



The Informant

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> Member Spotlight:
Detective Benjamin Stanley
Pg. 6

> The Price to Pay for Seniority
Pg. 17

> Pension Corner
Pg. 20

> Unit Highlight:
SDPD Extradition Unit
Pg. 12

In this Issue:

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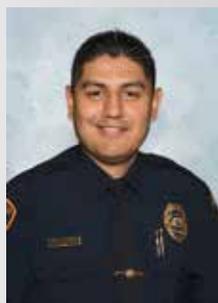
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We encourage article ideas and photographs about or of interest to our members. Article abstracts, photos, story ideas, suggestions, letters to the editor, commentaries and information may be submitted in person, by mail or by e-mail to the editor.

Freedom of expression is assured within the bounds of good taste and the limits of available space.

Our target audience is law enforcement, specifically POA members of the San Diego Police Department.

Deadline

All copy and advertising must be submitted by the tenth of the month prior to the anticipated publication month; e.g. July 10 for the August issue. Content submitted after that date may be considered for a later issue.

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In this Issue

President's Message	5
Member Spotlight: Detective Benjamin Stanley	6
Manager's Report	9
Chaplain's Corner	11
Unit Highlight: SDPD Extradition Unit	12
SDPOA Discounted Tickets	14
SDPOA Store	15
The Price to Pay for Seniority by David Dugan	17
UC-7: Beef 'n Bun	19
Pension Corner - NEW!	20
In Remembrance	25
Recent Member Retirements	26
On the Road	27
Board Minutes	28
Classifieds	29
Foundation Minutes	30

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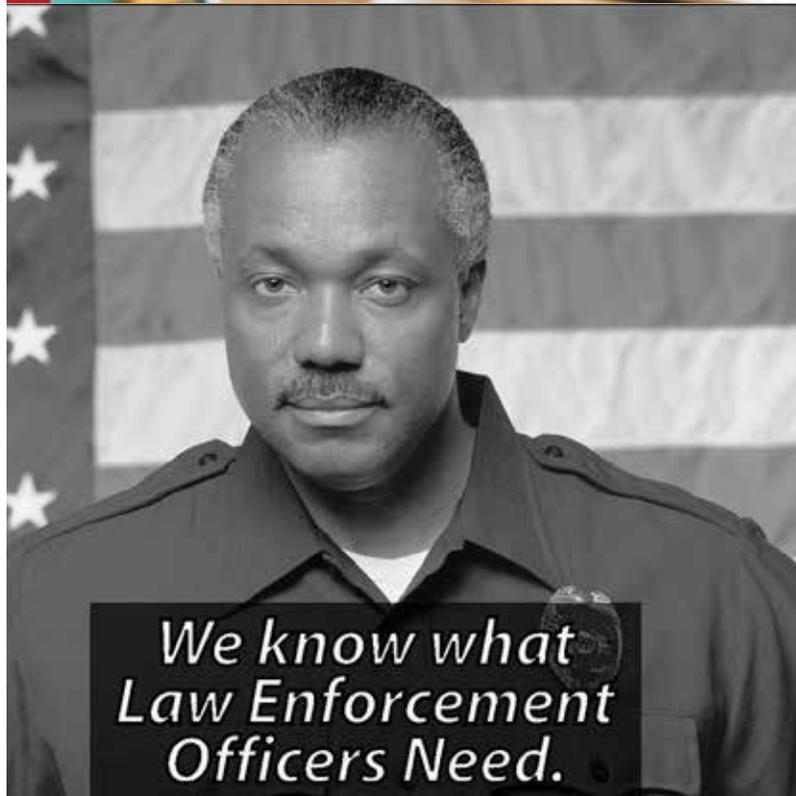


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President's Message



I hope you all had a happy and safe Fourth of July! Now that we have moved into the dog days of summer, I hope you continue to stay cool.

Since the childcare survey that we ran last summer, I have been contacted by numerous members about the status of our childcare project. First, I would like to express what a tremendous undertaking this

is; however, we have made substantial progress. Our goal is to establish safe and secure childcare for our members at a drastically reduced price with 20 hour-per-day coverage. This is no small undertaking, especially the extended hours. To our knowledge, there is no current childcare facility in San Diego County that offers 20 hour coverage, seven days a week. We believe this is essential for our members to make this project worthwhile. Over the past few months, we have been working with childcare experts to establish a business model. We now know that our childcare project will cost between \$1.7 and \$1.9 million per year. In order for us to open the doors of a childcare facility, we must raise at least \$3 million to ensure that we have a stable foundation for this program. We believe it would not be in the best interest of our members to open our doors without financial stability. Our next step is securing donations from both public and private sources. We were extremely fortunate to receive this year's Cushman Foundation Grant of \$100,000. We were selected out of a pool of over 150 local charities. We also received a donation of \$5,000 from the Rolf Benirschke Legacy Foundation, as one of three finalists. We have applied and are applying to several other grants as well. This is a good start, but there is much work yet to be done. I have also been in consistent communication with local, state, and federal elected officials in an attempt to get support. Potential donors have appeared to be extremely impressed with this ambitious project and its unparalleled objectives.

Another endeavor that many members have had questions about is the home buying assistance program. This program is about to kick off. We are working with City Councilmember Cate and the banking community to finalize the language of the program. The goal of this project is to assist SDPOA members in purchasing homes in the City of San Diego. The City is also on board with this project and has budgeted money to help with down payments. The banks are providing a special

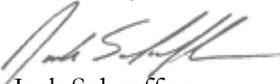
loan designed for low income that they are allowing our members to utilize. There are also other public and private partners who have made themselves and their programs available on a case-by-case basis. Financial experts will also assist with finding the right program for our individual members. The roll out is expected this summer. We will advise of the particulars as they are released.

Recently, the City's random drug test provider changed. We have received a lot of concern about several changes in their protocol from U.S. HealthWorks to the new provider. The SDPOA labor management committee is working with the City and the department to assure uniformity and professionalism in the process. One of the major concerns was the extended wait times that officers were facing in the middle of their shifts. With staffing levels where they are, we need to ensure that the new provider prioritizes our officers.

The SDPOA is in need of conscientious volunteers who are interested in serving as station delegates. While I am always available to answer questions and discuss issues, our station delegates play a crucial role in communicating what is happening at the POA. They also serve a vital role of bringing issues to our attention. If you are interested in becoming a station delegate, or if you have questions about the program, please contact me at jschaeffer@sdpoa.org.

Please don't forget International Beer Day is August 2nd. Enjoy the rest of your summer!

Take care,


Jack Schaeffer

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Member Spotlight

By Erika Vroom, Editor

Detective Benjamin Stanley



Ben having fun with his family! Pictured are his brother-in-law Bryan, his sister Rebecca and his five nieces; Mia, Aria, Valisa, Claire and Addy.

background check informational sheet and turned it in to the SDPD recruiters. In that moment, Ben had begun to show interest in SDPD. “I had never actually thought of doing law enforcement [as a career],” Ben explains, but he began receiving the recruitment letters and found himself continuing along with the process, excited to open new doors.

In reflection, Ben states that prior to SDPD, he personally knew a whopping two police officers. Though this number is small, he found that he truly admired them. “They seemed to be really successful in their work... while still being able to make time to enjoy life and spend time with their families. They always told stories that intrigued me, but didn’t necessarily persuade me.” Little did Ben realize, after the agility test and post-grad, he found that a law enforcement career with SDPD was rapidly placed at the forefront of his interests. He was able to graduate college in May and enter the Academy in July.

It can be a blessing to accidentally stumble upon a career and find that that career is so rewarding you could not imagine doing anything else. For Detective Benjamin “Ben” Stanley, he did not realize how intrigued he would be with the law enforcement profession until he applied with a friend and made it through the necessary requirements to become an employee for the San Diego Police Department (SDPD).

Detective Ben Stanley was hired with SDPD on July 18, 2008 – almost 11 years ago to the day this article was written. He was born and raised in Brentwood, California, which is just outside of the San Francisco bay area. After high school, Ben moved from the bay area and made his way to San Diego. Besides the sunny and 75 weather, Ben had decided to make his move long before he graduated high school. After visiting the Point Loma Nazarene University (PLNU) campus with his sister many years prior, he knew that he wanted to attend PLNU for college. There, he received his bachelor’s degree in Business and Communications. During his senior year of college, Ben’s friend had invited him to participate in a physical agility test for SDPD. At the end of the test, Ben filled out a piece of paper that consisted of a preliminary

Directly out of the Academy, Ben was assigned to Mid-City, where he worked for approximately eight years. During his time at Mid-City, Ben worked patrol, on the Crime Suppression Team (CST), and as an Acting Detective. Once promoted to Detective, Ben spent one year at Southeastern division until landing in the Street Gang Unit (SGU) on Team 3. Though Ben has been a Detective for approximately two and half years, he finds that the continual challenges of the job keep him on his toes. “One thing I really like about working in the Gang Unit is that you are constantly learning,” Ben states, “it’s not something that most cops have been exposed to or have grown up in...you have to be invested and you have to really enjoy that kind of work.” SGU entails being personable and being able to get along with various types of people that you wouldn’t normally interact with on a regular basis. One of the challenges that Ben highlights is on the basis of solving a case. He explains, “Your intentions can be right, but the outcome can be viewed incorrectly.”

Putting the challenges aside, Ben believes that working for SDPD is more than just work. He describes how much of the leadership he has personally interacted with has appreciated his hard work, but also values the family-oriented and growth-oriented traits of their officers. “A lot of my growth is because of certain mentors and leaders.” Ben feels that they value him



Ben with his two childhood mentors who influenced him to become a law enforcement officer - Sergeant Derrel Ramsey and Officer Jason Bryan of the San Leandro Police Department.

making his personal life a priority as well as his work life. One person in particular – Sergeant Tony Creazzo – was Ben’s partner at Mid-City as well as CST for several years. Ben was able to both work alongside Tony while also becoming close to Tony and his family when off the clock. Now, Ben is the godfather of Tony’s son. Ben appreciates the family environment and emphasizes that he holds the utmost respect for his peers and leaders, even when his team makes fun of his skinny jeans and the millennial generation that he was born into!

Further, when Ben isn’t investigating his cases, he spends as much time as possible with his family and in the great outdoors. Though his family still lives in the bay area, he is sure to travel back home when he can. Alongside his mom, Ben has one sister and a brother-in-law who are married. Together, they have adopted five girls. For Ben, that means five beautiful nieces that he adores. Additionally, Ben relocated to San Diego partly because of the weather. He tries to be active and outdoors as much as possible. He enjoys being in the woods, fishing, hiking, and of course going to the beach. Travel has also grown to be a love of Ben’s.

With Ben just reaching his 11 year mark with SDPD, he hopes to continue to dedicate himself to work, family, and being the best version of himself. There is much value that can come from an extended family that is created through a job such as law enforcement and Ben is excited to be a part of the journey.



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Ben alongside fellow members of SGU Team 3 including Det. Dave Hwang, Det. Kátsi Sidhu, Det. Joe Castillo and Det./Sgt. Ray Rowe).

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SDPOA Manager's Report

While you're out in the heat this summer, be sure to stop by the SDPOA and check out your updated lounge. After 23 years, we finally gave in and said goodbye to those old faithful green lounge chairs! The new and improved room not only looks great, but is a comfortable place for all members. Check out the before and after pictures below. To keep in line with updating your building, we will be working on a facelift for other areas, as budgeting permits.



As you may have heard, California has enacted new laws in regards to the sale of ammunition. Starting July 1, ammunition sales require background checks. Due to gray areas in the language of the law, we will need to continue to follow the procedures of the law by conducting these background checks as our members purchase ammunition in the SDPOA store. We are making calls to the Department of Justice (DOJ) to seek clarification on the language as to whether or not we will need to continue background checks on our members to sell the ammunition. If anything changes, we will notify the membership immediately. The good news is that the SDPOA store will be able to continue to sell ammunition to our members for the time being.

In June, the SDPOA held its annual Scholarship Awards Brunch for some of the outstanding students of our members. We wish these students the best of luck with their current and future education.

During the month of July, the SDPOA recognized the distinguished service of our recent Officer of the Shift Award recipients. This month, we celebrated our members from the January through June 1994 academy who have reached their SDPD 25 Year Milestone. Congratulations to All!

Finally, when you and your families are doing your Amazon shopping, do it through www.smile.amazon.com where you can add the San Diego Police Officers Association Foundation as your charity of choice. By doing so a percentage of your eligible AmazonSmile purchases will benefit the SDPOA charity. If you have any questions please contact us at the office.

As we welcome and congratulate our newest members from the 120th Academy, we look forward to meeting those who will be joining the 121st Academy in September!

Be safe,

Kristina L. Smith



ATTENTION POA MEMBERS: FILING FOR THE SDPOA BOARD OF DIRECTORS ELECTION IS NOW OPEN!

Members interested in volunteering their time to serve on the SDPOA Board of Directors and who want to run for one of the three seats up for election this year must declare, in writing, their intention to do so. Candidates must be a member of the Association and have at least three years of service with the Department.

The filing materials must include a candidate's statement (200 word maximum) and a head-and-shoulders digital photograph. Candidates are encouraged to include their date of hire and current assignment. Candidates should write their declaration in Microsoft Word format and save it to a disk along with their photo in JPG format. The disk containing the candidate's statement and photo along with a HARD COPY of the statement must be turned into the POA office.

The application deadline is:

1700hrs – Friday, September 27, 2019

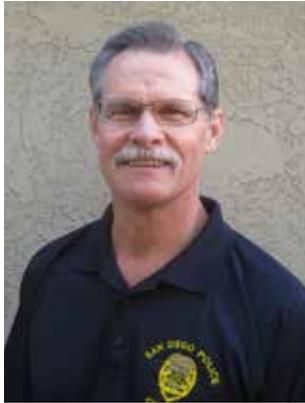
All candidates must submit their statement and photo to the POA by the deadline.

There will be NO EXCEPTIONS.

Please email ksmith@sdpoa.org with any questions.

Chaplain's

**C
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By Herb Smith
San Diego Police Department
Chaplain

“The greatest hazard of all, losing one’s self, can occur very quietly in the world, as if it were nothing at all. No other loss can occur so quietly; any other loss - an arm, a leg, five dollars, a wife, etc. - is sure to be noticed.”

— Soren Kierkegaard

“Losing your life is not the worst thing that can happen. The worst thing is to lose your reason for living.” — Jo Nesbo

“Sometimes, even to live is an act of courage. — Seneca

“O Lord, I have cried out by day and in the night before Thee. Let my prayer come before Thee; incline Thine ear to my cry! For my soul has had enough troubles, and my life has drawn near to Sheol. I am reckoned among those who go down to the pit; I have become like a man without strength, forsaken among the dead, like the slain who lie in the grave, whom Thou dost remember no more, and they are cut off from Thy hand. Thou hast put me in the lowest pit, in dark places, in the depths. Thy wrath has rested upon me, and Thou hast afflicted me with all Thy waves...” Psalm 88:1-7

The quietest and most insidious killer in the world, one that can take us as it slices deeper and deeper into our soul each day and agonizing moment through the night, is an often irrepressible and dispassionate darkness that envelopes and suffocates every element of hope we have left. Mental and emotional depression, and especially that which can so deftly fragment and ultimately collapse us into despair is an unpredictable, uncontrollable and terrifying foe, one that can take us down even when we least expect it to. And there is no description of a darker existence or more overwhelming adversity, or adversary. Dr. Martha Manning, author and speaker (“Unholy Ghost: Writers on Depression”) described depression as “such a cruel punishment. There are no fevers. No rashes. No blood test to send people scurrying in concern. Just the slow erosion of self. As insidious as cancer. It is essentially a solitary experience. A room in hell with only your name on the door.” Another stated “Depression is being colorblind and constantly told how colorful the world is.”

Once again our LE community has been rocked by another tragic casualty of this punishing, lethal nemesis to our

profession, touching a beloved family that spanned both the S/O and SDPD. I have responded to more of these than I care to recount, and each time I do, I am, as is everyone involved, left with a hollow sense of futility and regret. We want to rewind the clock, to somehow counteract the process taking place, to turn away the unthinkable and deny its victim. We go home only dreading tomorrow’s truth.

There is an unnerving consistency about depression which makes it difficult to understand and deal with, and that is its inconsistency and difficulty to forecast. It’s a disease that can come upon you without warning and is very individual in its nature and duration. Worst of all, especially by those who have never really tasted its bitterness and taken to some depth by it, those afflicted can be gravely misunderstood and misjudged. When seen by the few who either understand or can empathize, there is hope and help. Yet often those who suffer only generate an increasing exasperation from even loved ones who just want them to get over it, snap out of it, focus on the good things or just dig in and deal with it. It can be hardest at night when robbed of sleep, dealing with the pain of isolation or just raw despair, which only adds to the affliction. It takes tremendous resolve just to press on in day to day responsibilities. Actress Juliette Lewis said the bravest thing she ever did was continuing her life when she just wanted to die. Hanging on is in that sense so very important, realizing somehow that depression in itself is not terminal, but losing all hope can be. Yet acknowledging its impact and getting the help and resource to get you through it can make all the difference, and even bring about a new beginning, stronger and more resilient than before. 20th century German writer and philosopher Hermann Hesse declared that he “had to experience so much stupidity, so many vices, so much error, so much nausea, disillusionment and sorrow, just in order to become a child again and begin anew. I had to experience despair, I had to sink to the greatest mental depths, to thoughts of suicide, in order to experience grace.” School Of Life author Alain de Botton also advises “Don’t despair: despair suggests you are in total control and know what is coming. You don’t - surrender to events with hope.”

Our biology actually changes and adapts to chronic conditions, positively or negatively. Allowing depression to continue is never a good thing. Keep your eyes open and your heart sensitive to those around you, be intentionally intrusive, and show that you care. And if it’s you that’s suffering, grab that hand that reaches out to you. “I waited intently for the Lord; and He inclined to me, and heard my cry. He brought me up out of the pit of destruction, out of the mud of the mire; and set my feet upon a rock making my footsteps firm. He put a new song in my mouth, a son of praise to our God... Ps. 40:1-3 “Why are you in despair, O my soul: And why are you disturbed within me? Wait for God, for I shall again praise Him, the help of my countenance, and my God.” 43:5

Unit Highlight | SDPD Extradition Unit

By Erika Vroom, Editor



The act of recovering persons arrested on warrants outside of San Diego County for crimes which occurred in the City of San Diego depends on an immense amount of communication and coordination with all involved. This act, known as an extradition, is one that many do not see every day. Subtleness is a key reason that the law enforcement officers within the San Diego Police Department (SDPD) Extradition Unit who conduct this job are so successful.

In 2001, law enforcement agencies throughout San Diego County created a Memorandum of Understanding (MOU) that placed the responsibility of extraditions on each individual agency to handle those originating from their organization. The MOU recognized the District Attorney's Office as the agency in the county designated to be the point of contact for all warrant/extradition requests. Every law enforcement agency within the county was then required to develop a process for handling said extraditions for their agency. For SDPD, the Extradition Program is a collateral duty for the Robbery Unit, and is currently coordinated by Night Robbery Sergeant Chris Cameron. The unit actually is more of a program for SDPD as there are no fulltime personnel assigned to it. The program functions and survives on a team of officers from throughout the department who have volunteered to participate doing extraditions as a collateral duty to their normal duty assignment. Currently, there are roughly 360 officers who have volunteered for the program.

One might ask what steps are involved in conducting extraditions. First, the District Attorney's Office notifies Sergeant Cameron of an outstanding extradition. Research is then done to verify SDPD was the originating agency and to determine who the assigned investigator on the case was. After verification that SDPD originated the case and determination of the case agent's ability

to handle the extradition, a notice is then sent to all officers involved with the program who are listed on the "Extradition List" seeking volunteers to handle an extradition. A team will be selected from officers who respond to the email volunteering to conduct the extradition. Once a team is designated, Sergeant Cameron generates the necessary paperwork required which also gives explicit instructions of steps needed to complete a given extradition. All extraditions are logged and tracked along with the personnel conducting them.

Sergeant Cameron explains, "The 2001 MOU language specifies that the originating case agency will handle an extradition regardless of its circumstances. At times we get cases where a person was convicted and has been on probation for a couple of years, then violates probation and has left the county or state, so a warrant is put in the system on the original case. When that person is arrested, the resulting extradition will come to SDPD for handling." In cases where SDPD is unable to take care of an extradition, the District Attorney's Extradition Unit will handle the extradition, but it's a bit more costly for SDPD as billing rates vary based on personnel traveling. Some expenses are reimbursed by the state through the State's Extradition program, and in certain cases, say if there's a bail forfeiture, the District Attorney's Office will go to court seeking reimbursement for expenses against bonds posted. It is important for personnel working extraditions to work closely with program coordinators to handle specifics for each extradition.

Detective Wendy Valentin of the SDPD Robbery Unit noted, "Extraditions are always a minimum of two persons as there must always be at least one officer to handle the prisoner while the other handles necessary tasks to get the team from the point of picking up the prisoner to placing that person into jail here in San Diego." The tasks range from travel arrangement needs

coordinated with Cecelia Aguiar in Fiscal Management, to contacts with the District Attorney's Office in San Diego or wherever the prisoner is in custody, as well as jails and Sheriff Department's for warrant abstracts and/or Governors Warrants.

Detective Valentin is one of the volunteers that travels regularly for the extraditions. While overtime is generally not allowed, officers are able to enjoy traveling to various places that they may have never been to before. The prospect of that alone is encouraging!

Sergeant Cameron encourages all personnel who qualify to participate in the Extradition Program. If you are not on the list and are interested in conducting extraditions, there are a few steps that need to be taken. First, officers need to be a non-probationary Police Officer II or above and they have to be certified for Flying with Firearms. The Flying with Firearms course is a menu course offered through training. Once an officer has followed these steps, they will need to submit a request for assignment to the Extradition List through their command or contact Sergeant Cameron for assistance to be placed on the list. Once on the list, those working patrol can always speak with their investigative supervisors at their commands, to let investigators know they are interested in assisting with extradition the command may receive.

As with any program, the Extradition Unit has many benefits as well as challenges. With approximately 360 SDPD personnel on the list of those who are willing to conduct extraditions, there are times when it can be difficult to find an officer to do so. Thus, Sergeant Cameron highly encourages anyone meeting the criteria and wanting to do an extradition to reach out and not be intimidated. Sergeant Cameron understands that there can be uncertainty, so by placing a new officer with an experienced officer on an extradition, it makes the transition go smoothly.

The Extradition Unit along with the Robbery Unit portrays the teamwork that goes into this type of career. All in all, they are always looking for new SDPD officers to join the list. The process of conducting extraditions is extremely important. By participating in such an experience, a positive difference can be made.

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The Price to Pay for Seniority

By David B. Dugan,
on behalf of the California Applicants'
Attorneys Association Public Safety Committee

Most people involved in workers' compensation understand cumulative trauma – wear-and-tear work injuries resulting from years of repetitive motion and/or exposure to harmful environments – but many policy makers and workers don't yet have a grasp on the importance of cumulative trauma claims to employees and their families, especially for our first responders.

The call is getting louder from some who want to eliminate these wear-and-tear types of claims in the name of cost savings, leaving little protection for workers when they need it most.

Imagine working hard for years preparing for the day you want to retire. You pass probation, gain professional credibility, dedicate your time, provide for your families, and put your health second. You've ignored countless bumps and bruises and powered through pain, saying nothing.

Working through pain is a badge of honor for many California employees, especially those who earn seniority and credibility with their service. You've burned through dozens of shoes, worn out many more gloves, and yet you can't remember a day when you had a work accident, and your reputation for reliability is untarnished. After years of powering through the physical punishment the job brings, your back, knees, hands, and shoulders are aching more and more, and you finally decide that you need to get help.

You ask your employer for medical treatment, but your claim is denied because your injury was not caused by a specific accident. Your claim is denied even though you have hard-earned seniority for years of service.

Employers, particularly public agencies, are constantly arguing for the elimination of cumulative trauma claims. These are the people they would hurt most in doing so.

George Jones was a 28-year veteran police officer in Southern California whose career ended much sooner than he expected. Like many veteran employees, George's career was forced to end prematurely because he could no longer perform the daily tasks required of his job. In his case, he could no longer sit and stand for long periods, lift heavy objects or run. His department

could not keep him in a modified job and he was let go.

Like so many other cops, throughout his career George suffered minor injuries that often only required first aid, a few days off here and there, and he was back on the job. George filed about two dozen minor injury reports throughout his years on the force.

And like so many workers, over the span of his career, George's job took its toll. One of his primary complaints of injury was to his lower back which became increasingly worse with constant pain. George's repeated lower back injuries now blended into one long stream of pain and disability. His quality of life at work and at home was diminishing.

Despite his love of the job and need to support his family, George ended his career reluctantly; he had a goal of several more years of service and was in line for promotion. His plan for life after law enforcement included many of his labors of love mostly focused on outdoor activities like hiking, camping and sports activities with his wife, children and grandchildren.

John Doe – who requested to have his real name withheld for legal reasons – is a veteran firefighter in Southern California. He holds the rank of Battalion Chief having served 31 years with his department. He and his wife of 30 years have two children and a new grandchild, age four. John always planned to work as a firefighter for a full 35 years, retire with a regular service pension and enjoy his retirement with his family.

After years of performing arduous firefighting work on a repetitive basis, John is now paying the price for being a dedicated public servant. He has undergone two neck surgeries to repair herniated discs and recently underwent a complicated and painful lower back surgery that will leave him with limited ability to lift over 20 pounds. He has injured both knees on the job and has now developed significant arthritis that will eventually require total knee replacements.

These are examples of cumulative and continuous trauma. For 60 years, California law has recognized the cumulative effects of the stress and strains of employment on its workers.

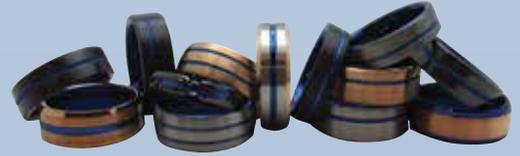
Continued on Pg. 23...

August 2019 | 17



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UC-7:

Highlighting cop-friendly eateries in the City of San Diego that provide a full meal for under or around \$10.00 using a strict 5-badge rating system.

An Anonymous Eater

Beef'n Bun

2477 Fletcher Parkway
El Cajon, CA 92020
(619) 465-0767



Photos courtesy of Yelp

I was still not hungry. It had been a minute since I'd downed a proper chocolate shake and it was ohhhh so worth the splurge. Rich and delicious! They have malts, but I didn't dare. The burger was a straightforward affair double-stacked with meat and cheese and piled high with all the usual fixings. The meat wasn't too greasy and the bun was the type you see in photos, that kind that make you want to sit around and eat cheeseburgers all day. The crinkle-cut fries were fried nice and crisp. All in all, a very well rounded and huge meal.

Jamie and Reese had been clamoring for several days for fish sticks and corndogs, as their mother bans these types of superfoods from her house, so of course I came to the rescue with bad influence and promises of endless ketchup. Reese went straight for a corndog (\$4.49). He is a notoriously picky eater, and does not like sauces and items mixed around on the plate, so he appreciated the simplicity of the presentation. Jamie, on the other hand, wanted fish and chips (\$7.19) and then proceeded to slather everything in about a gallon of mayonnaise and ketchup. Jamie reported the fish was crispy and not too oily, she loved the crinkle-cut fries and declared them far superior to the steak fries "that are flat and sad." So there you have it, the stamp of 2nd and 8th grade approval. We were headed out to Godzilla after this meal, so I saved them from bouncing to the candy display case at the theatre.

Beef N Bun is the perfect choice for the cop who needs a very hearty meal, or who wants to take the family out for a fun dinner that won't break the bank. I am giving it 3.75 badges.

I try to rattle the trees of places that are new, small, unknown, diamonds in the rough....but I also have a deep appreciation for the restaurant that has been a staple, an institution, a local go-to. Several months ago I praised the power of the old neighborhood, as they harbor all that is wonderful during the summer. Plastic pools, running through the sprinklers spraying glittering sequins of cool water, playing outside all day until the marbling red-orange sunset waves it's flag that dinner is ready. I was driving through La Mesa the other day and drove by one such institution that I had heard about for years, and now I know why.

Beef N Bun is located at 2477 Fletcher Parkway, (619) 465-0767. They are open Sunday-Thursday 7-10, and till midnight on Friday and Saturday. They take cards, and there is a small parking lot attached to the building. The dining room is pretty small, but good enough to write a report. Jacob was out of town for this review, so I tapped a new resource, Jamie and Reese, my niece and nephew. They claimed they could serve as the appropriate judges for the corn dogs and fish sticks. As many of our tribe live in parts east, this is a great place to take your family, or pick up food to-go before going to the drive-in theatre in Santee.

I seriously could not believe I had never been to Beef N Bun, so I decided a trip off the high cliff was in order. The ½ Pounder Combination! (\$7.99) With a chocolate shake! (a little extra). I had lunch on this day at 1 pm, and when dinner rolled around,



Pension

CORNER



By Lou Maggi

Why Did My Member Contribution Rate Increase?

We all know by now that a percentage of our salary is deducted each pay period to pay our employee retirement contributions. If you've been around a while, you may also know that this percentage, called the member contribution rate, changes every now and then. This year, as of July 1, 2019, all City police officers' contribution rates increased slightly – none by more than 1.34%. The new contribution rates were reflected on your July 26, 2019 paycheck. The dollar amount increases in contribution payments range from \$25 to \$85 per pay period, averaging an additional \$40 per paycheck. (Note: Your July 26, 2019 paycheck will include the new retirement contribution rates, and the new healthcare rates, and the July 1, 2019 raises will not be reflected until your August 9, 2019 paycheck.)

So why did our contribution rates go up? In fact, why do they change at all? This seemingly simple question has a complex answer. Your pension benefit is funded from three income streams: (1) contributions made by the plan sponsor (City of San Diego), (2) contributions made by members, and (3) investment earnings. City of San Diego contributions and member contributions are determined by SDCERS' actuary.

Let's start with why we don't all have the same member contribution rate. The contribution rate that applies to you first depends on how old you were when you became a member of the City's retirement system. Your entry age that determines your contribution rate is your age at the birthday that was closest to your SDCERS membership date. So, for example, if you were 25 years and eight months old when you joined SDCERS, your entry age will be 26. Your contribution rate will typically be lower if you became a member at an earlier age. This is because the younger you are when you start making contributions, the more time SDCERS has to invest those contributions and earn interest before you become eligible to receive a pension benefit. (Note: All officers hired after July 1, 2013 became members of SDCERS after graduating from the Police Academy.)

The second factor determining your contribution rate is the date you were hired, which determines the plan

tier you belong to. Different plan tiers have different retirement factors. This means two officers in different tiers can make the exact same salary and retire at the same age with the same amount of service credit, but have a different pension benefit amount. It stands to reason that if your plan tier has a higher retirement factor, then your contribution rate will be higher to account for the greater pension benefit you will receive when you retire.

Now let's talk about how member contribution rates are calculated. SDCERS employs an outside actuarial consulting firm that performs an actuarial valuation of the City's pension fund every year. In a nutshell, an actuarial valuation provides a snapshot of the system's assets compared to liabilities to determine the funded status of the plan. The actuarial valuation also uses economic assumptions (e.g., interest crediting rate) and demographic assumptions (e.g., rates of retirement, death, disability, etc.) to calculate the cost of a year of earned service. That cost is then converted to a contribution rate, so that the member's contributions and the City's contributions cover the cost of the pension benefits earned in that year. When the actuarial assumptions change, member contribution rates change as well.

Chief among these actuarial assumptions is SDCERS' interest crediting rate, which is the expected investment earnings for the SDCERS trust fund. This rate is a long-term projection, generally looking at a 30-year time frame. When the actuary calculates the member contribution rates, they assume SDCERS' investments will meet the interest crediting rate set by the Board. A lowering of the interest crediting rate indicates an expectation of lower investment earnings, so members must contribute at a higher rate to make up for the lower projected investment income. If the interest crediting rate is higher, then members don't need to contribute as much because SDCERS' investment returns are assumed to make up the difference.

In consultation with the actuary, SDCERS' Board voted to decrease the interest crediting rate from 6.75% to 6.50%. The lower interest crediting rate went into effect on July 1st and, with it, increased member contribution rates. In short, our contribution rates increased to ensure SDCERS will be able to pay us our pension benefits for the rest of our lives after we retire. As we have seen in the past, if our system is not properly funded, it will be attacked by those seeking to reduce or eliminate our pension benefits.

To see how your contribution rate changed, see the adjacent page for the chart that applies to your hire date. Then find your age at hire, (remember, it may be rounded up) and review the contribution rate information on that line.

Member Contribution Rates for Police Members Hired Before July 1, 2009			
Entry Age	FY2019 Rates	FY2020 Rates	Difference
20	14.53%	15.46%	0.93%
21	14.65%	15.59%	0.94%
22	14.90%	15.86%	0.95%
23	15.21%	16.19%	0.97%
24	15.52%	16.52%	0.99%
25	15.83%	16.84%	1.01%
26	16.13%	17.16%	1.03%
27	16.41%	17.47%	1.05%
28	16.69%	17.76%	1.07%
29	16.96%	18.04%	1.09%
30	17.20%	18.30%	1.10%
31	17.31%	18.42%	1.11%
32	17.49%	18.61%	1.12%
33	17.71%	18.85%	1.13%
34	17.89%	19.04%	1.15%
35	18.10%	19.26%	1.16%
36	18.34%	19.51%	1.17%
37	18.60%	19.80%	1.19%
38	18.89%	20.10%	1.21%
39	19.18%	20.41%	1.23%
40	19.48%	20.72%	1.25%
41	19.84%	21.11%	1.27%
42	20.16%	21.45%	1.29%
43	20.43%	21.74%	1.31%
44	20.67%	21.99%	1.32%
45	20.93%	22.27%	1.34%
46	20.55%	21.87%	1.32%
47	20.29%	21.59%	1.30%
48	20.02%	21.30%	1.28%
49	19.72%	20.98%	1.26%

Member Contribution Rates for Police Members Hired Between July 1, 2009 – December 31, 2011			
Entry Age	FY2019 Rates	FY2020 Rates	Difference
20	12.89%	13.69%	0.80%
21	13.27%	14.09%	0.82%
22	13.61%	14.45%	0.84%
23	13.94%	14.80%	0.86%
24	14.28%	15.17%	0.88%
25	14.61%	15.51%	0.90%
26	14.94%	15.86%	0.93%
27	15.27%	16.21%	0.95%
28	15.59%	16.55%	0.97%
29	15.91%	16.89%	0.99%
30	16.21%	17.22%	1.00%
31	16.55%	17.58%	1.03%
32	16.84%	17.88%	1.04%
33	17.07%	18.13%	1.06%
34	17.26%	18.33%	1.07%
35	17.48%	18.56%	1.08%
36	17.70%	18.80%	1.10%
37	17.95%	19.07%	1.11%
38	18.23%	19.36%	1.13%
39	18.52%	19.66%	1.15%
40	18.79%	19.96%	1.16%
41	19.14%	20.33%	1.19%
42	19.45%	20.66%	1.20%
43	19.73%	20.95%	1.22%
44	19.95%	21.19%	1.24%
45	20.21%	21.46%	1.25%
46	19.84%	21.07%	1.23%
47	19.59%	20.80%	1.21%
48	19.32%	20.52%	1.20%
49	19.04%	20.22%	1.18%

Member Contribution Rates for Police Members Hired Between January 1, 2012 – August 1, 2012			
Entry Age	FY2019 Rates	FY2020 Rates	Difference
20	12.69%	13.47%	0.78%
21	13.07%	13.87%	0.80%
22	13.41%	14.23%	0.82%
23	13.73%	14.57%	0.84%
24	14.05%	14.92%	0.86%
25	14.38%	15.26%	0.88%
26	14.71%	15.61%	0.90%
27	15.03%	15.95%	0.92%
28	15.35%	16.29%	0.94%
29	15.66%	16.62%	0.96%
30	15.97%	16.95%	0.98%
31	16.30%	17.30%	1.00%
32	16.58%	17.59%	1.02%
33	16.81%	17.84%	1.03%
34	17.00%	18.04%	1.04%
35	17.21%	18.26%	1.05%
36	17.43%	18.50%	1.07%
37	17.68%	18.76%	1.08%
38	17.95%	19.05%	1.10%
39	18.23%	19.34%	1.12%
40	18.50%	19.64%	1.13%
41	18.85%	20.01%	1.15%
42	19.15%	20.32%	1.17%
43	19.42%	20.61%	1.19%
44	19.65%	20.85%	1.20%
45	19.89%	21.11%	1.22%
46	19.53%	20.73%	1.20%
47	19.29%	20.47%	1.18%
48	19.02%	20.19%	1.16%
49	18.74%	19.88%	1.15%

Member Contribution Rates for Police Members Hired Between August 2, 2012 – June 30, 2013			
Entry Age	FY2019 Rates	FY2020 Rates	Difference
20	10.63%	11.29%	0.66%
21	10.96%	11.64%	0.68%
22	11.23%	11.93%	0.70%
23	11.51%	12.22%	0.71%
24	11.79%	12.52%	0.73%
25	12.06%	12.81%	0.75%
26	12.33%	13.09%	0.77%
27	12.60%	13.38%	0.78%
28	12.87%	13.67%	0.80%
29	13.13%	13.95%	0.82%
30	13.39%	14.22%	0.83%
31	13.66%	14.51%	0.85%
32	13.89%	14.76%	0.86%
33	14.10%	14.97%	0.88%
34	14.24%	15.13%	0.88%
35	14.42%	15.32%	0.90%
36	14.62%	15.52%	0.91%
37	14.82%	15.74%	0.92%
38	15.05%	15.98%	0.93%
39	15.28%	16.23%	0.95%
40	15.52%	16.48%	0.96%
41	15.80%	16.78%	0.98%
42	16.06%	17.05%	1.00%
43	16.28%	17.29%	1.01%
44	16.47%	17.49%	1.02%
45	16.67%	17.71%	1.04%
46	16.37%	17.39%	1.02%
47	16.17%	17.18%	1.00%
48	15.95%	16.94%	0.99%
49	15.71%	16.68%	0.98%

Member Contribution Rates for Police Members Hired on or After July 1, 2013			
Entry Age	FY2019 Rates	FY2020 Rates	Difference
20	9.59%	10.19%	0.59%
21	10.02%	10.64%	0.62%
22	10.52%	11.17%	0.65%
23	11.05%	11.73%	0.68%
24	11.62%	12.34%	0.72%
25	12.10%	12.85%	0.75%
26	12.46%	13.23%	0.77%
27	12.78%	13.57%	0.79%
28	13.06%	13.87%	0.81%
29	13.34%	14.16%	0.83%
30	13.60%	14.44%	0.84%
31	13.88%	14.74%	0.86%
32	14.12%	15.00%	0.87%
33	14.32%	15.21%	0.89%
34	14.49%	15.39%	0.90%
35	14.67%	15.58%	0.91%
36	14.86%	15.78%	0.92%
37	15.09%	16.02%	0.93%
38	15.32%	16.27%	0.95%
39	15.55%	16.52%	0.96%
40	15.79%	16.76%	0.98%
41	16.08%	17.08%	1.00%
42	16.35%	17.36%	1.01%
43	16.57%	17.60%	1.03%
44	16.76%	17.80%	1.04%
45	16.97%	18.02%	1.05%
46	16.67%	17.70%	1.03%
47	16.46%	17.48%	1.02%
48	16.23%	17.24%	1.00%
49	15.99%	16.98%	0.99%

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In Chief John's case, it's a result of 31 years of wearing turnout gear and equipment (including his helmet) that weighs well over 80 lbs. Wearing that gear while engaged in stair and ladder climbing, heavy lifting and carrying has placed undue stress on his spine and knees, forcing him into an early and unwanted disability retirement.

More importantly, the effects of his cumulative trauma injury will rob Chief John of his golden years with his family.

For George and the many working Californians who, through no fault of their own, lose their jobs to disability late in their careers, it means being thrown into economic uncertainty and facing retirement having to learn to exist in a lesser quality of life than he and his family had planned. However, George does have some peace of mind knowing that he has workers' compensation coverage to support his continuing and most likely lifetime medical care needs. Without medical care, George, like so many, would be in a world of hurt.

Chief John and George have paid the price for being senior public safety officers. They're now eligible for workers' compensation for the effects of their cumulative trauma injuries. They will never get back that which has been taken from them, namely, their health and quality of life.

Some of the power players in employment and in the workers' compensation insurance industry would like to take away or severely limit wear-and-tear cumulative

trauma injuries. Their motivation to eliminate these types of claims is plain and simple: to save money by not paying claims.

Imagine getting to the finish line years before your expected retirement date, they're fighting your pension, there is no savings, no safety net and no recognition for your service.

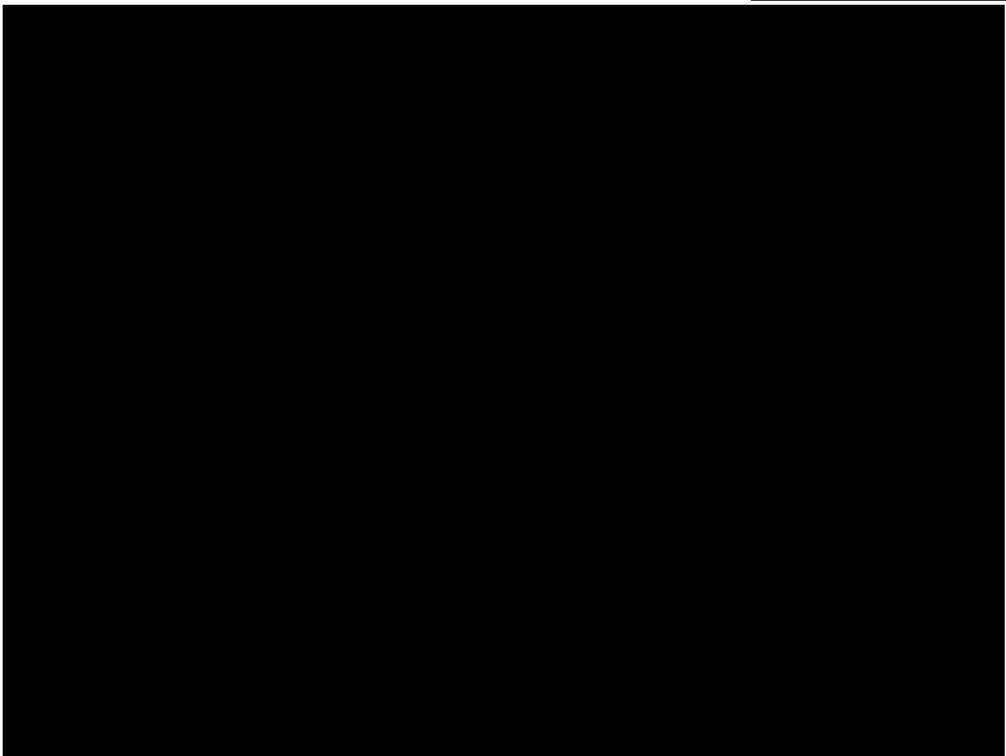
Chief John, George and others like them gave a lifetime to their department. They should now be compensated for everything that was taken from them. We can't let insurers or anyone else take away the safety net for cumulative trauma. Eliminating such claims would be wrong and immoral. Let's work together to ensure that never happens.



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Emery Campbell



End of Watch: 27 August 1913

Officer Campbell was shot and killed fifteen minutes after the suspect purchased a gun and stated he was going to kill someone.

Jeremy Henwood



End of Watch: 7 August 2011

While on patrol, Officer Henwood was approached by a car from behind that flashed its lights. When he pulled over to assist, the suspect shot and killed him.

Congratulations, Retirees!

Thank you to all of our members who recently retired between

June 16, 2019 and July 15, 2019

for your dedication and service.

We wish you the best in your new chapter in life!

Detective Michael Usrey

Hired February 7, 1994 ~ Retired June 20, 2019

Detective Sergeant Ken Fortier

Hired May 24, 1985 ~ Retired June 21, 2019

Sergeant Ronald Glass

Hired February 18, 1992 ~ Retired June 20, 2019

Detective Tom Levenberg

Hired March 16, 1989 ~ Retired June 30, 2019

Sergeant Frank Caropreso

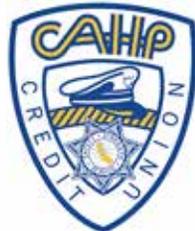
Hired September 4, 1990 ~ Retired June 30, 2019

Officer Jaime Alvarado

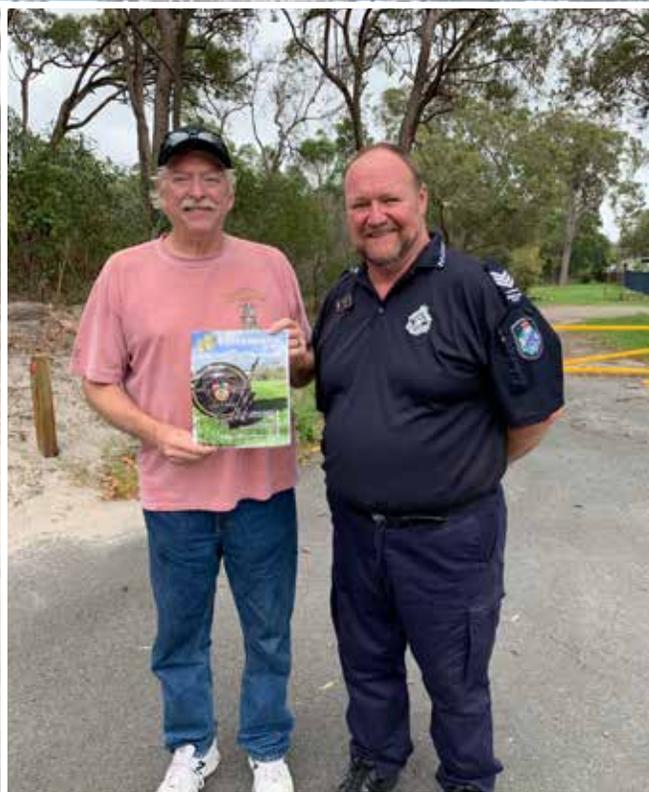
Hired August 24, 1988 ~ Retired May 14, 2019

On the Road

Proudly Presented by



Retired Detective Mark Michel hiked down to Havasu Falls, Arizona for a short camping trip just three days after his 60th birthday.



Retired Officer Dave Bridgman took a photo with a Sergeant of the Queensland Police Department while on a trip in Brisbane, Australia.



Retired Sergeant James Kistner visited the National Corvette Museum in Bowling Green, Kentucky.

If you have recently taken your copy of *The Informant* on the road with you, please share your pictures! If your picture is featured, the member who sends in the photo will receive a pair of movie tickets and our appreciation! Active and retired SDPOA members should send submissions to Erika at editor@sdpoa.org.



SDPOA Board Minutes

Board of Directors Meeting

June 13, 2019

Directors present: Schaeffer, Wilson, Mackay, Paxton (arrived 1215), Evans (excused at 1400), McCullough, Hoskins (excused 1430)

Directors excused: Avera, Bostedt

STATION DELEGATES IN ATTENDANCE:
None.

MEMBERS IN ATTENDANCE:
M. Hone

OTHERS PRESENT:
L. Moratto, B. Fields, K. Smith (recorder)

OPENING OBSERVANCES
President Schaeffer called the meeting to order at 0900 hours and Secretary Hoskins led all present in the Pledge of Allegiance. There was a moment of silence for the Officers killed in the line of duty in the past. There were 11 officers killed in the line of duty Nationwide since the May board meeting. In the history of the SDPD there were no San Diego Police officers killed in the month of May.

NON-AGENDA MEMBER COMMENTS:
• None.

1. MEMBER PRESENTATIONS:
• Matt Hone approached the board to request the POA donate up to \$150 to each motor academy they have. There are 2 academies per year.
Moved to Charity

PRESENTATIONS:
• None.

2. PAC
• McCullough reported regarding the recent meeting for COPS at the Capitol that was a success.
• M/S Mackay/Evans to send 1 PAC consultant and 2 directors to this years Chamber of Commerce event. Unanimous. 7-0-2. Bostedt, Avera absent.
• McCullough will be added as Co-Chair to the PAC committee.

3. PUBLIC RELATIONS COMMITTEE
a. Informant:
• The Extradition Unit will be the

unit highlight for August. The member spotlight for August is Ben Stanley.
• Mackay reported regarding the recent UCOPS meeting he attended.

b. Website:
• No report.

4. RETIREMENT
• No report.

5. MEMBER RELATIONS
• ***Hoskins/McCullough to waive cleaning fee and reimburse up to \$200 for insurance for the first-year anniversary of the Rolando shooting incident event in the POA Hall. Unanimous. 7-0-2. Avera, Bostedt absent.***
• ***Wilson and Evans will handle this year's 4th of July food truck.***

6. LABOR/MANAGEMENT COMMITTEE
• Wilson reported regarding issues which will be on next months LMC meeting agenda. There was no meeting this past month.

7. LEGAL
• No report.

8. SPECIAL EVENTS/ SCHOLARSHIP COMMITTEE
• The Scholarship event has been finalized.
• Officer of the Shift is underway for the last shift.

9. BUDGET-FINANCE
• ***M/S Schaeffer/Hoskins to approve the May treasurer's report. Unanimous. Mackay absent. 6-0-3.***

10. BUSINESS & GOVERNANCE COMMITTEE
a. Administrative:
• There was 1 email poll.
• Wilson is working on clean-up of some B and G committee items including agenda, travel and some voting procedures. Wilson also discussed the full-time release position.

c. Minutes:
• ***M/S Mackay/Schaeffer to accept the May 2019 Meeting Minutes. Unanimous. Bostedt, Evans absent. Paxton abstained. 6-0-2-1.***

11. MILESTONE REPORT
• No report.

12. OLD BUSINESS
• Retired member Larry Moratto gave an update regarding the asbestos at NTC.

13. NEW BUSINESS
• Paxton suggested a possible special flower arrangement.
• Wilson spoke of the recent NAPO meeting and how well it went.
• ***M/S Mackay/Hoskins to send 2 directors to the upcoming NAPO's 41st annual convention August 6-10, 2019. Hoskins and Wilson will attend. Unanimous. 6-0-3. Bostedt, Evans, Avera absent.***
• The POA is working with the City to resolve Don Meeks issues. The POA will elblast Meeks upcoming court information.
• The department new recruit ID numbers will be recycled starting with 1000.

14. ARMED SERVICES
• Hoskins reported regarding the POA elblast of the Army's 244th Birthday.

Adjourned the general meeting into the Foundation meeting at 1013.

Adjourned Foundation meeting into the general meeting at 1026.

Adjourned Closed session to Foundation meeting at 1235.

Adjourned Foundation meeting into the closed session at 1247.

Adjourned Closed session to Foundation meeting 1330.

Adjourned Foundation meeting into the closed session at 1355.

Adjourned Foundation meeting into the general meeting at 1400.

Meeting adjourned 1419.

SDPOA Non-Members:
Allahwardy, Deshnay
Alvarez-Tostado, Joshua
Christman, Tyler
Crumb, Katherine
David, Antonio
Ingram, Henry
Irwin, Wade
Porper, Joseph
Rawls, Kenneth
Slater, Thomas
Sterling, Trevor
Turner, Todd

Classified Ads and Vacation Rentals

Big Bear Lake Vacation Home – A modern 3-bedroom, 2-bath home furnished with rustic/mountain decor. Amenities include WiFi, fireplace, 4 cable TVs/ DVD players and a full kitchen. The cabin has a hot tub and BBQ on the deck. It is next door to Alpine Slide at Magic Mountain and a short walk to the lake, Village, shops and restaurants. Call Teresa at 619- 249-9284 for booking at discounted rates of: \$175 - \$250 a night, depending on requested dates. Or you can visit WWW.BIGBEARCOOLCABINS.COM "TC'S CABIN" for photos and approximate availability.

Cemetery Plot for Sale– El Camino Memorial Park cemetery plot for sale. Police Officers and Firefighters Memorial Lawn; plot located near top of Memorial in Plaza. Single space with right to purchase 2nd interment. El Camino asking price: \$10,000.00. Will sell for \$6,500.00. For more information, please contact Mary at 760-294-2700 or M51thomps@gmail.com.

Cemetery Plot for Sale – El Camino Memorial Park cemetery plot for sale. Police Officers and Firefighters Memorial Lawn; plot located near top of Memorial in Plaza. Double interment. El Camino asking price: \$15,000.00. Will sell for \$10,000.00. For more information, please contact Retired Detective Steve Chelby at 619-995-9716.

K-38 Baja Mexico – One bedroom ground level condo located at the popular K-38 surf location (1 hour from San Diego, 10 min south of Rosarito). Sit on the deck and watch the surf, surfers, and sunsets. Secure, gate guarded complex. Sleeps 4, California King bed in master and a queen murphy bed in living area. Fully equipped kitchen, BBQ, fireplace, outside patio table, and large sun deck. Perfect for a romantic weekend get-away or a week of surfing. Call Eric Johnson 619-651-7600, SDPD retired.

Lake Havasu City, Arizona – New vacation home in the heart of Lake Havasu City. The home has three bedrooms and two baths with an additional detached guest house furnished as a second master suite, making it perfect for two couples plus kids/guests. Amenities include full granite kitchen, in-ground pool and Jacuzzi, fireplace, 50" TV & entertainment center, BBQ, and lots of off-street parking. The home is 5 minutes from all attractions including London Bridge and the lake, golf, desert sports, and shopping! Available by the day or get the week discount. Great law enforcement rates. Call J.K. Hudgins, CIU 858-208-7828, or Chuck Arnold, ICAC 619-890-8527.

Rosarito Beach, Mexico – Just steps from the beach, beautiful ocean view with spectacular sunsets. Gate guarded, located at K38, a world-renowned surfing spot and only 20 minutes from the border. Outside fire pit and sun deck, living room, family room both with fireplaces. Two bedrooms, sleeps eight, two bathrooms. Enjoy the clear skies and stars at night, smell the ocean air and listen to the waves. Reasonable rates, come relax and enjoy! Only \$75-95/ night! Call Sandy Redding at 619-444-9174. DirecTv/ WiFi available.



SDPOA Board Minutes

Foundation Meeting

June 13, 2019

Directors present: Schaeffer, Wilson, McCullough, Evans, Mackay, Hoskins, Paxton, Avera (arrived 1235, left 1247)

Directors excused: Bostedt

MEMBERS IN ATTENDANCE:

None.

OTHERS PRESENT:

R. Pinckard, B. Fields, A. Bosanac, K. Smith (recorder)

MEMBER PRESENTATIONS:

- No report.

PRESENTATIONS:

- No report.

CHARITY REQUESTS:

- Request for POA to sponsor El Cajon POA's Hawaiianaire Golf Tournament.

M/S Schaeffer/Paxton for \$400 for 1 foursome. Unanimous. 5-0-4. Avera, Bostedt, Evans, Hoskins absent.

- Request for POA to sponsor La Mesa POA's 10th Annual Golf Tournament.

M/S McCullough/Wilson for \$460 for 1 foursome. Unanimous. 5-0-4. Avera, Bostedt, Evans, Hoskins absent.

- Request for POA to sponsor Santa Ana POA's 11th Annual Tournament.

Declined.

- Request for POA to sponsor Ontario POA's Widows and Orphans Charity golf tournament.

Declined.

- Request for POA to sponsor the 8-hour basic TLO class.

M/S Schaeffer/McCullough for \$500 for refreshments. Unanimous. 5-0-4. Avera, Bostedt, Evans, Hoskins absent.

- Request for POA to sponsor Oceanside POA's 4th Annual Golf Tournament

M/S McCullough/Wilson for \$400 for 1 foursome. 5-0-4. Avera, Bostedt, Evans, Hoskins absent.

- Request for POA to donate to this year's motor academies.

M/S McCullough/Schaeffer to donate \$300 towards 2 motor academies this year, \$150 per each academy. 5-0-4. Avera, Bostedt, Evans, Hoskins absent.

MEMORIAL COMMITTEE

- Evans is working on setting up hotel rooms for next year's memorial travel. Discussion occurred regarding stipends for the travel as well.

FUNDRAISING:

- Bosanac updated regarding recent grants/donations.

MINUTES:

- *M/S Paxton/Schaeffer to accept the May Foundation meeting minutes. Unanimous. 5-0-4. Bostedt, Evans, Hoskins, Avera absent.*

BUDGET FINANCE:

- *M/S Paxton/Keelan to approve the May treasurer's report. Unanimous. 5-0-4. Bostedt, Evans, Hoskins, Avera absent.*

CHILDCARE:

- Bosanac update on fundraising goals for this project.

NEW BUSINESS:

- *M/S Mackay/McCullough to purchase 100 Supporter Badges per the current invoice. Unanimous. 5-0-4. Bostedt, Evans, Hoskins, Avera absent.*

OLD BUSINESS:

- None.

Adjourned the general meeting into the Foundation meeting at 1013.

Adjourned Foundation meeting into the general meeting at 1026.

Adjourned Closed session to Foundation meeting 1235.

Adjourned Foundation meeting into the closed session at 1247.

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Adjourned Foundation meeting into the closed session at 1355.

Adjourned Foundation meeting into the general meeting at 1400.

REMINDER:

**The next Board Meeting is scheduled for
Thursday, August 8, 2019
at 9:00 a.m. in the POA Board Room.**

If you have a specific topic you would like to address with the board, please email Khristina at ksmith@sdpoa.org by Thursday, August 1, 2019 to be added to the agenda.

If you'd like to sit in and listen to the discussion, but do not have a specific topic, please feel free to drop in.

San Diego Police Officers Association Staff



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Executive Assistant



Erika Vroom
Communications Coordinator
Editor, *The Informant*



Arni Page
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Crystal Millburn
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Members:

If you haven't done so, be sure to register for the SDPOA website in order to receive up-to-date information, access to discounted tickets and more!

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