



The Informant

The Official Publication of the San Diego Police Officers Association
Volume XL, No. 1
January 2020



Cover Image:
Neighborhood Policing Division's
NEW Vehicle

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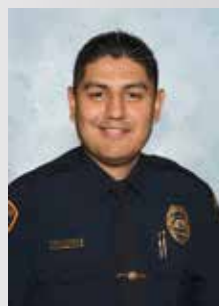
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We encourage article ideas and photographs about or of interest to our members. Article abstracts, photos, story ideas, suggestions, letters to the editor, commentaries and information may be submitted in person, by mail or by e-mail to the editor.

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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President's Message



Happy 2020! This promises to be another exciting year. Hopefully, your holidays were filled with cheer. It is now time to hit the ground running and continue on with the projects that lie ahead. In saying goodbye to 2019, we must dig into the exciting challenges and opportunities in the coming year.

The end of 2019 saw a huge change in the 7th floor. In November, we said goodbye to Executive Assistant Chief Todd Jarvis. Most of us know

those are huge shoes to fill. We would like to express our sincere thanks for all of Chief Jarvis' years of dedication to our department and wish him all the best in his future endeavors. On November 16, 2019, Chief Nisleit announced the new Unit 2: Executive Assistant Chief Albert Guaderrama. Congratulations Chief Guaderrama! We look forward to continuing to work with you.

In December, the inaugural Racial and Identity Profiling Act (RIPA) report was published and the ACLU is at it again. The ACLU and Campaign Zero conducted their own study based on RIPA numbers and published a document that demanded several policy changes based on their results. As with the SDSU study from 2016, these numbers by themselves and out of context have very little meaning. They are once again trying to portray our officers as racist. That is not supported by any of the RIPA numbers. We identified several inconsistencies with population numbers that were used in the Campaign Zero report. The department has hired Center for Policing Equity (CPE), an independent firm, to use the RIPA numbers with actual census data in order to make their own conclusions. We believe this will inevitably be a strong counter to Campaign Zero. I recently submitted an Op-Ed to The San Diego Union Tribune which was published on December 19, 2019. We have included the Op-Ed into this issue on page nine.

Our annual holiday Christmas Party took place on December 14, 2019 at Loews Coronado Bay Resort. It was our first year holding


the party at this venue. The event was a success. I was happy to see many of you there. The feedback I have received so far has been very positive. It is a beautiful resort sitting right on the bay. If you weren't able to make it in 2019, please make it a point to attend next year, as it will be at the same location.

Recently, I have been contacted by many members with concerns about the new department order requiring BWCs to be worn by detectives during pre-planned enforcement events. The SDPOA has started working with department management to ensure that our members are able to effectively perform their duties in a safe manner.

Negotiations for our new contract are up and running. The SDPOA's primary goal in these negotiations is to remain in the top half of comparable department compensation. This will require additional monies. On top of that, many of you responded to our request to provide proposal ideas. Thank you for your input. Each of your proposals have been carefully debated among the Board. Many of them were included in our initial proposal. We hope to reach an agreement early this spring. Prior to reaching a tentative agreement, as always we will not be able to share information. As soon as we reach a tentative agreement, the entire agreement will be shared with our members and voted on.

The 5th annual Steve Hobbs Poker Tournament will be held at the SDPOA Hall on Friday, February 21, 2020. We are hopeful that this event once again sells out. All of the proceeds will benefit Retired Officer Alan Alvarez. Alan's current health condition continues to require constant nursing and professional attention. Whether you play poker or not, please plan on attending. For players, your donation gets you poker chips, food, drinks, and raffle tickets. If you don't want to play poker, the required donation is less, but you still get food, drinks, and raffle tickets. This is always a great event where we can hang out and spend quality time with our co-workers for a worthy cause.

Take care,


Jack Schaeffer

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Member Spotlight

By Erika Vroom, Editor

Officer Kevin Stein



The spectrum of tasks that law enforcement officers conduct in their day-to-day schedules varies greatly. As a patrol officer, adding the task of working with and relating to members of the community can increase the types of responsibilities that a police officer must be prepared for. As a civilian, we do not often think about the quantity of these tasks that take on an aspect of problem solving. Typically, when we reach out to a police officer, it is because we are reaching out to ask for help—especially in times of great need. Officer Kevin Stein understands this and feels that it is important to focus on the problem solving aspect of the job in order to best protect and serve the community which he patrols.

Kevin grew up in Orange County, California. Prior to law enforcement, Kevin attended college

at California State University, Fullerton, where he graduated with a bachelor's degree in Criminology and Criminal Justice. "I veered towards law enforcement after college, because I like talking to people, I like problem solving and law enforcement kind of caters to a unique type of problem solving," Kevin states. "My wife and I moved to San Diego specifically so I could go through the police academy and because she went to SDSU, where she fell in love with San Diego."

Having joined the San Diego Police Department (SDPD) in February 2014, Officer Kevin Stein is going on to be a six year veteran. His main assignment since graduating from the Academy has been Central Division patrol. Based on the fact that he has been able to fulfill this position since becoming a police officer, Kevin feels that he excels at his current assignment thanks to the length of time he has had to hone in and communicate with Central's community members. He explains, "Central division has so many people to talk to and there are a lot of different things going on at all times." Kevin was given the opportunity to work the Balboa Park team for two years. As one of San Diego's most visited destinations, he was given differing tasks such as working with the community as well as working on some of the investigative aspects.

Aside from patrol, Kevin fills the shoes of a Field Training Officer (FTO) position. "It's really cool to be able to teach all parts of law enforcement and show [trainees] how fun and rewarding it is to be a police officer." He's found that he is passionate about being given the opportunity to train those who are new the career. The most rewarding aspect of law enforcement for Kevin is communicating with members of the community who may not have trusted him when they first met him. He does not allow any stigmas that one may feel towards law enforcement interfere with how he communicates on a personal and friendly level. Traits that Kevin carries with him each day that make him a successful patrol officer include his genuine personality,

empathetic notions, and careful patience.

When he is not working, Kevin enjoys spending time with his family. This includes his wife and their two daughters, Parker and Presley. The girls are four years old and two years old, respectively. Though they are still young, Kevin ensures that he is taking the time to be active with his daughters so that one day he can teach them how to ride motorcycles in the desert.

Though Kevin is considered a veteran with SDPD, he looks forward to what his future may bring. Long term goals include a possible promotion that would lead him to the investigations side of law enforcement. As a natural problem solver, investigations would be a new adventure that he looks forward to. "I enjoy learning new things and I am constantly seeking new learning opportunities."




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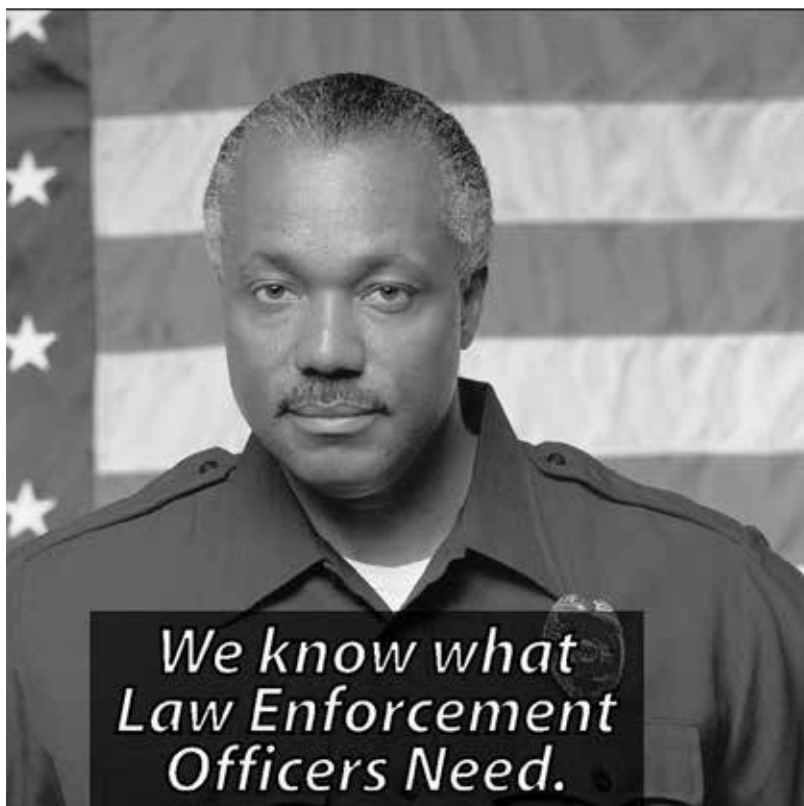
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Why ACLU report's profiling conclusions are wrong

The following article is an op-ed which appeared in the San Diego Union Tribune on December 18, 2019.

By Jack Schaeffer
President, San Diego Police Officers Association

Like many police officers, I had concerns when the Racial and Identity Profiling Act (RIPA) was proposed. Primarily, I was concerned that data produced as a result of this legislation would be presented to the public in a misleading manner. Unfortunately, that's exactly what I believe has happened with the recent ACLU report.

In my 30 years of law enforcement, I learned to verify alleged facts before making a conclusion. For instance, the first paragraph of the ACLU's report claims "San Diego police stopped black people at higher rates than white people in 85% of the police beats." I decided to explore the researcher's detailed analysis of "race and beats," by picking one at random.

Per the report, there exists a significant 22.1 "Black-White Stop Disparity" within Black Mountain Ranch-Beat 937 — meaning members of our African-American community are supposedly far more likely to be stopped disproportionately to their population in this area. This claim is statistically accurate, but only if one uses outdated population data as the benchmark.

While the time period utilized in the reports demographic data is not specified, when recent population data is used, specifically SANDAG's 2016 population estimates, not only does the "Black-White Stop Disparity" disappear, but it shows white community members are actually more likely to be stopped on Beat 937 in contrast to the report's claim. This is a significant red flag that should lead any objective reader to avoid taking other assertions within the report at face value.

The research also stated, "Black people were stopped at the highest rates of any other group — a 219% higher per population than white people." I felt this assertion also deserved further examination. Sure enough, the data provides more nuance than the conclusion reached by the report's author. African-Americans comprise only 5.6% of San Diego's population, but 28% of our homeless persons are reportedly African-American. The San Diego Police Department is tasked with addressing complaints related to homelessness, along with associated narcotic and mental health issues. In most incidents, we are reactively addressing complaints from residents or business owners within a given community.

The department relies on making significant repeated

contacts, before enforcing violations, or offering services. Each of these contacts are reportable under RIPA, even if no action is taken. Some of the beats mentioned in the report like East Village, Core Columbia and Logan Heights also have the highest homeless populations, and there are public safety obligations that involves police making pedestrian stops. Additionally, stops of African-Americans in just these three beats, out of 125 total beats citywide, account for 20% or 7,113 of their stops. However, the disproportionate impact of homelessness on the African-American population may not be the only factor driving policing in San Diego.

It is acknowledged that a financial inability to properly maintain a vehicle might lead to increased police stops related to equipment violations as outlined in the report. Additionally, it may be worthwhile to further study pedestrian and traffic stops in Barrio Logan, Logan Heights, the Southeastern portion of the city and parts of downtown. The 88,793 residents in these areas reportedly experience a youth unemployment rate of 40.1%, with an overall unemployment rate of 12.4%, along with a poverty rate of nearly 27%. Accordingly, it shouldn't be a surprise that a higher rate of stops to address vehicle issues, such as faulty brake lights or blinkers, occur in these areas.

The examples described above show that the nuanced complexities of policing a major city are the cause of the reported disparities rather than racial profiling. Any officers who single out an individual based on minority status aren't just profiling — they're oppressing — and they have no business being a police officer.

It's understandable that our community and leaders want to address problems with solutions. However, when a problem is presented that may not actually exist, a "solution" can often do more harm than good. Rather than relying on faulty data to conclude a problem exists, we believe more reliable information is required. Our association believes in solving problems within our department — we just want to make sure those problems are truly present before doing so.

In order to be a full participant in this discussion, the department recognized the need to evaluate its stop data more thoroughly and months ahead of the ACLU's report, and contracted with the research experts at the Center for Policing Equity — a leading organization dedicated to preventing bias within police departments. I believe the future release of their report, and recommendations, may strengthen our community relationships and should be considered before making conclusions.

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Chaplain's

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By Herb Smith
San Diego Police Department
Chaplain

"...But the Lord abides forever; He has established His throne for judgment. And He will judge the world in righteousness; He will execute

judgment for the peoples with equity. The Lord also will be a stronghold for the oppressed, a stronghold in times of trouble, and those who know Thy Name will put their trust in Thee; for Thou, O Lord, hast not forsaken those who seek Thee" (Psalm 9:7-10).

"I made a promise, Mr Frodo. A promise. 'Don't you leave him Samwise Gamgee.' And I don't mean to. I don't mean to" (Samwise Gamgee, *THE LORD OF THE RINGS*, J.R.R.Tolkien).

At the beginning of each New Year the desire for a fresh, new beginning fills our soul for the hope and optimism we crave toward realizing our dreams, or just finishing well. In earnest we endeavor to establish guidelines and guideposts to help us direct our efforts and stay within the lines of best practices to make encouraging progress toward our highway to happiness. Yet deep inside we know that the way we seek is a road less travelled, and why it is so rarely turned upon, much less remained upon. Getting to the places in life we know we need to be, places of such high value because they come at such a high cost, requires a resolve, resilience and reaffirmation of our expectations and very identity with the hope that lies before us. Resolving to manifest the markers of such determined purpose, process and progress along the way may for a short (short!) time delude us into thinking that determination is just a matter of decision, but inside we know that the duration of our resolute fortitude must be rooted and compelled by something stronger than mere desire for the end result. Resolutions require irresistible and overcoming provocation.

The Lord Of The Rings trilogy is for me the masterpiece of all cinematic production. That's saying a lot in light of all that cinema has achieved, but J.R.R.Tolkien's tale of friendship, love, determination and sacrifice is a theme in life that we're all wired to aspire to, even emulate. Yet though the spirit is willing, the flesh is weak. We can barely stay on track with a decent exercise and diet routine. How do we transcend the bounds of mortal triviality into the realms of extraordinary grandeur?

Ego-centric magnificence is a train wreck. But the beauty

that arises from striving to do the right thing, regardless of the cost, is a pursuit in life which transforms us from mortal to everlasting, from the mundane to the astonishing and magnificent, and we would scarcely realize how we got there. It is a coming into place for the highest purpose and plan for our life when it wasn't what we set out to do, but what we could scarcely do otherwise.

Samwise Gamgee's character in this timeless tale is a portrait of any ordinary everyman. He is a simple Hobbit who aspires to nothing more than family, community and a secure way of life. Yet he is suddenly brought into the vortex of a battle for the survival of his world and all who inhabit it. But the focus for that survival centers on one solitary thing: a promise he makes, to stand by his friend, and to help him do what he cannot on his own. Samwise is no superhero, but as the epic saga unfolds, Sam becomes someone far greater than the sum of his inward and outward parts, and fulfills a critical role which ultimately, in league with his charge, delivers the world against all incalculable odds. He does so staying true to the character that makes him so genuine and authentic. Sam is not out for fame and glory. He only wants to make a decent meal ("Potatoes. Boil em, mash em, stick em in s stew"), always remember the good things in life ("It's be spring soon, and the orchards will be in blossom...And, they'll be sowing the summer barley in the lower fields...and eating the first of the strawberries and cream. Do you remember the taste of strawberries?... There's some good in this world Mr. Frodo, and it's worth fighting for"), and to be faithful to his friend ("I'm coming Mr. Frodo... I can't carry it for you, but I can carry you"). What truly moves us forward in the place we find ourselves is not a raw and deluded determination to go forth and conquer our world, but rather faithfulness to a simple and divine ordinance to keep and protect the people and things in our life that matter the most.

Sam's unfaltering passion was his love, from a pure heart, a clear conscience and a sincere faith (I Timothy 1:5). In the middle of the story when Frodo tried to leave the fellowship and advance on his own, Sam chased after him and nearly drowned trying to reach him. Frodo reached down and grasped him before he did, and they went on together. At the end of the tale, it was Frodo who was hanging over the fires of Mt. Doom with one hand, and this time it was Sam who grabbed ahold, and brought him up.

We don't go through life alone, and the circumstances and people God places us into and with, all have a purpose to enlarge us more greatly than what we are, and to prove His faithfulness, through us and with us. Trusting Him for that purpose and in that process with the faith, hope and love only He can provide, is to write a story for our lives that could never have been written or imagined on our own. As you take a first step into 2020, stay fixed upon the grip of His Power and Love for you. "Do not fear, for I Am with you; do not anxiously look about you, for I Am your God. I will strengthen you, surely I will help you, surely I will uphold you with My righteous right hand" (Isaiah 41:10).

Unit Highlight | SDPD Western Juvenile Services Team (JST)

By Erika Vroom, Editor



While adult crimes comprise the main focus of many police departments, crimes involving juveniles is also an important part of the job. Positive interactions with law enforcement officers from as young an age as possible has proven to be most successful in deterring the youth in various neighborhoods away from a life of crime. Results of this type of policing demonstrate the more positive interactions that young children have with police officers greatly impacts the likelihood when a juvenile reaches adulthood, they will continue to follow the law and view law enforcement as a positive resource. The officers of the San Diego Police Department's (SDPD) Western Juvenile Services Team (JST) understand the above mindset making sure each interaction is a positive one.

The history of Juvenile Services runs beyond Western Division. Juvenile Services was at one time a division within the department. The division was comprised of Juvenile Administration, Juvenile Investigations, School Safety Patrol and D.A.R.E. After decentralization, each patrol division within SDPD was given a JST unit to promote a more hands on approach at all of the schools within the division.

Western JST is currently led by Detective Sergeant Mike Shiraishi. The unit is comprised of Detective Eric Stafford, two full-time officers, Officers Amber Banning and Dan Westney, as well as one part-time team member, Officer Ruby Bock. Western JST covers 36 schools, with just two officers covering approximately 18 schools each. As

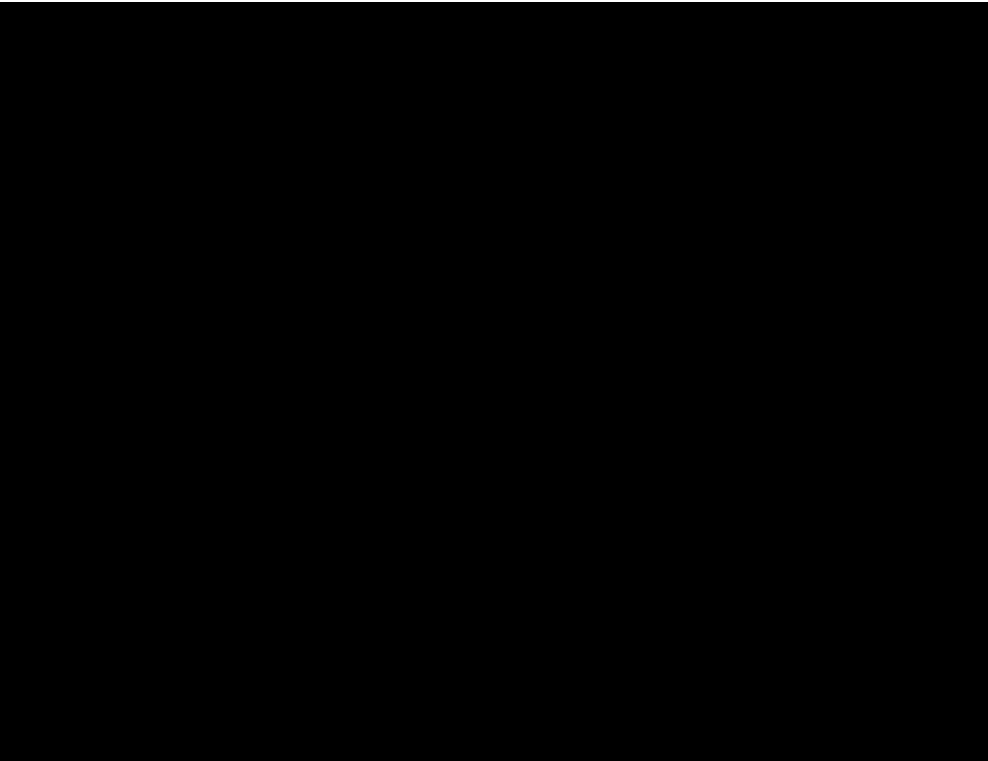
one of the nine JST teams within SDPD, the unit's focus is on building rapport and getting to know the children, parents, staff, and community members surrounding the schools they provide police services to. Officer Banning is one of the senior officers within the department's Juvenile Services. She supervises three school safety patrol programs in Western. She feels "building bridges" has been one of unit's most successful techniques in ensuring officers can effectively do their job at each school.

By working in conjunction to school police, Western JST is able to expand their eyes and ears regarding activities at each school. The unit also provides their services to several private and charter schools within the division. Detective Sergeant Shiraishi explains, "We investigate crimes from simple batteries all the way to child abuse cases and we conduct both preliminary and follow-up investigations across the spectrum." Detective Stafford takes lead on the follow-up investigations. "When I joined JST, I didn't realize that there were

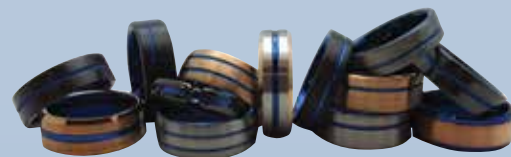
so many incidents which involved juveniles in such extreme cases."

The team is equipped to investigate school threats, work with other investigative units, and balance visits with schools whenever it is needed. By attending the 36 schools on a regular schedule, Officers Banning and Westney are given time to get to know different students throughout the day. They consider the way they work as "flowing through schools." Their flexibility allows them to take time with one child at a time and, "build that relationship that both the children and their parents can appreciate," says Officer Westney.

When not on school campuses, Western JST partakes in various events within their community. In December 2019, the unit held its 2nd Annual Christmas with Cops event. This event allows them to share the joy of Christmas with less fortunate children and their siblings who attend school within Western Division.



For one who may want to join this unit, there are a few key traits you must possess. A high level of willingness to work as a team, the ability to stay involved, and the want to have fun name a few of those traits. For Western JST, the team may be small, but the impetus and drive to make a positive impact "One kid at a time," is something that will remain steadfast.



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By Captain Jeff Jordon
San Diego Police Department



Being sworn in as a San Diego Police Officer is among one of the proudest days of my life. I'll never forget being presented with my badge, and the connection I immediately felt to every officer who served, sacrificed, and committed themselves to the City of San Diego and its residents. Along with my badge, I also cherish my Department issued identification card. While I never had a good photo associated with it, which clearly must be the result of camera operator error and not my looks, the ID number on my card reflects the nearly 20 years of hard work and professionalism I have provided throughout my career. Every member of the Department, past and present, can identify in some way with the importance of these items, along with the special meaning they hold for their professional and personal lives.

Traditionally, identification numbers assigned to sworn personnel have not been reused. This affirms the importance placed on them by officers, as well as the Department's executive leadership team. Unfortunately, the Department has reached the moment where it is out of unique four digit ID numbers that can be used for sworn personnel.

Before reaching this point, a series of brainstorming sessions were conducted months ago by command staff, as well as members from Data Systems. Some of the resulting ideas that were researched for implementation included the following:

- 1) Migrate to five-digit ID numbers: This was not possible since several critical systems that are not controlled by SDPD (ARJIS, SD Law, etc.) do not support five-digit ID numbers.
- 2) Migrate to four-digit alphanumeric ID numbers: Originally, research indicated this would be possible, except within the CAD system. A work around idea was developed that would have resulted in two ID numbers (a five-digit ID and a four-digit alphanumeric ID) assigned to each officer. This approach would have

been confusing for day-to-day operations. Recently, we discovered this compromise approach would be unworkable.

- 3) Reuse sworn ID numbers. This approach works in all systems without costly application upgrades or modifications.

After evaluating the options, and the benefits and consequences associated with each of them, the decision that made the most operational sense was to begin using ID numbers starting with 1000 for recruits joining the 122nd academy class in December 2019. It was also determined ID numbers associated with San Diego Police Officers killed in the line of duty shall never be reissued to acknowledge their unforgettable sacrifices. Additionally, since no officer wants to be associated with a member who has brought shame to our noble profession, the identification numbers of those who have tarnished our badge and reputation will be identified and not be used again. All other identification numbers, utilized by officers of every rank, will be reissued without exception.

The decisions associated with reissuing identification numbers was not one that was made lightly or without due diligence being taken by the Department's leadership. The disappointment, and in some cases anger, expressed by both active and retired members of the Department did not go unheard by the SDPOA Board of Directors and the Department's executive leadership team. It is hoped this article provided additional clarification to the circumstances that prompted these changes and described details on how they will be implemented.

At the end of the day, we served not for pay, not for the recognition and certainly not for a number. Instead we serve for others, one another and to make a difference in our communities, which unlike a four-digit number will live on forever in the memories of those we have positively impacted.



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OF THE MONTH

Great Prices On MEN'S UNIFORMS



WOMEN'S UNIFORMS



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Shirts are representative of the department authorized and color is not indicative

Popular items in stock at the SDPOA Store:

11 oz Coffee Mug - \$5.90

15 oz Coffee Mug - \$9.62

Classic SDPD Beanie - \$12.19

Skull Cap Beanie - \$12.35

Tall Shot Glass
\$5.50

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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 FireBirds Chicken

4155 University Avenue
San Diego, CA 92105
(619) 326-8235



Locals Rule! Last month I was fortunate to stumble on tortas in East County. This month City Heights rang the gong, demanding my attention. This is the beauty of writing about food, finding these awesome places tucked away on busy streets. Mark my words friends, food will save us. When all seems lost, when politics claws its deep divides ever deeper into the soul of society, the dinner table will emerge from the rubble and hold us together like a keystone. Those hearty stones begin locally.

Firebirds is located at 4155 University Avenue in heart of Mid-City, (619) 326-8235. They are open Tuesday-Thursday 10:30-9:30, Friday-Sunday 10:30-10:30, and closed Monday. They take cards, and they have a decent, medium sized dining room. Parking can be a slight conundrum, even for a patrol vehicle. Jacob D and I ate here once for this article, but it's definitely on the list for a return trip whilst knocking back OT in City Heights.

First thing, don't even think for a moment you can dominate this food in a patrol vehicle, even for a Friday uniform. Second thing, order ahead! Firebirds is putting out a seriously high quality product made fresh to order. The food is well worth the few extra minutes and will make you shun your wing shop from the 90's.

I chose one order of Sliders (\$8.50) cranked up to spicy. The chicken was perfectly crisp and hot, and not even a tiny bit greasy, and served on those soft Hawaiian rolls that make everyone swoon at holiday

dinners. The sliders are topped with their own homemade "Fire Sauce", and a scoop of their own coleslaw to cool the heat, but don't be fooled. The cool coleslaw has a slight kick that backs the play of the spices on the chicken and the Fire Sauce.

Jacob had the Big Ol Sandwich (\$9.50), at a conservative setting of medium spicy. This thing came out and I swear it looked like two sandwiches on the plate. The Big Ol Sandwich is served open-faced, with equal amounts of chicken on each piece of bread. Jacob took one look and said, "Jeez, do I put this together?" Alas, Jacob was not a barbarian on this day and employed the prescribed implements for diving into this sandwich, topped with cheese, Fire Sauce, and coleslaw. Jacob loved it and was impressed that such a giant meal didn't leave him feeling overstuffed; the mark of good quality ingredients.

Firebirds was started by two UCSD students who wanted bring Nashville Hot Chicken (I guess this is a thing) to our West Coast table. It's the perfect choice for the cop who wants settle in for a solid, delicious meal over a long report. I am giving them 4 badges.



Pension

CORNER



By Lou Maggi
SDCERS Trustee

Retirement Factors

In the last issue, we examined the Corbett Settlement and the resulting Corbett Benefit. As part of that discussion, we briefly touched on the Corbett Settlement's effect on department members' retirement factors. If you don't already know, your retirement factor is an important part of your pension benefit calculation, which typically increases with age. Your base pension benefit formula is as follows:

$(\text{Retirement Factor}) \times (\text{Service Credit}) \times (\text{Final Average Salary})$

Your retirement factor depends on your hire date and the age at which you retire – see the charts on the next page for more detail. If you were hired before July 1, 2009, then the Corbett Settlement provides you with the option of choosing between the “Old” retirement factors and the “Corbett” retirement factors. At first glance, the Corbett factors appear to be the obvious choice because a flat 3.0% regardless of retirement age is greater than the Old factors. However, the Old factors actually provide a higher benefit if you retire at age 53 or greater; this is because choosing the Old factors also grants you a 10% increase in the Final Average Salary used in your benefit calculation (possible exception if reciprocity is involved), which generally equates to a 10% increase in your retirement factor.

You can see that retiring at age 53 with the Old factor of 2.8% yields a higher benefit than choosing the 3.0% Corbett factor, because 2.8% with the 10% increase actually gives you a factor of 3.08%. Similarly, choosing the Old factor at 54 really yields a factor of 3.19%, and at 55 or older your factor would round up to 3.3%.

However, if you were hired on or after July 1, 2009, you don't have a choice in retirement factors; you are subject to the “New” factors, which start at 2.5% at age 50 and increase by 0.1% every year until maxing out at 3.0%

for a retirement age of 55 or older. The only difference between the second and third charts is the benefit caps. If you were hired before July 1, 2013, your benefit cap is 90%, which means regardless of retirement factor and years of service, your pension benefit cannot be greater than 90% of your Final Average Salary. If you were hired on or after July 1, 2013, then your benefit cap fluctuates depending on retirement age, but your pension benefit will never exceed 80% of your Final Average Salary.

Keep in mind that these charts list the retirement factors corresponding to whole ages, but in reality, your factor is prorated in quarterly increments, rounded down to the nearest quarter retirement age. For example, a department member hired in 2010 who retires at age 52 ½ will have a factor of 2.75%. If they retire at 52 ¾, the factor will be 2.775%. So on and so forth until they reach age 55.

At your retirement counseling appointment, your retirement counselor will explain the retirement factors applicable to you and can show you what your pension benefit amount will be according to your projected age at retirement. However, you can also compare benefit estimates ahead of time according to different scenarios by visiting www.sdcers.org and logging in to your Member Portal account, where you can access the Benefit Calculator. If you were hired before July 1, 2009, the Benefit Calculator will automatically select the retirement factor that will give you the greatest pension benefit and include the 10% increase, if applicable.

Every issue, I work with SDCERS staff to craft “Pension Corner,” which is meant to pass on relevant information to department members and respond to frequently asked questions. If there is a topic that you would like to read about, please email me at MaggiL@sdcers.org.

City of San Diego
Safety Police Members Hired Before 7/1/2009

Choice of the Following:

Retirement Age	Old Retirement Factors* (In Effect 6/30/2000)	Corbett Retirement Factors (In Effect 7/1/2000)
50	2.50%	3.00%
51	2.60%	3.00%
52	2.70%	3.00%
53	2.80%	3.00%
54	2.90%	3.00%
55+	2.9999%	3.00%

**Final Average Salary increased by 10% in benefit calculation*

City of San Diego
Safety Police Members Hired On or After 7/1/2009 But Before 7/1/2013

Retirement Age	New Retirement Factors* (In Effect 7/1/2009)
50	2.50%
51	2.60%
52	2.70%
53	2.80%
54	2.90%
55+	3.00%

**Benefit Cap = 90% of Final Compensation*

City of San Diego
Safety Police Members Hired On or After 7/1/2013

Retirement Age	New Retirement Factors (In Effect 7/1/2009)	Benefit Cap as % of Final Compensation
50	2.50%	65%
51	2.60%	68%
52	2.70%	71%
53	2.80%	74%
54	2.90%	77%
55+	3.00%	80%

NOTE: Retirement factors are prorated in quarterly increments to reflect the Member's age at retirement (e.g., 50 $\frac{1}{4}$, 50 $\frac{1}{2}$, 50 $\frac{3}{4}$, etc.) up to age 55.

SDPOA's Thanksgiving Meal

By Erika Vroom, Editor

While most people gather with family and friends on the Thanksgiving holiday to show gratitude, there are first responders throughout the nation that are on-duty, working to ensure the safety of others. For the San Diego police officers that are on duty on this day of giving, the San Diego Police Officers Association (SDPOA) hosts a warm Thanksgiving Meal to honor and thank them for their service. Held at the SDPOA Hall of Valor, all on-duty officers for the San Diego Police Department are welcome each year.

For helping make this event possible, the SDPOA thanks the organizations below for their sponsorships and donations to this very worthy meal.

Our heartfelt gratitude goes out to California Coast Credit Union, Pan Pacific Law Enforcement Association (PANPAC), and all of the volunteers. Thank you for supporting an important tradition to show our appreciation for our members and their families who sacrifice their holiday to protect our community.





Charity for Police!
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Thomas M., Class of 2019

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In Remembrance

Edward J. Moore



End of Watch: 15 January 1933
While off duty, Officer Moore was shot to death while checking a suspicious person.

Jerry L. Hartless



End of Watch: 31 January 1988
Officer Hartless received a single gunshot wound to the head while in foot pursuit of a suspect and passed away 22 days later.

Congratulations, Retirees!

Thank you to all of our members who recently retired between
November 16, 2019 and December 15, 2019
for your dedication and service.

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

Detective Sergeant Skip Melhorn

Hired July 27, 1987 ~ Retired November 16, 2019

Detective Sergeant Daniel Albright

Hired March 6, 1986 ~ Retired November 21, 2019

Officer Dave Root

Hired November 20, 1987 ~ Retired December 2, 2019

Officer Raymond Clark

Hired March 6, 1986 ~ Retired December 5, 2019

Officer Larry Hesselgesser

Hired September 19, 1994 ~ Retired December 12, 2019

Officer Kevin Duffy

Hired October 9, 1989 ~ Retired December 13, 2019

Officer Eric Wiseman

Hired March 16, 1989 ~ Retired December 13, 2019

On the Road

Proudly Presented by



Retired Officer Alan Nicholas at Atocha Station while in Madrid, Spain.



Retired Officer Valari Summers during a recent fishing trip in Alaska.



Detective Ryan Schultz alongside his wife Chiharu, their children Leila and Liam, and two Japanese police officers, while on vacation in Japan.

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

November 14, 2019

Directors present: Schaeffer (excused 1130, returned 1300) Bostedt, Avera, Evans (excused 1157, returned at 1230), Mackay, Hoskins, Wilson (arrived 0920), McCullough, Paxton

Directors excused: None.

STATION DELEGATES IN ATTENDANCE:
None.

MEMBERS IN ATTENDANCE:
D. Surwilo, T. Cockrell, M. Hayes

OTHERS PRESENT:
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 9 officers killed in the line of duty Nationwide since the October board meeting. In the history of the SDPD there were 3 San Diego Police officers killed in the month of November. Archie Buggs (11/4/1978), Thomas Keays (11/20/1937) and Michael Bushman (11/25/1963).

NON-AGENDA MEMBER COMMENTS:

- None.

1. MEMBER PRESENTATIONS:

- Keelan McCullough requested the POA support the Western Division community holiday celebration.

Moved to Charity.

- Curtis Doll requested the POA donate to the School Safety Patrol holiday party.

Moved to Charity.

- David Surwilo thanked the board for their service to the POA. Discussion occurred regarding CRO status.

PRESENTATIONS:

- None.

2. PAC

- Report in Closed session.

3. PUBLIC RELATIONS COMMITTEE

a. Informant:

- Western JST will be the unit highlight for January. The member spotlight for January will be Kevin Stein.

b. Website:

- No report.
- Mackay discussed the comp time voting.
- Discussion occurred regarding future board member voting.

- Firehouse Subs donated a grant to purchase some new 6 PD bicycles.

4. RETIREMENT

- Member Brent Devore is running for the 401(k) Plan Trustee seat. The POA will send out the voting information for that position shortly.
- Avera updated seats are running out for the retirement seminars.
- Discussion occurred regarding RMT issues.

5. MEMBER RELATIONS

- No report.

6. LABOR/MANAGEMENT COMMITTEE

- Mackay discussed the BWC's for investigators.

7. LEGAL

- No report.

8. SPECIAL EVENTS/SCHOLARSHIP COMMITTEE

- The Christmas party tickets are almost sold out.

9. BUDGET-FINANCE

- **M/S Hoskins/McCullough to approve the October treasurer's report. Unanimous. Schaeffer, Evans absent. 7-0-2.**

10. BUSINESS & GOVERNANCE COMMITTEE

a. Administrative:

- There was 1 email poll.

b. Minutes:

- **M/S Paxton/Hoskins to accept the October 2019 Meeting**

Minutes. Unanimous. 9-0.

11. MILESTONE REPORT

- No report.

12. OLD BUSINESS

- Mackay reported regarding the SDPOA trademark status.
- **M/S Mackay/Paxton for up to \$1,200 for a POA trademark attorney fee. Unanimous. Schaeffer/Evans absent. 7-0-2.**
- The POA commemorative rifle will be hung in the POA building hallway.
- As agreed upon by the board, no alcohol will be present during the SDPOA hosted Thanksgiving meal at the POA Hall.
- **M/S Mackay/Paxton to purchase conference equipment for live streaming some meetings at the POA for up to \$500. Unanimous. Schaeffer, Evans. 7-0-2.**
- Mackay reported regarding AT&T's FirstNet offer.

13. NEW BUSINESS

- No report.

14. ARMED SERVICES

- No report.

Adjourned the general meeting into the Foundation meeting at 0958.

Adjourned Foundation meeting into the closed session 1038.

Adjourned the general meeting into the Foundation meeting at 1302.

Adjourned meeting at 1304.

SDPOA Non-Members:

Allahwady, Deshnay
Alvarez-Tostado, Joshua
Christman, Tyler
Crumb, Katherine
David, Antonio
Ingram, Henry
Irwin, Wade
Rawls, Kenneth
Slater, Thomas
Sterling, Trevor
Turner, Todd

Classified Ads and Vacation Rentals

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 \$6,000.00. For more information, please contact Mary at 760-294-2700 or M51thompso@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.

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. El Camino asking price: \$10,000.00. Will sell for \$5,000.00. For more information, please contact Retired Captain Gene Ackert at 760-787-0560.

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

November 14, 2019

Directors present: Schaeffer (excused 1130, returned 1300) Bostedt, Avera, Evans (excused 1157, returned at 1230), Mackay, Hoskins, Wilson (arrived 0920), McCullough, Paxton

Directors excused: None.

MEMBERS IN ATTENDANCE:
None.

OTHERS PRESENT:
R. Pinckard, B. Fields, K. Smith (recorder)

MEMBER PRESENTATIONS:
• No report.

PRESENTATIONS:
• No report.

CHARITY REQUESTS:
• Request for POA to sponsor the Western Division community holiday celebration.
M/S Avera/Evans for \$1,000. Opposed: Hoskins, Wilson. 7-2.

• Request for POA to sponsor the School Safety Patrol holiday party.
M/S McCullough/Bostedt for \$1,000. Motion died, no board vote.

M/S Bostedt/Hoskins for \$1,500. Unanimous. McCullough absent. 8-0-1.

MEMORIAL COMMITTEE:
• Members will be selected at the next meeting for who will receive the travel stipends.

FUNDRAISING
• Bosanac reported regarding tomorrow's agenda for the SDPOA Memorial golf tournament.
• Bosanac updated regarding upcoming potential sponsorships.

MINUTES:
• *M/S Schaeffer/McCullough to accept the October Foundation meeting minutes. Unanimous. Hoskins, Paxton absent. 7-0-2.*

BUDGET FINANCE:

• *M/S McCullough/Hoskins to approve the October treasurer's report. Unanimous. 9-0.*

CHILDCARE:

• Avera reported regarding the recent meeting with KinderCare.

NEW BUSINESS:

• None.

OLD BUSINESS:

• None.

Adjourned the general meeting into the Foundation meeting at 0958.

Adjourned Foundation meeting into the closed session 1038.

Adjourned the general meeting into the Foundation meeting at 1304.

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REMINDER:

**The next Board Meeting is scheduled for
Thursday, January 9, 2020
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, January 2, 2020 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



Khristina Smith
Manager
Executive Assistant



Erika Vroom
Communications Coordinator
Editor, *The Informant*



Arni Page
Store Clerk



Crystal Millburn
Receptionist



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