

the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

To Promote the Efficiency and Good Name of the San Francisco Police Department and its Members



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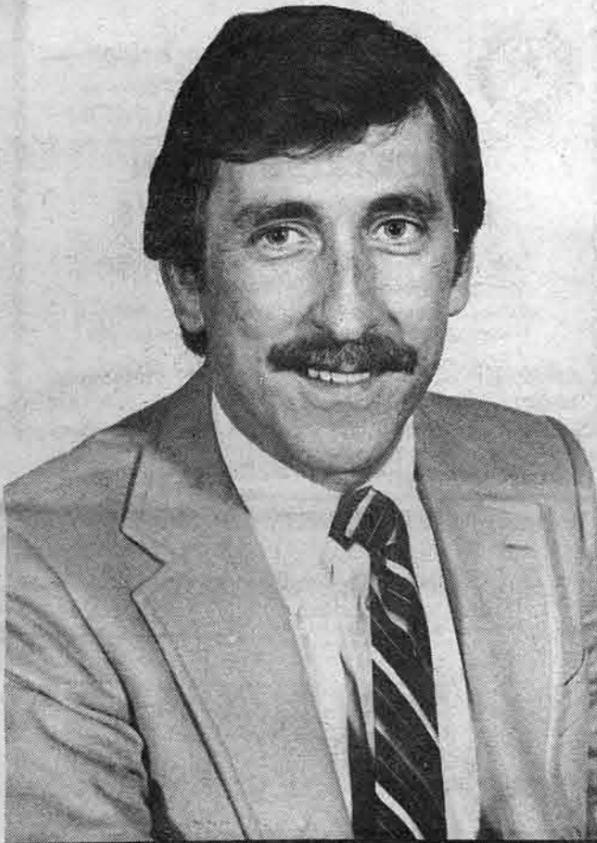
VOL. 12

SAN FRANCISCO, FEBRUARY 1981

NO. 2

BARRY LANDSLIDE

by Paul Chignell, Vice President.



**President
Bob Barry**

Robert F. Barry was re-elected to a second two year term as POA President in the January 1981 elections.

Despite a strong campaign waged against his policies and personality, the membership rewarded him with a 67% plurality.

President Barry's mandate is the largest margin in a contested race for the Presidency in the last eleven years.

His policy of impartial representation of all members and meaningful dialogue with community and city leaders was endorsed by the membership.

His opponents attacks and demands for confrontation politics were rejected by the members.

The next two years bring promises of major employee problems in terms of benefits and working conditions.

President Barry has the capacity and the overwhelming mandate to address these most difficult issues.

There is no doubt that the acrimony and rhetoric must now be put to rest and all active Association members should unify to further the goals of the organization.

THANK YOU

by Paul Chignell, Vice President

I thank the membership for the generous mandate that I received in the January 1981 elections and look forward to another two year term as your Vice-President. I pledge that representation will be the key to my involvement during the next two years, as it has been for the past decade. Representation of the membership on a day to day basis is the key to any labor organization.

The hard fought campaign during the month of January clearly showed the philosophies of the candidates to be distinct. President Robert Barry and the individuals running with him made no promise to the varying constituencies in the POA other than the pledge that the daily efforts of representing officers in trouble would continue under his leadership. Wild promises that cannot be realized were not the rhetoric of the Barry campaign.

The Barry style of leadership was endorsed strongly by the membership. Cries of tougher action against the Chief and a return to the days of confrontation politics were soundly rejected by the membership. When tough action was necessary, President Barry was tough enough to get the job done-the removal of Charles Gain as Chief of Police. Gain's own words in the Washington POST that he would still be Chief in San Francisco if it wasn't for the POA and that the POA was the most powerful police union in the United States bear testament that President Barry can be "tough".

Other commentaries on the election results will certainly be written and discussed but the most important theme should be a return to the work of the Association. 1981 promises to be a difficult year for public employees and the winning as well as losing candidates must unify for the benefit of the membership.

I look forward to helping with that unification process.



**Vice President
Paul Chignell**



**Secretary
Mike Hebel**



**Treasurer
Reno Rapagnani**

WIDOWS & ORPHANS



POLICE POST #456 NEWS

The meeting was called to order by Vice President Sturken, at 2:15 p.m., Wednesday, January 21, 1981 in the Traffic Bureau Assembly Room, Hall of Justice. President Jeffery excused. All other officers and trustees present.

The following are new members: William Brunicardi, Elaine M. Collins, Donna DeMartina, Michael J. Furusho, Jordan Kong Hom, Patricia A. Jackson, Ross R. Jernigan, Jr., Tom Pond Lee, Jr., Parry Morris, Bruce O. Powell, Anthony M. Santana, Kenneth T. Sugrue, Laura Uhl, Ernest O. Wildberg, Jr., Ronald Wing.

The secretary reported the following donations: Maland-Ilg Charitable Trust — The Lombard — for services performed by members of Co. E: Anonymous — Several donations the past months; Mr. & Mrs. Farris — good work by Co. E.

Treasurer Barney Becker reported the following deaths:

GEORGE ANDERSEN — Born in San Francisco in 1915, George entered the Department in 1947 at age 32. Serving at Co.'s C and B, George was transferred to Ingleside Station where he found a home, serving the residents of Glen Park for 13 years before he retired on disability in 1967. George was 65 years of age at the time of his death.

FRANK GADDINI — Born in San Francisco in 1897, Frank entered the Department in 1932 at age 35. After serving at various district stations for several years, Frank was transferred to the Police Garage in 1939, returning to the work that he had done before becoming a policeman. He was made an Assistant Vehicle Inspector in 1943 and Vehicle Inspector in 1944. Before automatic transmissions, Frank would almost weep when a car was brought into the garage that needed a new clutch. However he did a good job in keeping the equipment rolling. Retiring in 1962 on service, Frank moved to Fairfax where he passed away - age 83.

EDWARD F. PENAAAT — Born in Missouri in 1908, he entered the Department in 1938 after practicing law for several years. Ed was detailed to the Police Academy where he taught law until 1946 when he was granted a military leave. He had been appointed an Assistant Inspector in 1946. Serviced in the Military until 1963 when he returned to the Department. Appointed a full Inspector in 1966 he then served as Director of the Disaster Corp until his retirement in 1969. In 1965 he received a 2nd Grade Meritorious for arrest of a suspected check writer who had wounded Inspector Joe Miles. Ed was 72 at the time of death.

The usual bills were presented by the Treasurer and after motion and 2nd, were approved. Senior Trustee Frank Jordan reported that Miss Minuth, Hibernia Bank, was quite faithful in keeping him informed of any changes in money market bills and T notes. Miss Minuth had recommended purchase of 400 shares of Proctor & Gamble which was approved by Trustees.

Under Unfinished Business — The following officers were installed for the year 1981: Trustees — William Hardeman and Michael Kemmitt were installed by Past President Robert McKee. Vice President William Parenti and President James Sturken were installed by Past President John Dolan. Balance of Trustees — Mark Hurley, Frank Jordan, Michael Lennon. Treasurer Bernard Becker and Secretary Robert McKee.

Still under Unfinished Business: Motion Quaglia, 2nd McKee that changes in by-laws be accepted. Approved. (These are minor changes to bring by-laws into conformity with the Constitution.)

Trustees to contact Hibernia Trust Department regarding certain portions of the new agreement which should be approved or disapproved at the February meeting.

The Secretary submitted a bid by Pacific Stats Printers regarding printing of new constitution and by-laws booklet. Other bids will be sought.

As promised in a column a few issues back, I stated that in a few months I would again list the things to do in the event of the death of a member of S.F. Police Post #456 whether he be active or retired.

In those times we know that the bereaved family has a tough time doing the things that have to be done. This list can also be used by the families of a policeman whether or not he was a member of one of the armed services. All that would be necessary is that you check the parts that are applicable and exclude the rest. There are some new benefits that the funeral director is aware of and are forthcoming from the Veteran's Administration. These will be included at the proper time and place.

I think it only proper that I dispense with any levity in the column for the time being and continue with gossip and levity in later issues.

Following is listed the Things To Do. See you next issue.

THINGS TO DO

- Call Chief's Office.
- Call Station or Detail.
- Call Funeral Director — Most have forms for Veteran Burial. New benefits available.
- Call Widows and Orphans Aid Association — If needed, money is available from fund.
- Call Retirement Board — Pension Benefits for next of kin
- Call Health Service System — Beneficiaries can remain in system
- Call Credit Union — S.F. Police Dept. and S.F. Police Post #456, insurance on shares and loans
- Call Police Officers' Association — Group life insurance benefits
- Check with Veteran's Administration — Insurance and other benefits.
- Check with Social Security Administration — Survivor benefits
- Check with Insurance Companies — Health, life and mortgage
- Check with Fraternal Organizations
- Check with Internal Revenue Service
- Check with Assessor's office
- Check with Cal. Vet. Home Loans — Mortgage insurance
- Check with Department of Motor Vehicles — For donation of vital organs, get forms at DMV
- Check with Banks, Savings and Loan Associations
- Check with Department of Public Health — For death certificate. This is needed as proof in most of the foregoing checklist.

Some of the foregoing will require Death Certificate, Honorable Discharge, Marriage License or all of the above, to process claims for deceased.

Safe Deposit Boxes are closed immediately and are opened under only certain circumstances.

Joint Bank Deposits present no problem.

Keep beneficiary up-to-date as the one on record is the one to be paid.

The list that I have compiled here is essentially complete and in the proper order in which things should be done. I have purposely omitted the telephone numbers and addresses of these organizations as they will change from time to time. However, the information I have listed is in the order of its importance.

Should there be any questions and I can be of further help, I can be contacted at: Home, 359-5941.

John Russell, Service Officer
S.F. Police Post #456

Under New Business — Newly elected President James Sturken thanked the members for the confidence in him and promised to do a better job than had been done, if such were possible. He also set the date of the President's Dinner for Saturday February 28, 1981.

At the request of Hibernia Bank, trustees set the date of Friday, February 20, 1981 at 6:00 p.m. for a meeting regarding the portfolio.

Members were reminded that the regular monthly meeting would be held on Wednesday, February 18, 1981 at 2:00 p.m. in the Traffic Bureau Assembly Room, Hall of Justice.

There being no further business to come before the membership, the meeting was adjourned at 2:58 p.m. in memory of our above departed Brothers.

Fraternally,
Bob McKee, Secretary

Harry Beare, a man, a true friend, a legend. I can't think of anything else that hurts me as much to write about as this. The tears have come to my eyes several times and I'm not a bit ashamed to admit it. Harry went to Post Everlasting after a long bout of suffering. Here was a man who at times could be a contradiction. He could put on a gruff exterior, but beneath it all he was a totally giving man.

His years of service in the Police Department, the Police Officers' Association, as well as his superlative work as Adjutant with S.F. Police Post #456, and his countless other endeavors within the American Legion shall long be remembered.

At a convention, Harry could be an enigma. He would bait other delegates and totally confuse them, when all the time he was really with them all the way. That was Harry. He was his own man with it all. Some spots can be filled easily but he will leave a void that shall remain unfilled forever.

Harry, may God hold you in the palm of his hand, and if the man upstairs needs some help, we know that you will be the first one to offer a helping hand.

Your buddies in Police Post #456 will sorely miss you, as will countless others that you touched along the way.

May you rest in peace, dear friend

John Russell

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Call Al or Erl 431-2877 Office Hours: 9 a.m. to 4 p.m.

IMPORTANT NOTICE: Annual Meeting, San Francisco Police Post #456 Credit Union, Thursday, February 19, 1981 at 7:30 p.m., Room 212, Veterans Building. Election of officers at that time. Refreshments will be served.

the San Francisco
POLICEMAN
OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION
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CO. A	Bob Geary	Mike Hebel
CO. B	Joe Toomey	Jack Ballentine
CO. C	Gerry Schmidt	INSP.	Bob Huegle
CO. D	Mike Dempsey	Mike Pera
CO. E	Layne Amiot	TAC. DIV.	Reno Rapagnani
CO. F	Mike Gannon	RETIRED	Tony Bell
CO. G	Bill Simms	EDITOR	Gale Wright

ASSOCIATION OFFICE 861-5060

ADDRESS ALL CORRESPONDENCE TO: Editor, S.F. Policeman, 510 - 7th St., San Francisco, CA 94103. No responsibility whatever is assumed by the San Francisco Policeman and/or the San Francisco Police Officers' Association for unsolicited material.

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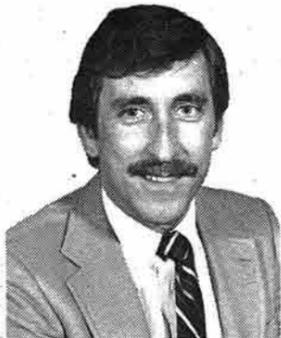
- Address letters to the Editor's Mail Box, 510 - 7th St., San Francisco, CA 94103
- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- Please keep letters and/or articles brief and legible.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be limited to two pages, typed, double-spaced.

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PRESIDENT'S REPORT



by **BOB BARRY**

YOUR VOICE WAS HEARD

by Theodore A. Schlink III

I would like to express my gratitude to the membership for the vote of confidence you gave me during the January election. Receiving nearly a 70% mandate to carry our organization through the next two very difficult years is truly an inspiration that few words can adequately express. I thank you very much.

The campaign was long and arduous, but in the final analysis, to insure that you receive the best possible representation, the struggle was and will continue to be well worth the effort that I and other elected members put forth.

The new Board of Directors must now come together in February and work diligently to further the goals that were espoused during the election process.

I again pledge to you that I will continue to be available to you as I have in the past, and I will ensure that your concerns are brought forward to the citizens of San Francisco as well as to the policy makers that have the power to shape our destiny.

The buy-out, pension reform, health benefits and restoration of an adequate method of salary standardization are but a few of the difficult tasks ahead of us in the immediate future. Your assistance and support to achieve our goals through the bargaining process will be paramount if we are to move forward. I look forward to serving you for the next two years.

COMMUNITY SERVICES

by Henry Friedlander
Chairman, CSC

Just recently, the Community Services Committee completed a survey to learn just who is or is not a member of the Community Services. Very soon, a letter will be going to the over 600 non-members, urging them to become members of Community Services, which is an Association function for the whole department to donate monies to CHARITABLE causes, functions and institutions, on the behalf of the Police Department and the SFPOA.

You do not have to be a member of the POA to be a member of the Community Services. If you receive a letter from us, please join us for only \$12 a year (or 46¢ per pay period or just \$1 per month). Your \$12, plus hundreds of other similar donations, allow the Committee to donate sums of money to local charities, plus telethons, hospitals and the like. And, your \$12 is a tax deduction.

On January 15, 1981 the Committee made the following donations:
Consumer Fraud/Economic Crime Section, and the Complaint Mediation Section of the District Attorney's Office — \$100.
Night Minister — \$200
CSYSA — Youth Crime Prevention Project — \$50
HOSPICE of San Francisco, which is a volunteer group for the terminally ill of cancer — \$250
Visiting nurses of San Francisco — \$250

If you know of any organizations or groups which the Committee should consider for a donation, just drop a note to me at the Public Affairs Office or the POA, 861-5060.

I would like to thank those of you who rejected the Consent Decree Policy Statement. The final totals were as follows: Adopt 497, Reject 531. As you can well see, it was a close issue that was decided by only 34 votes, which just goes to show that everyone's vote does in fact count.

At this time, I would like to take a few moments of your time to remind everyone as to the intentions of the POA, as they were expressed during the round the clock meetings that were conducted a few years back, prior to the signing of the Consent Decree.

When the Consent Decree was being presented to the members for their approval, everyone knew, or at least had a vague notion, that the existing Sergeants were going to feel the full brunt of the decree. The Sergeants were advised that the POA would do everything in its power, to attempt to rectify the adverse impact that was going to fall upon them. At the November 1980 meeting of the Board of Directors, Mike Hebel presented a motion to encourage the POA to support the notion of a Lieutenants examination to be administered earlier than 1982. Mike Hebel was a Sergeant prior to the signing of the Consent Decree, and was a member of that class of Sergeants that got the shaft. (i.e.: Denied the opportunity to participate in a Lieutenant's Exam prior to 1982, and forced to participate in said exam with a greatly expanded pool of candidates that would not have otherwise existed).

Mike's intentions were completely honorable, and well within the scope of the prior promises made by the POA leadership in 1978. Unfortunately, Mike's motion was not interpreted properly by the Board and before long, the motion included the participation of all Sergeants in an earlier Lieutenant's exam which, by the way, would have made it entirely possible for a newly appointed Sergeant to become a Captain by 1984.

It was immediately apparent to me, that someone had become a little too anxious because the only group to benefit would have been the group that already has benefited with their post Consent Decree promotions to sergeant. I am not opposed to anyone having the opportunity to test for promotion, although I am opposed to any changes in the Consent Decree when it would adversely affect any class of members. In this case, the Q2 officer would have been given the shaft in order to benefit those post Consent Decree sergeants, and, needless to say, the pre-1978 sergeants would not have gained any great new position.

If we as an organization, are going to risk changing any part of the Consent Decree, we should only do so if it is in fulfillment of the previous promise made by the leadership in 1978, that of attempting to allow those pre-1978 Sergeants to compete for Lieutenant, absent the participation by post Consent Decree Sergeants.

Potrero Station RETIREMENT DINNER

HONORING

CAPTAIN
BOB M-FARLAND

SERGEANTS
BILL FRITZ
BILL PACHECO
JASPER STARKIE
BOB PEARSON
JIM SULLIVAN
BILL FARAC
BURTON BISHOP
RUSS DICKEY
TOM HORAN

PATROLMEN
TED WALLACE
GEORGE FIRCHOW
KEVIN WRIGHT
AL SQUAIR
PAUL HAGAKI
MIKE MANLEY
HORACE AYLWORTH

Tuesday March 3, 1981

Antonelli's - 2470 San Bruno

NO - HOST COCKTAILS AT 6:30 PM
NEW YORK STEAK DINNER (INC. WINE) AT 7:30 PM

\$1300

FOR TICKETS CONTACT:

VIC FLEMING (GENERAL WORKS) OSCAR TULLY (CO. C)
DENNY O'CONNELL (JUVENILE) SLUG STOEPPLEWERTH (CO. C)
JOHN FOWLIE (HIT & RUN) FRANK WILLIAMS (CO. C)
RICH HUDDLESTON (CO. B) MARK HURLEY (HEADQUARTERS)
FRANKLIN'S LOUNGE 2368 - 3RD ST.

Testimonial Dinner

Feb. 26, 1981

RETIREMENT:

**Capt. Ford Long
Ben Van Iderstine**

PROMOTIONS:

**Sgt. Rich Baker
Insp. Paul Chignell
Sgt. Andy Citizen
Sgt. Mike Connors
Sgt. Bob Donsbach
Sgt. Ed Fortner
Sgt. Mel Fortenberry
Sgt. Ernie Gisler
Sgt. Bert Gutierrez
Insp. George Kowalski
Sgt. Tom Lang
Sgt. Jim Long
Sgt. Bob Martinez
Sgt. Dan O'Leary
Insp. Mike Pedrini
Sgt. Mike Pera
Sgt. Joaquin Santos
Sgt. Tom Sullivan
Sgt. Rich Weick
Sgt. Clint Wilmerding**

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RETIRED SFPD OFFICER 661-5300

AROUND THE DEPARTMENT

by Al Casciato

... There is a crisis developing in the Recruitment Unit. During their last drive they were only able to get 44% of those that signed up to test. For the next test they expect to have 60% of the applicants being retesters and another short turn out. Well, we shouldn't be surprised because when our recruiters hit the public they have zero incentives to offer. In some places they even get laughed at when they try to sell the second tier retirement system...

... Mike Hebel advises that as of the last bar exam there are now 105 persons for each listed attorney in the city and with all those hungry lawyers out there, mediocre suits will abound...

... A few months ago, Lt. Vincent Senatore, on the Solo motorcycles, was injured in an accident on the freeway. The Department of Public Health Paramedics ambulance arrived and had to pry him off of the police cycle and took him to Mission Emergency for treatment. A couple of weeks ago, Vince got a bill for \$75 from the hospital from that ambulance trip. Although he was injured while in uniform and on duty, the City has left no stone unturned to get revenue...

... Some night watch junior officers are realizing that something is drastically wrong with the system when the civilian employee who handles the book in the station makes more than 2/3 of the patrol officers on the watch because of the 6.5% night differential that is paid all city employees, except police and fire...

... Well, leave it to a lawyer's daughter to make the tax deadline. That's why my first little niece Carolyn Daly Link did when she checked into this world at 3 p.m. on December 31, 1980. My sister, Julie, and husband, John, are celebrating heartily for their first arrival is a little doll. But watch out for the uncle, he might just steal her away. Congrats...

... For those of you planning to participate in this year's police Olympics, contact your event coordinator soon. Seems that the good facilities in Sacramento are limited and the first come, first serve rule will prevail...

KUDOS

by Gale W. Wright

Congratulations to all the members who ran for office in the recent election of officers and directors for the San Francisco Police Officers' Association. Competition is healthy, and most of the offices were heavily contested. The defeated candidates are winners too, for without them, apathy rules.

The Bob Barry, Paul Chignell, Mike Hebel and Reno Rapagnani slate easily defeated the Jack Ballentine, William Kidd, Gerald Schmidt and Al Casciato slate for the four top offices. The margin was about 2 to 1 or greater for most of the offices. The Winner's Circle — How Sweet It Is!

I would hope that the first order of business at the Board meeting for January 20th is Collective Bargaining. CB would give us the means to negotiate for benefits we don't have, but that many of the competing police departments do have WHICH THEY USE TO HIRE AND RETAIN POLICE OFFICERS. Time and one half for overtime — ever hear of it? Educational incentive pay is not exactly new. San Carlos PD has had it for over twenty years. Night differential pay, maybe 6% more, was olde hat at the post office thirty years ago. Collective Bargaining is where it's at.

Bob Barry is probably in better shape to be President now than he was two years ago. After all, he does have the experience of two years and he is both active and visible. I would hope that he is able to make the Committee work, all of it, desirable. It has been my experience that the Board as a whole, depends heavily on the several Committees for testimony on a given subject to help the Board formulate a vote decision. If the Committees are not viable, progress is stymied.

I encourage the election losers to remain interested and active in the Association work. Their particular knowledge on many subjects can prove to be most helpful to the Association.



SAN FRANCISCO

Fellowship of Christian Peace Officers

Dear Fellow Police Officers:

The new Board of Directors of COPS FOR CHRIST (San Francisco) for the year 1981, are as follows: Jim Crowley (Homicide) President; Ed Erdelatz (Homicide) Vice President; Jim Higgins (Robbery) Treasurer; Dan Hampton (Academy) Secretary; and Joe Mollo (Academy) Spiritual Outreach.

The Board of Directors welcomes all police officers to attend our monthly luncheon held on the second THURSDAY of each month. The luncheons are held at Zuka's Restaurant, #1 Gilbert Street (across from the Hall of Justice). The time of the luncheon is 12 noon.

Past special guest speakers have been Gary Levalle and Rob Andrews of the San Francisco Giants and Wayne Gross of the Oakland A's. Future guest speakers will include Charlie Young, tight-end of the San Francisco Forty-Niners and other professional athletes. To keep our costs down for the luncheons, could you please make reservations with Jim Crowley or Ed Erdelatz, telephone 553-1145 and most importantly, please attend.

The Board also welcomes all police officers and friends to attend our monthly Night Fellowship meeting held on the third Tuesday of each month. The Night Fellowship meetings are held at the Bethel Lutheran Church (inside the recreation room) at 2525 Alemany Boulevard., San Francisco. Bring all your relatives and friends and enjoy our group songs, guest speakers and warm fellowship. Refreshments are provided.

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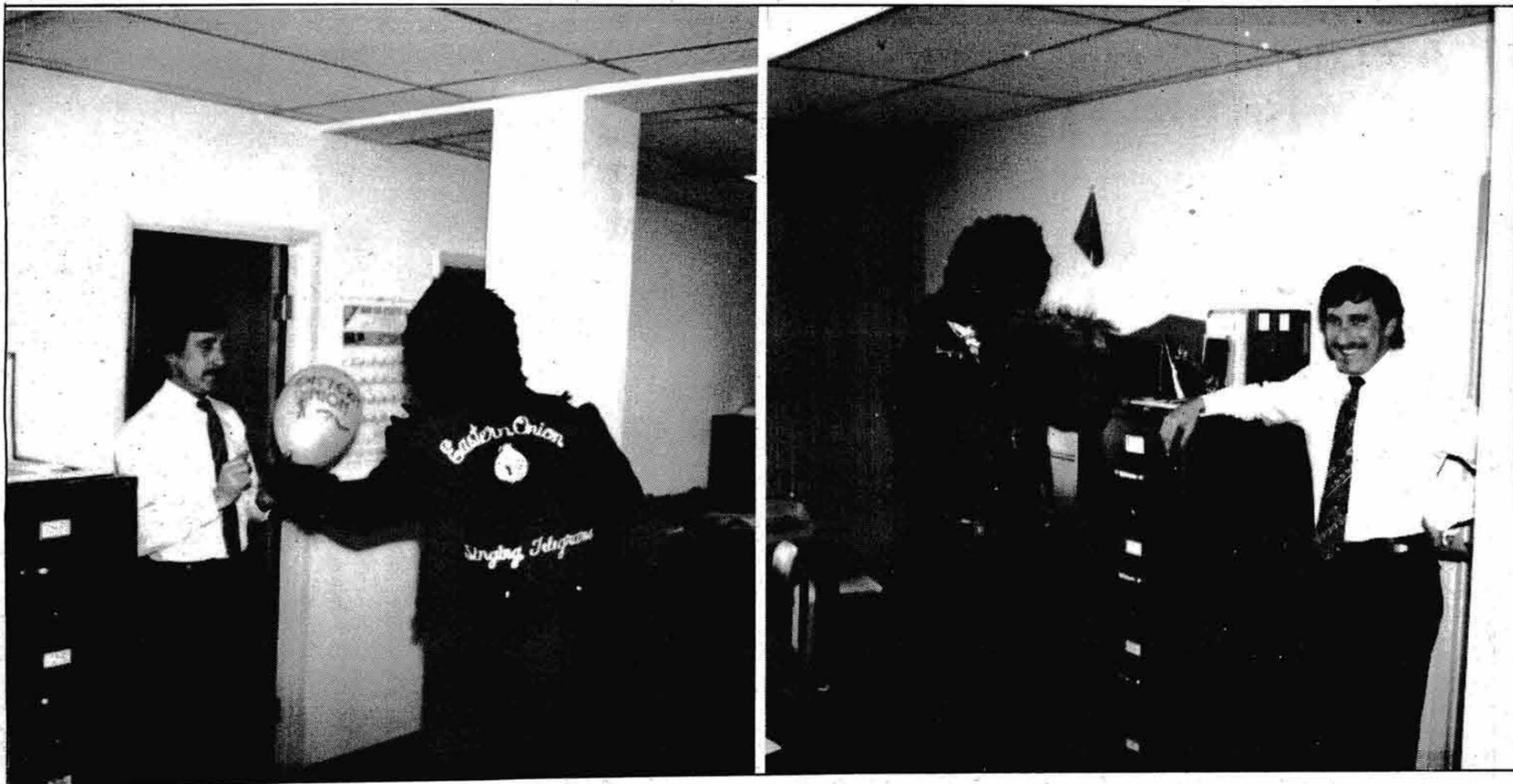
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Our SFPOA labor attorneys, Steve Solomon and Ralph Saltsman, February, they sent an Eastern Union guerilla to the POA offices to sing a song of best wishes to President Bob Barry on his re-election. He know how to give their congratulations. On Monday the 9th of was surprised!

FINAL TOTALS
EXECUTIVE OFFICERS

	PRESIDENT		VICE-PRESIDENT		SECRETARY		TREASURER	
	BARRY	BALLENTINE	CHIGNELL	KIDD	HEBEL	SCHMIDI	CASCIATO	RAPAGNANI
CO. A	56	28	72	18	51	29	31	52
CO. B	42	16	47	11	36	22	24	34
CO. C	19	39	31	28	15	44	35	20
CO. D	48	10	47	10	39	19	21	37
CO. E	65	17	68	14	54	28	36	47
CO. F	19	24	23	19	22	20	23	19
CO. G	11	22	28	13	20	19	17	23
CO. H	34	15	29	18	32	18	23	25
CO. I	22	32	30	24	26	28	31	22
CO. K	54	35	71	17	58	32	40	49
TAC.	55	8	52	11	49	14	4	58
HQ. CO.	118	83	140	63	124	80	167	95
INVEST.	173	35	184	22	156	52	50	155
GRAND TOTALS	724	364	822	260	682	405	442	636

FINAL TOTALS
BOARD OF DIRECTORS

CO. A		
Vince Neeson	38	
Bob Swall	43	✓
CO. B		
Dan Linehan	0	✓
CO. C		
David Herman	56	✓
Joe Weatherman	2	
CO. D		
Mike Dempsey	52	✓
Forrest Fulton	6	
CO. E		
Ron Parenti	18	✓
CO. F		
Mike Cannon	7	✓
CO. G		
Bill Simms	8	✓
CO. H		
Jack Minkel	10	✓

Handwritten signature: # Fred Handler

CO. I		
Stan Hammell	21	
George Grant	34	✓
CO. K (Vote for 2)		
Jerry Doherty	67	✓
Gale Wright	57	✓
Ben McAllister	48	
TAC.		
Duane Collins	0	✓
HDQTS. (Vote for 2)		
Ray Carlson	74	
Greg Lynch	77	
Jim Strange	98	✓
Roy Sullivan	82	✓
INSP. (Vote for 2)		
Bob Huegle	175	✓
Mike Nevin	139	✓
Joe Toomey	69	

CONSENT DECREE POLICY STATEMENT

	Adopt	Reject
A	25	49
B	13	44
C	31	25
D	25	31
E	32	44
F	30	10
G	18	20
H	19	25
I	20	32
TAC.	17	42
K	47	34
Hdqts.	118	93
Invest.	112	82

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LETTERS



EMPLOYEE HEALTH

One of the problems facing a worker who wants to lead a healthier life is how to get enough exercise. When can you find the time to get the exercise that goes with a good diet to make you feel better and look better? In the morning you're in a rush to get ready for work; in the evening you have too much to do or you're tired.

As noted in last month's issue of the Newsletter, isotonic (moving) exercises can be accomplished by walking at least part way to work every day, taking stairs when you have a chance, walking on your lunch hour. During the time you're getting ready for work or after you're home from the job, you can easily fit in some isometric exercises, which will increase muscle tone and help prevent flabby muscles. There's no excuse that you don't have the time. Try these:

Wake-up stretch: Before you get out of bed, put your hands straight back and extend the legs all the way; hold for six seconds, relax and do the same a few times more.

After-shower toe touch: Lean over to dry your legs, instead of raising the leg to the towel. Keep your knees straight and stretch the hamstring.

Toothbrush toe lift: Simply stand on your toes while you're brushing your teeth...tone up your calves at the same time.

Kitchen counter leg lift: While you're waiting for the toast to pop up, support yourself with one hand on the counter for balance, then slowly lift one leg backwards as far as possible. Do this in all directions, too.

Red light gut suck: If you drive to work, every time you come to a red light, pull in your stomach and buttocks until you get the green light.

In-line leg squeeze: While you're standing in line or on a bus, press your legs together and hold for six seconds. Repeat.

You can repeat some of these in the evening, or if you're determined to watch TV, try one of these:

Channel change knee bend: Keep your back straight as you do a full knee bend while switching programs. The greater variety of shows you watch, the better the exercise.

Commercial break body lift: Press down on the chair seat or the arms of the chair and lift the body.

Remember that whatever exercising you do, start slowly. Try to do your exercises regularly and build up to your own pace. You can exercise before going to work, on the job and at home in the evening.

Reprinted S.F. Dept. of Public Health Newsletter

Harry Beare

To the San Francisco Police Officers' Association:

Many thanks for your thoughtfulness in sending the beautiful green plant for Harry Beare. We are most appreciative.
Marge & Pete Cappadona

16 New Medics

The Paramedic Division of the San Francisco Health Department recently completed training of sixteen Comprehensive Employment Training ACT (CETA) workers to be Emergency Medical Technicians. The eight men and eight women were presented certificates by Mervyn F. Silverman, M.D., Director of the Health Department.

The 40-hour a week training for the past 18 months has included classroom work, physical exercise, on-job observation in ambulances and clinical rotation at San Francisco General Hospital and Central Emergency.

Guns in the City?

Editor:

I recently had the misfortune to be held up by one of former Police Chief Gain's new radar guns.

It shot me with a red radioactive "41" when I asked in disbelief. I wish I had been playing golf.

I was out on the not-so-Great Highway noting a fantastic sunset when I was sired out of my reverie by the two-wheel variety of San Francisco's finest.

The gun-toting officer said that I was the "Slowest Speeder" that he had caught all day. He showed me a book of completed citations; all for the same crime, same place.

The best he had was for 91 in the same area. Now I know why he had to write the whole book of citations that day. He had to pay for his radar gun.

I wonder when sand will close the Great Highway for the winter.

Michael Jacquemet
S.F.
Reprinted S.F. Progress

Traffic Bureau

Thanks to all of you who gave your vote for my re-election to the Board of Directors.

I don't expect to change my M.O., which is to remain available to help with any problem or grievance involving Traffic Bureau members.

The Board can only work with those ideas brought to it. I encourage you to let me know of a problem (and solution) which should be addressed for everyone's common good.

The Association is YOU! Let's work together.

Sincerely,
Gale W. Wright

For Rent

Apartment Available for single police officer. Sunset studio apt., washer-dryer, water paid, \$250.00 per month. Call 731-9127 after 6 p.m.

Thanks

I wish to express my thanks to Sgt. Mike Hebel for his successful efforts, on my behalf, in a recent case before the Retirement Board.

As usual, Mike was efficient, knowledgeable and very helpful, as the end results attest.

Again, I say "Thanks Mike".

Sincerely,
Insp. Peter D. Cappadona
Auto Theft Detail



L to R: Tom "Red" Mulhearn exchanges police experiences with San Francisco Police Department Deputy Chiefs Stanley Cordes and James Shannon, at a special police review of Twentieth Century Fox's release of "Fort Apache, The Bronx". The film, opened February 6th at the Alexandria and is based on the real-life experiences of "Red Mulhearn and Pete Tessitore, two ex-New York police officers. "Fort Apache, The Bronx", stars Paul Newman, Ed Asner and Ken Wahl in a powerful account of the embattled and devastated 41st Police Precinct in New York's South Bronx, nicknamed Fort Apache. Photo by Bill Cogan.



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A PARKING CONTROLLER'S LOT IS NOT ALWAYS A HAPPY ONE

(With apologies to Gilbert and Sullivan)

by Lt. Tom O'Donnell, Co. K
Parking & Traffic Control Div.

In contrast to the belief of some police officers, a parking controller does not get a thrill placing a ticket under a wiper blade; only the city controller and a section sergeant are pleased by this event. To a checker it is just one of the 75 or 100 citations that he or she will issue that day. Parking controllers get angry, however, when a police officer berates them for doing their job. With this article, I hope to increase your knowledge and develop some understanding of a parking controller's duties.

Parking controllers work a variety of shifts with the first beginning at 2330 and the last ending at 2130; that is 22 out of every 24 hours. Their job is not easy but one which must be done if there is to be any parking control in the city.

The occupation is not without some risks. Every year over 50,000 people are killed and hundreds of thousands injured in traffic accidents caused by improper driving. Parking controllers, as most policemen, are exposed to this hazard more than other occupations because they must operate motor vehicles during working hours. Additionally, about one controller each week is the victim of an assault or battery within San Francisco.

The job can also cause social problems. In a recent newspaper article one of the female checkers said that being introduced to people as a meter maid was a quick way to chill the atmosphere of most parties. That statement is not difficult to believe. How many times have you been introduced as a cop and immediately been told about an unjust traffic citation or asked why you are never around when needed?

Unfortunately some police officers are guilty of the same shortsightedness. All of the supervisory personnel assigned to the Parking and Traffic Control Division have been contacted at some time by a cop who complains about getting a ticket "... when she could see that it was a radio car". If you have received a citation in similar circumstances consider this: How do you think a citizen would feel if he observed a controller cite three or four illegally parked cars on a street, then skip one (four door, solid color, extended antenna) similarly parked. A little angry? You can bet on it. Occasionally a radio microphone and cord are observed wrapped around the rear view mirror; this lets the controller and everyone else know that the illegally parked car belongs to the police department.

The controllers are not allowed to engage in selective enforcement and not allowed to decide which laws they will and will not enforce; this would be unfair to the public, the police department and the controllers. They are assigned specialized beats which emphasize violations of street cleaning, residential parking, meters or towaway zone citations. The controllers are also instructed to cite for various state and local traffic violations; this enforcement provides for a reasonable turnover of parking spaces and a more orderly traffic flow within the city.

If you must illegally park your vehicle due to urgent police business and receive a citation, Information Bulletin 79-20 describes the proper means of adjudication. If you wish to discuss any actions of a parking controller, dial Ext. 1631 or contact a 4E100 unit on Channel 4 and one of the section sergeants will assist you.

The men and women of this unit perform a difficult and often thankless job and do it quite well. Since nobody (but the aforementioned) likes tickets, the checkers don't expect applause for doing their jobs, but they would appreciate your cooperation and understanding.

MUNICIPAL CIVIL SERVICE OF SAN FRANCISCO

★ Examination for Policemen ★
Held September 19, 1908

FIRST SUBJECT — DEFINITION OF DUTIES

Credit

- 10 Q. 1 — What charge would you place against the offender under the following circumstances:
 - (a.) For breaking into a hardware store and stealing mechanic's tools worth five (5) dollars?
 - (b.) For picking up from the sidewalk and appropriating to his own use, a gold chain which he had seen dropped from a lady's handbag?
 - (c.) For stealing a set of harness worth \$75. from a wagon standing in the street?
- 10 Q. 2 — You are stationed on duty at Third and Market Streets: What cars would you direct inquiring persons to take to reach the following points?
 - (a.) Presidio;
 - (b.) Sutro Baths;
 - (c.) Union Iron Works;
 - (d.) Orpheum Theatre;
 - (e.) Main Post Office.
- 10 Q. 3 — State the Department Rule regarding the duties of Police Officers, respecting:
 - (a.) Theatres,
 - (b.) Saloons.
- 10 Q. 4 — What is the duty of Police Officers regarding suspected persons?
- 10 Q. 5 — What force is a Policeman justified in using upon making an arrest?
What are the court duties of a Police Officer?
- 10 Q. 6 — State the Police Department Rule on Police weapons.
- 10 Q. 7 — Under what conditions may Police Officers demand the assistance of citizens?
- 10 Q. 8 — Define the following crimes, and their degrees, if any:
 - (a.) Burglary;
 - (b.) Robbery;
 - (c.) Malicious Mischief;
 - (d.) Larceny.
- 10 Q. 9 — What is a search warrant?
Who may serve it?
Within what time must it be served?
- 10 Q. 10 — State generally the provisions of the garage ordinances.

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LIBERALS ARE BAD FOR DRUNKS

by Bill Kelly, Mission Station

The destiny of our nation has, for over forty years, been in the hands of our nation's liberals. These highminded individuals have championed the cause of the underprivileged, the downtrodden and those in need. Police officers have frequently been the target of criticism from the liberals who see us as insensitive and uncaring.

We in law enforcement know, all too well, that the liberals have failed miserably in their efforts to protect the rights of the individual, and improve the lives of the "little guy". The truth is that the people who suffer the most because of liberal policies are the very people these policies are supposedly helping. Citizens are not free to walk down the street without fear. People are not safe in their homes; and so on, and so on, and so on.

In San Francisco today no better example is available of this phenomenon, than the sad lack of care given to the "drunks" of our City. Not all that many years ago, when a direlect was repeatedly booked, the judge would sentence him or her to enough time to allow for proper medical care, and some semblance of good health. Today, these cases are dismissed without a complaint ever being filed. The drunk never sees the inside of a courtroom.

Our more liberal minded legal community tells us that these people are ill, they are not criminals. They are, of course, right. Alcoholism is an illness; but, public intoxication is a crime. The criminal justice process is poorly equipped to deal with this social problem; but, the other solutions are not working. If they were, the same names wouldn't be on booking cards day, after day, after day.

Maybe when the citizens of Pacific Heights and St. Francis Woods are calling to complain about the drunks sleeping on their lawns and doorsteps, and the threats of withheld political donations are added to the complaints, we will see some effort to get these people off the street. The motivation will, of course, be political not humanistic.

The liberals are killing these indignant people by benign neglect; and, they will continue to do so until it is politically advantageous to stop killing them.

It is, of course, the highminded liberals who are concerned for the rights of the individual; not, the "red-necked" cops. Or, is it the other way around?

Re: Officer of the Month Award

S.F.R. Changer of Commerce
S.F. Police Commission
Chief of Police of S.F.

To One and All,

We want to express our appreciation for an outstanding weekend at Sahara Tahoe. Actually we went on the 14, 15 and returned on the 16th of January (Wednesday, Thursday, Friday).

This scheduling made it possible for us to celebrate our eleventh anniversary on the 15th of January. What a celebration it was !! Dined in the "House of Lords" with superb service and delicious and outstanding food was but a small part of this marvelous trip.

We enjoyed breakfast and also an intimate dinner in our tastefully decorated room complete with color television.

No trip to Tahoe would be complete without a bit of gambling and luck was with us as John as the proud receiver of not one, but two \$150.00 jackpots . . . plus numerous smaller payoffs. However, Barbara had to get into the act being a straight shooter ran a \$2.00 bet on the crap table to \$20.00 (and walked away winners). Then to add frosting on the cake, too the \$20.00 and headed for a \$1.00 machine and with the first try hit three bars worth \$250.00!!!!

Thank you one and all, we really had a good time. I might mention something that was said to me while waiting for John the night before we were to leave for Tahoe. A very smart lieutenant in the Traffic Bureau asked me "Where is John?" I replied "Oh, he is probably arresting some drunk driver." The lieutenant replied, "That's the price one has to pay when their husband is dedicated to his job. In fact, you wouldn't be going to Tahoe on this trip if it hadn't been for his continued dedication."

I fully agree with this and want you all to know how very proud I am of the man you chose to honor as the First Traffic Officer of the Month (November 1980).

We both say "Thanks for a Wonderful Time".
John & Barbara Grizzel



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OWN RECOGNIZANCE

by William L. Fazio
Assistant District Attorney

This month's article will discuss the important area of bail and release of an accused on his own recognizance (O.R.). As the arresting officer, or one interested in securing the presence of the accused at later court hearings, you do have input into considerations of O.R. and the amount of bail to be set. In S.F. Municipal Court, judges generally set the bail in all felony and misdemeanor matters. All accused, except those facing capital offenses, have a right to bail.

In S.F. there is a uniform countywide schedule of bail which has been set in accordance with Sections 12696(c) and (d) of the California Penal Code. Bail will be set by the amount indicated in the warrant, if a warrant has been issued by the judge before whom the accused first appears, or by the scheduled bail.

In setting bail the judge will be guided by the seriousness of the offense and the "flight risk" presented by the accused. Case law demands that the court consider the likelihood or lack thereof of the accused appearing for subsequent court proceedings; case law prevents the judge from denying bail solely because the accused presents a danger to society.

Under 1269c of the California Penal Code, a Peace Officer may request an order setting a higher bail. Section 1269c provides in part: "In any case in which a defendant is arrested without a warrant for a bailable

felony offense and a peace officer has reasonable cause to believe that the amount of bail set forth in the schedule of bail for that offense is insufficient to assure defendant's appearance, the peace officer shall prepare a declaration under penalty of perjury setting forth the facts and circumstances in support of his belief and file it with a magistrate, as defined in Section 808, in the county in which the offense is alleged to have been committed or having jurisdiction of the person of defendant, or a commissioner of such magistrate, requesting an order setting a higher bail."

If you believe that the person just arrested will flee the jurisdiction of the court and therefore wish to have a higher bail set than that reflected in the scheduled bail, you should contact the Municipal Court Clerk Criminal Division, Room 201, 850 Bryant Street. The office is open 24 hours a day, 7 days a week. You can request that the on-call judge contact you and make arrangements for filing with him or her your declaration in support for higher bail. The declaration need only be a simple statement of facts by you, including hearsay statements, as to why you feel bail should be set at a higher amount than that reflected in the schedule. Said statement must be signed under penalty of perjury and should always include information demonstrating that the defendant is a "flight risk".

The O.R. project assists the court in deciding on how much bail to set or on releasing an accused on his guarantee to appear, i.e. on his O.R. The O.R. project maintains regular office hours at the Hall of Justice but often has someone on duty in the county jail or city prison on weekends or nights. The O.R. project people will include in their "workup" to the court any statements or information you possess relating to the defendant's likelihood of appearing in court. You should be able to locate a representative of the O.R. project either at their office or at City Prison or County Jail. Simply identify yourself as a police officer and ask them to include under "comments" section of their "workup" information including the defendant's prior record, lack of ties with the community, prior failure to appear, and any other information relevant to the setting of bail.

A simple understanding of bail and O.R. and how it operates will greatly increase your ability to assume the presence of the accused at subsequent court proceedings. Sections 1268 through 1275 of the California Penal Code provide additional information regarding bail. Sections 1318 through 1320 of the California Penal Code provide relevant statutes relating to release on Own Recognizance.

Brewer Wins Grievance at Commission

by Paul Chignell

On Wednesday, February 4, 1981, Sgt. Donald Brewer won his grievance challenging certain personnel actions of the San Francisco Police Department.

The Police Commission voted 5-0 to overturn the decision of the Chief concerning a derogatory letter that was enclosed on the Sergeant's personnel folder.

Brewer had found a memorandum dated July 30, 1975, that was highly critical of the sergeant. The Police Department could not substantiate the adverse comments in the memorandum. Accordingly, the sergeant filed a grievance alleging that the comments could not be substantiated and further that the

Memorandum of Understanding stated quite clearly that no adverse comment(s) could be placed in an officer's personnel folder without the officer first having read and signed the instrument. In this case, the officer had never seen the letter until he checked his folder.

The Chief of Police refused to remove the memorandum from Brewer's file, therefore the grievance was appealed to the Police Commission. The Commission agreed with the Association's position and directed that the memorandum be removed from Brewer's file.

The membership should be advised that poor personnel practices can be remedied through the Grievance Procedure.

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STRESS IN LAW ENFORCEMENT

by Edward C. Donovan
 Reprinted from Law Enforcement Quarterly

The tragic consequences of stress in police work, and the legal suits being filed against administrators for liability in stress-related cases, have caused this subject to become one of the hottest areas in law enforcement today. Greater demands are placed on police officers today than in the past. Protests, riots, demonstrations, whether they be for gay liberation, women's liberation, coal miners striking, long gas lines at the filling stations, school busing situations, or even police strikes are some of the many new demands placed upon our officers. We never know what tomorrow holds. Part of the problem is that the officer can only handle so many cries for help at one time. To have society expect instant resolution of these issues would require a herculean effort on the part of any organization.

The police system has become the dumping grounds of society. The officer in uniform becomes the focus of misplaced hatred, the punching bag of society — the very society which the officer is sworn to serve and protect. Every man or woman becoming an officer feels they will help to serve and make our society a better place in which to live; however, this altruism, this concern for society, just backfire in the officer's face. We in the police profession do not feel that we have caused the citizen's problems, but we certainly are constantly paying heavily for the ills of society. The officer is placed on the firing line every day and asked to maintain law and order at any price, even at the expense of his own life or mental well-being.

In order for an officer to meet any demand, he is expected to be in the best physical and mental condition at all times. He must be able to react to any given situation from a state of prolonged inactivity to sudden bursts of danger and tension. The physical demands placed upon him would tax the cardio-vascular system of any person. A routine day or night patrol might be one of sheer boredom and isolation, or a series of monotonous radio calls, such as family disturbances to delivering warrants.

In the daily course of a tour of duty an officer encounters stress in lifting an injured person, wrestling a drunk in a tavern, listening to boring complaints from some irate citizen, or complaints from our own supervisors about some radio call which took you too long to respond. To go from a call to another, constantly trying to readjust your inner feelings, creates hidden wear and

tear on both the psychological and the physiological systems of the officer; yet the officer has to be alert at all times and ready for the unknown.

Too often in police work you remain in a state of exhaustion for long periods of time, unaware that you are even affected by it. Both physical and mental exhaustion cause lapses in coordination, errors in judgment, and reflexes and muscles do not respond and lose tone. Thus, with time, the officer becomes less effective to himself, his department and to the society he serves.

Expectations of Society

The public's expectation of a cop requires that he be all things to all people — a police officer, doctor, lawyer, judge, juror, psychiatrist, social worker, ambulance driver, plumber, veterinarian, locksmith, and every other occupation in the public domain. It is an impossible demand. The amount of training given today at the local, state and federal police-training academies cannot adequately equip the officer to handle today's diverse public needs, let alone with the routine calls of police work. As public servants, we are acutely aware that we cannot meet these demands but somehow feel we should be able to.

reflected in what society today demands of the cop. In his day to day patrol the officer encounters persons who unload their burdens on him. He becomes the problem solver for everyone and consequently, he may start to believe that he has no problems himself. This fact alone is a destructive stressor in policing. To admit he has a problem is demeaning to him, against the grain of the macho-man image. In fact he will try to hide his feelings out of fear of showing to his fellow officers or anyone else that he has weaknesses. As a role model, the problem solver, he must not have problems. Who, then, can be turned to for help without ridicule or fear of being exposed and losing his job?

A police officer by the very nature of his work, his training and later his experience becomes a very suspicious person. If he was not suspicious he would not make a "good cop". How would he suspect criminals? Cynicism is part of the job which can get a strangle-hold on your psyche almost to a point of no return. The reality of this situation is that it can be carried to extremes in our everyday life. We start to be suspect of every person we come in contact with, even our own families. Needless to say, stress in law enforcement families is a story in itself.

The officer also becomes cynical after long periods of dealing with the seamy elements of society. Listening to everyone's problems, seeing the prostitutes, the runaways, and the sexual offenders from all stations of life, corruption both from within and outside the Police Department, drug addicts, skid row bums, death in all shapes and forms, husbands and wives cheating on each other, can make anyone start to believe the whole world might be this way. This tends to lead to isolation, so that one seeks other officers to socialize with off-duty. Distancing ourselves from society increases the sense of distrust and fear. Objects begin to take on new meanings. Chairs, telephones, baseball bats, nail clippers all lose their commonplace identity and are transformed into deadly weapons possibly to be used against us. A quite hair-raising experience. Whatever the environment, however, we are duty-bound to protect it, even if this means trusting no one.

Death and its repercussions

We deal with death in a different way than do most

ABOUT THE AUTHOR

Edward C. Donovan, a counselor, lecturer, consultant and instructor specializing in the field of stress in law enforcement, is a 23-year veteran officer with the Boston Police Department. In this interview, Mr. Donovan discusses the varied and complex circumstances that can precipitate suicide among police officers. He also talks about the methods and programs which have been instituted to help prevent such tragedies from occurring. Donovan stresses the importance of the "family" both at home and on the job and the need to educate family members, peers, and superior officers about the warning signs that often precede a suicide.

Mr. Donovan is also director of the Boston Police Street Program, founder and president of the International Law Enforcement Stress Association, and the founder and editor of "Police Stress" magazine.

The contemporary police officer is not the "super-cop" that television and Hollywood has portrayed him to be. This image of the "superman", however, is

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STRESS continued —

other people. We are usually the first ones on the scene immediately after a death or we are involved in a situation where the person dies in our presence. You might come upon a car accident and a person is looking up to you to save their life. You tell them they will be OK, when deep down inside you know they will never make it. Or you may be rushing a person to the hospital with the siren blasting and the blue light flashing. Your heart is racing with time, trying like hell to get this person there and they die on the way.

An officer is often confronted with different situations that most persons in the world can walk away from or are able to avoid during a lifetime. We cannot, however, leave the scene where some kid has been crushed by the tire of a truck or mangled by a freight elevator; or, where an entire family has been murdered by a deranged father. We still must try to control our own emotions. An officer on the scene of a sudden death many appear too callous and unconcerned because he has an investigation to do, a call to place for an ambulance, or reports that he must prepare which are necessary in police work, but in reality he has emotions that he is trying to deal with at that particular time. He may go home and take off his gun, but it is difficult to escape his feelings. No one can remain unaffected by the sight of a young boy who has hung himself in his own home or the experience of soothing his loved ones who cry to you. As an officer you have to try to protect or insulate yourself from becoming emotionally involved, a difficult task for any human being. We are not made out of stone.

Law enforcement is unquestionably an occupation where one of the hazards is that you might get shot, stabbed, or killed. Police officers are sitting ducks in uniform, whether in a police car or on the street. It is also a job where one has the awesome power to legitimately take a human life, usually to protect another person or one's self. You may never have to fire your weapon during your police career, but the knowledge that you could and the fact that you have the power to do so is ever-present. When you do fire your revolver there is the added stress of a seemingly never-

ending investigation from the time of the shooting until the inquiry is complete. Throughout the investigation stress is compounded by the often sensational publicity which affects not only the officer but extends as well to his family.

When the television news has a report concerning the police, we usually relive a past experience of our own, and realize that what is being reported in no way resembles the actual truth of what the police possibly did at the scene; it is but an encapsulated representation of what was a crisis situation. A cop out on the street knows this and it is always at the back of his mind in every decision he makes. He knows that he will be judged by the public and his own department on everything he does. I wonder how many officers are killed or injured in the line of duty each year who may have been burdened by this added stress at decision-making moments. Could it be possible that they might have had their weapons at the ready to protect themselves if this stress was not there?

In addition to being the buffer of society we have our own stress from within the organization itself. We are expected to follow orders in a military manner, stand at attention at roll call, ordered to enforce laws (for example, school busing regulations) that are in direct conflict with our own values. We are given new sets of rules and regulations as to how to accomplish the job, but we are not given any voice in policy-making. Constantly decisions are being made for us, and then, placed out on the streets of the real world, we are made to assume the responsibility of a one-man police department, using our own discretion in decision-making, and God help us if we make the wrong ones. Each officer may feel he is working in a punishing system; do something right and it's O.K. but foul up and you are in trouble. Of course reports and investigations must be seen to completion. These functions are constant reminders of the beefed-up internal affairs units (comprising hearings or inter-department trial boards, and federal investigations) which dictate our routine.

Working under such conditions it is no wonder that as an occupation police work ranks high in alcoholism,

divorce, suicide, heart attacks, absenteeism, etc.

A recent study done by the National Institute of Occupational Safety and Health (NIOSH) ranking professionals for stress interviewed more than 2,300 police officers from 29 departments around the country. The study discloses that 37% of the officers have serious marital problems, 36% serious health problems, 23% serious alcohol problems, 20% serious problems with their children, and 10% problems with drugs. In fact, stress is without question an occupational hazard of police work, contributing to a greater amount of suicides each year. Various other studies have shown that the suicide rates among law enforcement officers are estimated between two and six times the national average. Divorce rates are nearly twice as high as for other occupations. Police work also has one of the highest rates of heart attacks, stomach disorders, premature death and diabetes.

The constant censorship of the court and the public, coupled with the frustration and lack of support from within the organization, the officer is expected to handle assignments that they know they are unable to handle, which may be a leading factor for the turnover and burnout rate in policing. Society has a way to ventilate. What provisions are made available for a law officer to air his dissatisfaction and despair?

The future of law enforcement

We need more stress-training in all areas of law enforcement, starting with the new recruits and their spouses, followed by in-service training, supervisor training, physical fitness programs, relaxation programs, and confidential counseling programs for the officers and their families.

Officers must be taught to recognize the onset of stress and how to cope with it in a constructive rather than a destructive manner. They must be made to realize that they will experience fear on the job and that this is normal. Officers must be educated that it is not unmanly to cry and that it is 'o.k.' to seek outside help for a problem he feels he can't handle. Police officers need a place to turn to in their time of need.

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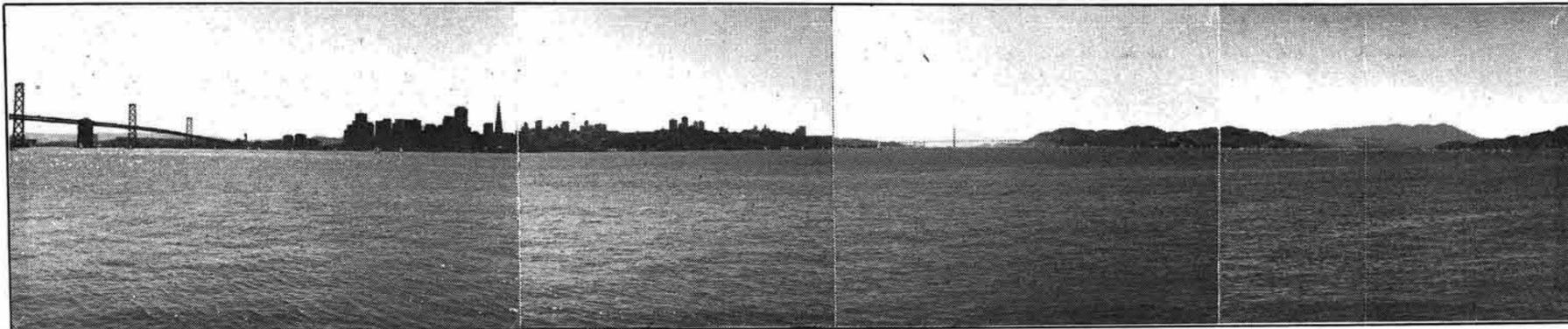
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BACKYARD BONANZA

by Gale W. Wright



Panorama of the Bay from Treasure Island. Bay Bridge, San Francisco skyline, Golden Gate Bridge and Angel Island

Any day of the week you complain that you don't have anywhere to go, hop into your car, take the family too, and drive over to Treasure Island. You can spend an hour or two in the Navy/Marine Museum, and enjoy a world you probably seldom think about.

If you are a camera buff, or served in the Armed Forces, or just like naval ships, you can have a really nice time. Since you are in the middle of the Bay, there are lots of good pictures to take such as the Bay Bridge, the Golden Gate Bridge, the San Francisco skyline, sailboats and so forth.

By pure accident, I found the Navy/Marine Museum to be a delight. The 6600 square foot exhibition building is just a few steps from the visitor's main gate. This exhibit was put together for the 1976 Bi-Centennial celebration, but it is so popular that the Navy, along with public support, has kept it going.

Artifacts from 1813 through the Apollo space flights fascinate the visitors. Cannons, model ships (some eight feet long), uniforms, and a mural which measures 256 feet long by 26 feet high, are all spectacular. Another unexpected pleasure is the history of the 1939 World's Fair, complete with an over-view of the building on the island at that time, plus the ferry docks and vehicular traffic. There are some of the clothes worn during that period and much memorabilia.

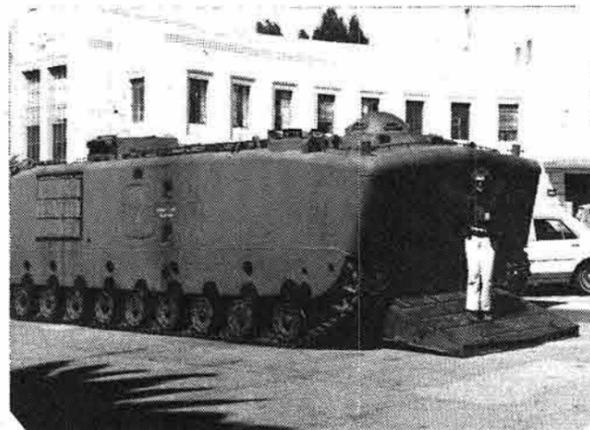
Certainly a visit to one's own backyard is not a long trip, but most rewarding. And if you feel satisfied that it is a good deal, maybe you will consider becoming a sponsor of the museum at a very low cost, which just happens to provide other good deals.

navy/marine corps museum

Building One, or the "Pan Am Building", was built in 1938 as the Administration Building for the 1939 Golden Gate International Exposition. The intention was to retain the building as an airport terminal when, after completion of the World's Fair activities, Treasure Island would become an airport. However World War II altered these plans. The Navy first occupied Treasure Island as a temporary base and then, after a land exchange with the City of San Francisco, on a continuing basis.

The Navy/Marine Corps Museum is located in Building One on Treasure Island. It began as a bicentennial project in 1975 under the joint auspices of the Commandant, Twelfth Naval District, and the Director, Twelfth Marine Corps District. Its dedication is to the millions of men and women who have served with and in support of the Navy and Marine Corps.

The Navy/Marine Corps Museum Association was founded in 1976 with the goal of preserving this newly-founded museum on this historic site. It is there to support both the Museum and projects relating to the 1939 Exposition such as restoration of the Fair Fountain.



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TO ALL RETIRED OFFICERS, MALE & FEMALE

by Sgt. Tony Bell, SFPD (Retired)
 Veteran Police Officers' Assn.
 Representative in the P.O.A.

I'm in the process of compiling an index of retired officers for job opportunities. I have been contacted by Safeway Stores, Bank of America, Pacific Telephone, law firms and others for armed, retired officers with experience to do security work, body-guard duty, money and securities deliveries, employment office desk and applicant initial screening.

Any interested firms for such services, write to Sgt. Tony Bell, 510 - 7th Street, San Francisco 94103, phone: 861-5060 on Fridays or any other day at 5762 Balboa Drive, Oakland 94611, phone 339-8219.

All retired officers who are interested in job opportunities and wish to be included in the roster, please contact me at the above addresses and phone numbers.

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GUN LOCKER AT YOUTH GUIDANCE CENTER

*by Dennis V. O'Connell, Sergeant
 Juvenile Court Liaison Officer*

Once again the San Francisco Police Officers' Association has stepped in and taken action where the safety of police officers are involved.

Thanks to the immediate action of the Board of Directors of the San Francisco Police Officers' Association, a four unit gun locker was purchased for installa-

tion at the Admission's office at Juvenile Hall.

Police officers no longer will have to leave their weapons in an unlocked file cabinet, as was the case in the immediate past. Now a security type gun locker with four compartments, that are key locked, enables the officer to keep the key on his or her person until they retrieve their weapon. (Able to handle up to an 8" 44 Magnum revolver.) Both the San Francisco Police Department and the Juvenile Probation Department were approached to purchase the gun locker, but neither department could find the money in its budget.

Members of the Board of Directors of the San Francisco Police Officers' Association were approached and a request was made to put the purchase of the gun locker before the whole Board of Directors. After a discussion and a clarification that all possibilities had been covered for either the department or Juvenile Probation to purchase the gun locker, the full Board passed the motion to purchase the much needed gun locker.

The gun locker has been installed at the Admissions Office of Juvenile Hall and is in use now. I personally would like to thank the Board of Directors members Paul Chignell and Bob Huegle who put the motion before the Board and also President Bob Barry and Board member Jack Ballentine who pushed for passage of the motion. I would also like to thank all Board members who voted for the motion.

I was also asked by the staff of the Admissions Office at Juvenile Hall to thank the Police Officers' Association and to convey to them that they are most appreciative of the effort of the SFPOA to make working conditions for them much safer.

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*by Mike Nevin
 Bureau of Inspectors*

I would like to take this opportunity on behalf of Inspector Bob Huegle and myself, to thank the members of the Bureau of Inspectors for their vote of confidence in the January election. I congratulate President Bob Barry, Vice President Paul Chignell, Secretary Mike Hebel and Treasurer Reno Rapagnani on their overwhelming victory. Let us now move forward and work together continuing in the "Barry style of leadership" of the last two years. Although rapid strides have been made within our organization, and the sweet taste of victory is evident; let us not forget the challenges that lie ahead, and the work that needs to be done.

I urge the members of the Bureau of Inspectors to contact Bob Huegle and me with your thoughts, suggestions or problems as soon as they arise. I urge our members to be active and to be involved in the process; always aware of the issues that affect policemen in the day by day effort of your Association.

Again my thanks. Let's go to work!

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MEDAL

The Awards Committee met in Room 551, Hall of Justice, on Friday, 21 November 1980, at 0930 hours, in regular session.

Silver Medal

SERGEANT TIMOTHY J. HETRICH, ASSISTANT INSPECTOR HENRY C. HUNTER, POLICE OFFICERS CHARLES J. KEOHANE, JEREMIAH W. MORGAN, ROBERT J. PUTS, EDWARD L. ST. ANDRE AND STEVEN R. SILVERS

For services rendered on Thursday, August 14, 1980, at 7:50 a.m., when they responded to the unit block of Manchester Street and were advised that there was a barricaded suspect inside of 78 Manchester Street who was firing sporadically at the police and randomly about the vicinity. After several hours of negotiations in an attempt to get the suspect to surrender, the officers entered the building under the suspects heavy gunfire. When the suspect was located, the officers still attempted to talk him into giving up his weapons and surrendering but he unleashed another volley of gunfire, leaving the officers no recourse but to return the fire, fatally wounding the suspect.

SAN FRANCISCO HOUSING POLICE OFFICERS ALAN F. HOM AND HARVEY IOSUA

For services rendered on Sunday, September 14, 1980, when at approximately 2:44 p.m., while responding to an assignment at 1120 Columbus Avenue, they were informed by a plainclothes officer to "get the Van." The Van was a silver and multi blue colored vehicle containing three suspects who had just robbed, at gun point, the assistant manager of Tower Records of \$21,776. A lengthy hot chase began through the Central, Northern, the Presidio and finally into the Richmond District. During the course of the pursuit the suspects fired numerous rounds from a shotgun and a rifle at the officers. The suspects' van struck a debris box at Pacific and Laurel Streets and the three fled on foot. They were subsequently captured in the backyards of homes located in the 3500 block of Pacific Street and the entire amount of money taken in the robbery was recovered.

Note: Police Officers Steven L. Hutzler and James T. Deely received Bronze Medals of Valor for their efforts in this incident.

Bronze Medal

POLICE OFFICERS JOHN S. COLLA, HENRY PARRA, JR., DAVID R. AMBROSE AND MICHAEL K. GARNER

For services rendered on Tuesday, August 12, 1980, at 12:57 a.m., when they were advised by a hysterical citizen who lived at 1411 Stockton Street, that a man at that address had fired a shotgun through his door and into his room. The officers responded to 1411 Stockton Street, the Holland Hotel, and located the suspect in Room 124. The officers, noting that the suspect had indeed fired numerous shots through the walls and door, identified themselves and ordered the suspect to open the door. The suspect did not answer them but fired a shot from the shotgun that sounded as though it was right next to the door. The door then slightly opened and the officers quickly rushed inside. They wrestled the suspect to the floor and took him into custody. There were approximately 12 to 15 shotgun holes in the apartment walls.

POLICE OFFICER WALTER K. KLIEGEL

For services rendered on Wednesday, July 30, 1980, at 3:35 p.m., when he and other officers responded to a communications broadcast of a possible insane person at 405 Valencia Street and observed a man preparing to jump from a 3rd floor window. Officer Kliegel, responded to the subject's room and tried to urge him to come down from his perch. While talking to the subject and edging closer and closer, he noticed that the subject had greased down the upper portion of his body to make it difficult for anyone attempting to grab him and pull him from the window. However, as the officer drew near, the subject tumbled backwards out of the window and at this time the officer managed to grab his ankles. With the assistance of other responding officer he was able to pull the subject to safety.

NOTE:

Sergeant Willis G. Garriott, Police Officers Patricia L. Correa, Francisco Mendez, James E. Balovich and Kelvin R. Lai, received Police Commission Commendations for their efforts in saving this person's life.

POLICE OFFICER THOMAS P. WALSH AND DANIEL A. MC DONAGH

For services rendered on Sunday, July 6, 1980, at 2:10 a.m., when they responded to 997 Sanchez Street where the occupant of a fourth story penthouse apartment leaned out of the window and announced that he intended to kill himself. The officers approached to within several feet of the subject's precarious perch in the window and tried to dissuade him from taking his life. Officer Walsh travelled five feet along an eighteen inch wide ledge and narrowly escaped death when the subject suddenly lunged from the window almost plunging the officer and subject 4 stories down to the street below. Officer McDonagh then fearlessly dove for the subject and was able to grip the upper part of the subject's body as it descended out of the window. With assistance of other responding officers the subject was pulled to safety.

SAN FRANCISCO HOUSING OFFICERS JOSEPH H. LONG AND JOHN E. BAIN

For services rendered on Saturday, April 19, 1980, at 8:43 p.m., after just completing an assignment at Sutter and Broderick Streets, heard several shots in the area and responded to Sutter and Baker Streets, where they observed a suspect walking westerly on Sutter Street with a gun in his hand. The suspect then stuck the gun in his waistband under his coat. The officers approached him and ordered him to halt and raise his hands. The suspect complied but then he suddenly reached inside his waistband, pulled the gun and holding it in both hands took a firing position stance. The officers, with their weapons drawn, repeatedly ordered him to drop it. Realizing he had no chance of survival in a shoot-out the suspect complied and was taken into custody.

POLICE OFFICER DANIEL O. INOCENCIO, SAN FRANCISCO HOUSING POLICE OFFICERS EDWARD E. SHELLEY AND ALAN F. HOM

For services rendered on Tuesday, April 15, 1980, at 8:00 a.m., when they responded to an armed robbery in progress at the Wells Fargo Bank at 5048 Third Street, covered the rear exit and apprehended one of two armed suspects as he attempted to make his escape. The arrest of the other suspect was made inside by other responding officers.

NOTE: Police Officers Michael C.

Coffey and Kenneth E. Hartman, on August 15, 1980, were awarded Silver Medals of Valor for their efforts in this incident.

INSPECTOR J. PETER OTTEN AND SERGEANT GEORGE F. KOWALSKI

For services rendered on Friday, July 25, 1980, when they apprehended a robbery suspect at Pine and Gough Streets who had robbed the Citizens Savings and Loan, at 700 Market Street, commandeered a Veterans Taxi Cab and attempted to escape. The officers, hearing the description and means of escape via police radio, observed the cab and approached with guns drawn. The suspect, failing to comply with the officers orders to raise his hands, was rushed by the officers, physically subdued and removed from the rear seat of the cab. A large quantity of currency (\$514.00) and an eight inch .357 Magnum revolver fully loaded with six (6) hollow point loads was taken from the suspect's person.

POLICE OFFICERS ROBERT T. MC MILLAN AND RONALD M. DINSLAGE

For services rendered on Tuesday, July 8, 1980, at 10:15 p.m., while on patrol in the vicinity of the Valencia Gardens Housing Project, 15th and Valencia Streets, recognized a wanted felon who's photo appeared on SFPD Wanted Poster #80-39, for three counts of attempted murder, three counts of felonious assault and jumping bail. The officers confronted the suspect who pulled an automatic weapon, chambered a round and pointed the weapon in the officers direction. Both officers took cover and ordered the suspect to surrender. The suspect dropped the weapon and was taken into custody. The suspect's wife, also the subject of a wanted bulletin, was taken into custody with the assistance of backup units.

Meritorious Conduct Award

INSPECTORS J. PETER OTTEN, KEVIN J. O'CONNOR AND CHRISTOPHER B. SULLIVAN, POLICE OFFICERS LLOYD A. RUTTER, MICHAEL L. KELLY, BRIAN P. RABBITT AND MICHAEL P. PUCCINELLI

For services rendered on Friday, June 6, 1980, having been assigned on June 3, 1980, to investigate one of the most outrageous crimes ever committed in San Francisco, perpetrated at 2164 Sutter Street - The Keys Guest House. Four subjects gained entry to the premises, and armed with a chrome revolver, proceeded to systematically pistol whip eleven tenants and ransack the premises. One victim, 68 years of age and blind, in addition to being beaten, was raped. These officers conducted a thorough, diligent, and painstaking investigation. They clearly and correctly evaluated all clues and circumstances at their disposal, culminating in the arrest of all responsible parties in less than seventy-two (72) hours after the occurrence of this heinous crime.

NOTE: Lieutenant David P.

Christensen, Inspectors Rita M. Grove and Martin P. Bastiani, Sergeant Gary L. Epperly, Police Officers James F. Hunt, William J. McGee, Daniel B. Boden, Richard L. Baker, Kevin M. Gotchet, Michael D. Lee, William W. Murphy, Daniel J. Hance, John A. Sterling and District Attorney Investigator Debra A. Jackson, District Attorney's Office, received Police Commission Commendations for their work in this incident.

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VALOR

Police Commission Commendation

POLICE OFFICERS ROBERT D. PUCETTI AND JOSEPH A. FITZPATRICK

For services rendered on Thursday, July 31, 1980, at approximately 1:30 p.m., when they apprehended four robbery suspects who had just robbed the United Federal Bank at 37th Avenue and Balboa Street. Follow-up investigation revealed that these suspects were also responsible for at least five other robberies in the same general area.

POLICE OFFICER JOSEPH L. DUTTO, JR.

For services rendered on Friday, July 25, 1980, at approximately 4:00 p.m., while conducting an undercover narcotics investigation, singlehandedly arrested four burglary suspects, one of whom was armed with a knife which the suspect tried to use to intimidate the officer.

POLICE OFFICER KENNETH E. HARTMAN

For services rendered on Wednesday, January 1, 1980, at approximately 12:45 p.m., while preparing to leave home for his tour of duty, observed two suspects in an auto on Westwood Drive across the street from his home, one of whom got out of the vehicle and attacked an 85 year old woman, ripping her purse from her arm. The officer, disregarding his own safety, interceded. The suspect in the auto fled at a high rate of speed. The second suspect ran on foot and outdistanced the officer. The officer's intervention of this incident probably saved the life of this elderly female citizen.

POLICE OFFICER ALFRED E. BALDOCCHI

For services rendered on Thursday, August 7, 1980, at 2:20 p.m., in the apprehension of two robbery suspects who robbed the Hibernia Bank located at 4600 Mission Street. Officer Baldocchi, working alone, anticipated that the suspects might choose their escape route through McLaren Park. He responded to that location and spotted the suspect vehicle. The suspects were forced to the curb at San Bruno Avenue and Bayshore Boulevard where, with the assistance of Officer Jack Cohen, they were taken into custody.

POLICE OFFICERS STEVEN L. HUTZLER AND JAMES T. DEELY

For services rendered on Saturday, July 12, 1980, having conferred with two homicide inspectors some 48 hours earlier regarding a homicide which occurred at 1082 Union Street #1, re-interviewed key witnesses in the case and developed a possible suspect. The Crime Lab compared fingerprints found at the scene with this suspect's fingerprints and a positive finding was made. These officers then took the suspect into custody and booked him for murder and robbery.

SERGEANTS JAMES C. BAILEY AND DONALD R. BLAINE, INSPECTORS ALFRED MATTEONI AND PAUL H. SCHNEIDER, POLICE OFFICERS JAMES W. BLOESCH, RICHARD W. BARBER, KEVIN F. CALLANAN, MICHAEL P. COWHIG, BRIAN M. D'ARCY, DONALD I. HENSIC, RICHARD D. HOLDER, DOUGLASS KIDD, MARK A. POTTER AND ROBERT G. SUDANO

For services rendered on Wednesday, April 30, 1980, at approximately 9:20 p.m., having received information that at least two of thirteen escaped convicts from the County Jail were hiding at 18½ Valley Street, responded to that location and arrested 6 suspects. Four of the suspects attempted to leave via the rear door but were taken into custody at gun point, and as expected, two of the suspects were the wanted escaped prisoners Richard Ramirez and Michael Sequiera.

POLICE OFFICER TERRY E. IVY

For services rendered over a period of three years while assigned to the Property Management Project ("The Sting"), which required adornment of various disguises from a narcotics addict/thief to a schoolgirl, skillfully performed these assignments, resulting in the arrest of a number of major stolen property fences and narcotics pushers, including a national ring that dealt in food stamps.

POLICE OFFICER MAUREEN T. D'AMICO

For services rendered during the course of a three year assignment in the Property Management Project ("The Sting"), displayed a great degree of skill and perseverance working in an undercover capacity which entailed the infiltration of major stolen property fencing rings and high volume narcotics dealers, where exposure as a police officer could have caused her serious personal injury.

DATA CLERK EDUARDO JOSE MARTINEZ

For services rendered commencing in 1978, and continuing thereafter, displaying exemplary conduct in voluntarily working on his time off assisting various members of the Bureau of Inspectors with language translations and other aspects of their investigations.

INSPECTOR ALEX E. FAGAN, SERGEANTS RAYMOND J. HILVERT AND RICHARD R. WEICH, POLICE OFFICERS JAMES P. CAAN, STEPHEN J. CHRISTIE, THOMAS F. POWERS AND DOUGLAS M. CLENNELL

For services rendered on Saturday, August 22, 1980, at the Americana Motel, 121-7th Street, when they prevented a mentally deranged man from cutting his own throat with a 12" butcher knife. Through the efforts of the officers involved, and after a brief struggle for the knife, they were able to disarm the subject without injury to themselves, the subject, or other parties at the scene.

MUNI TRANSIT OFFICER SAMUEL L. DISON

For services rendered on Monday, September 1, 1980, at 7:05 a.m., having received information that a man brandishing a handgun within the Forest Hill Station had departed there from on an inbound L streetcar, boarded the streetcar when it arrived at Market and Duboce Streets. He then took the necessary steps to isolate the subject by alerting the operator and controlling the passengers. The subject was then taken into custody with the assistance of other responding officers.

POLICE OFFICERS THOMAS J. CORDES, STEVEN R. SHANAHAN, JERE M. WILLIAMS AND DONALD W. WOOLARD

For services rendered on Sunday, October 12, 1980, at 4:40 p.m., when after engaging a wanted suspect in a hot chase at speeds in excess of 80 miles an hour, apprehended the suspect only after he had been stopped by the officers gunfire flattening one of the suspect's vehicle's tires. The suspect made several attempts to run down the officers, and when this failed, he exited the vehicle and attempted to escape on foot. He was caught and taken into custody. The suspect was charged with three counts of assault on a police officer, one count of possession of narcotics paraphernalia, possession of a deadly weapon, enroute to San Mateo on a bench warrant for assault with a deadly weapon, enroute to San Mateo on a bench warrant for assault with a deadly weapon and enroute to Burlingame for assault with intent to commit murder.

POLICE OFFICERS MARK A. POTTER, RONALD ROTH AND SAN FRANCISCO HOUSING POLICE OFFICERS JOHN FLENTAIL AND ROBERT WILLIAMS

For services rendered on Sunday, September 28, 1980, at 10:45 p.m., when they apprehended one of

four suspects who had robbed a victim of his vehicle. During the follow-up investigation, the identity of the other three suspects was discovered also, leading to their arrest. Further information revealed that one of the suspects had bragged to his girlfriend that he had killed a person that same night, and after verification by the Homicide Detail, the subject was booked on an additional charge of murder.

LIEUTENANT ROBERT L. KAFKA, SERGEANTS DONALD A. FOUKE, RONALD D. HANSEN AND PHILIP C. TOLAND, POLICE OFFICERS MICHAEL D. JAMISON, MAURICE E. EDWARDS, DAVID P. HERMAN, ROBERT C. SPRINGER, DAVID J. BOYETT, MARK E. MINO, WINFRED JEW, JEFFREY C. LINDBERG, DANIEL A. MC DONAGH, CYNTHIA M. DONNELLY AND ARTHUR L. JOHNSON

For services rendered on Sunday, August 25, 1980, between the hours of 2:42 a.m., and 4:35 a.m., when they successfully apprehended a suspect who, using his four wheel drive vehicle like a Sherman Tank, led authorities through four counties traveling at speeds in excess of 90 miles per hour, finally coming into San Francisco and into McLaren Park. The suspect made several attempts at running the officers down but was taken into custody after the officers gunfire disabled his vehicle.

SERGEANT ALAN L. PERINI

For services rendered on Monday, August 4, 1980, at 10:00 p.m., while off duty, was advised by his teenage daughter, Maren, that a brutal robbery and assault had been committed next door. The Sergeant quickly responded with his daughter who had seen the suspects and searched the immediate area. They located the suspects, who were on foot, running into an Arco Gas Station at Woodside and Portola and took them into custody.

INSPECTORS MICHAEL N. MALONEY AND JAMES R. LONG, SERGEANTS GARY D. PETERS AND ROBERT J. PACO, POLICE OFFICERS JOSEPH ARONE AND TIMOTHY G. LOUIE

For services rendered on Tuesday, August 12, 1980, at 2:00 p.m., when they responded to 825 Geary Street on a report of a serious felony disturbance. Upon arrival they were informed by the manager that a violent fight had occurred in Room 1202. They responded and were met by a suspect holding a meat cleaver in his hand. The suspect, after refusing to drop the cleaver on orders of the officers, struck Sergeant Peters on the elbow with the weapon. The suspect then fled into the kitchen and grabbed an 8" butcher knife. The officers pursued and caught him, and a vicious struggle ensued. The suspect was disarmed and taken into custody.

SERGEANT LOUIS E. BARBERINI, POLICE OFFICERS DAVID TAMBARA AND LESTER D. KRAKOWSKY

For services rendered on Thursday, July 17, 1980, at 1600 hours, when they responded to a radio call of a possible suicide attempt by a woman at 310 Arballo Drive. Upon arrival, the officers observed the woman straddled on the 7th floor window ledge, half in and half out of the building. The officers went to the 7th floor and coaxed the woman out of the window. However, she quickly grabbed a 6" hunting knife and waived it menacingly at the officers. She then made a 4" gash in her throat at which time the officers grabbed her, disarmed her, and took her to Langley Porter Hospital for treatment.

Willie E. Frazier, Secretary
The Awards Committee

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HOW TO SAVE A CHOKING VICTIM

Reprinted S.F. Dept. of Public Health Newsletter

Choking on food is the sixth leading cause of accidental death in the nation. With an ability to recognize the symptoms and a few simple steps, you might be able to save a life.

Among infants, choking leads all causes of accidental death, this from a lack of chewing capability and a natural inclination to put food and objects of all sizes into their mouths. Toddlers and older children choke because they inhale food or objects in their mouths while playing.

Most common causes of choking on food by adults include difficulty in chewing because of missing teeth or loose-fitting dentures that make chewing a slow, painful process. The victim frequently gulps huge pieces of unchewed meat. Enough alcohol intake can affect judgment and numb the senses of the throat and swallowing mechanism.

The first sign of choking is when a person suddenly becomes quiet and the face takes on a look of alarm. The victim may clutch his chest or throat and try to rise. Don't let him leave the table alone. If food, usually meat, lodges in the throat, the victim has just four minutes before he will suffer permanent brain damage from lack of oxygen. In less than four more minutes he will be dead from asphyxiation.

Prompt emergency action is essential, the following procedures to be used on adults and children. (Infants should be held upside down over the arm of the rescuer and then struck firmly between the shoulder blades). For adults and children:

Send for help, but don't wait for it to arrive.

Ask the victim if he can talk; if not, he's probably choking.

Strike the victim several times between the shoulder blades with the heel of your hand.

If this fails, wrap your arms around the victim's waist from behind.

Make a fist with one hand and place it, thumb side against the abdomen, between the navel and the rib cage.

Clasp the fist with your free hand and press in with a quick upward thrust. Repeat several times if necessary.

When the obstruction is out, keep the victim warm and quiet.

Seek medical attention. Where the victim is unconscious, administer mouth-to-mouth breathing.

A detailed brochure, "How to Save a Choking Victim", is available by writing Medical Director, Fireman's Fund American Life Insurance Company, P.O. Box 3395, San Francisco, CA 94119.

The meeting was cancelled, no quorum at 1730 hours.

Directors that did show up were Toomey, Schmidt, Wright, Huegle, Pera, Simms, Hammell, Dempsey, Gannon, Doherty, Patterson and Casciato.

Excused: Geary, Ballentine, Amiot and Bell. Absent: Barry, Chignell, Minkel, Rapagnani and Hebel.

Submitted, Croce A. Casciato, Secretary

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NO PARKING FOR LONG IN TRAFFIC COURT

Reprinted S.F. Chronicle

by Steve Rubenstein

Justice may be delayed and denied elsewhere, but the wheels of the law spin like yo-yos for a \$10 parking ticket.

Ever since parking fines doubled in July — from \$5 to \$10 for an expired meter — twice as many people have jammed the tiny courtroom to tell it to the judge.

Onced again, it has become cost-effective to fight parking tickets. The verdicts are dished out so fast at San Francisco's parking meter court that there's an on-deck circle for the next person in line. Many defendants don't know what hit them.

"All right," says Municipal Court Judge Albert Axelrod, waving his hand to interrupt an elderly woman halfway through her tale about a dead battery, an expired parking meter and an unsympathetic meter maid.

"What happened?" she asked the bailiff.

"He believed you," the bailiff replied. "Dismissed."

The courtroom, on the second floor by the jail elevator, is small and stuffy. There is no court reporter, no jury box, no swinging waist-level door on hinges for attorneys to breeze through. There are no attorneys.

On the wall, near the Stars and Stripes, are two photos of the enemy — a parking meter and a no-stopping sign.

Every seat has someone, usually angry, in it. With 200 persons telling it to the judge every day, Axelrod doesn't have time for the "how do you plead — guilty or not guilty" routine. Just the story. Chances are, he's heard it before, probably five times since lunch.

Ten seconds after the dead battery lady had trundled off, another woman was at the podium with a fistful of tickets and a face full of sad eyes.

"You've got \$450 worth of tickets," said the judge. "What's your story?"

There wasn't any story. Only a pleading look and mumble about being unemployed.

"I'll cut it to \$350," the judge said.

"What about \$300?" asked the woman.

"\$325," countered the judge. "If you don't like that, you can pay the whole \$450." "OK," she said. "I'll take \$325."

"How do you want to pay it?" asked the judge.

"Fifty-dollar installments," she replied. It was not her first visit to Axelrod. "Beginning in April."

"Beginning next week," said the judge.

"OK."

Fines now are \$20 for parking in a no-stopping zone, \$25 for parking in a driveway and \$40 for parking next to a fire hydrant. Tickets must be settled before a car's annual registration can be renewed and a new license plate sticker issued.



So people who think the way to handle a parking ticket is to tear it off the wiper blade and rip it up could find themselves before Axelrod sooner than they might have thought.

At the judge's bench, most of the exchanges are 30-second Mexican standoffs. A man got a \$20 ticket for parking his car in a red zone to pick up some furniture.

"Well," said Axelrod, "You can't park your car in a red zone."

"But I was just picking up some furniture," said the defendant.

"But you can't park in a red zone."

"It was raining," the man replied, "real hard."

"You still can't park in a red zone." And then, the argument ended: "But I'll cut it to \$10."

"OK"

Why was the man there at all? Well, he said \$5 will barely cover lunch at McDonald's, but \$10 is \$10.

Axelrod, 79, came out of retirement last year to fill in as the parking meter arbiter. He says listening to 200

sob stories a day keeps him young and compassionate, and it beats playing golf.

On the bench, he likes to crack an occasional joke. And he may be the only person at the Hall of Justice who calls a ticket a ticket, instead of a citation.

An afternoon in Axelrod's court will teach the astute observer which excuses will work and which won't:

- "My car broke down." A guaranteed winner. Axelrod admits he has no way of verifying whether a car was movable or not. Especially effective are dead batteries, real or imaginary.

- "The meter was busted." Another one with a good track record. Axelrod knows a lot of meters in San Francisco break down, but doesn't know which ones. "What can I do, check every meter?" he asks.

- "Here's a photograph, your honor." Bringing a photograph is smart. It could be a photograph of a broken meter, but then again, it could be a photograph of a new grandchild. The odds are Axelrod won't have time to look at it. But he'll be impressed with the defendant's foresight.

- "I was sitting in the car, but the meter maid gave me a ticket anyway." That one doesn't work. The law says a driver must pay the meter, even when waiting.

- "I wasn't really parked in the driveway." Also no good. Axelrod's philosophy on that one is, "You must have been in the driveway, or else they wouldn't have given you a ticket."

- "I'm a cabdriver." That one works, especially if the ticket was received late at night, or when the cabbie stopped in a bus zone and dashed into a bar to find his passenger.

- "I'm broke." No good. Axelrod probably will counter with, "How do you afford gas for the car?"

- "I don't speak English." Definitely no good. Axelrod learned a long time ago that most people understand money. Comprehension suddenly improves when Axelrod, after offering a reduced fine and having that offer refused, suddenly threatens to make the defendant pony up the full amount.

- "I didn't see the hydrant." Axelrod probably will advise the defendant to bring a dog along who will sniff it out.

Axelrod hears everyone out, patiently and courteously, but neither was he born yesterday. Most people, he says, fib.

"Sixty percent of the people up here are not telling the truth," he said, "but what am I supposed to do? Call them liars? Am I going to get in a big argument over \$10? The person's already suffered enough by having to come down here to begin with."

The judge shows the least patience with people who insist on completing their sob stories even after their tickets have been dismissed.

"That's it, you won," he said to an elderly woman in a bright orange coat, who meandered on about how her mechanic wasn't able to figure out whether she had been the victim of a dead battery or a bad starter.

"I'm telling you, I dismissed the ticket. Now, madam, there're people waiting. If you want to finish the story, you'll have to pay the fine."

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Seasons Greetings to the S.F. Police and their families from Vic Melendez.

IT'S EASY TO WRITE

by DeVallis Rutledge

BETTER POLICE REPORTS

Most police officers write lousy reports. When I was a cop, I wrote lousy reports — I just didn't realize it until I became a prosecutor and had to try to read, understand and rely on reports written by other cops.

What's wrong with your reports? Just about everything. Some are too short; other are too long. You language is stilted and confusing. You state too many conclusions and not enough facts. The "standard" police style of writing has turned your reports into gobbledygook.

Because they're so difficult to read and understand, your reports slow down the complaint-issuing process; they make it more difficult for the prosecutor to determine who should be subpoenaed for trial; and they give the defense attorney something to use to try to confuse your testimony.

Luckily, it's easy to break your bad writing habits and eliminate all the unnecessary problems you've been creating. Most of the problems result from your attempts to copy the reporting style of other officers, and from your eagerness to display your literary style. Therefore, about all you have to do to correct these problems is to *write more naturally*.

If you think you have to show off your literary style and your impressive vocabulary, write a novel. Police reports should be kept simple, straight forward and clear. They are the wrong place to express your creativity. Their purpose is to *inform*, not to confuse or entertain. You fail to achieve this purpose when you abandon your natural methods of communicating and adopt the totally unnatural and confusing language and methods of a "standard" police report.

Here are a few suggestions for a better report format, improved word usage, and a better writing technique. These suggestions are guaranteed to make your reports more readable and more factual, with less effort that you're already expending now on your lousy reports.

FORMAT

Details which are going to be important in every report filed (such as date, time, location and identities) are normally provided in the standard heading. Once listed, these items do not need to be duplicated in your narrative. Probably two-thirds of all reports I see have a duplicative "introductory" statement which should be omitted.

For example, after completing the appropriate blanks in the heading, the officer begins his narrative by saying: "On the above date and time undersigned responded to above location and contacted above listed party." If this information has already been given, leave it out of your narrative. Get right to the facts.

Another wasteful and confusing practice is the endless repetition of such words as "suspect," "victim," "subject," etc. Repeating these labels each time you mention someone's name in the narrative simply wastes time and words, and adds to the confusion. A better practice is to list in the heading, and fully identify (by name, sex, DOB, address, phone, and role — e.g., "witness," etc.), everyone materially involved.

Then refer to them in your narrative only by the last name (use full name if two or more share a 1st name). Example:

Bad: Victim #1 told Suspect #2 that Victim #2 was going to Suspect #1's house.

Better: ASA told BLUE that CORD was going to DOAN's house.

When you are going to report a number of things told to you by someone, do not begin a dozen sentences with the words. "EASTER related that . . ." It is better to say, "EASTER gave the following account:" and then set forth what he told you. Example:

Bad: EASTER stated he saw it all. He further stated FRANKS started it. EASTER related that GRANT waved a knife. EASTER explained that HAWKS fell. EASTER continued by adding the IRWIN fled.

Better: EASTER said: FRANKS started it; GRANT waved a knife; HAWKS fell; and IRWIN fled.

Do not use rambling sentences or long paragraphs. Paragraphs of more than four or five sentences are harder to read and digest.

WORD CHOICE

Some words seem to have special appeal to police officers, and I don't understand why. They are among the most ambiguous and least descriptive words in the language. The worst is probably "indicate." A person can "indicate" by saying something, by shaking his head, by pointing, by glancing, or through a facial expression or sign language. He can indicate directly or indirectly. Putting a statement in a report which says someone "indicated" something is not very helpful (if you use the word "indicate" while testifying in court, your answer may be stricken as "conclusionary.") Example:

Bad: KREBS indicated that he did not desire to submit to custody.

Better: KREBS said: "You ain't taking me, pig!"

Another poor word is "contact." You can "contact" a witness in person, by phone, by letter, by telegraph, or by ESP. Each of these methods presents different problems of proof. Instead of saying that someone "was

contacted," say who did it, and how. Example:

Bad: LEWIS was contacted at his home.

Better: I phoned LEWIS at his home.

(Don't use the ridiculous expression "telephonically contacted" when you mean "phoned.")

"Responded" is another overworked word that could always be replaced with a shorter, more factually precise word. Example:

Bad: I responded to First and Cherokee.

Better: I drove to First and Cherokee.

"Proceeded" is abused in two ways.

Bad: I proceeded to the rear yard.

Better: I went to the rear yard.

Bad: I proceeded to conduct an investigation.

Better: I investigated.

Instead of using vague words such as "observed" and "detected," simply say what you mean. Examples:

Bad: I observed that there was a bottle on the floorboard.

Better: I saw a bottle on the floorboard.

Bad: I detected the odor of burning marijuana.

Better: I smelled burning marijuana.

If you have the terrible habit of using the senseless expression, "It should be noted that . . .," start changing that habit with your next report. This phrase is just surplus verbiage. When you throw it into your reports, all you do is write — and force someone to read — five extra words which add absolutely nothing to the meaning. If you are typical, you use that phrase five or six times in each report, over 1,000 times each year! That's up to 6,000 words of pure report padding per year, per officer.

As a rule, you should use the most specific words you can to describe things. Using general words and expressions usually just raises questions ("how?" "what kind?" etc.). Example:

General: It was determined that MOON was a minor.

Specific: A DMV teletype showed MOON's DOB as 4-8-60.

See the difference? The specific statement tells you, in the same number of words, not only what the general statement tells, but also the two additional facts of exact DOB and source of your information.

General: NEAL is the sole occupant of the residence.

Specific: NEAL lives alone in the apartment.

The essential difference between general and specific terms is that a general term usually describes a category made up of specific things. A "residence" could be a house, an apartment, a mobile home, or a hotel suite. If you haven't said which it is, don't use the word "residence" until you do.

Being specific sometimes means that you use more words, but you'll be ahead if you drop all the unnecessary words you've been using. And being specific always means your report is less ambiguous and more factual.

Any single poor writing habit is bad enough, but when you string several bad ones together, as many of-



Looks like that former pretzel maker is working for the City now.

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BETTER REPORTS continued

ficers do, the result is even worse. Example:

Bad: On above date and time at referenced location, this officer was verbally advised by reporting party that suspect #3 and victim #2 became engaged in a verbal dispute, which then escalated into a physical altercation between victim #2 and suspect #3. It was unknown by reporting party which of the subjects had actually initiated the physical altercation. It should be noted that when this officer responded to the location of victim #2, this officer was able to observe no indications of the altercation, except that on contacting victim #2, it was ascertained by this officer that victim #2 was indicating that he was suffering a painful head. It should be noted further that in view of this fact, a unit of the paramedics was requested by this officer at this time.

Better: BIRD told me GOON and MEEK argued and then fought, but he did not know which of them was first to use force. MEEK said his head hurt, so I radioed for the paramedics.

The "better" example is shorter, NOT because any facts are omitted, but because all the meaningless, surplus words you should eliminate are those which add nothing. Always include in your report anything which may conceivably be relevant to the case.

TECHNIQUE

Just two major changes in the reporting technique I see most often could turn lousy reports into good ones.

Stop pretending the pronouns "I" and "me" are poison. Nobody really believes that your reports are more objective simply because you call yourself "this officer", or "the undersigned," or "writer," etc.

In fact, use of this archaic third-person narrative makes your reports suspiciously unnatural and unnecessarily confusing. If anyone in law enforcement has a justifiable reason for preferring the awkward third-person styles to the straight forward first-person style, I haven't heard of it yet.

A juror once asked me, after a trial in which police testimony and reports were in evidence, "Why do the police write and speak like they don't want you to understand them? What've they got against straight talk?" What do you have against straight talk?

"I" is one of the shortest words in the language, and "me" and "my" aren't much longer. You may have been told in your college creative writing course to avoid these pronouns, but when you are composing a police

report about things you did, don't worry about creative writing — just communicate. Example:

Bad: This officer verbally advised OWENS to give this officer the baton belonging to this officer.

Better: I told OWENS to give me my baton.

The second thing you should do is to stop using what grammarians call the "passive voice," and start using the "active voice." This one change in writing style could easily reduce report length by 20 percent and increase factual clarity by 80 percent. Example:

Passive: PERKINS was arrested by me.

Active: I arrested PERKINS.

What's the difference? In this example, the "active" sentence uses 40 percent fewer words to say precisely the same thing as the "passive." This example shows the most common use of the passive voice — the extra words are usually "was" and "by".

The worst feature of the passive voice, though, is not the extra length it adds to most sentences where it is used; it is worse that you often use it in such a way that you create an unanswered question when you are supposed to be communicating specific facts. Example:

Passive: A knife was found in QUINN's right boot.

Who found it? Most arrests involve at least two officers. Will you remember later who found the knife? Can the DA tell from your report whom to subpoena for trial?

Active: Officer RAY found a knife in QUINN's right boot.

Passive: The booking process was completed on USHER and the broadcast was cancelled.

Active: Officer VANCE booked USHER and I cancelled the broadcast.

See how the active voice forces you to more precise (and usually saves several words per sentence)? There are times when the passive voice is appropriate, but a good rule for police report construction is this: if you can say it in the active voice, don't use the passive. Your reports will then answer questions, rather than raising them, and will be informative, rather than just wordy.

Here is a list of some of your most popular expressions, and some suggested substitutes to eliminate work and increase clarity:

Bad	Better
informed	told
advised	
notified	
instructed	
altercation	fight
mutual combat	
physical confrontation	
verbal altercation	argument
verbal dispute	
heated debate	
fiery exchange of words	
verbal flare-up	
regarding	about
in regard to	
reference	
in reference to	
due to the fact that	because
in view of the fact that	
in light of the fact that	

at this point	then
at this time	(often, you need no
at which time	substitute — just leave
at this point in time	these words out!)

There are many more, of course. Review a few of your old reports and see how often you've used ambiguous or meaningless language where shorter and more precise language would have achieved your communication goal much better.

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THE LONG-RANGE EFFECTS OF AFFIRMATIVE ACTION

by L. Davis Almand Secretary to Commander D'Arcy

The recent Affirmative Action Plan that was circulated throughout the Department illustrates a current phenomenon in our society that may be all for the better, yet could create more evil than it is supposed to correct.

I don't like to quote cliches, but I believe that the old saying, "The proof is in the pudding," will reveal whether or not the Affirmative Action program is of benefit to society as a whole.

In the past few years we have seen a tremendous lowering of police entrance standards, to the point where people who are scarcely fit to be janitors or hash-house waitresses are permitted to become police officers. And the Government actually wants these people to be promoted to positions of authority within the Department.

Allowing incompetent people to have authority over those who are competent creates extremely serious problems of morale, and eventually brings about the downfall of the entire organization.

Because of the government-enforced favoritism of incompetence, police department will be seriously hampered in their efforts to combat crime. In addition, the remaining officers who are competent will have to carry a double burden, while less productive officers receive the same salary for doing inferior work.

Needless to say, the situation will be highly discouraging to those who are dedicated to maintaining professional standards.

Lowering of personnel standards, and the subsequent lowering of service quality and efficiency, will hit hardest at the people who need protection the most: i.e. the women and the elderly. Evidently this fact has not occurred to the bureaucrats who run the Affirmative Action program.

This is not to say that all women and minorities are incompetent, for every group contains superior, mediocre, and inferior people. Women and minorities of competence and ability deserve every chance for promotion and advancement, but to deliberately favor incompetent people, simply because they belong to a certain group, is unfair to everyone.

As a result of the Affirmative Action program, we have a situation where competent white males are being prevented from achieving their full potential while less competent females and minorities are placed in positions for which they are not qualified and where they do not belong.

It has been my observation that when females are placed in positions of authority they have a tendency to favor females and frustrate competent males. It will be interesting to see what kind of personnel reports female sergeants write about their male subordinates, and

what methods they use to keep them from getting promotions.

During the next ten years very close watch should be kept on the crime rates of the cities that have a large proportion of females and minorities on their police staffs, to see whether or not such people do function effectively in law enforcement. (Although I suspect such a scrutiny would be declared "discriminatory" — the Government's favorite way of hiding unpleasant truths.)

I also believe that the Soviet Union is fully aware of the weakness and inefficiency created by the program, and they are merely waiting for the process to affect the strength and morale of the armed forces before beginning another huge military operation, and operation we will not be able to counteract because of the poor quality of armed forces personnel. The invasion of Afghanistan was merely a test step for what is to come.

The foregoing is, of course, a matter of personal conjecture. I could be wrong. For the sake of the future welfare of our country, I hope that I am.

The opinion printed here does not necessarily represent the position of the San Francisco Police Officers' Association. Our policy has been, and continues to be, to print as broad a representation of opinions as space allows. This policy includes articles by both police officers and non-police officers. Editor

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SPORTS

THE CENTURIONS

by Rene Laprevotte
Narcotics Bureau

As most of the department knows by now, the San Francisco Police Department Centurions Football Team finished their season on Saturday, February 7th at Pacific High School, San Leandro with a sound trouncing of the Alameda County Sheriff's football team 43-22. It's not my intention with this article to lavish accolades on the team's outstanding performance over the season, as I'm sure that will be covered elsewhere in this edition of the POLICEMAN. My purpose in writing is to offer my personal thanks to those unselfish brother officers who attended 35 to 40 football practice sessions at Golden Gate Park, often times on "comp time" but always on their own time. I'd like to bring special attention to Ken Williams who organized the bus trip to Reno to play the Reno Safety Officers All-Stars. I'd further like to thank the guys who donned cheer-leading uniforms at Reno and led our contingent in cheers. Ken Williams, Ed St. Andre,

Dave Ell and Steve VanDyke were certainly a sight to behold in their red leotards, red skirts and "tight" white sweaters. There is more to this story of unselfish dedication to the team's effort. Six high school girls from the Golden Gate Equestrian Center made cheerleader costumes and spent countless hours practicing cheers for the team. Those young ladies are: Amanda Anderson (daughter of Don Anderson, Co. G) Teresa and Judy Simons (daughters of Pat Simons, BCI), Lisa Hordner, Aaron Ish and Noell Consentino. They received no compensation for their personal funds expended on the venture and acted strictly out of dedication for the team. (And rumors of a big crush on Mike Lawson.)

After so many years of mediocre football teams being embarrassed by the Fire Department, it was heart warming to see our guys come out on top at the end of the season against much younger teams. (In terms of player age.) To see former "gridiron greats" like Bruce Marovich (who told me he'd crush my head if I printed his age), Charlie Tedrow and the other hulking monsters who gave ten years away to the player on the other side of the line, handling their younger counterparts like pros, well it caused more than one hoarse voice. The list of people who made the season successful (in terms of victories) goes on and on, and it would be impossible to name them all. The only thing that bothers me is "Where were you?" All the people involv-

ed in this strictly volunteer benefit for such charities as the "Special Olympics", "Pop Warner Football" and other great institutions gave of their time so unselfishly only to have less than 200 spectators show up for the Alameda game. Now I can see where the Reno game might preclude the attendance of many members of this department, but who the hell can't drive 15 miles to San Leandro to watch our own football team? Maybe the three dollar entry fee was too steep for most of you brother and sister officers. If that is the case, and you are a true hardship case, I will personally make arrangements to lend you the three dollars on a long term interest free loan. With a department of nearly two thousand officers, it is incomprehensible to me why at least a thousand people can't show up. Maybe you had more important things to do. Well Chief Murphy and Commander Canepa found time to watch the entire game at San Leandro, and then they even attended the post game party hosted by the Alameda County Sheriff's Assn. This department is headed in a "new direction" with the new administration and we should all get in on the pride of announcing that we are San Francisco cops. I hope the guys injured in Saturday's game and who are now off on "sick leave" (no, there is no D.P.) won't be discouraged by the lack-luster support given their team by their brother officers. You can remedy your apathy by showing more support in next year's season.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



BOXING

The Police Activities League is currently sponsoring a Boxing Program held daily between 3:30 p.m. and 7:00 p.m. Mondays through Fridays at the Old National Guard Armory located at 14th and Mission Streets. Anyone between the ages of 8 and 21 years are invited to call PAL Headquarters (567-3215) for signups. All uniforms, equipment, workout gloves, headgear, and facilities are provided free of charge. Because of the proximity to the Mission District, all youths from that district are especially welcome.

On January 30, 31 and February 1, Boxing Coaches Bill Mateo, Bob Mateo, and Erwin Bunge, led a contingent of San Francisco PAL Boxers to Reno, Nevada, to participate in the Reno, Nevada Police Department's Police Youth Activities Gold and Silver Boxing Tournament held in the jai alai room of the MGM Grand Hotel. More than 100 boxers from California, Washington, Oregon, Nevada, Arizona and New Mexico competed.

San Francisco PAL Boxers include: J.C. Camacho 139 lbs., Frank Gonzales 165 lbs., Eric Martin 147 lbs., Jose Rosilla 147 lbs., Robert Bowman 88 lbs., Alvaro Matus 130 lbs., and David Pastora 139 lbs. In the eliminations beginning with Friday night January 30, Bowman, Matus and Pastora, were eliminated. Coach Mateo states that they gave a good accounting of themselves and the decisions were split. Of the four boxers remaining, J.C. Camacho emerged as the champ winning a gold medal in his division. 165 lb.

Frank Gonzales lost a close decision in the finals and was awarded a silver medal. Eric Martin, PAL's Boxer of the Year for 1980 (and in contention for 1981), was matched in the finals with Robert Liggins from Boise, Idaho. Liggins is ranked No. 2 in the nation! Martin won the first round handily. In the second round, Martin bloodied his opponent and had him on the run when he received a low blow which resulted in the match being held up for two minutes. Martin received yet another low blow in the third round. Upon conclusion of the fight, the crowd roared their approval and the boxers received a standing ovation. Liggins won by 1 point.

Jose Rosilla also reached the finals only to lose by a split decision. A good time was had by all. San Francisco PAL was awarded one gold and three silver medals for their effort. Congratulations to our boxers for a job well done. Also congrats to our coaches Bill Mateo, Bob Weibel and Erwin Bunge, for all their time and effort.

Coach Mateo further reports that the PAL will be sponsoring a series of amateur boxing bouts in coming months. The next show to be held at the old National Guard Armory, 14th and Mission Sts, is scheduled for Monday, February 16, 1981 at 7 p.m. Adults \$3.00 and students \$1.00. All proceeds to benefit the PAL Boxing Team. Tickets may be purchased at the door. (All bouts sanctioned by the American Boxing Federation.)



Shown above are two PAL Junior Olympics Boxers Bob-by Bowman (left) and Mike Ford (right) sparring and working out for the upcoming Junior Olympics Boxing Matches. The 14 year olds work out daily at the PAL Boxing Gym located at the National Guard Armory, 14th & Mission Streets.

RUGBY

The PAL Rugby Season is beginning soon. All interested boys between the ages of 14 through 18 years of age, contact PAL Headquarters (567-3215) for signups.

HUNTER SAFETY

PAL Hunter Safety Commissioner Sergeant Bill Leet (Co. E), has finalized the 1981 schedule for the Department of Fish and Game Hunter Safety Courses, and is as follows:

- | | |
|------------------|------------------|
| 1. March 23 & 25 | 5. Aug. 24 & 26 |
| 2. May 11 & 13 | 6. Sept. 21 & 23 |
| 3. June 22 & 24 | 7. Oct. 12 & 14 |
| 4. July 27 & 29 | 8. Dec. 7 & 9 |

The two day sessions are four hours each from 6 p.m. to 10 p.m. and are held at PAL Headquarters, 2475 Greenwich Street. Pre-registration by telephone is required. Classes will include safe gun handling at home and in the field, conservation and sportsmanship. A \$5.00 registration fee is required from adults. There is no fee for persons 17 and under. The course will include films, slides and practical demonstrations. Retired SFPD Sergeant Tom Morris will also assist as an instructor.

JUNIOR RIFLE

The PAL is currently accepting applications from boys and girls 12 through 18 years of age to participate in the PAL Junior Rifle Team. The Team meets every Friday from 6 p.m. to 7:30 p.m. at the Ft. Miley Indoor Range in the Presidio under the direction of Junior Rifle Commissioner Sgt. Tom Morris (Ret.). Call PAL Headquarters for signups.

PEE WEE BASEBALL

Signups for PAL Pee Wee Baseball will take place on Sunday, March 8, 1981, 10:30 a.m. at Larsen Park, 19th Avenue and Ulloa. All boys between 7 and 10 years of age (must not be 11 years old August 1, 1981), are invited to participate. This PAL Pee Wee Baseball League, under the expert direction of Mrs. Thelma Williams, is a beginner training league. Everyone on the team gets to play. Coaches and parents do the pitching, and emphasis is placed on fun and participation. All team members are provided with PAL Caps and T-Shirts. There is no cost to the players. Now is the time to introduce your son, grandson, or anyone who is eligible, into America's favorite sport. See you there on March 8th.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



SOCCKER

Kick-off date for the annual PAL Soccer League will be on April 4, 1981. Teams will be fielded in the Under 19, Under 16, Under 14, Under 12, Under 10 and Under 8 Division. Approximately 70 teams are expected to be participating in the soccer league. Teams will be playing scheduled games at Balboa Soccer Stadium, Beach Chalet and Crocker Amazon.



PAL Soccer Team in Action

Uniforms, equipment and officials will be provided by the PAL at no charge. Schools, recreation centers, clubs and intersted teams are invited to participate. The soccer coaches general information meetings will be held at the PAL Headquarters, 2475 Greenwich Street. Under 19, 16 and 14 coaches will meet on Monday, March 2 at 7:30 p.m. and the Under 12, 10 and 8 coaches will meet on Wednesday, March 4 at 7:30 p.m.

The PAL Soccer League is directed by Gabe Harp (Mission Station) and Efren Delgado (Mission Station). Officer Delgado has been designated at the Commissioner of the PAL Soccer, replacing Officer Gabe Harp. After a decade of serving the PAL as Commissioner, Gabe has stepped down stressing family needs as the main reason. We accept his resignation with much regret. Gabe continues to serve the PAL as a member of the Board of Directors, and as a soccer and baseball coach.

PAL BOY AND GIRL OF THE YEAR

The PAL Boy and Girl of the Year Awards Dinner will be held Thursday, March 12, 1981 at the Italian American Social Club, 25 Russia Street, 6:30 p.m. This dinner will bring guests of honor Mayor Dianne Feinstein, Chief Cornelius P. Murphy and police officials. Tickets are \$12.50 each which includes tax and tip. More than twenty five awards for outstanding achievements in the field of sports will be presented to our PAL winners. This night belongs to the youths of San Francisco. Come help us honor them. Call PAL Headquarters (567-3215) for tickets. Tommy Harris (Tommys Joynt) will be our Master of Ceremonies. Sergeant Tom Bruton (Auto), will take over the gavel from Inspector Kelly Waterfield (Recruitment and Retention), as the 1981 President of the Police Activities League.

The PAL Boy and Girl of the Year Awards Dinner

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For tickets, call 567-3215 or 553-1158. See you March 12th.

Jack Immendorf
President, PAL Boosters

LAW ENFORCEMENT

Participation in the PAL Law Enforcement Cadet Division continues to be accepted from students in the 10th, 11th and 12th grades. The course, which began in October 1980, will continue through May 1981. Police officers, inspectors and guest speakers from outside law enforcement agencies, continue to offer their expertise to the Cadets in weekly meetings held each Monday night at 7 p.m. in the 6th floor auditorium of the Hall of Justice. Any interested high school students are to call PAL Headquarters for signups. At the request of Officer Tom Del Torre, Crime Prevention Division, the below listed PAL Cadets volunteered to distribute anti-burglary literature in high crime rate areas of the Southern District recently. They are: Cadet Sergeant Ronald Banta, Cadets Alice Pickens, Richard Harding, Troy Dangerfield, Michael Balich, Gary Paul, John Kelleher, Reggie Hamilton and Patrick Taylor. Congratulations on a job well done!! The Chief is again relying on the PAL Cadets to assist in the upcoming National Police Week in May.

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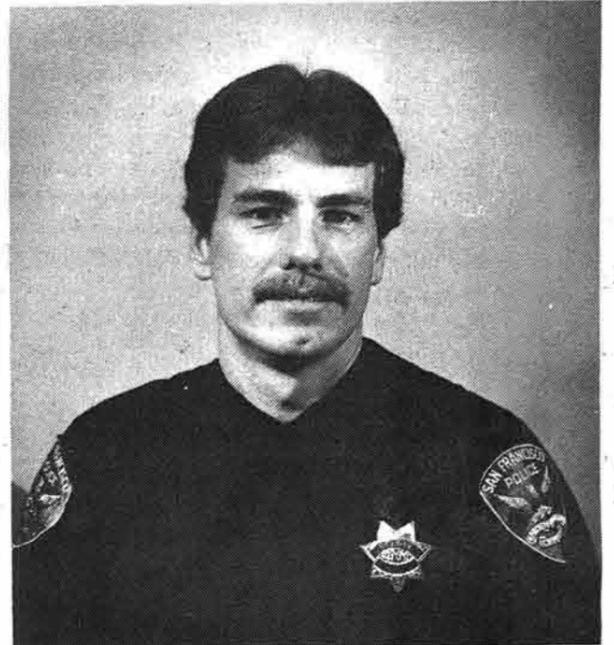


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NEW PAL PRESIDENT

Sergeant Inspector Tom Bruton of the San Francisco Police Department was recently elected President of the San Francisco Police Activities League at the annual PAL Board of Directors meeting. Sgt. Bruton previously served as Secretary and Vice President of the PAL Board of Directors.



Sgt. -Inspector Tom Bruton
President, PAL 1981

Sgt. Bruton, a product of San Francisco, attended Holy Name Grammar School and Sacred Heart, where he excelled in baseball and football. He continued his education at San Francisco State University and the University of San Francisco majoring in computer science and accounting.

Tom Bruton joined the San Francisco Police Department in 1972 after serving two years as a police cadet. He spent his first five years in the department assigned to Mission Station and he was promoted to Inspector in 1977, Sergeant in 1980, and is currently assigned to the Auto Theft Detail.

Sgt. Bruton participated in PAL Baseball as a child and began coaching for PAL in 1972. For the past five years he has served as the PAL Basketball Commissioner. Tom is 30 years old and currently single.

On March 12, 1981, Sgt. Bruton will take office at the PAL Boy and Girl of the Year Awards Dinner which will be held at the Italian American Social Hall, 25 Russia Street.

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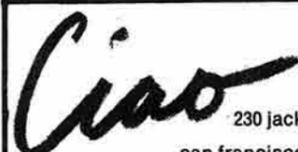
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SOCIAL CALENDAR

by Mike Gannon, Park Station
OIC Social Calendar

We're attempting to keep a calendar of significant events at the P.O.A. If you are planning a function, retirement dinner, station party, sporting event, etc., please let us know as early in the year as possible. Feel free to contact Mike Gannon, Co. F, Ext. 1061 with your plans.

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SPORTS

CENTURIONS SHUT OUT OAKLAND 15 - 0

by Don Carlson

Bent on avenging their defeat in the initial Bay Area Boar Bowl, the San Francisco Police Centurions dominated this year's Boar Bowl to defeat the Oakland Thunderhogs, 15-0, at Kezar Stadium before 2,500 spectators.

The Centurions scored quickly in the first quarter, putting Oakland in the position of playing "catch-up" very early. Oakland's first possession of the game ended with Bob DelTorre blocking a Thunderhog punt; the ball slid just over the backline of the end zone before DelTorre could corral it for a touchdown, but the safety gave San Francisco an early 2-0 lead.

On San Francisco's second possession, near the close of the first period, the Joe Dutto-to-Jack Minkel Connection struck for a 46-yard pass completion and six points. Minkel beat the nearest Oakland defender by five yards to score his second TD of the season; John Brandt's PAT put Oakland in a hole, 9-0. The two teams exchanged several punts during a scoreless second quarter, with the Centurions' Jim Drago continually putting Oakland in poor field position. The only bright spot for Oakland in the first half was Tailback Stan Howell who gained 54 yards on 11 carries. So dominant was the Centurion defense, led by Harry Pearson, Dave Robinson, and Jim Deely, that Oakland never crossed the 50-yard line during the first half!

Oakland's only real scoring opportunities came in the third quarter, the only period in which they operated in San Francisco territory. After receiving the second half kickoff, San Francisco fumbled the ball at its own 42 and Oakland recovered. The Thunderhogs eventually drove to the Centurion 24, but an untimely holding penalty pushed Oakland back to the SF 40, where the Centurion defense again asserted itself and forced an Oakland punt.

Oakland's other opportunity followed a stalled Centurion drive, and Drago's only poor punt of the day; taking over at the SF 28-yard line, Oakland went nowhere, and turned the ball back to the Centurions after just four plays.

San Francisco's second touchdown drive began in the third quarter from its own 33-yard line. The 67-yard march was highlighted by Minkel's 14-yard dash and also by Bob Barbero's contribution of 15 yards on 5 carries. Joe Dutto's fourth-down quarterback sneak from the one, behind Corrado Petruzzella, made the final court 15-0. Oakland's final drive was cut short when Frank McDonagh intercepted an Oakland pass and returned it 10 yards in the fourth quarter.

The key to the Centurion victory? Very simply, the offense played well enough to allow the defense to rest,

and when that happens, the Centurion defense always has the potential to dominate a game just as it did against Oakland. As an example, Oakland did not complete a pass in the second half. The interior of the offensive line (George Koniaris, Mark Gamble, Rick Bruce, Petruzzella, Mike Garner, Charlie Tedrow, Mike Chan, Dan May, Larry Murdock and Gerry Calgaro) also was dominant, as the SF rushing stats indicate: Minkel (40 yards), Barbero (26 yards), John Currie (23 yards), and Joe Currie (14 yards) all had success on the ground. The only Oakland defender who consistently presented a problem was End Ron Lighten, an ex-USC linebacker: even when San Francisco ran to the opposite side, Lighten managed to be in on most tackles.

The most satisfying part of the game (in addition to beating Oakland)? The event raised more money to support the programs of the San Francisco Special Olympics Committee. With one game still remaining on the Centurion schedule (vs. Alameda SD on Feb. 7 at Pacific High in San Leandro), a final accounting is yet to be done, but it seems safe to say that the Boar Bowl is Special Olympics' second largest fund-raiser. That fact alone makes the SF Police Centurion football program worthwhile.

CENTURION TWO-GAME STATISTICS

PASSING:	Atts	Comp	%	Yards	TDs	Int
Dutto	38	14	37%	248	1	1
Delagnes	19	8	42%	37	0	2
TOTALS	57	22	39%	285	1	3
Opponents	37	7	19%	81	0	1

TOTAL PLAYS:	Rushes/Yardage/Ave.	Passes/Yardage/Ave.	Total/Yardage/Ave.
CENTURIONS	64 173 2.7	57 285 5.0	121 458 3.8
Opponents	83 246 3.0	37 81 2.2	120 327 2.7

RUSHING:	Carries	Yds. Gained	TDs
Minkel	20	62	1
Currie, John	11	32	
Barbero	9	30	
Currie, Joe	12	28	1
Delagnes	3	11	
Lawson	2	11	
Walker	2	9	
Countouriotis	1	-1	
Dutto	4	-9	1
TOTALS	64	173 (2.70)	3
Opponents	83	246 (2.96)	1

RECEIVING:	No.	Yds.	TDs
Minkel	10	186	1
DelTorre	6	48	
O'Mahoney	3	18	
Barbero	1	15	
Currie, John	1	13	
Carlson	1	5	
TOTAL	22	285	1
Opponents	7	81	0

SCORING:	TDs	PAT	FG	TOTAL
Jack Minkel	2			12
Joe Currie	1			6
Joe Dutto	1			6
Bob DelTorre		Safety		2*
John Brandt		1/4	0/2	1
TOTAL	4	1/4	0/2	27*
Opponents	1	1/1	2/2	13

PUNTS:	No.	Yds.	Ave.	Longest
Drago	11	371	33.7	50
Opponents	14	413	29.5	67

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SPORTS

Golf Club News

On Wednesday, January 21, 1981 the San Francisco Police Golf Club started its eighth year by journeying to San Jose Municipal Golf Course.

Fifty-seven players competed under mostly cloudy but dry skies. The course was in excellent condition, but the scores did not indicate how good the condition was.

We had only five players in the seventies with Dave Minner and Tom O'Connor low with seventy-six. Dennis Martel had a seventy-seven, and Con Nichols and Ed Garcia both had seventy-nines.

Homer Hudelson was once again the low net winner with an eighty-three and with his eighteen handicap had a net sixty-five.

The flight winners were: first, Tom O'Connor, Dennis Martel and Ed Garcia; second, Vic Macia, Nick Eterovich Jr. and Ken Davis; third, Joe Allegro Jr. John DuBose and Larry Minasian; fourth, Ed Pecinovsky, Ed Cassidy, and Otto Elvander.

The hole-in-one winners were Pat Paxson at the seventh hole with a shot 3'1" from the hole and Ed Pecinovsky at the twelfth hole at 11'4".

The guest flight was won by Bob Lall followed by Pat Paxson and Ed Sterner.

So far in 1981 seventy-five people have paid this year's dues. This is way ahead of any previous year, in which most we have had around a hundred and twenty-five members.

This year's schedule is now complete and in the words of a member of the Oakland Police Officers Golf Club, "This is a really good schedule."

Any S.F. policeman, either active or retired, that is interested in becoming a member, send me \$5.00 for the 1981 dues and I will send you a copy of the year's schedule and all other pertinent information.

Jerry Cassidy, Secretary
S.F. Police Golf Club
Co. K, E&I Solo M/C
Rm. 150, Hall of Justice

RUNNING THROUGH MY MIND

by Walt Garry

I spent a very sobering New Years Day, running across the Golden Gate Bridge. It was the Dolphin South-End Runners, DSE, first race of the year. The 3.4 mile course from the parking lot to the North Anchorage and back was held in 45 degree weather, add to that a strong wind coming through the gate, no one stood around chatting, at the finish, it was into sweats, and off to warmer locations.

The weather didn't seem to bother retired Capt. Tom Dempsey, he looked great crossing the finish line. Incidentally, Tom is on the Board of Directors of the Stonestown Y.M.C.A. and tells me that the "Y" offers several fitness programs for persons of all ages.

On the same day, down at Stanford Stadium, Morgan Peterson Juvenile, turned in a 44:35 at the SACONEY 10K. It was a little warmer down on the farm, but not much.

The midnight express struck again. A group of officers from the mid-watch at Central Station participated in the 5th Annual 3.5 mile Zoo run. (From one zoo to another.) It was held on Sunday, January 18 under sunny skies. Joining the 3,000 plus other runners were Henry Parra, John Colla, Nelson Lum, Rod Young and Jim Speros.

Congratulations to Angela Getas Co. E on her D.S.E. trophy. She competed in twelve races last year and logged in over 1200 race and training miles during the year.

Mike Dempsey Co. D, achieved his goal. Mike ran every day last year, all 365 of them. The grand total was about 2,000 miles and three pairs of running shoes. What's next Mike?

Trivia: 21 years ago when I entered the police department, the most common surname on the force was Sullivan; there were 17 at the time. Today the line-up reads like this, 17 Williams, 16 Smiths, 13 Jackson, 13 Murphys and the Sullivans are down to 8. You ask what that has to do with running? Nothing! You can't talk about running all the time.

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The CITY Reneges

by Gerry Schmidt

"On March 30, 1979, a Consent Decree, in the matter of Officers for Justice et al, vs. the Civil Service Commission of the City and County of San Francisco, was signed by all parties to the litigation: The decree created distinct and concrete goals for the recruitment and promotion of sworn employees."

The preceding is an excerpt from the recently published Affirmative Action Plan (See Informational Bulletin #81-10) of the San Francisco Police Department. Of particular interest to me is the section which delineates the responsibilities of the Consent Decree Unit as they pertain to recruitment and examination of prospective employees.

It should be noted that as a newly elected member of the P.O.A. Board of Directors in March of 1979, I supported the signing of the proposed Consent Decree.

Mandate of the Consent Decree

Section IX of the Consent Decree required the city, "to develop a full scale program designed to recruit and train minorities and women for hiring, and prepare them for promotion in the Police Department." On January 31, 1980, a Two Year Plan was adopted and concurred by the parties to the litigation.

The Two Year Plan is comprised of four main components dealing with: 1. **Recruitment of qualified applicants** through the media, contact with schools of all types, assignment of police recruiters to community organizations to make oral presentations, etc. 2. **Section Program** which screens applicants on the basis of minimum qualifications (i.e., age, education, citizenship, absence of criminal record, and residence), oral boards, physical agility tests, medical examinations and background checks. 3. **Retention Program** consisting of pre-examination contact of applicants via telephone by assigned officer instructed to counsel them on an individual basis, timely post examination/pre-appointment notification of examination results, aid in dealing with Academy training stress as well as assistance in completing the Field Training (F.T.O.) Program, support in the form of personal counseling on marriage, family, financial, alcohol or drugs, and job related problems. 4. Lastly, a **Training Program** designed to assess the applicant's basic skills (primarily reading and writing) which are necessary for successful competition in the selection process, to offer pre-examination skills improvement individually or in conjunction with San Francisco Community College

classes, providing brochures explaining application and examination procedures to all applicants, separate examination preparation courses, physical fitness training as well as further reading and writing training in order to minimize the typical problems encountered by recruits in the early phases of training.

Poor Applicant Turn Out

Even with the extensive effort outlined in the Two Year Plan, the recent Q-2 (entrance) examinations have begun to show a growing drop-out rate of those who initially apply for the job and those who eventually show up to take the exam. For example, of the approximately eleven hundred people who signed up to take the E-92 entrance exam, only sixty percent showed up to take it in May of 1980. For the E-93 test given on two consecutive weekends in September and October, 1980, forty percent of the seventeen hundred sixty six applicants chose to come.

What prevents these people from following through with their original intentions? The length of time which transpires between their application and the actual exam date is thought to be a major cause of the no-show rate. Prospective applicants apparently take advantage of other job opportunities while they're forced to wait for the police exam. In addition, the benefits and wage package offered by the City and County cannot compete with those of other jurisdictions. It seems that when given an opportunity to shop and compare, applicants make intelligent-objective decisions by going with departments that offer things like dental programs, education incentive, time and a half for overtime, decent and operative working conditions and equipment.

The Challenge of Law Enforcement Today

By August of 1981 San Francisco is mandated by the Federal Consent Decree to increase the number of sworn officers in the police department to the full budgeted strength of 1971 persons and maintain at least that level of staffing until August 1, 1984. With the problems articulated above with regards to applicant no-shows, wash-outs in the Academy and F.T.O. program, as well as the City's own recent charter amendments (Propositions F and G on the November 4, 1980 ballot) providing a retirement system "buy-out" and "vesting" privileges, the department as a whole is

netting approximately six new people per month.

With that kind of a building rate it is a foregone conclusion that the Department will not meet its requirements under the Consent Decree. In addition, without the highly unlikely turn around of prompt and continuous testing at all levels in the department as well as competitive wages and benefits, San Francisco will not be able to compete with surrounding jurisdictions for a qualified applicant pool.

President Reagan's administration has already begun the very difficult process of Federal budget cut-backs mandated in his recent election. The areas of projected reduction include social security, welfare assistance, food stamps, unemployment insurance, medi-care and medic-aid, student loans, etc.

Anyone with common sense can realize that these are all ingredients for difficult times ahead, especially for law enforcement. Crime is on the upswing, racism is raising its ugly head, inner city tensions are lying dormant in wait for the long hot summer. Police in this and many other cities across the country are going to find themselves once again thrust in the middle of inevitable social battles.

There is a consensus growing that crime has finally gotten out of hand and that something must be done about it. Politicians are leading the way and special interest groups are all vying for scarce crime fighting dollars. Law enforcement officials have been concerned for years about the potential dangers of continuously liberal court decisions. Now that their fears have come to fruition in the form of rampant disrespect for the law, it's ironic that they/we are the ones who will have to deal with the problems. Politicians and the citizens will finally back us now but only when the job will be much more difficult than it should be.

We could use nineteen hundred and seventy-one qualified police officers by August of 1981 but we're not going to have them. We met our requirements in the Consent Decree. Why hasn't the City?



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