistakes knowing that giving up one or two runs, (earned or not), could be the difference between winning and losing. It's a tough way to go.

With that, I hope the Giants have a super year and provide tons of thrills for us. Maybe the new playoff format will afford the Giants an even better opportunity to make into the post season. Of course staying healthy is the

key for any team over the 162-game schedule.

In the Junior Circuit, the ever popular, patriotic and America loving Yankees are looking very good in their quest to win their 28th World Championship...'nuf said! Yankee fans are looking towards October while the no good dirty rotten ugly communist cheating Redsox on the other hand are already offering excuses for another sad, painful, and dreaded year.

Yankee fans sing the Star Spangled Banner, God Bless America and Take Me Out to the Ballgame while Redsox fans sing "Sweet Caroline"...what a bunch of sad sacks.

### OCC Alert!

Please contact the POA soon as you receive a nasty gram from our friends at OCC with a "Notice to Appear" for an interview! It's very important that you contact us right away in order to prepare for the interviews. Do NOT delay in setting up and preparing for your interview with your POA Defense Representative.

It's up to YOU!

Please also contact us when you receive a Member Response Form so as to review the complaint and assist with your response to the questionnaire.

Send all complaints to the POA care of Kevin Martin or Chris Breen.

It's in your and your fellow officers' best interest to do so.

DO NOT WAIT FOR THE LAST MINUTE TO ARRANGE FOR YOUR REPRESENTATION!

Please contact your Station or Unit Representative if you have any questions, or feel free to contact me directly at the POA. (415) 861-5060...Thanks!

That's all folks...God bless, be safe and until next month, "...take two and go to right!..."

## 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
Chris Paras	March, 2012	UNK	Retired SFPD	R. Mattox
Anthony Rodriguez	March 13, 2012	84	Former SFPD	M. Ortelle
Nikolaus Wrany	Unknown	75	Retired SFPD	W&O Report

\*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.

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# Technology Corner

By Susan Giffin  
Chief Information Officer

## Crime Data Warehouse Report Writing Goes Live!

Officer Ana Lee of Ingleside Station enters first incident into new Crime Data Warehouse — January 17, 2012. It was a “Found Property” report.

Beginning with Ingleside station in January, we have embarked on a major change in SFPD. We are moving to a web-based system for Incident reports. The Crime Data Warehouse Incident Report Writing system allows us to store and retrieve all crime reports online. Instead of passing reports around on paper, all SFPD will have access to them on their computer, immediately after the report is electronically signed by the officer in charge. This represents a major step forward in terms of the timeliness and searchability of crime information. No longer will we need to rely on phone calls and manual logs to access crime report information. It will all be available at the click of a mouse. The system has been rolled out to Ingleside, Northern, Taravel, and Tenderloin. Next up are Mission, Bayview, Park and Richmond, Southern, Central, Bureau, and finally Tactical and MTA. We hope to be complete with all training by end of June.



Officer Ana Lee of Ingleside Station enters first incident into new Crime Data Warehouse — January 17, 2012. It was a “Found Property” report.

This new system opens up almost endless possibilities about how we can use and connect data. Already being used today in some of our most major and visible cases, the Crime Data Warehouse allows us to retrieve data that was previously unavailable or extremely difficult to access. From a minor query about how many cell phones are being taken to a major investigation about patterns in the Mission District rape case, all are available in a quick search of the Crime Data Warehouse. If it was ever entered on any crime report or field interview (since July, 2008), then we can retrieve it online in seconds.

Our next phases of this project will include geo-coding addresses to ensure complete accuracy of crime locations, mapping of crime incidents, introduction of CopLogic community reporting, and the addition of other crime data sources to the system. We



Susan Giffin

are also planning a pilot of mobile devices to be able to create reports in the field (among other capabilities). We welcome your ideas about what the most important items are to include in next phases.

Below is a set of frequently asked questions about the system. Please feel free to contact me or any member of the Technology Division with any additional questions or input on this or other technology projects for SFPD.

Following are some commonly asked questions and answers about the Crime Data Warehouse.

### 1. The report is printing out with a DRAFT mark and I cannot get it to print normally.

We have moved to a completely electronic signature process. Hand written signatures should not be added to any reports. The way a report is considered approved and official is when the officer in charge electronically “signs” the report. When that occurs, there will be a name in the OIC section (printed). At that point, you can print the report without the DRAFT watermark.

### 2. How can I give feedback about the new system?

Built into the new system is a feature called “Feedback”. While you are using the system, you will see a link. Click to provide any feedback you wish. Our technical team receives the feedback and tracks all requests. In some cases, we go to our Crime Data Warehouse advisory committee (SFPD members at all levels represented) to vote on how to prioritize requested improvements.

### 3. Will I still have to print reports and send them to the Hall of Justice?

Yes. Initially we are not changing the process at all. This is because it was too much of a change to move to an all-online system. We will be working with all the entities (DA, Courts, etc.) who receive crime reports today and determining how to move them to the new system. All that work needs to be done before we can officially stop the manual report printing and scanning process.

# Ending 34-Year Career, Henry Parra Retires

By Patrick Burke



POA President Gary Delagnes congratulates his academy classmate Henry Parra.



Officer Matt Parra proudly accepting his father's star from retiring SFPD Stalwart, Lieutenant Henry Parra.  
PHOTOS BY PATRICK BURKE

## Retirements

The San Francisco Police Officers Association congratulates the following 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:

- Officer Hermann Chu #866 from Taraval Station
- Inspector Holly Pera #1937 from Homicide
- Lieutenant Victor Tsang #878 from Mission Station
- Officer Hans Vigil #221 from Northern Station



## Taxes! Taxes! Taxes!

Tax law changes happen every year. Are you sure you are getting the maximum benefit from your tax returns? **We can help!**

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|----------------------|----------------------------------|
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(Enrolled Agent, Certified Divorce Financial Analyst)

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# POLICE-FIRE Post 456 News

By Greg Corrales

*“America has a debt crisis, but no debt is higher than what America owes its veterans, who already sacrificed years of service, lost family time, physical injury and the comforts of home so that the other 90 percent of Americans can continue to live in freedom. Throughout our nation’s history, every time we cut defense we paid for it with American blood.”*

— American Legion  
National Commander Fang Wong

Every year San Francisco Police-Fire Post 456 of the American Legion sponsors two young men to attend California Boys’ State. This year, the 75th session of Boys’ State, will take place 16 June through 23 June, 2012. The young men will be housed on the campus of California State University, Sacramento, with plenty of dorms, showers, athletic facilities, adequate classrooms, and plenty of good food. It is really a college atmosphere.

The objective of Boys’ State is to educate our youth in the duties, rights and responsibilities of American citizenship. The strength of a nation lies not only in the size of its armed forces, but also in the character, loyalty and intelligence of its citizens. As we all know, citizenship confers many privileges, but it also imposes duties and obligations. If these duties and obligations are not understood and not fulfilled, the privileges may be lost. That person is a good citizen who understands his government, who recognizes his duties and obligations to it, and who fully and intelligently participates in its problems and shares its burdens. In order to prepare the youth of today to become good citizens tomorrow — and to qualify as intelligent citizens, voters, and officeholders, they today must be trained to understand the structure and workings of their government.

At Boys’ State each delegate, as he registers, is assigned to a city, and thereafter is a resident of that city. His bed is in that city area. From 35 to 50 young men are assigned to each city. A group made up of several cities constitutes one county, and, together, all constitute the State. The delegates are divided into political parties, not Democrat and Republican, but Federalist and Whig — just so they can see how political parties, as such, function under our form of government. The first order of business for the delegates is to set up their city governments and elect their city officials. The City Councils are organized and the mayors make appointments. Once the city governments have been established, the delegates organize their respective County Governments. They elect a Board of Supervisors, County Clerk, Treasurer, Tax Collector, District Attorney, Sheriff, and others, all the way up to Governor.

Although there is ample time for recreation, Boys’ State is NOT a picnic, NOT an outing, and NOT a recreation camp. Recreation is not forgotten, however. Athletic activities are sched-



uled each day from 4:15 to 6:00 p.m. If you know of a “squared-way” young man **who is currently a junior in high school** that would be interested in being sponsored to Boys’ State by San Francisco Police-Fire Post 456 let me know as soon as possible. You can contact me at 650 821-7026 (work), 415 759-1076 (home), or at [gc1207@comcast.net](mailto:gc1207@comcast.net). My son attended Boys’ State and the next year during the college application process, being able to put “attended Boys’ State” on the applications was huge!

Pointing out that President Obama just pledged a month ago to “keep our armed forces the best-trained, best-led, best-equipped fighting force in history,” American Legion National Commander Fang Wong warned that if the administration’s 2013 defense budget is enacted, the U.S. military will once again return to a hollow force.

“To keep the best fighting force, you must recruit and retain the best people,” said Wong following the announcement of the proposed Department of Defense budget. “By increasing, and in some cases quadrupling, health insurance fees for military retirees, you are sending a powerful message to those in uniform and to their families that their decades of service and sacrifice are unappreciated.”

The budget for 2013 represents an 8-percent cut from 2012. In October, the American Legion passed a national resolution that called on Congress and the White House to “cease all efforts to reduce the defense budget from its current level.”

The Army announced February 26 that it has recovered the remains of the last American service member who was unaccounted for in Iraq, an Army interpreter seized by gunmen after leaving base to visit his Iraqi wife during the height of the insurgency in October of 2006. The remains of Staff Sgt. Ahmed Altaie were turned over as part of an amnesty exchange agreement between the Iraqi Government and the militant group Asaib Ahl al-Haq, under which the group will not face criminal prosecution or penalties if it disarms or turns over prisoners.

Still missing in Iraq are several civilians, including Americans who were participating in efforts to rebuild Iraq. The family of a fallen Air Force pilot also awaits progress in its case. Air Force Major Troy Gilbert was killed in an F-16 crash and the Air Force had identified his remains but hasn’t recovered the body.

The San Francisco Police-Fire Post of the American Legion welcomes all veterans from both fields to join the Post. Contact me and let’s talk! (650) 821-7026 (work), (415) 759-1076 (home), or [gc1207@comcast.net](mailto:gc1207@comcast.net).

God Bless America!

# Helping Our Own

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

### Officer Michelle Alvis

*Officer Alvis was accepted into the Catastrophic Illness Program-Family Member to care for her 7-year old son, Matthew, who was diagnosed with eye cancer. He must have radiation and chemotherapy for a year. She is out of time and can only accept vacation hours in 8-hour increments. Her Recipient number is 001740. You can access a donation form on our website (CIP FM Donor form) or pick up a form at the POA.*

### Malcolm A. Norris Trust Fund

*Officer Micah Norris (Bayview Station) and his fiancée Cindy Cardoza tragically lost their two year old son Malcolm in a terrible accident. A relief fund has been established at the SF Police Credit Union, by the POA, to assist the family with their financial needs. That fund is SF POA Community Service-Malcolm A. Norris Trust Fund with the account #1352553.*

### Family of Vallejo Officer James Capoot

*Officer Capoot was slain in the line of duty and leaves his wife and three daughters. A trust has been established. Donations can be made to: Officer James Capoot Family Trust c/o Sgt. Mark Nicol of the Vallejo POA P.O. Box 4218 Vallejo, Ca 94590*

### Officer Todd Kettwig, CHP

*All: Some have expressed the desire for a contact for the fundraiser for CHP Officer Todd Kettwig who has incurable cancer and a young family in need. Support can be sent to the following person/address.*

— Rene LaPrevotte

Lt. John Arrabit  
Gold Run CHP Office  
50 Canyon Creek Road  
Gold Run 95717-0008  
530-389-2205 Rene’s

### Amanda Amoroso

*Amanda Amoroso, daughter of Officer Mike Amoroso of Co. E, Northern Station, is battling cancer. Officer Mike Amoroso has been accepted into the Catastrophic Illness Program FM. He is in need of hours. Only vacation hours can be donated in 8-hour increments on CIP-FM donation form, his number is 001705. Please contact the Behavioral Science Unit at (415) 837-0875 or the POA at (415) 861-5060 for donation forms.*

*Financial donations can be made directly to The Amanda Amoroso Relief Fund at the SF Police Credit Union, Acct #1378496*

— 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 embrynal 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

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# Guardians of the City

By Liane Corrales

*“Go West young man, haven’t you been told? California’s full of whiskey, women, & gold!”*  
— Toby Keith

On the weekend of March 3 & 4, 2012, the “Granite Lady,” aka The Old Mint at 5th & Mission Streets opened its doors to the mystic history of San Francisco with a two-day History Exposition. Walking through the corridor of the Mint, I felt as though I had been transported back to the days of the colorful Barbary Coast. I waved hello to Miss Lillie Coit, who was resplendent in her lovely Victorian dress and Knickerbocker Engine Co. No. 5 fire helmet. Next I encountered an original forty-niner (not Alex Smith) who had just come in from panning for gold. I, of course, was wearing my turn of the century “keystone kop” SFPD uniform.

As I looked around the Mint, I saw the many different museums and historical societies that were participating with booths and exhibits. Some of the many institutions represented were the Angel Island State Park, City Guides, Chinese Historical Society, Victorian Alliance, GLET Historical

Society, California Historical Society, our own Guardians of the City, our hosts, the San Francisco Museum & Historical Society, and many other wonderful history organizations.

This was the second year that the San Francisco Museum & Historical Society hosted this colorful event. Virtually every San Francisco neighborhood was represented, as well as the various ethnic groups that settled in the neighborhoods. One of the organizations, City Guides, does just that for anyone who is interested in their walking tours.

Our own Guardians of the City exhibit was an exciting, huge success (as usual!). We displayed historical photos and artifacts from the San Francisco Police, Fire, Sheriff, and EMS Departments. We received wonderful feedback from the public, who were fascinated by our exhibits. Once again I want to acknowledge our hardworking committee of SFFD Firefighter Paul Barry, SFFD retired Captain James Lee, SF Deputy Sheriff Mike Anderson, SFPD Captain Al Casciato, SFPD retired Inspectors Liane Corrales & John Poelstra, EMS Supervisor Dave Ebarle, and our own museum curator Jamie O’Keefe.



“Forty-niner”      Dave E. Barle (EMS)      “Lillie Coit”      Insp. Corrales

In closing, I feel it is imperative that we get this museum built to honor the crime fighters of the Barbary Coast and since, and the fire fighters who saved our city in 1906, and all those that

followed in their footsteps. Just look to our patches at the phoenix rising out of the ashes of the 1906 Earthquake and Fire to appreciate the power of our history.

## From the Internet

### How many Cops are Going to be Maimed and Killed because of this Moronic Piece of Legislation? [Rene wonders...]

Forwarded to the Journal  
by Rene LaPrevotte  
POA Internet Correspondent

By Associated Press

INDIANAPOLIS — Indiana Gov. Mitch Daniels said Wednesday that he shares police groups’ concerns that some people might misinterpret a new law that lays out when residents could be legally justified in using force against police officers.

Daniels said he thought carefully before signing the bill Tuesday night. The legislation was passed by strong majorities in the House and Senate in response to public uproar after the state Supreme Court ruled last year that residents couldn’t resist officers even during an illegal entry.

Contrary to some impressions, the bill strengthens the protection of Indiana law enforcement officers by narrowing the situations in which someone would be justified in using force against them,” Daniels said in a written statement. But, he added: “What is troubling to law enforcement officers, and to me, is the chance that citizens hearing reports of change will misunderstand what the law says.”

The law took immediate effect. The measure specifies that people are protected by the state’s self-defense law if they reasonably believe force is necessary to protect themselves, someone else or their own property from unlawful actions by a public servant. Supporters have said the proposal strengthens the legal rights of people against government agents improperly entering their homes. But police groups worried about the measure giving people justification for attacking officers.

“For those who don’t take the time to read the law, it is going to be devastating for someone to think they have a right to resist if they only think an officer is acting illegally,” said William

Owensby, president of the Indianapolis chapter of the Fraternal Order of Police.

“Our fear all along was that it’s going to put citizens and officers into grave danger,” he said. “I don’t want to have to bury another police officer.”

A blizzard of emails to officials, a Statehouse protest and threats against judges ensued when the Indiana Supreme Court ruled last May that homeowners couldn’t use force to resist police officers’ entry into their homes, whether those entries were legal or not. The justices later clarified that the ruling didn’t abridge homeowner’s Fourth Amendment rights.

The ruling came in a Vanderburgh County case in which a man scuffled with an officer who tried to enter his house without a warrant while investigating a report of a domestic disturbance. The man, Richard Barnes, was convicted of resisting law enforcement and other charges.

The court declined comment on the law through a spokesman.

At least one supporter said the law didn’t accomplish what it was supposed to do because it didn’t affect situations like that covered by the Supreme Court decision.

“I think it was a feel-good measure on their part but it really didn’t achieve anything,” said Greg Fettig of the tea party group America Refocused. “Police could still go in without any probable cause whatsoever.”

Fettig added: “As far as I’m concerned as a private citizen, I will not let them in without a search warrant.”

The bill’s primary author, Republican Sen. Michael Young of Indianapolis, said he believes the new law does a good job of balancing police power with individual rights.

“I think the governor took his time and deliberated on the issue just like we did in the General Assembly. It’s a tough issue,” Young said.



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### San Francisco Police Officers’ Association Announces Annual Jeff Barker Scholarship Awards Program

The SFPOA is about to embark on its annual scholarship awards for your college bound dependents by offering a series of scholarships to dependents of SFPOA members, both active, retired and deceased who have held continuous SFPOA membership for more than one year prior to dependent’s application.

Qualified applicants will be limited to 2012 High School graduates with a “C” average or better. This presents a perfect opportunity for those creative students who may not have the opportunity to apply for other scholarships to do so now. Successful candidates will be judged on their scholastic records, extracurricular activities and local community involvement.

The scholarship finalists will be selected by the SFPOA Scholarship Committee. Awards will be presented by August 2012.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2012 fall college semester.

Applications are available at the SFPOA office located at 800 Bryant St. 2nd Floor, San Francisco, CA 94103 (415)861-5060.

Pick up your application or mail the attached request for an application to the SFPOA.

**Completed Applications must be returned to the SFPOA no later than May 18, 2012.**

### REQUEST FOR SCHOLARSHIP APPLICATION

*Scholarship Applications must be returned to the SFPOA no later than May 18, 2012. Applications received after that date will be returned.*

Applicant’s Name: \_\_\_\_\_

Address: \_\_\_\_\_

Home Telephone: \_\_\_\_\_

Name and Rank of SFPOA member who qualified you as a scholarship applicant: \_\_\_\_\_

Assignment: \_\_\_\_\_ Ext. #: \_\_\_\_\_

Active: \_\_\_\_\_ Retired: \_\_\_\_\_ Deceased: \_\_\_\_\_

Your relationship to the SFPOA member who qualifies you as a scholarship applicant: \_\_\_\_\_

**NOTE:** This is not a scholarship application. It is a request form only.  
Applications must be obtained from the  
SFPOA at 800 Bryant St., 2nd Floor, San Francisco, CA 94103



# Pursuit and Arrest

By Mike Nevin

The pursuit of a fleeing suspect is an inherent danger facing law enforcement officers. Case in point: In 2011 alone, SFPD officers in three separate incidents came under fire while attempting to apprehend a fleeing suspect. Yet in only one of those incidents did officers initially confront a suspect they knew to be armed. Superior tactics led to officer survival in each of the deadly force encounters because officers quickly exited the “kill zone” and moved to a position of advantage. This serves as a reminder that officers must have shared situational awareness during all suspect encounters, not just the ones they know will be high risk.

## Apprehension vs. Containment

There are two pursuit modes when a suspect flees on foot: apprehension mode and containment mode. Apprehension mode is the pursuit of a suspect with the intent to take the suspect into custody as quickly as possible and without delay. Containment mode is the pursuit of a suspect with the intent to maintain observation and contain the suspect for later arrest. Depending on the circumstances and the rapidly

changing nature of any given foot pursuit, officers must quickly assess then decide which is the best course of action to take. This may include transitioning from apprehension to containment mode or vice versa.

Communication between partners and back up units is critical. Just because one officer sees the suspect draw a handgun does not mean his partner saw the same thing. If nothing else — officers must broadcast their location. Information including unit identifier, the type of crime/suspect that is involved, and the resources that are needed should be broadcast as soon as possible. If officers lose sight of the suspect during a pursuit, even briefly, the danger increases significantly and the threat of ambush becomes high.

## Barricaded Suspect Incidents

If an armed suspect enters a building or otherwise becomes “barricaded,” locking down the location and establishing a perimeter, in most cases, is the best option. [A barricaded suspect incident is defined in General Orders as a situation where an armed suspect (gun, knife, bomb, etc.) takes up a defensive position. The suspect is intent upon evading arrest and is presenting a deadly hazard to arrest-



ing officers.] The Event Management Manual explains: “Once a barricaded subject is isolated, there is plenty of time; don’t rush.” I would add, however, that officers need to stay highly alert because these situations are often extremely fluid. Just because the suspect chooses to become barricaded does not guarantee he will stay contained.

If the suspect goes on the offensive, nothing precludes officers from using reasonable force to protect themselves and others. A suspect initiating an attack may require immediate action. Rapid deployment has been defined as the following: “The swift and immediate deployment of law enforcement resources to ongoing, life-threatening situations where delayed deployment could otherwise result in death or serious bodily injury to innocent persons.”

But absent exigent circumstances described above, there is no urgency for an expedited entry into a barricaded suspect location. Barricaded suspect situations are critical incidents requiring a coordinated response from Special Operations Bureau (including Specialists, Tactical Company and

Hostage Negotiators). Time can be a valuable asset in a critical incident — if presented with the opportunity to slow things down, take it!

Establishing a good perimeter (securing both entry and exits), setting up the operational command post, staging areas for responding units, and gathering/disseminating timely intelligence are all vital to ensuring successful outcomes. And all are tasks being done before most tactical teams even arrive.

“All things are ready, if our minds be so.”  
—William Shakespeare

Do you discuss with your partner officer safety tactics such as contact and cover before you take on a suspicious person? Does your watch or unit regularly debrief after critical incidents to discuss what went right and what can be done better? My good friend Sergeant Phil Pera wrote about debriefings in a prior *Journal* article: “Chalk Talk.” Debriefings are an important tool because the odds of success and survival greatly increase when we react to arrest situations based on sound training and preparation.

Stay safe out there!



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A black and white photograph of a man in a forest, wearing a cap and a jacket, playing a violin. A dog is sitting in the foreground, looking towards the left. The background shows trees and foliage.

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Ask Mike...the Retirees' Corner

By Mike Hebel  
POA Welfare Officer

Deferred Compensation's Stable Value Fund Reduces Crediting Rate

Mike, I am in my 15th year of retirement and have been receiving periodic payments from my deferred compensation account. I am a conservative investor with most of my money in the Stable Value Fund. That fund recently reduced its crediting rate from 3.4% to 2.80%. I count on this income. Why the reduction?

I too can remember a long-ago time when the Stable Value Fund was annually paying 5.15%. But with the collapse of the financial system and the Great Recession of 2008-2009, interest rates have caved-in and are likely to stay historically very low for at least another 2 years.

The deferred compensation's crediting rate drop has come from three sources: (1) when Great West Retirement Services took over the Stable Value Fund, it contained some high risk assets (termed "B" assets) which have been gradually liquidated. But those still in the fund had a drop in market value related to the European debt crisis and the subsequent investor flight to quality; (2) as older assets in the fund mature and are paid off, the assets are now reinvested at the lower rates now prevailing as are new monies coming into this fund; and (3) with interest rates at historical lows, refinancing/redemptions have occurred wherein the monies received are reinvested at lower rates.

I expect to see the crediting rate in the Stable Value Fund, the most popular of the 18 funds available, to remain very low, by historical standards, until 2013/2014.

The Supplemental COLA Law Suit

Mike, I been told that some CCSF retiree organizations recently filed a law suit challenging Proposition C's (November 2011 ballot) change in the supplemental COLA formula (requirement that the Retirement Fund also be at or over 100% market value). Then I read in the March 2012 POA Journal that the supplemental COLA may not be a vested pension right for me since I retired in 1988 — Tier 1. I am very confused, please help!

You correctly state that Proposition C (pension and health care benefits) was passed at the November 8th mayoral election. The supplemental COLA for fiscal year 2011-2012 was approved by the Retirement Board since the fund earned in excess of 20% in FY 2010-2011 and therefore had "sufficient excess reserves" to pay this supplemental COLA. It will be retroactive to July 2011 and will be paid through June 2012. Thereafter, the supplemental COLA will require: (1) sufficient excess reserves (current requirement) and (2) 100% market-value funding of the trust fund (the added requirement). This combination will mean that the supplemental COLA will not again be paid for at least 3 or 4 years (my estimate). As of July 1, 2011 the trust fund was 83.9% market-value funded — an increase from 74.5% as of July 1, 2010; it will take great investing acumen by the Retirement Board members to grow the fund so that it can once again pay supplemental

COLAs. See the chart below showing the Trust Fund's annual rates of investment return for the last ten years. That 21.98% decline in fiscal year 2008-2009 is the real culprit in causing problems for payment of a supplemental COLA; this was the period of the "Great Recession" when market averages declined much more than did our Trust Fund. As of the end of February 2012, the Trust Fund is up 2.44% for the current fiscal year.

At its meeting of December 14, 2011 the Retirement Board voted to accomplish a phased-in reduction of the investment return assumption from 7.75% to 7.50% over a 3 year period. Note the 7.75% assumed annual actuarial investment yield on the chart below. This change means, with respect to your question, that it will be just a little easier to attain sufficient excess reserves for payment of the supplemental COLA and that active city employees will pay a slightly higher retirement contribution rate..

Vested Pension Rights Doctrine

You have specifically asked, as a police officer who retired in 1988 (Tier I), whether the law suit filed by various retired city employee groups challenging the new supplemental COLA requirement, will benefit you if it is successful. This change in the formula to determine the payment of supplemental COLAs will now be under intense legal scrutiny. The "vested pension rights" doctrine has decades of case law behind it and violating this legal doctrine maybe the undoing of this portion of Proposition C. The "vested pension rights" doctrine, simply stated, says: that a vested contractual pension right may be modified prior to retirement provided that the modification is reasonable (bears some material relation to the theory of a pension system and its successful operation) and changes that produce a disadvantage must be accompanied by a comparable new advantage.

With respect to retirees, the "vested pension rights" doctrine is more complex. Let me explain! The supplemental COLA was first established by the voters in November 1996 and 1<sup>st</sup> paid on July 1, 1997 to all retirees and beneficiaries. In March 2002 it was amended to allow for accumulations in a reserve fund/bank. Then effective July 1, 2009 the supplemental COLA was raised from 1.0% to 1.5%. Lastly, the electorate in November 2011 (Proposition C) added a 2<sup>nd</sup> test for payment of the supplemental COLA ("fully funded on market value of assets"). It is this last change that is being challenged. But please note that you were retired in 1988 and the institution of a supplemental COLA and all changes thereafter occurred after your retirement. The general rules of vested contractual pension rights say that such a right is in exchange for an employee's services. Since you retired prior to the enactment of the supplemental COLA provisions, no contractual right was impaired. That is because you did not exchange your labor for the supplemental COLA created after your retirement, you gained no vested contractual right to the supplemental COLA. Mere payment of the supplemental COLA to you after your retirement is generally not enough to create a vested contractual right to its continuing payment.

However, you retired in 1988 in the Tier I pension system. There is a California Supreme Court case (*Olson*

*v. Cory*, 1980) that may be applicable to your situation so as to render your entitlement to a continuing supplemental COLA a vested contractual right. In that case the issue was the validity of a repealed statute which gave a full COLA to judicial pensioners who had retired before the statute was enacted. In this case the judicial pensioners earned the vested contractual right not by their labors (active employment), but by service under a statute which measured retirement rights as a percentage of the salary of the judge's successor in office. If the successor has vested rights to a full cost of living adjustment in salary by service after its enactment, then the pensioner obtained a vested right to a percentage of that salary. Complicated, yes! But remember that Tier 1 pension increases are based on a percentage of the salary increase of active members. And therefore you, as a Tier I retiree, have an excellent, judicially recognized argument, that your supplemental COLA was a vested right which cannot be abridged by Proposition C's provisions.

Now that leaves in "no mans land" (an area of uncertainty and ambiguity) the following retirees: (1) Tier II members who retired prior to July 1, 1997 — you may have no vested right to a supplemental COLA; (2) Tier II members who retired between July 1, 1997 and July 1, 2009 — you may only have a contractual vested right to the 1% COLA since the greater (1.5%) benefit was not in effect prior to July 1, 2009; and Tier II members who retired between July 1, 1997 and March 2002 — you may not be entitled to accumulate benefits in a COLA bank.

During the negotiations for Proposition C, it became readily apparent that there were only two ways to measurably reduce the City's rapidly escalating monthly pension contributions — increase employee contribution rates and temporarily eliminate the supplemental COLA. The employee contribution have, or will shortly, rise. Whether a supplemental COLA can be paid on and after July 1, 2013, before the Retirement Fund is 100% funded on a market-value basis, will now be thrown into the judicial system.

Basic COLA for FY 2012-2013

Mike, I plan on retiring prior to July 1, 2012. Will I receive the basic cost of living adjustment for fiscal year 2012-2013? I am a Tier II member.

At its meeting of March 14, 2012, the Retirement Board approved a 2% basic COLA effective July 1, 2012 for all qualified retirees who retired prior to July 2, 2012. Additionally, a 1% benefit for use in future years will be placed in each retirees COLA bank. The San Francisco-Oakland-San Jose consumer price index (CPI) increased 2.93% (rounded to 3%) for the period of December 2010 to December 2011. This entitled retirees (but not Tier I public safety) to a 2% compounded basic



COLA increase beginning July 2012 through June 30, 2013 and a 1% crediting in their COLA bank for use in future years when the CPI measures less than 1.5%.

Tier I retirees are not eligible for the basic COLA since their COLA is based on the annual increase (or decrease) in the wages of the rank at which they retired. For the current MOU (labor contract), police officer wages will increase 2% on March 31, 2012 and then again on July 1, 2012 by 1.54% (return of furlough days). Thereafter there are no more wage increases provided in the MOU which terminates on June 30, 2015.

Remember the HEBEL 1st principle for a sustainable retirement: "Maintaining purchasing power is the only thing that counts! Never forget this!".

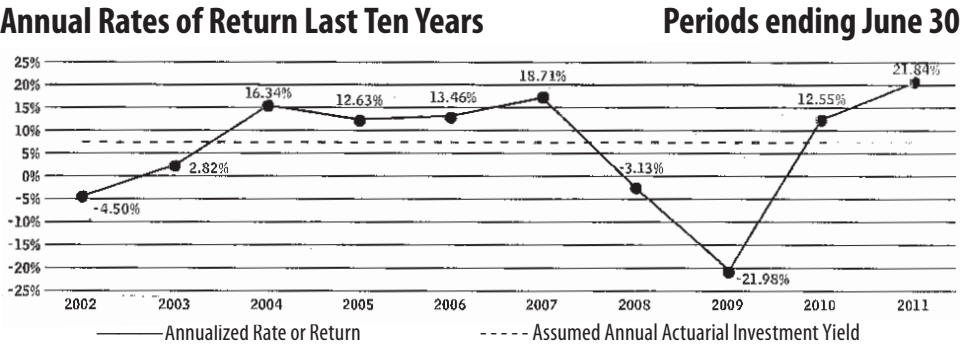
Jay Huish —  
Interim Executive Director

Effective February 14, 2012 Gary Amelio, executive director to the SF Employees' Retirement System, resigned to assume a position with the Santa Barbara Retirement System. The Board asked Jay Huish, the System's deputy director for the last 17 years, to serve as interim executive director; Jay accepted.

Mr. Amelio served less than 2 years following the retirement of Clare Murphy. He previously worked in Washington, DC and was appointed following a "nation-wide" search for Ms. Murphy's replacement.

The Police Officers' Association urges the Retirement Board to quickly appoint Jay Huish as the executive director of the SFERS. Jay's impressive past performance has shown that he has the requisite leadership and management skills needed to fulfill the duties of this most important position as well as the background knowledge of our multiple retirement plans and the beneficiaries of these plans.

Mike Hebel has been the POA's Welfare Officer since January 1974. He is an attorney and a certified financial planner. He has received awards/recognition as a Northern California "super lawyer" and included amongst "America's top financial planners." He represents POA members at the City's Retirement Board and at the Workers' Compensation Appeals Board. He also advises on investment matters pertaining to the City's deferred compensation plan. He is currently a member of the SF Police Credit Union's Board of Directors. Mike served with the Police Activities League (PAL) as president and long-term Board member. Mike retired from the SFPD in 1994 with the rank of captain after a distinguished 28 year career. He is a frequent and long-time contributor to the POA Journal. If you have a question for Mike, send an e-mail to [mike@sfpoa.org](mailto:mike@sfpoa.org) or call him at 861-0211.





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Spring 2012

Foothill Fuzz Luncheon

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Meet @ 1130 at the Koto Bar for attitude adjustment and general BS session.

Lunch will be 50 steps away in the Waterfall Buffet at 1300.

Price: \$12.00 per-person for a "World Class" All-You-Can-Eat buffet (Includes tax & tip).

Drinks extra!

RSVP Rene LaPrevotte

rlaprevotte@comcast.net

or (530) 295-0946.

RETIREMENT CELEBRATION

for

Captain Al Casciato



Friday, June 22, 2012

6-9 p.m.

ACADEMY OF ART UNIVERSITY

Classic Car Museum

1849 Washington (at Van Ness)

San Francisco

Fundraiser benefiting the Guardians of the City Museum

\$65 per person

RSVP by June 14, 2012

Checks made payable to the "Guardians of the City Museum" (Tax ID 27-0251279)

TO PURCHASE TICKETS, CONTACT

Alexis Casciato/Airport • 415.699.4281

Jordon Hom/Solos • 650.580.2201

Raymond Padmore/Chief's Office • 415.553.1551

Manny Barretta/Commission • 415.553.1667

If you're unable to attend, and would like to make a donation, please send a check to: Guardians of the City Museum, a non-profit, tax exempt 501(c)(3), 1152 Oak St., San Francisco, CA 94117

www.guardiansofthecity.org



Retirement Celebration For  
**SGT. KEVIN DEMPSEY**  
**#1567**



**Saturday, April 21, 2012**  
**Elks Lodge, 450 Post St., S.F.**  
**Price: \$65.00**

**Open Bar: 6:00pm-7:00pm**

**Dinner** (followed by dessert):  
**7:00pm**  
**Served Buffet: Grilled Tri-Tip, Grilled Chicken Breast Marsala, or Moroccan Salmon**

**Event MC & Roast Led By:**  
**Dino Zografos**

**For Tickets Contact:**

Co A	Derrick Lew	(415) 315-2456
Co C	Gabriel Alcaraz	(650) 580-7076
Co D	Jim Pandolfi	(415) 558-5461
Co E	Paul Ospital	(415) 407-8633
Co G	Stephanie Long	(415) 666-8000
HOJ	Matt Mason	(415) 519-6673),
	Edwin Gaffud	(415) 215-5315)
	Shawn McKeever	(415) 725-2572)
Traffic Co.	Andy Castro	(415) 850-7848)
TAC	Dino Zografos	(415) 613-0634)

**Make checks payable to:**  
**Alicia Castillo (Event Coordinator)**

**NO TICKETS WILL BE SOLD AT THE DOOR!**  
**SEATS ARE LIMITED! PLEASE RSVP BY APRIL 13, 2012!**

**If Attending Only For Cocktails and to Wish Kevin a Happy Retirement, Please Arrive After 8:00Pm.**

**FALEO's 2nd Annual Scholarship and Awards Fundraiser Dinner**



**Entertainment - Inclusive**  
**Special Guest Appearance - to be announced**

**Saturday, April 7, 2012**  
**7 pm - No Host Bar • 8:30 pm - Dinner**

**Greenhills Country Club**  
**500 Ludeman Lane • Millbrae**  
*Nick Birco Scholarship & Bryan Tuvera Fellowship*  
*Perlita Mendoz-Becker*  
*Humanitarian and Promotional Awards*

**Ticket Prices**

<b>Member</b> .....	<b>\$65.00</b>	<b>Non-Member</b> .....	<b>\$85.00</b>
<b>Sponsor/Table of 10</b> .....	<b>\$750.00</b>		

**Choice of Entrees:**  
**Chicken Marsala**  
*(Shitake mushrooms, fresh herbs & Marsala wine sauce)*  
**Slow Roasted Top Sirloin**  
*(Served with rosemary and thyme)*  
**Grilled Salmon**  
*(Served with lemon butter caper sauce)*

**To Purchase Ticket(s), Please Contact:**

<b>Richard Alves</b> .....	<b>(707) 246-2709</b>
<b>Glenn Sylvester</b> .....	<b>(415) 559-8486</b>
<b>Jurnation Reymundo (Sheriff's)</b> .....	<b>(650) 922-6650</b>
<b>Kim D'Arcy (Administration)</b> .....	<b>(415) 602-8297</b>
<b>Rowena Carr (Chief's Office)</b> .....	<b>(415) 553-1602</b>
<b>Kevin Mannix (Taraval Station)</b> .....	<b>(415) 613-6319</b>

*For more information, please visit our website [www.faleo.org](http://www.faleo.org)*



***San Francisco***  
***Fellowship of***  
***Christian***  
***Peace Officers***

**“Cops for Christ”**  
**SPRING LUNCHEON**

The San Francisco Chapter of the Fellowship of Christian Peace Officers is Hosting a Spring Luncheon *All are welcome!*

**Thursday, April 19, 2012 12:00-1:00 p.m.**  
**POA Board Room, 801 Bryant Street, 2nd Floor**

**GUEST SPEAKER:** Pastor Ryan Blackwell came to serve as the Senior Pastor of the First Baptist Church of San Francisco in September of 2010. He is particularly interested in seeing people mature and be followers of Jesus Christ. Pastor Ryan is from Fayetteville, Arkansas and upon completion of his Bachelors degree, came to the Bay Area to complete his Masters degree at the Golden Gate Baptist Theological Seminary in Mill Valley. His wife Rachel is a local wedding photographer and they are thoroughly enjoying trying to keep up with their two year old son Brady. Please come for a great lunch and message from Pastor Ryan!

**Lunch catered by Pancho Villa.**  
**Cost \$10 per person**

**RSVP contact David Lazar at 415-298-5518 or**  
**[lazar971@gmail.com](mailto:lazar971@gmail.com)**



# A Few Thoughts About the Use of Medications for Law Enforcement Officers

By Joel Fay, Psy.D ABPP  
Psychologist and Retired Police Officer  
Forwarded to The Journal by Mary  
Dunnigan, BSU

People understand if someone with diabetes needs to take insulin. Insulin is a hormone produced in the pancreas and is important for regulating carbohydrates and for allowing certain cells to take up glucose from the blood. No one would blame a person for having insufficient insulin or criticize them for failing to make enough. Everyone would agree that the lack of insulin is not a character defect but a medical issue. But if you ask a police officer about medications used to treat psychological issues, you hear a very different story. Why is this?

I am a retired police officer and a psychologist and although I don't write prescriptions, I do talk to a lot of cops suffering from depression and anxiety and try to encourage them to take better care of themselves. Improved self-care could include exercise, staying in contact with friends and family, perhaps drinking fewer alcoholic beverages and/or coffee and sometimes, taking a medication. But convincing a cop to take a medication for depression, anxiety or PTSD can be an uphill battle. In this article I will briefly discuss some of the issues surrounding the use of psychiatric medications and dispel some myths.

Let's start with the basics. The brain is an organ just like the pancreas. Neurons in the brain transmit messages. These messages are sent from one neuron to another through the use of neurotransmitters. The most common brain neurotransmitters that affect our moods are serotonin and norepinephrine. There are a number of others but we will limit this discussion to just these two. The body manufactures serotonin and norepinephrine just like it manufactures insulin. Sometimes, due to a variety of reasons, it fails to make enough of these chemicals. When these transmitters drop below a certain point, people can suffer from depression and/or anxiety. There are some activities that can increase serotonin, e.g., exercise, laughing and being connected to friends/family. But you can't will yourself to make

more serotonin any more then you could will yourself to make insulin. A chemical is a chemical and it doesn't matter where it is manufactured in the body or where it is used. The same rules apply.

I get lots of questions and comments about using psychiatric medications. Below are some of the most common. I have tried to address each one with enough information to be informative but not be overwhelming.

**"I don't like the idea of something controlling my mind."**

Ironically the first time I heard a cop tell me this he admitted to drinking two bottles of wine a day. While he failed to see the irony in his statement, I understood how his belief came into being. A police officer's view of the mental health world is skewed. As an officer you regularly meet the most severely ill people, often in crisis and frequently not on their medication. You also meet lots of "normal" people taking psychiatric medications, you just don't realize. In 2010 more than 253.6 million prescriptions were filled for antidepressants. Prescriptions for anti-depressants are only surpassed in numbers by prescriptions for cholesterol medications. Odds are a number of the people you respect and work with are taking an antidepressant. Anti-depressants are not addicting and don't control your mind. Untreated depression controls your mind. As a retired cop I would much rather work with an officer on an antidepressant than an officer who should be on one, because a cop on an antidepressant is in control of his/her moods.

**"What if I get involved in a shooting?"**

One of the main concerns police officers have regarding medication is what will happen after a shooting. This isn't baseless paranoia but reflects real-life concerns. After a shooting your actions will be reviewed by many different groups but let's look at the facts.

After a shooting almost every California officer is automatically assigned an attorney. In speaking with attorneys that represent officers, I was informed that they would object to

any request for a blood or urine sample barring some exigent circumstance. It is also within a police officer's rights to refuse to provide that sample. Further, if a police officer does provide a sample, the drugs that are routinely screened for are benzodiazepines, illicit drugs, and alcohol. The screenings do not typically look for other prescribed medications. Finally, if by some odd coincidence you provide a blood sample and that sample is tested for an antidepressant, a lawyer would be very hard pressed to come up with an argument supporting the position that taking an antidepressant somehow caused or negatively influenced the shooting.

In my experience after interviewing hundreds of officers after shootings I have seen very few incidents where a blood or urine sample was provided by the officer and no incidents where the sample was checked for antidepressant medications. If this fear is keeping you from otherwise taking a medication I would encourage you to speak with an attorney who represents police officers to obtain a clearer understanding of the laws and regulations.

**"I don't want to tell my department."**

Every agency has rules governing when an employee should tell them about the use of medication. Most of those rules are similar to "If the use of the medication prevents or limits you from doing your assigned duties..." But there are variations. SFPD General Order 2.03 has three limitations guiding the use of medications.

- You can't use any controlled substance unless it is prescribed by a physician.
- If you are taking a medication you need to ask your doctor if it would cause impairment. If so, you need to tell your supervisor.
- If you are using any medication (over the counter or prescribed) and you feel you are impaired you need to tell a supervisor.

None of these three restrictions would impair your ability to use a variety of the most commonly prescribed psychiatric medications.

The American College of Occupational and Environmental Medicine (ACOEM) has created an excellent guideline regarding medication use for law enforcement officers (LEO). In those guidelines they write:

"The effect of psychoactive medications should be evaluated in the same manner as any other medication. LEOs should not be restricted simply because they are being treated with psychoactive medication(s)."

A full discussion of the guidelines would be too long for this article but it does state that many of the most common psychiatric medications are considered safe for police work and are appropriate to take without restrictions. Ironically you are more likely to be found unfit for duty because of untreated depression or PTSD than for the use of treatment medication.

**"I don't want to take medication for the rest of my life."**

Many people believe that if you start taking a psychiatric medication you will need to take it forever. In most cases this is not true. Most officers take

medications for about 9 months to one year. I ask an officer to make a commitment to take the medication for at least one year from the time they are on a dose that is effective. At the end of that year you reevaluate your situation. Is it better? If you have made some positive changes, relationships have improved, work is fun again, then you talk to your doctor about reducing the medication. Reduce the medication slowly and if life stays good, your brain neurochemistry is back in balance and you can stop.

**"I hear there are horrible side effects."**

The most common side effects discussed among officers are sexual side effects. This includes an inability to obtain an erection, delayed orgasm or a decreased libido in both men and women. Not all medications have the same side effects and the effects vary from person to person. If you are taking one medication that is causing undesirable side effects, talk to your doctor about switching to a different medication. Doctors may also supplement one medication with another to alleviate the side effect.

**"How would I know which medication to take?"**

There is no sure way to prescribe the correct medication on the first try. Antidepressants are particularly difficult to match to an individual. Some people have to try a number of different medications until they find one with little side effects and sufficient positive benefits. This trial and error process could take a number of months. Patience and a good working relationship with your prescribing doctor is important.

You might ask a blood relative if he/she had good results taking a specific antidepressant medication. If so, that medication may be a good place to start. Doctors sometimes prescribe medications matching medication side effects with symptoms. As an example, if an officer is having difficulty sleeping a doctor might prescribe a medication with sedative effects.

There are other medications that are good for anxiety, sleep and even nightmares. Almost all can be taken while working as a cop. A good friend and mentor and former SFPD Officer Al Benner used to say, "Misery is optional." Medications aren't the "cure all" or a quick fix but they can significantly improve treatment outcomes and reduce the difficulties you are experiencing in your life.

When you cut through all the BS the main reason most cops don't take psychiatric medication is because of the stigma. Defeating that is up to you. You deserve a happy and fulfilling life and your family deserves to have you present when you are home. If you are hurting, seek help and keep an open mind.

Joel Fay, Psy.D ABPP: Joel ended a 32-year law enforcement career retiring from the San Rafael PD in 2011. Joel is a peer/clinician member and a co-founder of the West Coast Post-trauma Retreat. In addition to his volunteer work at WCPR, Joel teaches a variety of topics to law enforcement throughout California, has a private practice and consults with numerous agencies. Joel is board certified in Police and Public Safety Psychology by the American Board of Professional Psychology. Joel can be reached at joel.fay@gmail.com or at 415 720-6653



Photo courtesy of Insp. Matt Perez

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FD1665



# San Francisco St. Patrick's Day Parade, March 17, 2012



A proud group of SFPD Officers who marched in the 161st Saint Patrick's Day Parade.



Daughters Day Out with Dad. On the left: Sgt. John Burke with his lovely daughters, Maddie and Sarah. Behind them are Inspector Brian Delahunty and Lt. Liam Fost — all SFPD. On the right L to R from Fremont P.D: Officer Michael Gephardt with beautiful Sarah, Sgt. Matthew Snelson with lovely Jaycee and Sgt. Jon Lopes.



Born to Lead. Two relaxed and in command: Deputy Chief Dudley and Deputy Chief Cashman enjoying a "bit o' time" at the Parade.



Mayor Ed Lee, center, with the Celtic Voices Childrens Choir. Choir Director Mary McKeever, left, and Irish Minister Richard Burton, far right.



POA V.P. Kevin Martin, left, enjoying a moment with SFFD Chief Joanne Hayes and his brother SFPD Chaplin Tom Martin.



Beautiful Wee Riley waving merrily under the Protective Arm of The Law of "POPPA" Inspector Richard Dalton.



All that Gold. Captain Joe Garrity, Lt. Joe O'Reilly, Deputy Chief Denise Schmitt and Captain John Loftus.



Life Long Friends: Lt. Mike "Bugsy" Moran and Grand Marshal John O'Rourke, International Electricians Union.



Officer Brian Burke proudly carrying the American Flag, His proud Dad, Patrick Burke, and another son of a police officer, Tim O'Connor, carrying the Irish Flag as they lead off the huge SFPD contingent.



Sharp as a Tac. A cheerful and proud group of SFPD command staff saluting as they pass the reviewing stand across from City Hall.



Family First SFPD Dads. The Wee Lad with the police hat is well on his way to being another proud SFPD Officer.



Leading the Field. Chief Greg Suhr — the most capable and popular Police Chief since Chief Tom Cahill, R.I.P. with two of his best Command Staff — Commander Mikael Ali and great Ambassador, Captain Joe Garrity.



Warming Up The Troops. Lt. Joe McFadden, right, telling a good old Irish joke to Officers John Hallisey, Jennifer Dickson and Joan Cronin. Joan looks like she is taking up a collection for Joe.



## April 8–14, 2012 is National Public Safety Telecommunicators Week

### Honoring our Outstanding DEC Dispatchers

By Kevin Martin  
SFPOA Vice President  
Photos by Peter Ma

To say that our Department of Emergency Management/Department of Emergency Communications personnel do an outstanding job day in and day out without fanfare would be a gross understatement. I have often proudly referred to the men and women serving our department in this capacity as our "Lifeline."

Quite often, these men and women supporting our units in the field are the real unsung heroes of our profession. Dispatchers are just as much our partners as is the guy or gal sitting next to us in a police car or walking the beat on the tough streets of San Francisco.

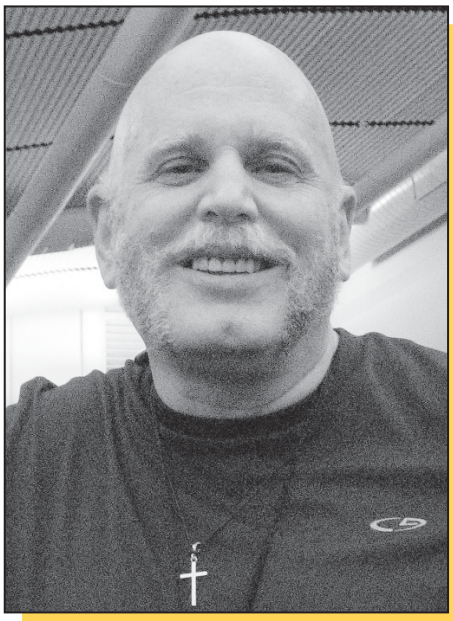
Our Department of Emergency Management personnel is preparing for National Public Safety Telecommunications Week which is designed to honor 9-1-1 dispatchers across the nation through a formal declaration passed by Congress in 1991.

On behalf of all the men and women officers in the San Francisco Police Department, I congratulate each and every one of our truly wonderful dispatchers and dispatch supervisors. We are extremely grateful for your dedicated service to this city.

You should all be properly commended. As such, the POA is proud to again sponsor the celebration and awards banquet that honors your service and sacrifice.

It gives me great pleasure to highlight several individuals and the incidents in which our brothers and sisters behind the mike displayed exemplary professionalism, compassion, and skill. Each intervened at a very critical juncture in the life of a member of the public or our department. We can all be inspired by the tremendous efforts given by these individuals as well as the department as a whole. They are our special heroes.

The following recaps concern the acts that led to the individual being named dispatcher of the month. Each incident is unique and often heart wrenching.



Stephen Golden

#### Dispatcher Stephen Golden

Dispatcher Stephen Golden was named the January 2011 Dispatcher of the Month. He was also honored as "Dispatcher of the Year" by the Opera-

tions staff of the DEM, which includes dispatchers, supervisors, coordinators and manger.

On December 13, 2010, Stephen received a call from a woman reporting that she was in San Francisco on a business trip. She left her husband in Columbia, Maryland to care for their children, ages one and three. She reported to Dispatcher Golden that when she had phoned home to Columbia, her three-year-old answered the call and stated that his dad was lying on the floor in the closet.

Dispatcher Golden made attempts to locate a telephone number to notify the Emergency Services in Columbia, but to no avail. He determined that the largest city in the region was Baltimore, Maryland. Dispatcher Golden then continued to evaluate and process information from the caller. Stephen obtained the home address, the husband's name, neighbor contact information, and the location of a spare key for the residence. A nearby neighbor and Baltimore Emergency Services were contacted and responded to the scene.

During this entire process, Dispatcher Golden remained calm, compassionate and comforting to the caller, who eagerly awaited news and updates. Through various contacts, the caller's colleague was notified and later accompanied her. It was later confirmed that the husband passed away, but the children were safe and secure. Dispatcher Golden began to disconnect but the caller asked that he remain on the line. He assured her that he would stay with her as long as she needed. He continued to provide comfort and solace until she advised that she was ready to disconnect. Dispatcher Golden offered his deepest and sincerest condolences and ended the call.

Dispatcher Stephen Golden was hired just before September 11, 2001. He has been "on the job" for the better part of ten years. Prior to being hired as a dispatcher, he had retired from the phone company as an IT Supervisor after 27 years of service. Golden's friends and co-workers regard him highly, and describe him as passionate, caring, and possessing a "great sense of humor."

Congratulations, Stephen! You can be very proud. Keep up the great, inspiring work.

#### Dispatcher Sharon Dowdell

On January 1, 2011, Dispatcher Dowdell received a phone call from an adult male requesting an ambulance for his nineteen-year-old sister. He reported that she was in the bathroom having a miscarriage. Dispatcher Dowdell immediately began processing the call using the medical protocol. The caller was unable to answer any questions, so Dowdell directed him to the bathroom to get the needed information from his distressed sister.

The patient got on the phone and reported that she had in fact given birth. She also advised that she had been taking birth control and did not realize she was pregnant. Dispatcher Dowdell continued to process the call appropriately while at the same time exhibiting compassion and control. The whimpering of a baby could be



Sharon Dowdell

heard on the other end of the line. Dowdell inquired about the size and status of the baby and the patient, and advised her to be careful keep her new baby wrapped and warm.

During the entire incident, Dispatcher Dowdell remained professional and extremely caring. She remained on the line with the patient until the paramedics arrived and the call was terminated.

For her outstanding efforts, Dispatcher Sharon Dowdell was named the February 2011 Dispatcher of the Month. Congratulations, and thank you for your exemplary public service!

#### Dispatcher Jane Doe

The March 2011 "Dispatcher of the Month" requested anonymity for this report despite her tremendous efforts in assisting our PD members during a very difficult incident.

The ECD received a letter from a Mission Station police officer dated February 12, 2011. The officer apologized for the delay in sending her letter, and she wanted to recognize the efforts of Dispatcher Doe during the night the San Francisco Giants won the World Series. The Officer describes the night's events as follows:

"Within a four year career, I would have to say that I have never in my life been pushed to what I felt was so close to my breaking point until that night. There were mattresses, garbage cans, vehicles and trash lit on fire all throughout the Mission neighborhood. People were screaming and calling us names and throwing hundreds if not thousands of bottles at us from rooftops as well as from large crowds that surrounded us. We were holding off crowds, sweating and exhausted from the constant running from one emergency to the next, all while in full riot gear. The weather was hot, the fumes from the fires were suffocating and the night looked like it would never end."

In accordance with this letter, and similar sentiments from embattled Mission Station officers, Dispatcher Doe is to be commended for her calm and professional demeanor. Radio traffic was heavy and constant and she never faltered. She was clear and precise with her communications, which helped officers to feel confident and secure knowing she was there tracking each incident. Dispatcher Doe's

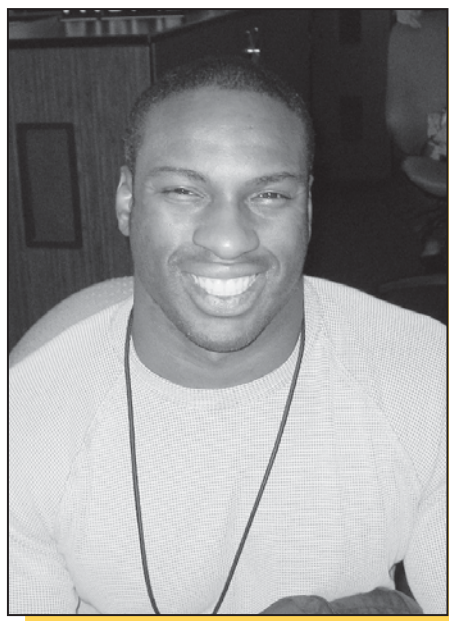
actions reflected positively on the Department of Emergency Management.

Dispatcher Jane Doe continues to go above and beyond, as this is your second time being selected Employee of the Month. For her professionalism, skill, calming nature Dispatcher Jane Doe" was named the March 2011 Dispatcher of the Month. Congratulations! Your service to our members is very much appreciated.

#### Dispatcher Kenneth Hart

On March 8, 2011, the radios in the Communications Center were in a site-trunking mode. While operating the radio channel, Dispatcher Hart did not have a partner to assist with emergency radio traffic to the extent that he normally has during normal operations.

Dispatcher Hart was commended for single-handedly managing a "10-25," followed by an unrelated "code 33" involving a possible "Amber Alert." During these simultaneous incidents, Kenneth remained calm and articulated all communication transmissions clearly, correctly, and concisely; a true wonder of "multi-tasking!"



Kenneth Hart

Dispatcher Hart continuously displayed his professionalism during stressful and urgent incidents. His conscientious demeanor reflects positively on the Emergency Communications Department. He is a dedicated public safety employee and is much appreciated by the SFPD and certainly the people we serve.

For his unwavering dedication and professional resolve, Dispatcher Kenneth Hart was named the April 2011 Dispatcher of the Month. Good job, Kenneth!

#### Dispatcher Joan Vallerino

On May 13, 2011, Dispatcher Vallerino processed a call from a hysterical female who had fallen and needed assistance. She was frantic that the fire department would have to break in to assist and embarrassed that she was not properly dressed. Dispatcher Vallerino entered the call for service, phoned the woman's apartment complex security office to gain entry, and kept the distressed caller on the line and apprised of the chain of events as help was en route. The caller expressed her appreciation for the exceptional service provided by Dispatcher Vallerino.



Joan Vallerino

In another matter, Dispatcher Vallerino received a commendation from Deputy Director Lisa Hoffman acknowledging her "extraordinary efforts during the overhaul of the Division of Emergency Communications General Orders." Dispatcher Vallerino was commended for her insight, creativity and dedication to excellence.

Dispatcher Joan Vallerino is admired for her optimal level of performance. During the past five years there have been no reports of sick time usage! This truly exceeds the norm in work attendance. Dispatcher Vallerino was named the May 2011 Dispatcher of the Month. Thank you so much for your dedicated service!

#### Dispatcher Fia Mackiewicz

On May 4, 2011, a call regarding a purse snatching was sent to the radio channel staffed by Dispatcher Mackiewicz. The suspect had fled the scene in a vehicle that he shortly thereafter crashed and rolled over into a home. The suspect jumped out of the vehicle and led police officers on a foot chase jumping fences of the neighborhood backyards.

During this incident, many units responded. Dispatcher Mackiewicz did an outstanding job setting up perimeters, getting a dog unit for the search, updating CAD entries, and tracking units while applying officer safety techniques. Following an active search, the officers were able to capture and arrest the suspect.

Numerous nominations were received applauding the efforts of Dispatcher Mackiewicz. She received praise for this incident in addition to the excellent work she does on a daily basis. All of her work performance reflects positively on her and the DES.

For her extraordinary efforts, Fia Mackiewicz was named the June 2011 Dispatcher of the Month. Congratulations, Dispatcher Mackiewicz, great job!

#### Dispatcher Karen O'Malley

On June 2, 2011, while working fire control channel F3, a two-alarm fire ignited in the Diamond Heights District of San Francisco. The incident involved firefighters in distress and a Rapid Intervention Crew (RIC) was called on behalf of the firefighters inside the fire. Under extreme duress, Dispatcher O'Malley remained poised and controlled during this highly charged event.

It was reported that the primary dispatcher handling this incident



Karen O'Malley

gave praise and made special note that she could not have performed her duties without O'Malley's valuable assistance. Dispatcher O'Malley aided her co-workers in making CAD entries and notifications while maintaining channel control.

Unfortunately, the fire ended tragically with the loss of two respected firefighters.

Dispatcher O'Malley's calm, caring and helpful demeanor was noted as a pillar of strength for her peers during the chaos of this emotional incident.

For her professionalism under great stress, Karen O'Malley was named the July 2011 Dispatcher of the Month. Congratulations, and thank you!

#### Dispatcher Lisa Farfan

On July 19, 2011, Dispatcher Farfan received a call from the mother of a three-day old infant. The caller reported that her baby was changing colors, unconscious, and breathing unsteadily. Dispatcher Farfan sent the call up for dispatch, and gave CPR instructions to keep the airway open until paramedics arrived on the scene.



Lisa Farfan

Dispatcher Farfan handled the call with the utmost care, concern, and urgency. Her demeanor was calm, controlled and professional, and never once faltered during the incredibly tense situation. It is due in large part to her professional performance that the distressed infant regained consciousness during the call.

The Department of Emergency Management thanks Dispatcher Farfan for her help on this call as well as for all the excellent work she performs on a daily basis. Her life-saving efforts

were paramount in naming her the August 2011 Dispatcher of the Month. Congratulations, and well done!

#### Dispatcher Mark Terris

On August 28, 2011, while operating a fire control channel, a medic notified Dispatcher Terris that he had on-viewed a rollover vehicle accident involving a member of the fire department. The accident occurred while the Fire Department was responding to an unrelated call for service.

Dispatcher Terris immediately placed the medic on an on-view incident and dispatched additional units. He made certain that medical resources were allocated to the unrelated call for service as well as to the vehicle accident. He continued to provide updates, directions, and unit status while promptly responding to all requests from field personnel.

Dispatcher Ferris proved his mettle under fire and his training and experience were effectively applied to deal with this volatile situation.

For his outstanding efforts under great pressure, Mark Terris was named the September 2011 Dispatcher of the Month. Well done! Thank you for your service!

#### Dispatchers Laura O'Reilly-Jackson and Cathy Osario



Cathy Osario

On June 10, 2011, a man was murdered and his body set on fire in Buena Vista Park. San Francisco Police Homicide Inspectors pursued various leads, but due to the lack of forensic evidence the case became stagnant.

Approximately four weeks after the incident, Dispatchers O'Reilly-Jackson and Osario were having a conversation and realized that either one of them may have spoken to the suspect who had been utilizing the victim's cell phone. This very valuable information was passed through various channels, and the Inspectors handling the case reported that their recollections and leads "not only cracked the case, it split it wide open!"

The dedication and teamwork of Dispatchers O'Reilly-Jackson and Osario resulted in an arrest in the case and generated intra-department cooperation and appreciation between the SFPD, DES, and the DA's office. Also particularly grateful was the family of the homicide victim.

Due to their collective efforts and

attention to detail, Laura O'Reilly-Jackson and Cathy Osario were named the October and November (respectively) 2011 Dispatcher's of the Month. Great job! A cold-blooded killer is now in prison thanks to your attention to detail.

#### Dispatcher Ulysses Levy

On November 2, 2011, Dispatcher Levy received a phone call from a male reporting that his wife was about to give birth. The caller reported being able to see the baby's head crowning. Dispatcher Levy immediately verified the location and sent up the call for dispatch. He then advised the caller that help was on the way and began processing the call according to established protocols.



Ulysses Levy

Dispatcher Levy gave the caller clear and concise pre-arrival instructions. The caller placed the phone on speaker mode in order to assist with the birth. All activity could be heard over landline while Dispatcher Levy remained calm, collected and professional throughout the process. At one point, the baby's head retracted and Dispatcher Levy had to change the protocol in which he was instructing the caller, and that resulted in a successful delivery. The baby could be heard crying in the background. Throughout this portion of the call, Dispatcher Levy continued to give instructions and verified breathing and airway until the paramedics arrived.

As a result of this dispatcher's calm and professional demeanor under duress, a healthy baby boy was delivered safely into this world. The call was handled flawlessly and according to protocol.

For his tremendous efforts, Ulysses Levy was named the December 2011 Dispatcher of the Month. Congratulations, and thank you so much for your dedicated service!

These were just some of the hundreds of life saving efforts our dispatchers are confronted with each week. I would put our great dispatcher's up against any similar agency in the United States. There are none better!

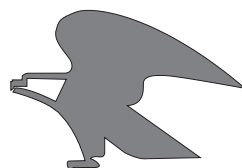
Please remember to thank our dispatchers for all they do on a daily basis to keep us safe and going home in one piece after our tours of duty.

God Bless you all for all you do for us and the citizens of San Francisco.





## POA MAIL



### Dear Chief Suhr —

I would like to recognize the outstanding performance of the below listed officers who located Jordan Michael and Danielle Jolene who were wanted in connection with numerous armed bank robberies in Northern California. In coordination with our office and the Vacaville Police Department, the fugitives were taken into custody on August 7, 2011 without incident. The professionalism, dedication to duty, and teamwork exhibited by the officers of the San Francisco Police Department was exemplary. They are:

Sgt. Kevin Dempsey  
Officer Roshawn McKeever  
Officer Derrick Lew  
Officer Erick Solares  
Officer Carlos Mustafich  
Officer Esther Gonzalez  
Officer Nancie Guillory  
Officer Hector Morales  
Officer Alex Cortes

*Sincerely,*

**Stephanie Douglas,**  
*Special Agent in Charge  
Federal Bureau of Investigation*

### Dear Chief Suhr —

On behalf of the Bay Area Rapid Transit District and the BART Police Department, I would like to thank you and the members of the San Francisco Police Department for providing support to the BART District during the Monday evening demonstrations this past summer. As you are aware, in the wake of the July 3, 2011 officer involved shooting (OIS), a group of demonstrators had been intent on disrupting scheduled BART evening commute service on Mondays by behaving in an illegal and unsafe manner.

Although the demonstrators were able to impact service at certain BART stations; overall the disruption was minimal because of SFPD's assistance. In addition, throughout the demonstrations safeguarding our constitutional freedoms, the safety and security of our customers, employees, the demonstrators and the citizens of San Francisco have been our primary focus: This also could not have been achieved without your support.

I would like to especially acknowledge Deputy Chief James Dudley, Commander Lea Militello, and Commander Richard Corriea. Their leadership and professionalism throughout the demonstrations were a commitment to

the citizens of San Francisco was unmatched and they are great ambassadors for your agency.

Again, thank you for the assistance and I am looking forward to building upon our continued good working relationship. In or any member of my staff can be of any assistance to you or your agency, please call upon us.

*Best Regards,*

**Kenton W. Rainey, Chief of Police**  
*BART Police Department*

### Dear Chief Greg Suhr —

On behalf of Special Olympics Northern California and the Law Enforcement Torch Run® I want to personally thank you for your agency's support and faithful dedication. Your officers recently did a Tip-A-Cop® at Bubba Gump Shrimp Company. It was a tremendous success, raising \$2,276.00. Thank you for being "Guardians of the Flame"® and respecting the honor that comes with it.

I truly appreciate the commitment the San Francisco Police Department has made in fundraising efforts for Special Olympics Athletes. This relationship is instrumental to our success and it could not have taken place without dedicated officers and personnel like yours. You should take great pride in knowing your contribution is making a difference in the lives of our athletes, and their families. The POA donated \$2,500.00 to sponsor the LETR Fund Raising T-shirt for 2012.

The Torch Run® symbolizes hope for athletes and characterizes the mission of the law enforcement profession. The Torch Run strengthens the camaraderie of officers within an agency and between different agencies. Law Enforcement Torch Run® benefits Special Olympics and its athletes, but also the officers who participate, the departments that they represent and the communities they serve. Without your support this opportunity would not exist. We look forward to San Francisco Police Department running with the Torch in June; you have earned the honor by fundraising and spreading community awareness for Special Olympics Northern California.

Officers and Personnel who contributed their time and support at the Tip A Cop® are:

Officer Raymond Padmore  
Lt. Teresa Gracie

### Attention: Recent Retirees —

Recent retirees: if you haven't already joined the San Francisco Veteran Police Officers Association (VPOA), you are really missing out on a lot! On the second Tuesday of each month, the VPOA hosts a meeting/luncheon at the Pacific Rod and Gun Club. The gourmet lunch is free for all members, guests and perspective members. Usual attendance is between 60 and 80 members.

Why should you join? There are many good reasons to become part of this group, so see if one fits you. As a recent retiree, are you finding it strange or hard to adjust to being retired? If so, come and talk with those of us who have successfully made the transition to retired life. Looking for a golf or tennis partner? The room is full of active retirees who would love a challenge. If you just want a fun social afternoon, come and re-connect with people you worked and laughed with for years. Love to travel now that you have time? Come and trade, loan or borrow time shares or vacation homes. Looking for a job to keep you busy? Job opportunities are announced at the meetings when available. Guest speakers attend and speak to us on a variety of subjects from annuities to estate planning. Everyone gets a name tag so you're never talking to a stranger.

Before lunch there is a brief meeting which consists of information about sick or deceased members, approving of the minutes of the prior meeting, treasurer's report and info about recent laws and legislations which affect San Francisco retirees. The dues are only \$35 a year and well worth it.

Any retired San Francisco police officer wishing to join the VPOA should contact Secretary Larry P. Barsetti at (415) 566-5985 or by email at [larry175@ix.netcom.com](mailto:larry175@ix.netcom.com).

It's a fun and informative afternoon, so plan to attend a meeting soon. See you on the second Tuesday of each month at the Pacific Rod and Gun Club!

**Mary Rose Stasko**  
*SFPD Retired*

Captain Sharon Ferrigno  
Officer Todd Burks  
Officer Darla McBride  
Officer Dino Zografos  
Officer Christina Johnson  
Commander Lea Militello  
Sergeant Maricela Sainez  
Sergeant Eric Washington  
Officer Maria Oropeza  
Officer Angela Rodriguez  
Office Manager Chris Fountain

Please give a special thank you, to Officer Raymond Padmore for all his hard work, support and commitment putting together the Tip A Cop® event for San Francisco Police Department and Special Olympics

*Thank you,*

**Dorreen Roth, Director,**  
*Law Enforcement Torch Run*

### Dear POA —

I wanted to thank the POA specifically Marty Halloran and Gary Delagnes for their generous contribution. On Feb. 2nd my father, Fred Fegan '65 was inducted into the Sacred Heart Athletic Hall of Fame. The great event was put on by a first class school and well done. Being

inducted into the SHCP HOF meant a lot to my father and anyone who knows him understands he deserved it. Being part of the school's rich history at the induction ceremony was an incredible feeling for my whole family. He has touched many young men's lives through coaching baseball including some who have now become SFPD. Thanks SFPOA.

**Jake Fegan**

### Dear SFPD —

Since leaving Galls in January, I have been searching for the right words to express what you have meant to me. I now realize...there are no words that truly express my emotions. But here a few that come close...

While this retirement has its good points, the one bad point is not having you in my life just about every day. You are my family and as in all families, I felt your triumphs and your tragedies. I don't want you to forget me. I know I will never forget any of you.

Thank you for giving me the opportunity to say to anyone who would listen "I have the best job in the world."

I love you all and will keep you in my prayers forever.

*Always,*  
**Judy Saunders**  
*P.S. See you at Joe's!*

### Dear SFPOA —

I'd like to thank Kevin Martin & the POA for hosting the book signing for my book, "The Rampage of Ryan OHara," on March 22. I saw many old friends that I haven't seen for years and it was very enjoyable for me.

I'd also like to thank all those who showed up and showed an interest in what I had to say. It was an honor for me to be among old friends.

*Sincerely,*  
**Jim Pera**

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POA MAIL

Dear SFPOA —

I have been a member of this association since 1948 and have finally reached my limit with your latest disregard of retired members. Your bylaws and rules of order instruct you to consider retired members with the same attention you do the active members and with your disregard for our rights under Prop C and actually supporting that proposition when you understood what it would do to not only present retired members but to all future (including you) retirees.

I was a member of this association when we had to take up donations to pay the local newspapers to back our pay raises which were on the ballot and we knew this was morally dishonest on their part but at least they were the enemy and not part of our own group.

To end this please drop my name from our association as I can no longer be a part of this phony organization.

William A. Mills  
Windsor, Ca. 95492

Dear SFPOA —

On behalf of Crime Victims United Charitable Foundation I would like to thank you again for your participation in last year's 2011 Classic Cup Golf Tournament benefiting victims of crime,

Thank you again and we hope to see you at this year's tournament on September 21, 2012!!

Sincerely,  
Harriet Salarno, Chair  
Crime Victims United

Dear POA —

The San Francisco Child Abuse Prevention Center received your generous gift in support of Supervisor Elsbernd's Fifth Annual Crab Fest. We are truly grateful. Your support has become even more meaningful in these challenging economic times as more and more families are unable to afford the absolute essentials for their children,

For nearly four decades, we have opened our doors, our phone lines, and our hearts to those in need. Last year, the Prevention Center provided 650 children and 1,500 families with critical services, including our 24/7 telephone support line for parents, Children's Playroom and Respite Care, counseling and group support, and case management.

In addition, we educated over 6,700 children to help them avoid abuse, trained over 6,000 mandated reporters to recognize and report suspected abuse, and coordinated a

citywide initiative to mitigate the effects of violence on young children.

Your support helps ensure the success of our programs and renews the lives of some of San Francisco's most vulnerable families. Thank you again for your continued generosity,

Very truly yours,  
Katie Albright  
Executive Director  
San Francisco  
Child Abuse Prevention Center

Dear SFPOA —

On behalf of all of us here at Kid Stock, and all of the children that we serve, we would like to give you a heartfelt thank you! We try very hard each year to provide our programs to as many wonderful children as we can. Your donation of a Three Star Sponsorship will help us to do that. We have built this program from the ground up and it would not have been at all possible without the support of community members like you. So, thank you again and we look forward to many more years. Thank you for participating in this year's Starlight Celebration.

Sincerely,  
Jane Anne Sullivan  
Founder and Co-Director  
Kid Stock, Inc.

Dear SFPOA —

Thank you so much for your vital support of Hanna Boys Center during 2011.

Because of your financial commitment and caring, you are helping young men on the brink of adulthood to create successful lives for themselves.

We are so honored to have you as part of our Hanna Family. By working together, we will be able to continue our vital mission of changing troubled, motivated youth into productive members of our society,

Sincerely,  
Rev. John S. Crews, Ed.D.  
Executive Director  
Hanna Boys Center

Dear SFPOA —

Thank you so much for the Police Officers' Association's generous contribution to the Joanne Pang Foundation. We are grateful for your support of our mission to save lives through the public collection of umbilical cord blood.

Thank you again for playing such an important role in our success,

Sincerely,  
Lisa Napoli  
Vice President, Grants  
The Joanne Pang Foundation

# SAFE Honors Community, Police at Annual Gala

San Francisco SAFE is gearing up in excitement for their Annual Gala, *One City, Many SAFE Neighborhoods* on Thursday, May 31, 2012 at Fort Mason Conference Center. Together we are dedicated to making San Francisco's neighborhoods safer places to live, work and play. At the event, SAFE will be celebrating more than 35 years of crime prevention education and public safety services, and will recognize community leaders and members of



the SFPD for their efforts in building partnerships that create safer communities.

SAFE is the leader in organizing Neighborhood Watch groups and our upcoming Gala will also serve

as an opportunity to launch our Personal Safety Campaign. Many of our efforts to organize safer neighborhoods only become successful because of the community members and police officers who strive to make positive changes and who are eager to empower and motivate others to do the same. This year, SAFE will honor: George Jurand, Vicki Pate, Captain Ann Mannix, the Potrero SAFE Action Group, Mark Connors, Ken Craig, Officer John Cathey, Officer David Sands and Captain Paul Chignell.

They, as many others, are leaders in

empowering others to join our collective efforts to build creative partnerships and cohesive communities. As SAFE advocates, we all continue to promote our mission of crime prevention and public safety education. **Join us, along with Chief Greg Suhr and community members for cocktails, dinner, silent auction, raffle and great conversation.**

Thursday, May 31st 2012  
6:00 – 9:00pm

Fort Mason Conference Center  
\$100 per person

RSVP to [SAFEgala2011@sfsafe.org](mailto:SAFEgala2011@sfsafe.org)

SAFE's annual fundraiser is your chance to also show your ongoing support for SAFE, and for the many people that go above and beyond to enhance the quality of life in their neighborhoods. We encourage you to join us and network with others that share your goals of a safer city.

SAFE appreciates your ongoing support! Thank you to our Sponsors: Michael & Hazel Kawaja, Carl Kawaja & Wendy Holcombe, The John Stewart Company, MJM Management Group, Corporate Security Services, Inc., Pi Beta Phi SF Alumnae Club, John's Grill, the Buena Vista Neighborhood Association, Sara Tobin and Marilyn Mindel.

We hope to see you at *One City, Many SAFE Neighborhoods*! You can also become a Sponsor, Donate to the Raffle and Silent Auction, or purchase Raffle Tickets. Visit our website at [www.sfsafe.org](http://www.sfsafe.org) or call (415) 553-1984. We hope to see you there!



Injured On Duty  
By A Negligent Motorist Or DUI Driver?  
"It's Not Just A Workers Comp Case!"  
Former Prosecutor **Todd P. Emanuel** Can Help!

Myth #1: My only remedy is filing a worker's compensation claim.

Myth #2: I can't bring a claim against the negligent driver.

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

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

**DO NOT** leave money on the table by limiting your remedy to workers compensation! I have helped police officers throughout the counties of San Francisco, San Mateo, and Santa Clara.

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

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



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LASIK and beyond:

# Vision correction in the 21st century

LASIK and other vision correction surgery have now been performed for decades. Millions of people had their eyesight corrected. Incredible innovations in science and technology have given many people an opportunity to see well without glasses or contacts. The past several years have brought further refinements to LASIK screening process. We can now perform extremely accurate assessment of each person's eyes to determine what procedure will give them the most perfect eyesight. During the past several years, we have also started using additional innovative treatment technologies. We can now safely and accurately correct vision of those who were previously ineligible for vision correction.

In addition, we now have extensive follow up data on hundreds of thousands of US Military personnel from all branches of the military who had their vision corrected with different procedures: LASIK, IntraLASIK, all-laser LASIK, PRK, and lens implants. The Department of Defense and NASA have approved vision correction surgery for those serving in nearly all the branches of the military, including the most elite units.

LASIK screening — the best of the best

Accurate screening with the most up-to-date technology is absolutely essential to the accurate assessment of each person's unique eye and vision features. Based on this assessment, correct procedure recommendation can be made. Matching the right procedure to the right patient is the most important first step toward achieving

result in inaccurate diagnosis. Inaccurate diagnosis may lead to incorrect procedure recommendation. For example, corneal mapping done with an outdated mapping technology may label normal corneal findings as abnormal. PRK may unnecessarily be recommended to patients who are perfect candidates for LASIK — a procedure with a much more rapid vision recovery.

**Refraction** — is the measurement of eye prescription. During the initial screening, this can be done either manually or automatically. Refraction determines if the eyes are nearsighted, farsighted, and/or have astigmatism. Depending on the amount of prescription either LASIK, PRK, or lens implant surgery is recommended.

**Corneal mapping** — is done to reveal how smooth and symmetric the cornea is. Based on the corneal appearance LASIK, PRK, or lens surgery is recommended. The mapping needs to be done with several technologies – the standard placedo disc topography and the more advanced Scheimflug image topography enhanced with the most up-to-date Belin/Ambrosio enhanced ectasia diagnostic software.

**Corneal thickness** — needs to be measured with several methods – Scheimflug image device and the Anterior Segment OCT. Patients with corneal thickness greater than 500 microns can typically have all-laser LASIK IntraLASIK with the 5th generation femtosecond iFS laser. Patients with corneal thickness below 500

**Corneal biomechanics** — is done to determine if the cornea is strong enough to undergo laser vision correction. This test is performed with an Ocular Response Analyzer and generates values called corneal resistance factor and corneal hysteresis. If these values are low, the cornea may be too weak for laser and the vision is best improved with lens implant.

**Corneal microscopy and geometry** — is done with an imaging device called Anterior Segment OCT. This is a mini-CT scan of the front of the eye and it shows in great magnification whether the front of the eye is healthy to undergo vision correction surgery.

Vision correction on the frontlines — what we learned from US Military

In today's army, air force, marines, and elite forces like navy seals, the biggest advantage in combat is to see the enemy before he sees you. Modern military surveillance technologies are capable of reading the license plate number on a vehicle 500 miles below. Night goggles can amplify the light of a star a thousand times and turn night into day. A pilot sitting in a control room in New Mexico can track down an enemy on the other side of the world and, if necessary, eliminate them. But these technologies are just extensions of a human eye and they are subjects to its limitations.

Dr. Charles Reiley, a consulting surgeon to the Airforce Surgeon General states that incredible resources have been allocated by the US Military to study the safety and accuracy of current vision correction methods in combat personnel. Studies performed on hundreds of thousands of patients indicate that many patients achieve better vision without glasses and contact lenses than they had with them. The studies also show that night-time vision is actually better after laser vision correction than it was with glasses and contact lenses. "The most important weapon in the cockpit is the human," says Dr. Reiley. "To be able to offer them an upgrade in their vision so that they can see farther and see the bad guy sooner is priceless."

According to the studies performed by US Military, night-time vision is better after laser vision

Commander Dr. Elizabeth Hofmeister, a Navy Flight Surgeon, says "In the military, we do not consider LASIK to be a cosmetic procedure. It is a warfighter gear issue. It may mean a difference between them living or dying on their job. It's that simple."

**Laser vision correction is considered a necessity for top gun aviators**



LASIK is approved for special elite military forces such as Navy Seals.

LASIK in the military is all-laser LASIK and it is performed with the latest generation femtosecond laser. Several femtosecond lasers used in all-laser LASIK are currently FDA approved. The best results are achieved with the 5th Generation iFS laser from Abbott Medical Optics. The most significant reason for the best results is the absolute smoothness of the area treated with laser. Perfect smoothness, combined with all the other necessary steps needed to carry out a flawless procedure, results in crystal clear vision.

Drs. Scott Barnes and David Tanzer have studied aviators under extreme conditions. They observe that patients' vision after surgery is often several lines better than 20/20.

All-laser LASIK results are the smoothest with the 5th generation iFS laser when compared with the older version of the laser, the 60kHz IntraLase FS laser and especially compared with the more primitive technology, the Ziemer FEMTO LDV laser.

Dr. Ella Faktorovich, the Director of Pacific Vision Institute, is doing all-laser LASIK with iFS laser. The entire procedure is visualized on the high-resolution video screen. Light adjustment is made based on whether procedure is performed on a light or a dark eye.

Lens implants are a clear solution for some

Patients whose corneas are too thin or uneven for LASIK or PRK are better candidates for lens implant surgery. Extensive follow up is available from the US Military on how well these patients do after surgery. Better than 20/20 vision was achieved in 81% of these patients. 100% of the soldiers reported that they functioned and performed better after surgery than before both day and night.

Patients who are 45 years old and older may also benefit from lens implant surgery. Some lens implants can flex just like our own lenses do when we are young. With age, our lenses lose the ability to flex and we need reading glasses. Lens implant surgery with the new flexible lenses can restore our ability to read without glasses.

Pacific Vision Institute  
(415) 922-9500  
www.pacificvision.org

Join us for a free vision correction screening on Wednesday, April 25th at the SFPOA building, 10 am to 7pm.

Find out if you are a candidate for lasik or other advanced vision correction procedures.

Discount to SFPOA members and their family




perfect eyesight. Every person who pursues vision correction treatment needs to find out what technology is being used in his or her screening process. This includes not only the name and maker of the hardware portion of the equipment, but also the software version. Testing and assessment done with out-of-date equipment and/or older versions of the software may

microns may have either PRK or lens implant surgery.

During LASIK screening at Pacific Vision Institute, the doctors use Anterior Segment OCT to measure patient's corneal thickness and to see microscopic details of the front of the eye. This information is used to determine whether LASIK, PRK, or Lens Implant surgery is best for the patient.

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Long-Term Investing

The Class of 1946-1964: Baby Boomers Re-Evaluate Their Retirement Portfolios and Lifestyle Options Post the Great Recession of 2007

That man is the richest whose pleasures are the cheapest. — Thoreau

Dost thou love life? Then do not squander time, for that is the stuff life is made of.  
— Benjamin Franklin, Poor Richard Almanac

With the Dow Jones industrial average at 13,000 are Baby Boomer investors seeking to re-enter the stock market in an attempt to recapture monetary gains that they may have lost during the Great Recession of 2007?

**Answer: Yes. Baby Boomer investors are re-entering the stock market with targeted and/or specific investment strategies in an effort to cautiously grow their retirement portfolios.**

Financial Recovery  
Post the Great Recession

On 1/01/11, the first group of the 79 million American baby boomers turned 65 years old at a rate of over 10,000 persons per day. This process will continue for the next 19 years or 2030.

On 2/27/12, Mr. David Bernard, a business writer for U.S. News and World Reports noted that baby boomers have expressed anger as a result of suffering financial losses from the recent recession. And, these stock market losses have taken a bite out of most retirement nest eggs.

According to Sun America Financial Group, during the most recent recession, 43 percent of retirees expressed anger at the impact on their retirement plans, and 39 percent remain worried about their financial situation. Mr. Bernard noted that baby boomers may also experience frustration because they cannot easily make up for lost time and savings. The business writer said that many people will be forced to continue working and delay retirement beyond their original plans. And, many perpetually active baby boomers will need to face their diminishing physical and mental capabilities. Baby boomers may find it frustrating to finally have time to do what you want to do, but not have the energy or physical ability to do what you choose to do.

On 2/21/12, Mr. Calvin Wolf a contributor to the Yahoo Network stated that according to the Associated Press, countless baby boomers are at a risk of losing their retirements. Mr. Wolf noted that when most of the baby boomers entered the workforce in the late 1960s and 1970s, they thought that their careers would progress along pathways similar to those of their parents: stable companies, lengthy tenures on each job, predictable economic growth, and healthy pensions to fund the retirement that began at age 65.

Instead, many baby boomers are finding those career pathways differing wildly, affected by a globalized economy that has increased economic



instability and led to a decrease in traditional retirement mainstays like pension funds, healthy investment portfolios, and the continued viability of Social Security.

According to USA Today, far too few workers are saving enough money for retirement with 56 percent reporting less than \$25,000 in savings in December 2011. Also, increased college tuition costs mean that older workers in their late 40s and 50s, after helping fund children's college education, have little left for their retirements. In that same USA Today survey, baby boomers incorrectly predicted that they could rely on Social Security, which only pays for about 40 percent of most retiree's needs. The average Social Security check is \$1,200 per month.

The Washington Post says that the average savings of someone approaching retirement is \$78,000, leaving the retiree with an average life expectancy barely \$3,100 per year to live on, thereby forcing them to rely on Social Security and Medicare. And a Metlife study found that nearly 40 percent of workers plan to rely mostly (or completely) on Social Security for retirement, while an additional 30 percent expect it to pay a major role.

Re-Evaluating Your Current  
Investment Portfolio

On 2/28/12, Mr. Daniel Wagner, a business writer for the Associated Press noted that the Dow Jones industrial average had closed above 13,000 for the first time since May 2008, six months before the financial crisis.

Mr. Wagner said the Dow Jones industrial average closed up 23 points Tuesday to finish at 13,005. In 2012, it is up more than 6 percent this year, mostly because of enthusiasm about the building U.S. economic recovery. The Dow first broke 13,000 on April 25, 2007. The last time it ended the day above 13,000 was May 19, 2008. The Great Recession was six months old. The close puts the Dow less than 1,200 points away from an all-time high.

On 2/21/12, Ms. Christina Rexrode, a business writer for the Associated Press noted the U.S. stock market has climbed steadily this year, primarily because of optimism about the economy. High gasoline prices are emerging as a chief concern for the economic recovery for the rest of the year. Overall, though, investors seemed comfortable

moving money into the higher-risk stock market and out of the safer investments like government bonds. The yield on the government's benchmark 10-year Treasury note rose to 2.05 percent from 2.01 percent Friday, a sign that fewer investors wanted the bonds.

On 2/07/12, Mr. Joe Mont a staff writer of TheStreet.com noted Americans' perceptions and desires surrounding retirement planning are evolving rapidly. Many Americans have readjusted their expectations for where retirement income will come from. Americans are planning to live longer, work longer and have more modest expectations about their quality of life.

A 2010 Gallup survey of non-retired Americans showed more people expect to rely heavily on Social Security and fewer expect 401(k)s or IRAs, home equity and pension plans to be major funding sources. Overall, non-retirees still most commonly say IRAs and 401(k)s will be a major source of retirement income (45%), followed by Social Security (34%), work-sponsored pension plans (23%), saving accounts or CDs (22%), home equity (20%) and individual stock investments (20%).

Mr. John Diehl, senior vice president of The Hartford's wealth management division, says people are redefining the concept of retirement. Mr. Diehl stated of pre-retirees, "I think they are getting more realistic." Americans realize that "they are going to have to work longer and they may work part-time once they retire, which means we are redefining what retirement is. Full-time leisure is now actually part-time." John Diehl further added, "unless you are wealthy, you cannot save your way to a secure retirement."

Instead of splitting the universe into workers and retirees, new models will need to address sub-brackets of the aging process. Middle age (between the ages 40-65) will still be the accumulation phase of wealth, but financial planners need to also think about those 65-74, now classified as "Young/Old", a group whose saving and spending habits will increasingly have more in common with their younger cohorts. And, different financial strategies will also need to be tailored for ages 75-84, deemed "Old/Old," and 85 and up, "Oldest/Old."

Mr. Chuck Cornelio, president of retirement plan services for Lincoln Financial noted that market volatility, low interest rates and increased dependency on defined-contribution plans all nudge consumers to seek out financial protection and growth potential. Guaranteed income and downside market protection are among the reasons annuity products, especially those with longevity riders, are becoming more attractive for consumers after decades of well-reasoned reluctance.

Living a Long and Happy Life

On 2/16/12, Ms. Kimberly Palmer, a business writer for U.S. News and

World Reports noted that Dr. George Vaillant, professor of psychiatry at Harvard Medical School, has overseen the longest-running longitudinal study of health and happiness. Professor Vaillant's study has tracked the lives of more than 500 Harvard students and men from inner-city Boston since the 1930s, and has drawn some intriguing conclusions, including that stable relationships are one key to a long and happy life. Professor Vaillant says what makes him happiest now, at age 77, are his grandchildren.

Dr. Vaillant spoke to Ms. Palmer and stated that he urges people to take money out of their retirement accounts to go on vacation, because learning how to relax and spend time with loved ones is essential to one's happiness later in life. Professor Vaillant stated, "Just remember, if you get nothing else out of talking to me, to put some of your IRA money into vacations."

Dr. George Vaillant noted that there were three things that correlated with a fun retirement: 1) Whether your marriage was good, 2) Whether you took fun vacations before you retired, and 3) Whether you have always like doing things for other people. So it's being more interested in others than yourself that leads to a happy retirement, and having somebody that you enjoy being with.

**Does education and income determine whether a person will be happy in retirement?** Professor Vaillant noted that if you look at the inner-city men who went to college, their health was just as good as the Harvard men who did not go to graduate school. The inner-city men went to terrible colleges by Harvard standards, but they did get 16 years of education, and that absolutely evened the playing field.

Dr. George Vaillant stated, "If you look at smoking and drinking habits, you find that people who go to college drink less and smoke less and are less obese." The psychiatrist noted that these behaviors are a function of education rather than social class. Professor Vaillant concluded the important thing about education is that in order to get an education, especially if you are poor, you have to think you have a future.

Baby boomers are re-evaluating their retirement portfolios and lifestyle options since the Great Recession of 2007. The goal for a comfortable and happy retirement is to achieve a balance between managing your investments and income during retirement, and enjoying the activities and people that you surround yourself in order to live a long and happy life.

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Book Reviews

# Killing the Messenger: A Story of Radical Faith, Racism’s Backlash, and the Assassination of a Journalist

By Thomas Peele  
Reviewed by Dennis Bianchi

In 1997 Lou Cannon, a journalist, non-fiction author, and biographer (he has authored five different works about President Reagan), wrote a book regarding the Rodney King riots in Los Angeles. The title was *Official Negligence*, and Mr. Cannon made a very strong argument that the true cause of that horrible break down of civil and peaceful life was exactly that: negligence on the part of numerous city officials. It is a book that should be read by all big city officials as a primer on how to avoid crucial mistakes. *Killing the Messenger* is a similar book. Perhaps not as polished but just as clear in its denunciations of specifically named individuals, it is a fascinating and educational piece of work.

The author, Thomas Peele, is an award-winning journalist who also lectures at The University of California, Berkeley. He knows his craft well and has a style that reads like an action-packed piece of fiction. Unfortunately, none of the story is fiction; only brutal facts.

Mr. Peele could have written solely about the murder of Chauncey Bailey and had plenty of readers engrossed. Instead, he has given us all a very handy and concise history of how the Black Muslim movement in America grew. In the early part of the 20th Century many African-Americans moved from the South to big Northern cities, especially Chicago and Detroit.

Among those who re-located was an enormously convincing con man named W.D Fard who greatly influenced Elijah Muhammad, nee, Poole. Fard claimed to be God and Muhammad announced he was his messenger. They had what can only be described as a fantastic scenario of how the world would end. Muhammad was also an energetic racist, which was at the core of his teachings. “White devils” were the cause of all evil in his preaching. The idea was sold as Islamic, but the author states there is nothing that is shared between the many varieties of true Islam and the so-called Black Muslim movement. As the movement made its way to Oakland Yusuf Bey, a younger Black Muslim leader turned it into an even more clearly violent cult.

Yusuf Bey was a rapist, a bully and apparently very charismatic. Hiding behind an enterprise that was called “Your Black Muslim Bakery,” the organization advertised themselves as a source for self-reliance and clean living. At the same time, Bey was bilking government agencies and ruling his kingdom with violence and fear. He raped whoever he wanted and had as many as 40 children. And yet, he was somehow given a wide berth by the Oakland Police and given what he wanted from a foolish group of Oakland politicians. It was his death due to cancer, and the murder of Anton, the son who had taken his place, that lead to Yusuf Aly Bey IV becoming at age twenty, the leader of what Judge Thomas M. Reardon would refer to

as “The Gang Who Couldn’t Shoot Straight.”

Mr. Peele tries as hard as any writer could to be balanced while dealing with any and all characters involved in this violent episode, and he succeeds in all respects. The victim, Chauncey Bailey, is described as a less than stellar investigative reporter, one who many times failed to document his statements, but was energetic and determined. He, too, had experience in Detroit, where Mr. Peele believes Mr. Bailey “ had done his best work as a journalist for more than a decade.” Mr. Bailey wanted to change racist thinking, but with words and courage, not violence. The Bey family was an easy target for Mr. Bailey. What he didn’t realize was how serious of a target he was becoming for them. He had a story put together that would likely have embarrassed the government of Oakland and put pressure on police agencies to pursue the Bey gang. Bey IV called for Mr. Bailey’s death. Following his murder there were two very different eulogies given for Mr. Bailey, one in Oakland by then-Mayor Ron Dellums and another, much more clearly important and cogent in Detroit by Bailey’s former editor, Luther Keith, who remarked, “His death is an attack on what America stands for.” He was taking note of the attack on the First Amendment with the murder of a reporter performing his duty. Bailey was the first reporter killed in the United States in pursuit of a domestic story since 1976. In Oakland Ron Dellums eulogized rather childishly, conjuring up the names of Batman and Captain Marvel. This adolescent appeal was coming from a person who was once known for his oratorical brilliance in Congress. But, as he often did as Mayor of Oakland, Dellums failed to act or understand the enormity of this murder.

Mayor Dellums’ involvement with “Your Black Muslim Bakery” was peripheral and likely the result of his inattention to details. United States Representative Barbara Lee comes in for a bit of humiliation, as does the Alameda District Attorney Thomas Jefferson Orloff. So, to, did the Chief of the Oakland Police Department, Wayne Tucker, who had delayed for 48 hours a planned raid on the Bakery. The tactical team assigned to the raid insisted they were ready, but Chief Tucker insisted on waiting. Mr. Bailey was killed during that wait. And the homicide detective assigned to Mr. Bailey’s case, Derwin Longmire, garnered an enormous amount of attention he certainly wished he could have avoided. Detective Longmire had courted a close relationship with the Bakery and the Beys. Many colleagues of Detective Longmire felt he had crossed over to the dark side, so to speak. He was a body-builder in the mid-1990s and believed Bey’s “health food” might give him an advantage, or so goes the tale. Mr. Peele, as he does throughout the book, attempts to balance the story. He points out that criticisms of Detective Longmire should reflect that, “detectives never knew when they would need street

intelligence to break cases and if Longmire left Bey with the impression... that he had some credibility — he might be able to call on him in a time of need.” But Longmire’s interrogation of Devaughndre (‘Dre) Broussard, the man who shot Bailey three times at close range with a shotgun, was bizarre and troublesome and, to some extent, weakened the entire investigation. The Oakland Police Department is criticized frequently, but Mr. Peele has documented his observations.

The book, at approximately 470 pages, is filled with an examination of seemingly every facet of how a gang of thugs, hiding behind the idea of self-help and health food, was able to last for as long as it did. The author brings into the story the connection of this group to the Zebra Murders in San Francisco in the 1970s, and, unlike some other authors, includes in his text the mention of so-called Death Angels who were not arrested and are possibly wandering about today. There are several references to crimes committed in San Francisco, including the evening that the son of well-known politician Tony Hall was violently assaulted and robbed by the same young man, ‘Dre Broussard who later murdered Mr. Bailey. There is a description of a tremendously violent assault at a San Francisco strip club, instigated by Yusuf Aly Bey, IV. There is also some seriously damning remarks about San Francisco lawyer LeRue Grim, who eventually became Broussard’s lawyer. A short sampling is, “To call attorney LeRue James Grim a bottom-feeder would imply that he inhabited the bottom of the legal system. It would also insult all the solo practitioners who troll courthouse hallways for teary-eyed grandmothers... LeRue Grim, once described by a judge as possessing ‘absolute blindness to conflicts of interest and professional ethics,’ inhabited a place far beneath the world of even the most unscrupulous criminal lawyers.” I’m happy and proud to write that my wife Laura arrested Mr. Grim for drunk driving several years ago.

Bey IV is referred to throughout the book by the name Fourth, which became slightly confusing at times. Because there were so many different Beys mentioned, it demands that the reader refer back in the book occasionally to be sure one understands who is being discussed. But any effort expended is worth the readers’ energy and time. This book has value on many levels. It provides the reader with a history and insight into the fraudulent schemes of Black Muslim groups, it shows how negligence at high levels of government can bring about near anarchy and, how power corrupts people at every economic and social level. The *San Francisco Chronicle*, in a Feb. 26, 2012, review, called this book an “urgent” read. Mr. Peele has done such a fine job of writing and organizing the story that it reminded me of “Under the Banner of Heaven” by John Krakauer, another story of the acidic mixture of faux religion, sex and violence, all hiding behind a flag of benevolence.

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Book Reviews

A Silence of Mockingbirds: The Memoir of a Murder

By Karen Spears Zacharias  
Reviewed by Dennis Bianchi

As April is National Child Abuse Prevention month, this book is extremely timely. It is also a very personal and emotional declaration of the need for all Americans, everywhere, to learn more about what should be done for children who exhibit suspicious physical injuries.

According to the United States Department of Health and Human Services more than five children a day are killed in this country as a result of child abuse. Eighty percent of the children killed are ages 4 and under and what might be the most surprising is that mothers commit the bulk of child abuse. Forty percent of all child abuse is committed by mothers acting alone. That is startling.

The author is an award-winning journalist who teaches journalism at Central Washington University in Ellensburg, Washington. She was also a mother-figure for Sarah Brill, an adopted troubled young girl who eventually became the dangerously incompetent mother of Karly Sheehan. The murder of young Karly has led to what is known in the state of Oregon as “Karly’s Law.” It mandates that children who exhibit suspicious physical injuries leading to a child abuse investigation must have photos of those injuries reviewed by a designated medical professional within the first 48 hours of that report.

This book is not just the story of a horrible crime committed by someone who seems likely mentally unbalanced if not outright evil, but also of how the crime could have been avoided and a child saved from a brutal tortuous death.

Rather than go into the details of the book I would like to give you a short outline and hope that you find a way to read it and think about how we, as a community, can prevent or at least reduce the incidents of child abuse.

Sarah Brill, an adopted child, had problems throughout her childhood and teen years. As a result of her behavior her adoptive parents sent her to a Christian boarding school in San Diego, California. She eventually lived with the author of this book, Ms. Zacharias, who had some success in bonding with her, but nothing altered her refusal to accept responsibility for her actions. Sarah was pregnant at twenty-years of age and gave up that child, Anne, to adoption. She later married David Sheehan, an Irish immigrant of strong character and a loving heart. When Karly came into their life many thought Sarah would change. In one sense she did. She became more irresponsible and out of control. David and Sarah divorced and the court decreed there should be a shared joint custody. Sarah met another man, Shawn Wesley Field, in a bar and became sexually involved with him. Shawn was convicted of Karly’s murder and is currently serving a sentence of life in prison with the possibility of parole, but he must serve 46 years before he becomes eligible. It seems too lenient to anyone who has read this story. There should be no parole — ever. But there is also a question of who else is guilty. Many people continue to believe that Karly’s mother, Sarah, may have had

a considerable hand in her death. It is surprising that she was never charged with any crime.

But the author has a list of folks who must share some guilt. Early in the book she writes, “I know that

keeps them from peaceful sleep and they acknowledge or believe that they should have done more. The author frequently expresses that she should have stepped in more often and forcefully, and her very heart-felt emotion

feel some guilt that they hadn’t reacted more quickly or with more attention to detail. At the sentencing of Shawn Field, Judge Janet Holcomb stated from the bench, “As a community we have to do some deep soul-searching about how, or if, we might have responded sooner. Might there have been an intervention that could have saved this child’s life?...If we are really willing to look at ourselves, this soul-searching might be the very little bit of good that we can create from this otherwise senseless loss.”

I strongly recommend this book to everyone in the San Francisco Criminal Justice system. It’s not a long book, approximately 300 pages. Although the author frequently lets her subjective feelings interfere with her reporting, the impact of the story is delivered. We have a huge obligation to our smallest, weakest victims who rely on us to protect them.

*This book is not just the story of a horrible crime committed by someone who seems likely mentally unbalanced if not outright evil, but also of how the crime could have been avoided and a child saved from a brutal tortuous death.*

criminal activity isn’t just law enforcement’s headache and taxpayers’ burden; it is somebody’s nightmare.” Before the book ends many people involved indicate that Karly’s death is frequently clearly written as she tells this horrid tale. Social workers, prosecuting attorneys, police investigators, practically anyone attached to Sarah and Karly in any way, seem to

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# Philadelphia Police Won't Arrest Retiree Who Wore Uniform At Occupy Protest

*From The Philadelphia Inquirer*

Ray Lewis, the retired Philadelphia police captain who became a hero to the Occupy Wall Street movement, will not face legal consequences for wearing his old uniform at protests, a Police Department spokesman said Monday.

"He will not be arrested," said Lt. Raymond Evers, spokesman for Police Commissioner Charles H. Ramsey.

"He's exercising his First Amendment rights, and we're fine with that," Evers said.

That position is in stark contrast to a letter Ramsey signed in November demanding that Lewis "immediately cease and desist" from wearing his old uniform in public.

The police union, however, has not changed its tune.

"If I was the city, I'd arrest him every time for impersonating a police officer," said John McNesby, president of the Fraternal Order of Police Lodge 5.

Images of a uniform-wearing Lewis being arrested at Occupy Wall Street last year went viral on the Internet.

When Time magazine named "the Protester" as the 2011 Person of the

Year, an entire page was devoted to a portrait photograph of Lewis.

Lewis, a 24-year police veteran who retired eight years ago, said that he had been notified by FOP that the uniform controversy would come up at an April 2 meeting.

The FOP had sent him a letter in November saying the matter had been referred to the union's grievance committee.

"They're threatening me, hoping they'll take away a white police captain's face from the Occupy movement," said Lewis, who was in uniform Monday across the street from City Hall to protest efforts to stop him.

McNesby said that he did not expect any action at next month's meeting, but that ultimately the grievance committee could recommend actions ranging from a reprimand to removal from the union.

If Lewis is expelled, he would lose benefits including his life insurance and access to legal assistance, McNesby said.

Lewis, 60, called the FOP action a "farce" and said he would continue to protest corporate abuses.

# Officer Fired For Tweets

*From The South Florida Times.*

FORT LAUDERDALE, FL – A police officer who used the Twitter social media network while on duty to make offensive comments about citizens and to criticize his supervisors has been fired.

"Police officers are not substitute parents. If you were not ready for the responsibility of being a parent u should've used protection," Fort Lauderdale Police Officer Luis Pagan tweeted on Oct. 5, 2011. "So deal with your own [expletive deleted] kids and stop calling the police because you're a [expletive deleted] up parent."

Among his other Twitter activity was:

"They should tie all women's tubes after they sign up for food stamps," is a tweet he received and responded to.

Pagan was relieved of duty with pay on Jan. 31, while an investigation into his tweets was being conducted. He was notified today, March 24, that his status has been changed to suspension without pay for 20 days after which time his firing will take effect.

"You are being dismissed because of deficiencies in performance and/or conduct. On October 6, 2011, you posted a comment on the social media network Twitter that read, 'I wonder how a supervisor feels when no one in his specialty unit respects his because he got there by ending good ppl's careers and because he is a racist [expletive deleted],' wrote police chief Franklin C. Adderley in an internal memorandum dated March 23.

Pagan had been with the department since 2005 and earned \$77,771.20 annually. He worked in the patrol division and had a good employment history. His termination is effective April 20.

In a statement he provided to investigators Pagan stated he was referring to the Hollywood Police Department or Puerto Rico. But according to the police chief's memo, the investigation concluded it was directed at Sgt. Tim McCarthy, a supervisor who had just ordered Pagan to leave the scene of a planned drug operation.

"During this investigation, postings to your Twitter homepage showed a pattern of derogatory opinions about members of the public who contacted the police for help. Your opinions were sent out to everyone that followed your account and were accessible to anyone with internet access. Your disparaging comments about members of the public were counterproductive to the mission of the Fort Lauderdale Police Department," the memo goes on to the state.

Pagan could not be reached for comment, but his union, the Fraternal Order of Police, is vowing to fight the termination.

"It just happened so I haven't had a chance to review the case, but I am confident we will prevail in arbitration if it can't be resolved," union president Jack Lokiesky said.

Pagan had been under investigation over his tweets with porn stars and accounts of his encounters while on duty, as first reported by the South Florida Times in its Nov. 24 edition.

Pagan deleted his tweets and closed his Twitter account following the publication of that story, but not before the newspaper documented his activities.

At the time, Pagan had tweeted 3,576 times, had 84 followers on Twitter and was following 184 people.

Pagan came under scrutiny after tweeting on Oct 12: "Just caught a couple having sex in their car in a church parking lot. The car was shaking so much I thought it would flip."

An avid diver, Pagan's handle on Twitter was SoFlo\_Diver. His tweets included exchanges with porn stars and links to nude photos of them. The messages were sometimes raunchy and laced with profanity.

Pagan was also critical of his employers, supervisors and people he encountered while on duty.

"Came to work just got hit with some (expletive deleted). U know what, I say (expletive deleted) the city," he posted on Oct. 28. "Instead of trying to make a name for yourself trying to hurt good officers u should be worrying about what to do to lower Crime."

The Fort Lauderdale police department implemented a social media policy for employees last July. While the policy does not prohibit the use of social media sites such as Twitter, MySpace and Facebook, it restricts what employees may communicate on those sites, even while not at work.

According to the policy, employees are not supposed to "utilize any city issued equipment to access personal social media sites, blogs, websites, or public forums while on duty, or while working off-duty details unless required in the performance of their duties."

One section of the policy states: "The Department recognizes the role that social media plays in the personal lives of some Department personnel; however, the personal use of social media can have bearing on Departmental personnel in their official capacity."

# New Programs Can Help Distressed Homeowners Keep Their Homes

*By Keith Rockmael*

A real estate and tax attorney recently mentioned that she still considered the real estate industry to be "the wild, wild west" because of the constant flux, the illegal foreclosing actions, the constantly changing rules and regulations.

For police officers and other first responders who wish to be proactive about their unsustainable housing situations, a few new options may assist homeowners who wish to protect their home on the range.

The new Federal HARP (Home Affordable Refinance Program) program which debuted in 2009 recently came out with new guidelines that may assist police officers and others who wish to refinance their home or investment properties.

The new guidelines offer new benefits with the highlights being that banks can refinance up to 200% LTV (Loan To Value). In other words, if a homeowner's house sits way underwater they may be able to re-finance at a lower rate. The HARP program does not look at value of the home (no appraisal) or credit score.

As usual with these federal programs, many guidelines exist so not everyone will be eligible. Homeowners can not be late on their payments and the mortgage must be owned or guaranteed by Freddie Mac or Fannie Mae.

This program certainly does not represent a silver bullet to struggling homeowners. Even if a homeowner can refinance they may simply be slowing the bleeding of an already serious financial situation. For example, it may not make sense for a homeowner to keep a home that is \$100,000

upside-down even if they can obtain a lower interest rate. It's the same situation with loan modifications. Homeowners may simply be paying less over a longer period of time but in the long run they will not be building up equity but rather feeding the coffers of the bank. If the homeowner decides to sell in a few years then they may still be underwater and not have the tax benefit of the soon to expire Mortgage Debt Relief Act of 2007.

Another relatively unknown pilot program that police officers may take advantage of goes by the "Kill Your 2nd" name. A few savvy professionals have created another avenue for homeowners and real estate investors to keep their properties. In short, if a homeowner, commercial building owner, or apartment building owner has a large 2nd lien then these "kill your second" programs offer a way to eliminate the 2nd lien through various negotiation tactics. Homeowners can often kill their 2nd for as little as 10 percent of the loan. Although not a government program like HARP, this "kill your 2nd" often does have hardship guidelines.

People have used the Kill Your 2nd to make their housing situation more sustainable, and sometimes they use it in conjunction with a loan modification. Oftentimes, the with loan mods homeowners will only get the first loan modified leaving a large second loan. Killing their 2nd lien will often allow homeowners or investors to create a more sustainable situation for their home or investment situation.

Any police officers who would like additional info about these of any other programs may feel free to contact me at [keith@resourcerock.com](mailto:keith@resourcerock.com).

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# Trooper Applicants Must Share Websites

From WSLs.com

Anyone seeking to become a Virginia state trooper must make available the contents of his or her social media accounts — including private profiles — as part of the department’s extensive background-screening process.

Applicants are not required to provide usernames or passwords, but they must log in to their social networking sites and allow a state police background investigator to review the contents.

“They are required to provide a listing of any social media sites they are engaged in — Twitter, Facebook, Flickr — and then the background investigator will sit down with that person at that moment, and they will review it together,” state police spokeswoman Corinne Geller said.

Geller described the social media check, which began Jan. 1, as being “on the same plane as us talking to teachers, former employers, neighbors” and conducting criminal history and credit checks on prospective officers. Applicants must sign a waiver granting access, Geller said.

“It’s a very contentious arena as far as what people feel is their” personal information, Geller acknowledged. “But again, we’ve always had a very comprehensive background investigation.”

Kent Willis, executive director of the ACLU of Virginia, described the practice as “deplorable” and equated it with “asking to see someone’s diary.”

“We’ve begun to develop legal theories to challenge this practice,” Willis said. “There ought to be some distinction between your private life and your life at work. And the General Assembly ought to draw the line somewhere. One line ought to be that employers should not be able to delve into the very private matters of applicants of employment.”

The practice of potential employers asking for usernames and passwords has led to proposed legislation in Illinois and Maryland that would bar public agencies from asking for access to employees’ social networks.

With the rising popularity and usage of social media, social networking checks became a necessary part of the state police agency’s overall background-investigation process, Geller said.

“There has been much discussion among public safety organizations and the International Association of Chiefs of Police of how to address the role and importance of social media in the

vetting process for future law enforcement professionals,” she added. “State police has followed the same course many other law enforcement agencies have implemented nationwide.”

So far, no applicant has refused access to their social media accounts, none has complained about privacy concerns and none has been rejected based on what investigators viewed, Geller said.

The Hanover County Sheriff’s Office has required access to social media accounts as a pre-employment condition for several years, but police in Richmond and Chesterfield County do not, officials in those jurisdictions said. Richmond and Chesterfield review only publicly accessible information on social media sites during the screening process.

A Henrico County police spokesman could not immediately provide his department’s policy. The Virginia Department of Corrections does not require a social networking search.

Hanover sheriff’s Sgt. Chris Whitley said examining an applicant’s Facebook postings helps investigators better determine their suitability to become a police officer. He said investigators typically examine an applicant’s social media accounts with them present, but it also can be done remotely by asking the applicant to “friend” the investigator, which unlocks the applicant’s private profile.

“Social media, whatever it may be, meticulously documents their lives, and in a lot of cases people put everything on there,” Whitley said. “And that is our charge, to take this person who has applied for a job (that involves) the public’s trust ... and to fully document their lives.”

Requiring access to an employee’s social media accounts seems more prevalent among public agencies, at least in the Richmond area.

A handful of Richmond-area companies, including Dominion Resources Inc., Capital One Financial Corp., Estes Express Lines, The Martin Agency, Long & Foster Realtors, HHHunt Communities and Old Dominion Electric Cooperative, said they do not require employment applicants to release their social media account access information. Some of the companies said they might look at an applicant’s public profile.

“Our interviewing and screening process may include looking at publicly available information about job applicants from Internet searches or similar sources, information that is available to everyone,” said a spokes-

man for Richmond-based Dominion Resources. But applicants are not required to provide passwords or other personal access to their accounts, he said.

“If you’re an employee of the government, you’re entitled to certain constitutional protections in your private life,” Willis said. “Under current Virginia law, private employers can reach into almost any aspect of your life if they wish.”

Willis said the ACLU’s preliminary research indicates that public employers may be violating the constitutional rights of employees when they ask to see certain levels of their Facebook communications.

“Everything involving constitutional rights involves some gradations,” Willis said. “Your most public Facebook postings may not be protected, or protected as well as your more private postings that are shared with only certain people.”

Willis said an argument could be made that law enforcement employers should be able to probe more deeply into a prospective police officer’s social media postings than other public employees. “The question that remains, though, is, How much?”

If the practice is challenged, the courts may allow the government to be more invasive with jobs involving national security or police

work, Willis said, but he doubts public employers will be given a blank check.

“The question would remain again with the diary example,” Willis said. “We don’t believe a court would give even law enforcement the right to read the diaries of individuals they’re hiring.”

Col. W. Steven Flaherty, the state police superintendent, had a different take.

“Providing Virginia’s citizens with the highest quality and caliber of state troopers requires a comprehensive vetting process,” he said. “The VSP is a unique public agency in the services it provides; therefore, in today’s society, the virtual character check is just as important as the ‘physical’ character check.”

“There is no way the public or public interest groups would tolerate the hiring of an individual with, for example, prejudiced or racist commentary posted on a personal social media site,” he said.



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# SF Law Enforcement Officers to Ride in the Police Unity Tour

By Sergeant Ron Banta, Canine Unit

Several law enforcement officers within San Francisco are participating in the 2012 Police Unity Tour. The PUT is a four day, 300 mile bicycle ride from northern New Jersey to the National Law Enforcement Officer Memorial in Washington, DC. The PUT's primary goal is to raise awareness regarding officers killed in the line of duty and to raise funds for the Memorial. All of the 1500 riders are active or retired law enforcement officers from across the United States or surviving family members. The arrival of the PUT at the Memorial marks the opening of National Police Week.

This year, the San Francisco Police Department is represented by Sergeant Pat Tobin (Co A), Officers Michael Amoroso (Co E), Mari Noguchi (Co J), Sonia Mariona (TAC-K9) Shante Williams (Co C) and me. The San Francisco Sheriff's Department is represented by Deputy Sheriff Heather Webb, the California Highway Patrol by Officer Ross Ingles (Marin office, but patrols the Golden Gate Bridge) and the California Department of Justice by Special Agent Supervisor Julie

Dun (SF Field office). Although we ride for all of our fallen law enforcement officers, each rider selects specific officers and wears a bracelet bearing the officer's name and after the ride, presents it to the officer's family to show them that although their loved ones died protecting our freedoms, we will never forget them or their ultimate sacrifice.

This year, we are riding for the following law enforcement officers: Ron Banta is riding for Inspector Kirk Brookbush and Officer James Dougherty, SFPD Air Support because they were always there for us and now they are gone.

Pat Tobin is riding for Officer James Capoot, Vallejo PD, who even in death is teaching his daughters to be strong and to move forward.

Mike Amoroso is riding for Officer Issac Espinoza, SFPD Bayview Station, who was a young plainclothes cop fighting the good fight for the good people in the Bayview.

Sonia Mariona is riding for Sergeant Darryl Tsujimoto SFPD K9 and Officer Jon Cook SFPD Mission Station, so they will not be forgotten.

Mari Noguchi is riding for Officer Capoot as well because he was always involved in the community he served.

Shante Williams is riding for his ex-partner Officer Richard May, East Palo Alto PD, who will always be remembered as a cop's cop.

Heather Webb is also riding for Capoot and her uncle, Lt. Mike Walker, CHP. Never forget Lt. Mike Walker. (Walker's wife, Michelle, is also a veteran PUT rider.)

Ross Ingles is riding for Officer Thomas Adams CHP. His mom is a CHP employee and his aunt is a Marin county supervisor.

Julie Dun is riding for Deputy Sheriff Suzanne Hopper, Clark County (OH) Sheriff's Office and Police Officer Moria Smith, New York City Police Department because female law enforcement officers' dedication to service should never be forgotten. (Hopper was the first cop killed in 2011 and Smith was the first cop to radio in the terrorist attacks at the World Trade Center 09/11/2001).

We leave for New Jersey in early May and will ride into the Memorial on 05/12/2012 at about 1400. If you

would like to follow our progress during the ride or upon or arrival, check us out at [www.policeunitytour.com](http://www.policeunitytour.com) or Google the local news stations.

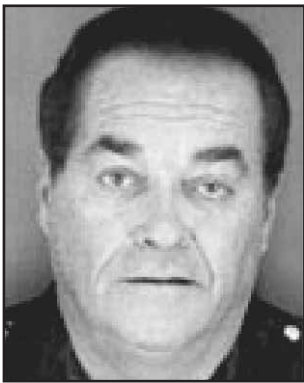
We could not have participated in this honorable event without the direct financial support from the San Francisco Police Officers Association and other law enforcement union associations, national and local businesses, donations from private individuals and from our brother and sister law enforcement officers. It should also be noted that Chief Greg Suhr has given us and the Police Unity Tour tremendous support.

The Police Unity Tour — Northern California Chapter 13 and specifically the participating law enforcement officers wish to thank everyone for their support.

*(The Police Unity Tour is a non-profit charitable organization under 501c(3) of the US Tax Codes, tax EIN 22-3530541. All donations are fully tax deductible and are always welcome. Checks can be made out to Police Unity Tour PO Box 881054 SF CA 94188)*



Insp. Kirk Brookbush  
SFPD- Air Ops



Off. James Daugherty  
SFPD-Air Ops



Off. James Capoot  
Vallejo PD



Off. Isaac Espinoza  
SFPD Bayview



Sgt. Darryl Tsujimoto  
SFPD TAC K9



Off. Jon Cook  
SFPD Mission



Off. Richard May  
East Palo Alto PD



Off. Thomas Adamsr  
CHP-Garberville



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Graduates awarded internships at SFPD stations/bureaus  
Ongoing training and community service opportunities

Applications can be found at [www.sfpal.org/cadets](http://www.sfpal.org/cadets) or call PAL office at (415) 401-4666 for more information.

**Thanks to POA for generous top sponsorship!**

The PAL Golf Tournament is coming up on Thursday, May 24, 2012 at TPC Harding Park (noon shotgun start.) Thanks once again to the membership of the POA for supporting our tournament as our chief sponsor. Your support allows 5,000 San Francisco kids from all walks of life to join the cadet program, or participate in sports year-round. Last year we were able to offer scholarships to 80 basketball players, 25 cheerleaders, 57 football players, and 153 soccer players, in addition to our free Junior Giants summer program out of Bayview and Excelsior districts.



**Play in the PAL Golf Tournament**  
Join Chief Greg Suhr in honoring Mayor Ed Lee at the annual PAL Golf Tournament.

**Thursday, May 24, 2012**  
**Noon shotgun start**  
**TPC Harding Park**  
**Cost: \$200 per player**

Download registration forms and other sponsorship opportunities at [www.sfpal.org/golf](http://www.sfpal.org/golf) or contact Anne Crawford at [anne@sfpal.org](mailto:anne@sfpal.org) or (415) 401-4667.

**Sign Up for Junior Giants**  
PAL will once again be hosting the Junior Giants summer baseball program in the Bayview and Excelsior districts. This free non-competitive program teaches kids from kindergarten to 8th grade the fundamentals of baseball. The Junior Giants program also emphasizes their four bases of character: confidence, integrity, leadership, and teamwork. Families can sign up for this free program online at [www.sfpal.org/baseball](http://www.sfpal.org/baseball) or call (415) 401-4666 for more information.



At the March POA Board Meeting, several officers who were former PAL Cadets appealed for support and funding of this vital community youth program.



**PAL Seahawks Moving to AYFL Norcal**  
This fall the PAL Seahawks football and cheer teams will be moving to AYFL Norcal, the fast growing football and cheer program in the country. Our coaches and families are excited about this move and will share more information in the coming months!

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Since 1959, hundreds of San Francisco youth have developed new leadership and career skills as a San Francisco PAL Law Enforcement Cadet. The program provides an insight into law enforcement and public service careers.

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Following successful completion of the PAL Summer Cadet Academy, graduates will be placed in a year-long internship position at an SFPD station or bureau. Additionally, PAL Cadets meet bi-weekly for training and community service activities such as: education in proper police procedures and techniques, participate in police ride-alongs and assist in charitable and civic events alongside SFPD.

Minimum qualifications: Youth must be between age 14-20, reside or attend school in San Francisco, be enrolled in high school or college, have and maintain a 2.0 GPA and pass a SFPD criminal history background check.

**Want to learn more?**  
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**Applications due Friday, April 13th at 5:00pm**

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## SFPAL Annual Golf Tournament

Join SFPD Chief Greg Suhr and SFPAL in honoring SF Mayor Ed Lee

Thursday, May 24, 2012

Harding Park Golf Course

San Francisco





Nick’s NOTES

By Nick Shihadeh,  
Journal Sports Editor

Department Softball

CHECK IT OUT: The SF Police Softball season has gotten under way with only one week of games being played at the printing of this column. This year there is only one division that consists of thirteen teams. Commish **Kevin Worrell** gave me information about the league as well as a run-down of how playoffs will work: Top six teams will make the “A level” playoffs with 1 & 2 seeds getting a bye. Bottom 7-12 seeds will make the “B level” playoffs with the 7 and 8 seeds getting the bye. The 13th seed will not make playoffs and doesn’t deserve to anyway. Head to Head, then run differential will decide tie breakers (if still not decided, then a coin flip). If the 12th and 13th seeds are tied at the end of season, there will be a one game play-in game (exception to the above rule).  
Game Times: 0920 hours with a 15 minute grace period. Games can be forfeited if 8 players have not arrived by 0935.



Batters start with a 1 and 1 count. Once a batter has 2 strikes, he/she gets 1 foul ball; if the person hits a second foul ball, then the batter is out.  
Worrell also sent me a short week 1 recap with won/lost records of each team. Here it is according to Worrell:

Week 1 recap: surprise of the week is SF CHP downing Ingleside 8-7 in extra innings. Southern “tactically” dismantled Taraval/Tac in a game not as close as the 13-10 score. Airport “flies” by the sheriffs 5-2. Daly City PD downs last years defending B League champs TTF 12-3. Bayview rips Northern 13-6, “Po Po” style. Rumor around

league is that Mission’s **Glenn Ortega** was afraid to lose to a B Division team (“the” Central Diners) and refused to play — something about not having his security blanket in the form of **Glen Wilson**. Game will be made up later this season. Park Islanders had a “bye” this week. Quote of this week: “It’s baseball season, It ain’t football! You can’t make up no trick plays!” **Yogi Berra**

Looking for a slogan for this years shirt. Winning slogan gets a free Softball shirt and hat. Contact **Kevin Worrell @ Central Station**....need not be a league participant to participate.

Mission	0-0
Bayview	1-0
Southern	1-0
Northern	0-1
Park	0-0
TTF	0-1
Airport	1-0
Central	0-0
Ingleside	0-1
Daly City	1-0
Sheriffs	0-1
CHP	1-0
Tar/Tac	0-1

This And That

The SF Police Basketball League ended its season on Wed. Feb 29th when the Northern Bulldogs beat the Bayview Pit Bulls by a score of 50-36. See article and pics provided by Commish **Steve Coleman** in this same sports section. Coleman did a fine job this year planning the season and playoffs along with the extra events that complemented the season nicely. Those events included the all-star game, the 2-point contest, Law Enforcement Night at the Warriors game (with help of course from **Jerry Newbeck**), and the banquet where the individual awards are given. He puts a lot of work into it and I know first hand how tough it is to run a sports league within the department. Kudos to Coleman for a job very well done!  
Take note that the 2nd Annual Hazy Golf Tournament in the memory of **Gary Hazelhofer** will be held on Mon. June 18th at the Richmond Country Club. This tournament is a fund raiser to help with the college funds of Gary’s boys (**Jack and Daniel**), so please mark the date and look for more details in next month’s *Journal*.  
That’s all for now....stay well and safe and So See Ya next month....

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Tickets can also be purchased directly from the  
POA Office located at 800 Bryant St.

Seats are located on the view level starting behind home plate and  
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pre-game Tailgate Party at the Mariposa Yacht Club @ 3 pm

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This event sold out last year  
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# Basketball Season Wrap-up

By Steve Coleman,  
Bayview Station

## Dinner Banquet and Post Season Awards

The annual postseason basketball banquet was held at Izzy’s Steak House in the Marina on the evening of the championship game that took place on Wed. Feb. 29. There was a nice turnout and we ended the evening by presenting awards. There were several players in the league that were deserving of awards, but only a few walked away with the hardware. Here are the postseason award winners:

- MVP-Brian Guiney (Northern)
- Rookie of the Year  
Derek Christensen (Central)
- Hoops Legend Award  
Tim Flaherty (Northern)
- 1st Team All SFPD  
Ryan Jones (Central)
- Craig Perry (Bayview)
- Tommy Moran (Northern)
- Jake Fegan (Mission)
- Kevin Murray (Task Force)

## Law Enforcement Night Success

It seems every year this event gets bigger and bigger. We had another big turnout for the pre-game tailgate party prior to the Warriors game on Wed. March 7th. Jerry Newbeck from Bayview Station once again did a fabulous job coordinating this event for our members, and I heard a lot of positive feedback regarding this event. The Warriors front office has already been in touch with us for next years Law Enforcement Night! If anyone has any ideas for next season, please share it with us. There is a four team Law Enforcement basketball tournament set to be played on a different day at the Oakland Coliseum Arena this year. The teams will be the San Francisco Police Department, San Francisco Sheriffs Department, Oakland PD, and San Francisco DPT. The San Francisco Fire Department was scheduled to play in the tournament, but they had to bail out at the last moment. Jason Johnson, Ryan Jones, Craig Tiffe, John Pigford, and Craig Perry are some of the players set to represent us this year. I know they’ll do a fine job. The final results are not known at the time of the printing of this article.

## SFPD Hoop League 2012 Playoffs

Basketball playoffs in March are usually called “March Madness”. There are many upsets, games are unpredictable, and a team that’s “hot” makes a nice run through the playoffs. Well, not this year! Every game went as expected, and there were “no” upsets. In every game during this playoff tournament, the higher seeded team came away with a win. The most talked about game of the first

round was between the Central Diners and Ingleside Staton. Ingleside only had three players at the gym ready to play at game time. Central showed a lot of class and sportsmanship, and allowed a couple of players from Mission Station (who played in the early game) to play for Ingleside. Big Al Johnson showed up after the game began, and Ingleside were able to stun the Diners. One of the benefits of playing the SF CHP in the playoffs is having the entire SFPD in your corner. In the second round, the Bayview Pitbulls put on a show and toppled CHP. The Pitbulls were cohesive and looked ahead to take down the Bulldogs in the Championship Game.

## Second Annual Three Point Shootout and Third Annual All Star Game

Derek Christensen, Rich Soares, and Tommy Fong advanced to the final round of the Three Point Shooting contest. Fong, the reigning Three Point Shooting Contest Champion, again was lights out and ran away with this shootout. Tommy nailed 8 of 11 shots in the final round, and again showed why he is one of the leagues elite shooting guards. All Stars Derek Christensen, Ryan Jones, Jake Fegan, Craig Tiffe, Rich Soares, Quoc Do, and Kevin Murray showed off their basketball skills in this fast paced exhibition.

## Championship Game-”BACK TO BACK TITLES FOR NORTHERN”

During the regular season matchup between Bayview and Northern, Northern was able to battle back from an early deficit to win the game on a buzzer beater. In this game, the Bulldogs took control early and never looked back, winning by the decisive score of 50-36. MVP Brian Guiney led the squad with his passion and intensity. Bayview tried to regroup and come back, but never presented a serious challenge in this game. Congratulations to the players of Northern Station. Here are the Bulldog players from this season: Tim Flaherty, Kevin Coleman, Tommy Moran, Keith Murphy, Mike Tursi, Brian Guiney, Chris Knight, Mike Horan, Luke Martin, Brett McManigal, and Steve Wood. Nice job turning out in big numbers to the dinner banquet! This team has been able to stay together for a few years. Can the Bulldogs get a “Three Peat” next season?



Champion Northern Bulldogs



Runner up Bayview Pitbulls



Castro trying to contain MVP Brian Guiney



Teamwork



Craig Perry with nice form



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**BALDWIN HAMILTON UPRIGHT STUDIO PIANO** for sale: yr.1967; 46” tall, Ser.# 234808. \$2,100. The Hamilton is designed to withstand institutional use, although this piano was not in such an environment. It has been used in two private homes (am the 2nd owner). It has double wheel rubber casters for moving, with front legs that are structually tied to the cabinet for additional sturdiness. The walnut cabinet is in good condition, with a matching bench that has a storage compartment. The action is very responsive and easy to play. Contact: (415) 298-9686.

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**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](http://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](mailto: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](mailto: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.

POA Journal Deadlines	
May 2012	April 20, 2012
June 2012	May 25, 2012
July 2012	June 22, 2012
Aug. 2012	July 23, 2012
Sept. 2012	Aug. 24, 2012
Oct. 2012	Sept. 21, 2012
Nov. 2012	Oct. 26, 2012
Dec. 2012	Nov. 21, 2012

Free Classified Advertising Available for POA Members

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](mailto: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!  
*April has some bizarre and unique days. Find a few here.*

APRIL	TWEED DAY	POETRY
SHOWERS	GOLFERS	GUITAR
BRING	PATRIOTS	HUMOR
MAY	BABE RUTH	KARAOKE
FLOWERS	HONESTY	GARDEN
FOOL’S DAY	LIBRARIAN	

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



# Close Encounters

By Steve Johnson,  
SFPOA

There were 7 guns taken off the street from the few episodes cited in this column this month. There were a lot more recovered but we just didn’t have time to report all of them. Many of the guns recovered were done so by one-officer units. With the anticipation of losing over 300 officers within the next 2 years, officer-safety will become paramount. We can only hope that the Department will be given the green light very soon to move on future academy classes.

It was just in the beginning of January this year that an individual was reported walking down the street at **LaPlaya and Balboa in the Richmond District at 10 in the morning with a cup of coffee in one hand and a gun in the other.** Officer Robert Wong and Officer Patrick Brady responded and were fortunate enough to locate the suspect and quickly disarmed him of his .45 caliber firearm which was fully-charged with one round in the chamber and the safety off...Now it’s February 18, 2012, at 9:45 a.m. in the Richmond District when another call of a man armed with a gun is reported at a laundromat on the 4100 block of California. This suspect is described as being 6’3” and over 220 lbs, armed with a “silver handgun with several syringes protruding from his jacket pockets.” Officer Robert Wong, Officer Manuel Solano, Officer Eddie Wu, Officer Ron Ophir, and Lieutenant Frank Lee all respond. They find the suspect inside the building and immediately take him into custody relieving him of his fully-loaded, .357 magnum revolver.

Two separate cases of armed suspects in just 2 months in the Richmond...

A domestic violence call was received by **Officer Dian Khu, Officer Jose Guardado, Officer Greg Pak, and Officer Duane Elzey,** members of the Taraval Neighborhood Team (TNT). The officers responded to the address in question while having prior info on the suspect because of numerous contacts with him in the past. The officers saw the suspect leaving in his car and conducted a traffic stop. **Officer Khu approached him and located a loaded, Kel-Tec, semi-automatic weapon in the suspect’s jacket pocket that was loaded with the safety off.** The suspect was taken into custody as was the loaded weapon that had been reported stolen out of Nevada.

The armed robbery took place at 5th and Market Streets in the early afternoon and **Officer Barry Mlaker, Officer Adam Eatia, Officer Paul Ruetti, Officer Christian Bowman, and Sergeant Mark Shea** responded to the area. Officer Mlaker spotted the suspects and one of them took off running. Officer Mlaker, with the assistance of Officer Bowman, tackled the suspect and recovered a loaded, semi-automatic weapon he had concealed on his person. The other officers captured the remaining suspects and all of the property taken during the robbery was recovered.

The man was stabbed at 6th and Stevenson Streets and expired before medical help could arrive. **Officer David Goff and Officer Adam Plat-inga** worked diligently throughout the neighborhood attempting to develop whatever leads they could. They finally located a witness who could identify the suspect and brought him to **Inspector Dan Dedet,** Homicide Detail. The suspect responsible for the murder was picked up in another jurisdiction within days.

The driver of the vehicle had a suspended license so his car was being towed by **Officer Donn Peterson and Officer Michael Bushnell.** It was during the inventory search that the driver appeared to become more nervous than usual and, suddenly, took off running. His brief departure only lasted 3 blocks before he was brought back to the scene. The driver apparently ran because he didn’t want to have to explain the huge quantity of cocaine he was carrying in his trunk along with the thousands of dollars which were probably not earned by a conventional job.

**Officer Rupert Geraldo, Officer Michael O’Donnell, and Officer Keith Murphy** were faced with a hostage situation on the 2200 block of Van Ness Avenue. One of the victims managed to escape and told the officers that a man with a gun was holding other women against their will in the residence. A brief stand-off passed and the officers were able to free the other 2 victims and located the suspect hiding in a closet with a loaded, .38 caliber handgun. The gun was the least of the suspect’s worries, the large quantity of drugs and cash were another matter...

**Officer Shawn Phillips** was contacted by a Daly City Police Department Inspector with information about a wanted shooting suspect. Officer Phillips had personal knowledge of this individual having worked in the Ingleside District for some time. Officer Phillips knew that the person wanted had a serious and violent criminal history with multiple prior arrests for firearm violations. **Shawn soon located the suspect driving in the district and, with the assistance of other Ingleside units, stopped and arrested this individual who, as suspected, was carrying a fully-loaded, semi-automatic weapon...**

There was a sharp increase in auto burglaries in the Richmond District out by the Cliff House, Legion of Honor, and Golden Gate National Recreation area in the first 2 weeks of January. **Officer Lori Brophy** worked all of the cases and managed to obtain

a license number of a suspect vehicle. She found out the car was a rental and followed up as much as she could and eventually turned the case over to the Violence Reduction Team. **Sergeant Scott Biggs** took the case from there and found out that the person who was renting the suspect vehicle had a 20-year old son who had a prior record for several robberies committed in The City. A surveillance confirmed their theory that the young man with the criminal history was borrowing the car his parents were renting for his own criminal enterprise.

**Officer Angel Lozano** stopped a car on Market Street for a minor traffic infraction and the subsequent investigation revealed the driver was concealing a fully-loaded, 9mm semi-automatic.

And **Officer Robert Pedersen** had stopped an individual who was suspected of participating in a burglary nearby on the 900 block of Brussels. The suspect appeared very nervous and suddenly ran away from the detention. Officer Pedersen followed and when he caught up with the suspect, a fully-loaded, Glock .45 semi-automatic weapon fell from the suspect’s jacket. Turned out the individual stopped by Officer Pedersen was not the burglary suspect the officers were looking for, but just someone in the wrong place at the wrong time . . .

**Sergeant Joe Allegro** has worked every corner of The City in his many years on the street. He was in the Southern District recently when a man was stabbed numerous times. Joe managed to track the suspect down to 5th and Bryant Streets and placed him in custody. The victim later died of his wounds.

The Department will soon lose many other street-smart officers like Sergeant Joe Allegro due to retirement. It’s not just the number of personnel that are leaving but it’s their tremendous experience that will be gone with them. You just can’t replace the knowledge, skills, and abilities of so many talented people with a new Academy class.

Stay safe.

## It’s Not True, What They Say About Pensions

continued from page 1

budget, on average. In most states, employees must contribute up to 8 percent of their wages to their pension fund, a bit more than private employees contribute toward their pensions.

You should also know that, despite what you may have heard, government pension funds are not going broke. They in fact have been growing as Wall Street has been doing better.

Those basic facts and others that are often lost amid the anti-pension clamor from those on the political right who would just as soon do away entirely with pensions. But they were laid out clearly by panelists in a forum earlier this year sponsored by the National Public Pension Coalition.

Panelist Dean Baker, an economist who is co-director of the Center for Economic and Policy Research, noted the concern that pensions are endangering government services stems from “a crisis that has been invented” by employer groups.

Baker said the make-believe crisis stems largely from the 2008-09 market crash. That caused an estimated \$800 billion of the \$1 trillion shortfall in

pension plans, but he said the plans should be able to recoup their losses.

But what of the public employees supposedly drawing pensions of \$100,000 a year, or even more? As panelists pointed out, they’re pretty much make-believe, too.

Then how much do they make? In New York, as another panelist, New York State Controller Thomas DiNapoli reported, the average pension, including those of police and firefighters, is just a little over \$19,000 a year. Three-quarters of New York’s pensioners overall get less than \$30,000 a year, and less than one-half of 1 percent get more than \$100,000.

Panel member Janet Cowell, North Carolina’s state treasurer, said the average pension in her state is a mere \$22,000 a year. She said fewer than 300 retirees get \$100,000-plus pensions – “and some of those are basketball coaches.”

Rhode Island retiree Dolores Brette, a voice from the trenches, as it were, told her unfortunately not uncommon story to the panel.

She said “I worked for the State of Rhode Island for 37 years and contributed 9 percent of my salary to my

pension fund. Now, after years of saving and preparing for my retirement, so much of what I and thousands of other public workers were promised is being taken away.” That’s because of last November’s enactment of a “Retirement Security Act” which, among other things, suspended cost-of-living adjustments for Rhode Island retirees indefinitely.

“There are real human implications of the current efforts to dismantle public workers’ pension funds”, Brette declared, “and people in Washington and the country need to see that.”

She and other panelists warned that “in addition to the human implications there are serious social and economic consequences that will develop over the long term if the shift away from defined-benefit pensions continues. Instead of dismantling public employee retirement systems, policymakers should be working to improve retirement security for the private sector workforce.”

Policymakers will soon face another major crisis related to retirement benefits, noted panel member Hank Kim, an expert on public employee retirement systems. He said that over-

all, pension funds covering privately employed workers now contain more than \$8 trillion less than they’ll soon owe retirees.

If pension benefits are denied or reduced as a result, that could very well cause a significant segment of the 75 million baby boomers to delay retirement. Which would put them in competition for jobs with 80 million younger workers, the so-called millennials, over the next 10 to 15 years.

That could also cost taxpayers. For, as panelist DiNapoli said, if needy retirees couldn’t find jobs that would provide them enough to live on, the government would ultimately have to provide them welfare grants.

The pension opponents wouldn’t be left with much of a choice. They’d have to abandon their anti-pension position or agree to tax increases which, as you might imagine, they don’t much care for.

Either way, we’d be winners.

*This article is reprinted with the permission of the author. It was first published in the March 23, 2012 issue of the San Francisco Bay Guardian*