

# POLICE MAN

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



Member of COPS - California Organization of Police & Sheriffs

VOL. 14

SAN FRANCISCO, OCTOBER 1982

NO. 1

## 1981 Captain of Police Promotional

# EXAMINATION OUTRAGE

by Lieutenant Roger W. Maloney

The 1981 Q-80 Captain of Police Promotional Examination was given in two parts: a Report Writing/Report Analysis Examination on January 24, 1981 and a four part Assessment Center Examination on March 3, 4, & 5, 1981. Lieutenant Roger Maloney and Lieutenant William Scheffler competed in both the January and March examinations. On May 2, 1981 they received notices showing separate scores for each of the above examinations and a composite score total for the two examinations. The notices were stamped "below passing" without reference to any of the three scores. Subsequently Lieutenants Maloney and Scheffler were successful in obtaining evidence showing they had both passed the Captains Promotional Examination under Civil Services Rules; or else other candidates were improperly on the list.

Lieutenant Maloney and Lieutenant Scheffler made a joint appeal to the Consent Decree Unit and Civil Service. The appeals were denied without investigation. On June 15, 1981 a Civil Service Commission Hearing was held and Lieutenants Maloney and Scheffler received an adverse ruling based solely on unsworn statements of Geoff Rothman, Raymond Wong and Kathleen Hurley. On June 25, 1981 Lieutenant Maloney discovered one of his Assessment Center scores was changed and lowered without any documented justification by unidentified persons. This discovery led to evidence of many violations of the San Francisco City and County Charter and Civil Service Rules. A Civil Service investigation was agreed upon in lieu of taking the matter to court.

Subsequently pursuant to the February 5, 1982 request of Albert C. Walker, Assistant Secretary San Francisco Civil Service Commission, Lieutenant Roger Maloney, Lieutenant William Scheffler and San Francisco Police Officer Association's Attorney Ralph B. Saltsman prepared a letter to the Civil Service Commission to serve as a basis for a Civil Service Staff Investigation into violations of Civil Service Rules and many violations of Section 8.325 of The Charter for the City and County of San Francisco which covers Fraud and Collusion in Examinations. The letter was to also be a basis for a hearing before the Civil Service Commission pursuant to an agreement between Ralph Saltsman and Deputy City Attorney Stephanie Chang. The completed letter was hand-delivered to Mr. Walker on February 16, 1982 by Lieutenant Roger Maloney.

### The Investigation

The investigation was assigned to Donald Molinari, Administrator Technical Services. Mr. Molinari made a very limited and shallow investigation which he concluded on May 10, 1982 without offering any documentation, evidence, declarations, statements, or logical bridge to his conclusion that "no changes were made after the assessors completed their work." Mr. Molinari limited his interviews to four people (Dennis Joiner, contracted as a consultant for the examination by the San Francisco Police Department Consent Decree Unit at a cost of \$6,500, Raymond Wong and Kathleen Hurley of the Consent Decree Unit, and Geoff Rothman of the Consent Decree Unit at the time of the examination and now a member of the Civil Service Commission Staff). None of the assessors, none of the police administrators who had lunch with the assessors

prior to the final list or cutoff being established, none of the other Consent Decree Parties, none of the Lieutenants referred to in the letter, or the Auditor Monitor were interviewed by Mr. Molinari. In fact Lieutenant Roger Maloney and Lieutenant William Scheffler went to Mr. Molinari to offer additional evidence. The secretary announced the Lieutenants to Mr. Molinari and Mr. Molinari responded that the City Attorney had ordered him not to talk to the Lieutenants. It should also be noted that Civil Service Commission General Manager, Personnel John J. Walsh sent SFPOA Attorney Ralph Saltsman, Lieutenant Maloney and Lieutenant Scheffler a Notice of claim re-

*continued on page 12*

## Proposition "I" Pension Justice

by Mike Hebel

In August of 1982 an initiative petition entitled "Petition to Change the Retirement and Disability System for Members of the San Francisco Police Department" was submitted to the Registrar of Voters for review of the 29,000 signatures contained on the petitions. The signatures were verified and the proposed Charter Amendment was certified for the November 2, 1982 Ballot as Proposition "I".

### Long Standing Commitment

Proposition "I" is now commonly called Tier III since it proposes the creation of a third and distinct retirement system. Members of the Police Department before November 1, 1976 are in Tier I (Section 8.559 of the Charter); members joining the Department on and after November 1, 1976 are in Tier II (Section 8.586 of the Charter—enacted in June 1976); Tier III (Proposed Charter Section 8.590) would apply to members joining the Police Department after November 1, 1982. Tier III would also apply to all present Police Department members (both in Tiers I and II) since it provides for a "right to transfer" into this new system.

All Department members first so employed after November 1, 1976 entered this profession with a substantially inferior retirement and disability benefit system (Tier II); this system applied to the 128th Recruit Class and all subsequent classes. There are presently 915 police officers in Tier II; it is anticipated that within three (3) months time the majority of the San Francisco police officers will be covered by the much inferior provisions of Tier II.

At a Special General Membership Meeting held on January 6, 1982 a motion was passed urging the Association to seek Charter changes in order to address the very valid concerns of those in Tier II. This manifestation of general membership concern followed the commitment of the POA's Board of Directors and Executive officers to place the Charter Amendment on the ballot to bring pension equity and justice to and for Tier II members.

### General Provisions

Proposition "I" will cover those becoming members of the Police Department on or after November 2, 1982 and all present members electing to transfer into this proposed new system. The transfer period will commence on January 1, 1982 and continue until June 30, 1984. However, all police officers who elected to take the "buy-out" monies in 1981 cannot transfer into this new system unless and until they have redeposited with the Retirement System all monetary consideration, including any interest thereon received from electing to so transfer.

The new system provides for no minimum retirement age (Tiers I and II—age 50) and allows a member to retire at any time after the completion of 20 years service (Tiers I and II—25 years service). After 20 years of service, a member would be entitled to a service pension equaling 40% of his/her final two (2) years' average salary (Tier I—last year's; Tier II—final three (3) years).

Tier III provides for 3% per year increment for additional services after 20 years (Tier I—4%; Tier II—3%), with a maximum service pension of 70% (Tier I—75%; Tier II—70%). The annual cost of living—the most important benefit of this plan—provides as does Tier I, for one-half of the annual dollar increase given to the rank held at retirement (Tier II has a 2% limit which drastically reduces the value of this retirement system).

The industrial disability retirement is set at 40% to 80% (depending upon the severity of the injury/illness) of the salary of the most recent two (2) years average salary (Tier I 50% to 90% of rank held; Tier II—50% of the most recent three (3) years average salary). There is no earnings limitation for those receiving an industrial disability retirement under this new plan. (Tier II reduces the pension until age 55 dollar for dollar for monies earned in excess of wage earnable by rank held at retirement.) This is a substantial benefit increase since the earnings limitation drastically reduces the benefit of the job incurred disability retirement.

Importantly, Tier III provides the same continuation to spouse or dependent child/parent as is found in Tier I (75% if retired for service; 100% if retired for job disability). The 50% carry over to the spouse or dependent child/parent contained in Tier II is the most flagrant defect in that pension system.

The employee contribution rate for the new plan is 7.5% of salary (7% in Tier I, 7.5% in Tier II).

*continued on back page*

### IN THIS ISSUE

Widows & Orphans; Legion	Page 2
President's Report	Page 3
Around the Dept.	Page 4
Referendum	Page 6
Community Services	Page 10
Picnic III	Pages 16, 17
Letters	Page 24
PAL	Page 28
Sports	Page 29
Special Board of Directors Meetings	Pages 21, 22

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## Widows & Orphans

The regular monthly meeting was called to order by Pres. Barney Becker, Wednesday Sept. 15, 1982 at 2:11 p.m. in the Assembly Room, Hall of Justice.

Vice Pres. Hardeman & Trustee R. Kurpinsky excused all other Officers and Trustees present. Among other members present—Jr. P. Pres. J. Sturken, P. Pres. G. Jeffrey—P. Pres. A. Quaglia. Secretary reported the following donations:

MR. & MRS. T. BRAGG—In memory of Retired Ins. Charles Human,

SUNSET HOUSE #1 & #2—In memory of Sergeant John Macaulay.

TRANS CAL TOURS—for efficient police work by Ins. Dixon, Fraud Detail.

Treasurer Bill Parenti reported the following deaths:

**MICHAEL BARLING:** Born in San Francisco in 1920, Mike joined the Department in 1948 at age 28. Worked the Solos until granted Military Leave in 1951. Returning to the Department in 1952 he was again assigned to the Solos working there until 1970 when Mike retired on disability as a result of a motorcycle accident.

Mike received the following Captain's Commendations—in 1958 for arrest of a suspect who had shot the proprietor of a drug store—later in 1958 for arrest of three juveniles for burglary of a grocery store—in 1959 for arrest of a robber wanted for shooting drug store owner. While in the Department Mike was active in many organizations—Pres. of Widows & Orphans, Commander of Police Post American Legion. After retirement was Pres. of Veteran Police Officers Association. Mike was a young 62 at the time of his death.

**SYLVAIN BOREL:** Born in the southern Alps of France, he entered the Department in 1929 at age 31. Worked at several district stations and while at Western Addition was assigned to the side-cars. Responding to a disturbance, with the late Sgt. Bill Fitzgerald driving, the side-car tipped over and Sylvain was crushed against a concrete wall. His right side was badly injured, from which he never recovered, and was given a disability pension in 1933 at age 36. Sylvain had been confined to a rest home for the past several years and at the time of his death was 85 years.

**DAVID DOBLEMAN:** Another San Franciscan, born in 1898, Dave joined the force in 1921 at age 23. He worked at Central and Southern Stations before being sent to Northern Station in 1926. Dave remained here until his retirement for disability in 1958 at age 60. Being mostly on various beats, Dave knew a majority of all the business men in that area. His last few years were spent in the outer Fillmore and Marina District where, once again, he was a great friend with all the merchants. In 1945 he received a C/C for the capture of an armed hold up man. Dave was 83 when he passed away.

**CHARLES HUMAN:** Born in 1902 in Arizona, he became a member in 1927 at age 27. Assigned to Richmond Station for one year, then transferred to Co K, Solos. He remained there for 15 years. During his last five years, Charlie, along with Ed Franke, taught many officers how to ride the motorcycle. Transferred to the Bureau of Inspectors in 1952, he became an Assistant Inspector in 1954 and a Full Inspector in 1958. Charlie was working the Auto Detail when he retired for disability in 1966 at age 64. He was 80 at the time of his death.

**MARION OVERSTREET:** Born in Arkansas in 1907, Marion, better known as Jack to fellow officers, entered the Department in 1938 at age 30. For ten years he floated between Park, Southern and Mission Stations before being transferred to the Bureau of Inspectors. Was made an Assistant Inspector in 1950, Full Inspector in 1952. Jack was in charge of the Bureau of Special Services when he retired in 1965 at age 63. In 1940 he had received a C/C for the arrest of two laundry burglars. Jack passed away in McCloud, CA at age 75.

**QUINCEY TUCKER, JR:** Born in 1919 in Colorado, he became a member in 1947 at age 27. He served at Richmond and Northern Stations for 3 years before being granted Military Leave which extended from 1950 through 1954. Returning, Quincey was sent to Co K working on fixed post then being assigned to Warrant Detail in Co K. In 1960 worked at Taraval until his retirement for disability in 1963. Quincey was a young 62 at the time of his death.

Treasurer Parenti presented the usual bills which were approved.

**GOOD OF THE ASSOCIATION:** Motion Quaglia—2nd Sturken that floral pieces be sent to all Past Presidents, APPROVED. Pres. b. Becker set Wednesday Oct. 27, 2:00 p.m. for next meeting. There being no further business to come before the meeting, the meeting was adjourned at 2:55 p.m. in memory of the above departed Brothers.

Fraternally, Bob McKee, Secretary

ANY POLICE OFFICER NOT OVER 45, NOW A MEMBER OF THE WIDOWS AND ORPHANS CAN RECEIVE INFORMATION FROM ANY OF THE FOLLOWING: BOB MCKEE 587-4570, BILL PARENTI 681-6133, SGT. W. HARDEMAN 553-1407, MARK HURLEY, ANIMAL CONTROL, LT. F. JORDAN 553-1345, LT. M. LENNON 553-1101, SGT. M. KEMMITT-VICE, R. KURPINSKY 553-1336.



## POLICE POST #456 NEWS

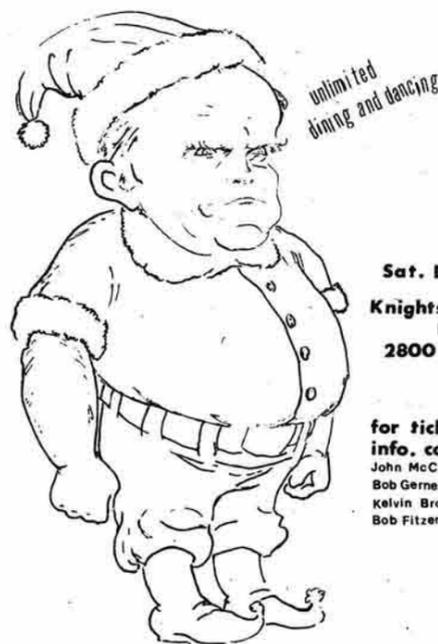
This column is respectfully dedicated to Post Commander Mike Barling.

On September 10, 1982, Post Commander Mike Barling went to Post Everlasting. As the column for the September issue had already gone to press and nothing else is accepted after the 1st Wednesday of the month it was necessary to hold this column up. However, it does not diminish the deep sense of loss felt by his daughter Judy, nor does it lessen the grief felt by all who knew and loved him. In a column written by me in January of 1981, I referred to a touch of class. Mike was the one I was referring to when I wrote that column. He always had time to think of the other guy, as I can personally attest to.

Mike was a Past President of the Widows and Orphans Aid Assn., the Veteran Police Officers Assn. as well as a dedicated Past Commander of SF Police Post 456. He was also active in the Marine Corps League and the California Motorcycle Police Officers Assn. You could go on and on about his accomplishments and it would read like the U.S. Census report but the true mark of the man is that he cared very much for his fellow man. What else can be said of any man. You can bet that he will be giving a cadence count to the gang upstairs. To his daughter Judy, SF Police Post 456 extends our deepest condolences and share in your grief. Till next issue, keep a kind thought and may God hold you in the palm of His hand.

Your Scribe, John A. Russell

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- 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.
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# PRESIDENT'S REPORT



by BOB BARRY

## My Commitment to the Membership

When I became President of the POA in 1979, I pledged only one thing to the membership—an end to divisive, confrontation politics within the Department, and as well as within the entire community and political structure of San Francisco in order to restore our credibility. The reason being, we had four (4) years of hell after the strike, and a complete deterioration of morale and benefits.

Since 1979, many positive and constructive changes have taken place within our Department and the Police Officers' Association, and my pledge to our membership, despite present controversy remains as strong, if not stronger.

My sole intent in serving your needs is to ensure that your rights, working conditions and benefits are protected, enhanced and increased respectfully.

In attempting to accomplish these goals, there comes a point in time where priorities must be established in order to set out a chartered course toward achieving our objectives.

To that end, our own membership established certain priorities to be achieved during the upcoming November election; time and one-half for overtime and rectifying the terrible 2nd Tier Pension System that over 900 of our members are suffering under as a direct result of the 1975 strike.

Having those priorities established, we then set out to qualify both measures for the ballot which has been done.

Now, looking at where the voters are in San Francisco on such economic issues, we determined, as we have in past years, that the minority communities are

our strongest supporters and that a very strong, sophisticated and costly campaign must be waged to win our measures.

The Legislative Committee then began its task of presenting to the Board of Directors a well thought out campaign strategy on both Propositions "I" and "J". Proposition "A" (Civilian Investigators) however, became one of our biggest obstacles. Do we wage an all out \$50,000 campaign against this measure and take away from the economic issues, or do we remain neutral on what has historically been an ineffective method of investigating police complaints. Having only about ten (10) days to make such a decision, the Board voted, and not at all in a vacuum, to concentrate on the economic issues and to reach out to the Minority Community for our much needed support. And support we have—across the board in every community. Not just limited to the Gay Community as many of our detractors would have you believe.

When this campaign for Propositions "I" & "J" started, the press immediately began to misrepresent the facts that the POA had "cut a deal" and the Press had been informed (correctly misinformed) that the POA had "cut a deal" with Harry Britt, tremendous emotionalism both within our ranks and the Gay Community then became the headline of the day. My only retort to those headlines is to say that "yes" there was and is communication with members of the Gay Community as there is with all other communities, but that "deals" have not been made. Our neutrality on "A" is strictly a pragmatic approach to gaining substantial minority support for our issues and for no other reason.

We have all suffered in many ways since the strike, and we on the POA Board have labored very hard on your behalf to rectify the everyday and long term problems that we all face. The most glaring of all problems is the Pension System, and unless we attempt to change it *now* for the better—the likelihood of accomplishing it in the future will be quite difficult.

I believe we are on the edge of winning both of our issues based on the work that has been done thus far and the campaign we intend to wage during the next three weeks.

The fourteen Board members that voted their consciences on these issues did so with a firm commitment of having the best interest of the membership at heart. I believed that at the time of the vote, and I believe that now.

I am committed to your interest and would not vote on an issues that would be detrimental to your well-being. My commitment to you is a strong one, and I ask you to stand behind your Board of Directors during this very emotional period.

It's very easy to take the lead when everyone is standing behind you, but quite difficult when many members are not—I ask you all to have vision on the position we have taken.

# COPS JOIN DEMO COALITION

## Proposition A: Office of Civilian Complaint

by Gale W. Wright

The SF Chronicle reports, "SF Police Make Backroom Deal with Gays," or words to that effect. What they were writing about was that the San Francisco Police Officers' Association Board of Directors had voted to withdraw their opposition to Proposition A, the Office of Civilian Complaint proposal, and in turn the Gay Community would support 1) Overtime pay for police and 2) a more fair retirement plan for police.

The shock value of the article worked. Many of our members are incensed that the POA would even think of such an idea. When one is familiar with the history of such attempts to have a Civilian Review Board in San Francisco, and the leadership of Past President Jerry Crowley to fight the SF Bar Association every step of the way, then of course, one would be shocked to learn of a "backroom deal."

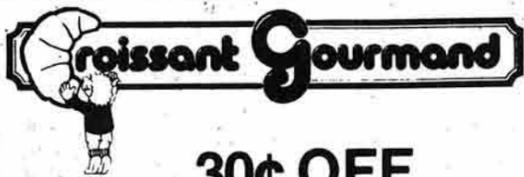
The Legislative Committee of the POA reported a regular Board Meeting on their progress with the matters affecting police on this November's ballot: Prop A—Office of Civilian Complaint; Prop I—1/2 overtime for police and Prop J—a Fairer Retirement Plan for police. In their talks with the Democratic Coalition including Gay Community groups, it was learned that this political group could not support I and J because of the POA's opposition to Prop A. If on the other hand, we would withdraw our opposition and let Prop A be decided on its own merits, then they could support Props I and J. The Board was then asked to make a decision.

**The basic argument was that an OCC was going to be a fact, if not this year, then the year after, or the year after that. We could spend \$100,000 to defeat it OR we could put our monies and energies into winning some bread and butter issues for our members. The vote of the Board was overwhelming to withdraw our opposition to Prop A.**

The OCC has a price tag of \$625,000 for the first year. According to the "green book" (Local Government Police Management) OCCs have not been effective.

Did we make a political decision? YOU BET! But also remember that San Francisco is a political subdivision of the state. We elect politicians to run the City and the State. The Governor makes political decisions and appointments. The Mayor does the same. The SFPOA also makes political decisions, statements and actions in order to do the one thing we are in business for, namely to watch out for the wages and working conditions of the members. When you deal with politicians, you have to be political. The realities of getting something done today is through the political process, and not just waiting for those good things to happen.

According to President Bob Barry, this whole matter goes way beyond the Gay Community. Other groups which we are in contact with include every Democratic Club in San Francisco and every other community.



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by Al Casciato

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... Laura Carroll, Tom Miller and Bob Mahoney of the Mounted Unit were detailed backstage at the opera and were able to view Luciano Pavarotti behind the scenes. They report that Luciano is a very happy, exuberant and enthusiastic person. He led the men's chorus in their warmup for the laughing song, had the officers join in and they were almost all swept on stage for the act. Now, that's a detail...

... Internal Affairs receives many strange complaints regularly. The strangest this past month was the one complaining that an officer was seen on patrol driving a radio car with his son in the passenger seat dressed in a police uniform. The complaint was investigated and it was discovered that the complainant had merely spotted one of our larger, older, veteran officers on routine patrol with one of our new, smaller, younger recruits...

... All the delays in the promotional testing process are leading some to predict that taking the next Sgt.'s exam will be like work/like pay captains...

... Larry Ratti and Rey Ibay of the Mission Station responded to an Alabama Street address where twin 3 year olds were in need of shelter booking. While transporting the lil' fellows to the hospital for examination and then to the shelter, Larry took the opportunity to practice being a father as his wife is expecting shortly. But after the little guys cried and cried non-stop, Larry was finally heard to plead "Hey you guys, please". Rey says that the look on Larry's face was the classic expression of a parent in despair. Larry is now ready for his own lil' one. This story does not end here because the morning following the incident, Rey received a call from his mother who asked him, "What happened on Alabama Street? My friends called to say you were seen sneaking out of a house with two children, yesterday." "But Mom, I was working". Mom, "Oh! Thank goodness. I thought they were yours."...

... The Northern California Asian Police Officers' Association annual luau held September 25 at the State Room in S.S.F., was a great success. Those attending were treated to exciting entertainment, including Com-

mander D'Arcy's dancing of the Tahitian festival dance. The N.C.A.P.O.A. thanks all of those that attended, helped with the luau and contributed to the scholarship fund...

... Rich Sheehan, Mounted Unit, has resigned the department to become the General Manager of the Dyer Ranch Co. in Tonopah, Nevada. Rich says that he now owns more horses than the department but rides less (too much paper work). Anyway, he and Carol have plenty of room and advise all friends travelling near Tonopah, to drop by, say hi and spend a couple of days. I have their number at the ranch so just give me a call at the academy...

... Ron and Peggy Parenti, Co., E, have welcomed their third arrival, Josphe Brannigan, 8 lbs. 11 oz. Lil Josphe's debut was the morning of October 6th. Mom and Lil' one are doing fine and resting, while dad takes care of the rest of the tribe. Congrats and best wishes to all in the future...

... Diane Bates, in Deputy Chief Shannon's office, has been conducting a contest for months and still no winners. If you wish to try, here are the requirements: Go to Diane's office, inspect the picture on the wall and then submit you guess, identifying the character in the picture...

... How nice: 21 members of the P.O.A. Board of Directors have been busting their a---s for years representing, defending and seeking benefits for the entire membership. They've done this on a volunteer basis sacrificing time away from family and leisure activities. Yet today the Board is under attack for its actions Re: Props A, I & J.

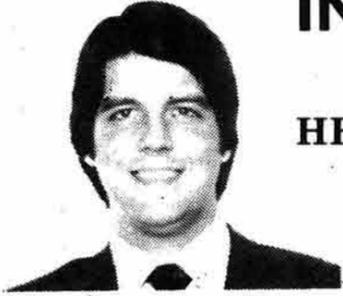
Please take a minute to ask yourself a couple of questions. 1) When have the leaders of the attacks last worked for benefits? 2) When did they last participate in the P.O.A. activities on a volunteer basis to see why the Board takes the position and course the do? 3) What are the real motives behind the petitions that move to overturn the Board's actions?

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# FIRE VICTIM

by Mike Gannon, Park Station

Much of the pride in being a San Francisco Police Officer comes from knowing "We take care of one another". We do so routinely every day, and when a particularly harsh tragedy strikes one of our members, we all pull together to meet the challenge. We at Park Station are asking your assistance to meet such a challenge.

Al Phillips has been a policeman for over 13 years, and a POA member for his whole career. The last seven years has been assigned to Park Station, from where he also contributed much of his off duty time to the Police Fishing Program. He lived in a small apartment on Edward St. by Rossi Field. Last July Al was involved in an auto accident. He was shaken up, but basically okay; however his van was totaled.

On the evening of Friday, Sept. 10, Al woke up on fire. He quickly jumped through the back window to the yard below, dousing the flames in the dirt, but still he sustained 1st, 2nd, and 3rd degree burns over 40% of his body. The Fire Dept. rescued him, and the ambulance raced him to SFGH Burn Intensive Care Unit where Al

was in a coma for two weeks. Complications set in, including pneumonia and infection, but the excellent staff of the Burn Unit pulled Al through it all.

Al is waking up now and beginning to face a few severe realities. He has a very long and painful physical task ahead of him in regaining his strength and the use of his hands, arms, and legs. On top of that, he realizes he now has no home, no clothes or shoes, no furniture . . . none of the things that make up a home. Everything was destroyed by fire, smoke, or water, except his star and wallet, his gun and his binoculars.

We members at Park Station have started a fund for Al (\$1600.00 and growing), but we have a long ways to go. So we're asking your assistance in helping Al get started again. We're having a benefit raffle to support Al's re-entry. The prizes will be many and great, including a hindquarter of beef (sponsored by the POA's Community Services Committee), Hotel stays, elegant dinners, 49'er tickets, cases of liquor and more.

Let's show Al he hasn't lost everything. Let's show him a little pride. Let's tell him, "We take care of one another".

## Lucky Winners

### Sgt. Jack Young Memorial Day Raffle

#### PRIZES

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- 2nd—Case of Red Wine ..... Charles Yaeger  
S.F.P.D., Retired
- 3rd—Case of White Wine .. Sgt. Willis Garriott  
Central Station
- 4th—Case of Beer ..... Off. Greg Suhr  
Central Station

Submitted by  
Lt. Frank M. Joran  
Community Services Division

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# At What Price?

by Edward J. Erdelatz, Bureau of Investigations

On numerous occasions during the last several weeks I have had discussions with P.O.A. Board Members regarding the political endorsements of candidates and issues by the Board. Time and time again Board Members tell me that when involved in politics, they are forced to make decisions, and/or support candidates which they find personally objectionable. The theme seems to be that in order to operate in the political arena one must often compromise his or her principles to get "benefits" or promises of support.

The justification for the P.O.A.'s support of candidates who support such issues as the decriminalization of drugs, the relaxation of prostitution and pornography laws, etc. is that they don't relate to "bread and butter issues".

It seems that the P.O.A. will support or align themselves with any candidate or group who votes for, or promises to support, a so-called bread and butter benefit for the police. This seems to be the case regardless of their voting record, or position on other issues which impact adversely not only on the police but on society as a whole. One has but to look at Governor Brown who has given us the likes of Rose Bird whose decisions have virtually handcuffed the police.

There is no doubt that we need to lobby politicians support of issues that benefit our members, but at what price? Is the P.O.A. Board speaking for the majority when they align us with Governor Brown, The Burtons, Harry Britt, Willie Brown, et al?

I know that the P.O.A. Board is made up of good and dedicated police officers to whom we all owe a debt of thanks for the hard work they do. At the same time I pray that our P.O.A. representatives will be more sensitive to the opinion of the membership and for us all to realize that there are more important things in life than seeking support at any cost.

# REFERENDUM

by James J. Crowley, Homicide Section

The following 567 members of the San Francisco Police Officers' Association submit the attached petition for a referendum vote of the entire membership in accordance with Article VI, Section 8 of the Association's Constitution.

This referendum pertains to the vote of the Association's Board of Directors taken at its meeting of September 2, 1982 wherein the Directors withdrew their opposition to Proposition A (Office of Civilian Complaints) in return for the support of Gay Political Organizations and Gay Newspapers for Propositions I

and J (Retirement Benefits, time and one-half for overtime).

The following proposition shall, after publication in the **Policeman**, be immediately submitted to a vote of the entire membership by mailed ballot in accordance with Article V, Section 5 of the Constitution.

"Should the San Francisco Police Officers' Association form an alliance with Supervisor Harry Britt and the City's Gay Democratic Clubs regarding Propositions A, I and J."

## ELECTION WEEK WILL BE NOVEMBER 1 THRU 5, 1982

### Petition: Board Of Directors P.O.A.

On Monday, September 13, 1982, the Police Officers Association, led by President Bob Barry, and Supervisor Harry Britt officially announced their unprecedented political alliance concerning issues on the November ballot.

P.O.A. President Bob Barry confirmed that the Association will take a neutral stance on Proposition A, a proposal to add civilian investigators to investigations of alleged police misconduct.

Britt then announced his support for Propositions I and J, both sponsored by the P.O.A. affecting Police pensions and overtime pay.

We, the undersigned members of the San Francisco Police Officers Association do formally protest the alleged political alliance between the P.O.A. and Supervisory Harry Britt.

We request that this issue be submitted to a vote of the entire P.O.A. membership.

## WHY A REFERENDUM

by Jim Crowley, Homicide Section

Many of us have been troubled before with the political chicanery and endorsements made by the Board of Directors of the Police Officers Association. The ultimate insult to the POA Membership occurred when the Board voted to form a political alliance with a Democratic Coalition which included Harry Britt and Gay political groups in San Francisco. The POA and Supervisor Harry Britt officially announced their political alliance on Monday, September 13th, 1982.

Supervisor Britt has pledged to back Proposition "I" and "J" on the November ballot which would give police officers time and a half for overtime and better retirement benefits for Tier II Officers.

In return, the POA has taken the remarkable step of adopting a neutral stance on Proposition "A", which would set up an Office of Citizen Complaints to investigate alleged police wrongdoing. This is an amazing flip-flop because just last year the POA mailed out 80,000 letters to registered voters in San Francisco opposing the Office of Civilian Complaints.

Why did the Membership of the POA learn of this political deal by reading it in the San Francisco Chronicle? Why wasn't this very important issue put to a vote from the Members on this controversial issue? Does the Board make independent decisions without consulting the people they represent? Or were they afraid they wouldn't get the approval they needed if it were discussed openly?

We certainly support Propositions "I" and "J". Police Officers should be making time and a half for overtime. Tier II Officers should have equal retirement benefits with Tier I. But this political sell-out offends our conscience and sense of morality. We are certain to lose votes from those people in the community who have always supported us in the past.

The present leadership of the POA argues that the Office of Civilian Complaints is going to be established anyway. They are making an assumption and they could be very wrong in their opinion. Our decision on whether to support or oppose Proposition "A" should be based on what is best for the police department or the citizens of San Francisco to have civilians investigating complaints against police officers.

Civilian investigators investigating complaints against police officers have been tried in other cities and have been a total failure. The "Green Book, Local Government, Police Management," used as a source in the recent Lieutenant's examination covered this subject very well.

"The National Advisory Commission on Civil Disorders and the Causes and Prevention of violence, and the President's Commission on Law Enforcement and Administration of Justice, have documented the performance of external civilian review boards, and have concluded these external review boards have been of little value and limited success. The civilian review board in Washington, D.C. voluntarily ceased operation. The New York City Police Department had a similar citizen review process, which was voted out of existence after much campaigning against it by the department's officers. The police chief has the responsibility to run the department, and he cannot abdicate his authority and accountability. Generally there has been lack of support from the police, local government, and the general public for the outside review board. There presently exist many legal external review agencies within government structures, such as the F.B.I. Federal and State Court Systems, the District Attorney's Office, and the Police Commission appointed by the Mayor. There is no need for another costly review of the police department. The most logical solution to reviewing police activities is to use the many governmental agencies already empowered for that purpose."

If we surrender or remain moot on this of all key issues that have arisen in this department's history we could possibly effect the well being of present and future police officers. What could occur out of this is a serious lack of commitment of vigorous investigation by trained, dedicated and objective investigators.

It is inconceivable that we in law enforcement should attempt to strike a deal with Supervisor Harry Britt. From the first days of his incumbence, it was apparent that a friendship failed to exist. His goals never have been consistent with ours. One must remember the utterances of this person during the hectic, dangerous and riotous conduct of person during the so called White Night Riots.

The San Francisco Chronicle on Tuesday, September 4th, 1982 states the following: "This is an unprecedented step that has not been contemplated by any police group in the country," said one police leader who asked not to be identified. "It hasn't happened anywhere else. It's dynamite, a very politically sensitive thing." It is no wonder the spokesman asked not to be identified, such an alliance wouldn't be considered anywhere else — it is an insult and a disgrace to police officers.

Now is certainly the time for Moral Courage by Officers of this Department and most certainly by our Police Association Leaders.

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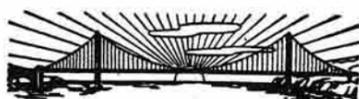
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# A "Sell-Out" — No Way

by Dan Linehan

Last April, the POA Board of Directors surveyed the membership to determine our priorities on economic issues. You voted in this order:

- time and a half for overtime
- collective bargaining
- correcting Tier II disability & retirement
- paid medical insurance
- night differential
- P.O.S.T. Certificate pay
- bilingual pay

Since collective bargaining was not possible without the Firefighters, we placed the time and a half issue (PROPOSITION J) and the TIER II (PROPOSITION I) on the ballot.

We had very little time to gather 50,000 valid signatures to qualify for the November ballot. Only a handful of brothers and sisters collected signatures to better our working conditions. As a result, we had to hire people to work on your behalf to qualify the two ballot measures for November.

The POA Board voted to allow Gerry Schmidt (Director/Potrero), Reno Rapagnani (Tactical Division) and I to take a leave from the Department to work full time on the campaign.

As with all political campaigns, a broad base support group had to be formed.

The ballot handbook: We obtained the signatures of Congressman Phil Burton, Assembly Speaker Willie Brown, Assemblyman and candidate for Lt. Governor Leo McCarthy, Assemblyman Art Agnos and former Supervisor Gordon Lau. This handbook will be sent to every voter in the City. There are no arguments opposing I & J.

The next phase of attack was to seek the help of the communities of San Francisco. It was difficult to predict who would support us since the powerful Chamber of Commerce is opposing us. The Chamber is made up of powerful corporate executives; some of whom make over \$150,000 a year and they have consistently fought to deny police officers decent salary increases and better benefits. But the Chamber was only a part of the problem.

Support for police officers have never come from conservatives. Just look at the election results since 1974. The conservative areas (St. Francis Woods, Twin Peaks, Parkside, Sunset, Richmond, Marina, Pacific Heights) always vote against police officers, especially after the 1975 strike. They were the ones who created Tier II in 1976. They were the ones who voted down collective bargaining in 1979.

There were pro-police votes in each election but they came from the poorer sections of town. The pro-cop voter was usually a minority, a democrat, or a liberal. Election after election have shown that the eastern side of San Francisco supports cops.

If PROPOSITIONS I & J are to pass, we need to solidify the eastern side of the City, and shore up the liberals in the western half of the City, to win a majority in November.

We began by approaching every elected official in the City and asked for their support. We went to community groups and to the Democratic Party, which has always supported our labor issues (71% of the registered voters in the City are Democrats).

The only area that traditionally supported labor issues that we faced any opposition from was in the gay community. This community represents 71,547 voters, 25% of the voting population. In 1979, collective bargaining was lost by a mere 5% of the votes. But it passed overwhelmingly in the gay precincts as well as everywhere else in the eastern portion of the City.

Because of our problems with the gay community, some believe that we should never talk to them. If we are to pass these two measures now and others in the future, we cannot close the door to discussion.

How can we ever solve problems without discussion and without sitting down to even identify the issues?

Politically speaking, one in every four voters in the City is gay. Do we say "Burn in hell" to 25% of the voting population who has always voted for our labor issues?

Practically speaking, the gay population, as well as every other taxpayer in the City, decide our benefits. We cannot ignore that fact.

How do we refuse to open a dialogue with any community group in the City and still expect them to support our economic issues?

And I understand the apprehension that some officers have about this. And some have accused the POA Board of "selling out" over the issue of the Office of Citizens Complaints.

But the California Supreme Court upheld the Peace Officers Bill of Rights. It makes no difference who asks the questions. Our rights are protected.

The Civilian Investigators will make a recommendation to the Chief, who will then decide the case.

Good cops have nothing to fear from the OCC or IAB. Its the few bad apples who create their own problems. The POA has always protected the rights of the cops and we will continue to do so. The burden of proof will continue to rest with the Chief to show an officer's guilt.

The POA would never stand by and allow the rights of any officer to be violated. If the civilian investigator violates our state protected rights, we can file suit against the investigator as well as the City for damages. Currently, officers who face the IAB with sworn personnel cannot sue for damages.

With this in mind and knowing full well that our rights would always be protected, The Association took a historical step in mending the wounds in the San Francisco community.

We cannot return to the confrontation politics that led to our humiliating defeat in 1975, and to this day... we are paying for that time.

The time has come to open communications with the City we work for... to the San Francisco Community that votes on our salaries and benefits.

# LA Voters Cut Cops' Retirement Benefit

by Reno Rapagnani

In June, the Los Angeles voters reduced to 3% cost of living increase for the retirement benefits of active police officers. The Los Angeles vote has serious consequences for San Francisco Police Officers. **Our benefits are directly tied to the voters.**

Prior to 1975, no politician dared to mess around with our salaries and benefits. All that changed with the events of August 1975. Police officers lost all political influence and seven years later, we are still paying the price.

- of the 29 candidates running for Supervisor in 1975, **only two** spoke in support of cops (Joyce Ream and Harvey Milk). The other 27 candidates used anti-police slogans to win votes. The eleven Supervisors actively opposed us. Every single anti-police ballot measure passed.
- in 1976, the voters retaliated and gave us a reduced retirement plan.
- in 1979, the POA lost our collective bargaining measure at the ballot box.

In each case, conservative politicians opposed us.

In each election, the conservative western side of the City voted against us.

Each time, the eastern half of the City voted in support of cops.

Seven years ago, no Supervisor would talk to us.

**Today, eight out of the eleven Supervisors have endorsed our two ballot measures (PROPOSITIONS I & J). None of the other three Supervisors have openly opposed us on these two measures.**

The POA has never had such a cross section of the City supporting us. No secret deals were made with any group. We went to everyone in the same manner... asking for their help in passing I & J and promising to keep the lines of communications open. We may very well win this November... the first for police officers since 1974.

The POA Board has done a great job in trying to build this broad base support in the City. It is this kind of community relations that will help us fight off any future attempts to reduce our retirement benefits.

The POA Board has begun to secure our political base in San Francisco with the I & J campaign. Despite this major political victory, the Board members have been accused of "selling out the POA".

Critics find it easy to tear down the Board's efforts but none of them have come up with solutions. Could these same critics come up with a political solution to pass I & J AND lay the groundwork to head off any future attempts to reduce our retirement benefits?

Since 1975, the Firefighters have built themselves a solid political base. Just last year, they won an important benefits victory at the polls. While they were building their political base, the POA became isolated.

If we had started the coalition building at the same time the Firefighters had, we wouldn't need to be struggling with the I & J campaign.

No matter how hard we try to pretend that we don't need them... the voters can take away any benefits they give us... just as they did in Los Angeles.

**How do we get the voters NOT to vote against our economic needs if we don't communicate with them?**

If we do not begin to work with ALL segments of our City, the Los Angeles incident will occur in San Francisco. How many of these critics are willing to take that chance and jeopardize the broad base support we now have in the City?

The political coalition for I & J is not just for today. We are looking ahead. We don't intend to get caught off guard as the police officers were in Los Angeles.

**Before anyone cries "sell-out", just look to Los Angeles.**

We don't have to love everyone we work with, but we cannot afford to shut the lines of communications with the voters of San Francisco.

The choice is yours.

Do we go back to the 1975 days and play confrontation politics... and lose to the voters... or do we continue in our current course of winning public and political support for our economic issues?

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# Thanks to Cynthia Lee, Deputy D.A.

by Robert Fitzer, Crime Lab

Like every other person in the Department, I have literally spent hours sitting in courtroom hallways, waiting to go to court. I have made countless calls on Standby Subpoenas and left innumerable messages with the D.A.'s Office to find if a case is going to trial on time or not, and then to find out he "Plead Guilty" yesterday, and "Oh! Didn't you get my message?" True, there have been many frustrating moments, but there have been some rewarding ones as well.

The District Attorney's Office has, and has had some of the best trial attorneys around. These are people who have the knowledge to fight the verbal game of wits in a courtroom; arguing the defense, pleasing the judge, convincing the jury and guiding the witness through a gruelling examination. I would like to mention all their names but we at the Crime Lab would like to note a few — Bill Smith and Candy Heisler — Jim Lassart (formerly of the D.A.'s Office) and in this case, Cynthia Lee.

In the past several months, the Crime Lab and Burglary Detail has been able to solve numerous burglaries committed by only two or three culprits. One of these desperadoes — one Alvin Haynes — was recently brought to trail in Superior Court and charged with ten residential 459's. In each case, Alvin's prints were found at the scene. Rich Leon and Mike Wilcox of the Burglary Detail put the case together and D.A. Cynthia Lee had the task of putting it into order. She had six people from the Crime Lab and over ten civilian witnesses to march into court in some kind of order to testify. In the Preliminary Trial, one witness noticed that the defendant was wearing his shoes. The next witness stated to the court, that the defendant was wearing his pants. The court adjourned and reconvened with the defendant in County Jail Orange.

We were all waiting for somebody to I.D. his shirt. In any case, the defendant was held to answer and bound over to Superior Court. That trial proceeding lasted a week with the same parade of witnesses coming through. In each case, Cynthia Lee gave plenty of notification to all the witnesses; planned on vacations, accommodated Watches Off, work hours and all this was done without standing in the hallway outside the courtroom all day. This was no easy task as the police witnesses were mixed with the civilian witnesses.

In the courtroom the proceedings went just as smoothly. Courtroom displays made by the D.A. and the Crime Lab enabled witnesses to explain testimony and jurors to understand it. After the trial Cynthia took the time to notify all concerned to relay the outcome of the trial, "Guilty, on all counts". But win or lose the professionalism, knowledge and consideration of this Deputy D.A. is what should be noted and appreciated.

When Rich Leon (Burglary Detail) interviewed the defendant prior to the trial, he stated, "You ain't got nuthin on me. You got no witnesses, just prints. You ain't got nuthin." To which Rich replied, "By the time you get out of jail, I'll be retired."

I think that says it all.  
Thanks again, Cindy.

# Promotional Information Group

by Roy Sullivan

On Thursday, September 30th, the Promotional Information Group held its first practice examination on Department General Orders. The turnout was very encouraging with over 175 people taking the test — some leaving happy, and some muttering about reading more.

The success of September 30th test was in part due to the many Q-2's who submitted questions to be used on the examination. If the practice tests are to continue, more help is needed.

But first, before we talk about that — a little information on upcoming tests and meetings: On Wednesday, October 20th, Sergeant Don Carlson, who is in charge of the Academy's testing program, will hold a Study Seminar, dealing with the topics of "test taking techniques", study skills" and "study group formation". This seminar will be held twice that day, starting promptly at 0830 hours, and again at 1630 hours.

On Thursday, October 28, 1982, practice test #2 will again be given at the Police Academy from 1300-1700 hours, but unlike test #1 or any of the other tests, the printed exam will have to remain at the Academy due to confidentiality (major part of test consists of Crimi-

nal Law questions given to recruits). Again, a small donation (25¢) will be collected to defray the costs of materials.

On December 1, 1982, P.I.G. will have test #3 at the Academy on the M.P.C., again from 1300 to 1700 hours. But as it stands now, we are lacking questions to be used for the exam. We are attempting to get a commitment from the department to issue updated codes, but we don't know how long that may take, so we need your help. All interested people should put together five (5) questions from the Municipal Police Code (multiple choice, fill-in, true-false) and submit them to Lynne Torres at the Academy no later than November 15, 1982.

## P.I.G.

### CALENDAR OF EVENTS

Oct. 20	0830 hours and 1630 hours	Study Seminar
Oct. 28	Any time between 1300-1700 hours	Penal Code Practice Test
Nov. 15	—	Submit M.P.C. Questions
Dec. 1	Any time between 1300-1700 hours	M.P.C. Practice Test

# P.I.G.

Officer Vicki L. Quinn  
San Francisco Police Academy

Subject: Promotional Information Group Inquiry on Cut-Off Date for Q-50, Sergeant and Q-35, Assistant Inspector Examinations

Dear Officer Quinn:

The cut-off date for the upcoming Q-50, Sergeant and Q-35, Assistant Inspector examinations cannot be determined at this time due to a number of outstanding issues related to the current Q-60, Lieutenants' examination. We will establish a cut-off date as soon as practicable and certainly will relay your concern to the Consent Decree Parties.

With respect to eligibility requirements, I assume you are referring to the examination announcement which will enumerate the nature and scope of the test process.

We are currently conducting job analyses on the Q-50 and Q-35 positions. Upon completion of the analyses we are obligated to provide a report spelling out our recommendations on the proposed examination process to the counsel for the Consent Decree Parties for their review. The publication of the examination announcement is predicated upon completion of the review process.

The most practical advice we can offer is that three (3) years of service at the Q-2 level are required to be eligible for participation in the Q-50 and Q-35 examina-

tions. It is probable, although it cannot be guaranteed, that individuals entering the Police Department up to as late as June 1, 1980 may be eligible and, therefore, should take whatever steps are available to prepare.

We will provide additional information as it becomes available.

Sincerely yours,  
Ray Wong, Coordinator  
Consent Decree Division

Mr. Ray Wong  
Consent Decree Unit

Dear Mr. Wong:

I am writing on behalf of the Promotional Information Group (P.I.G.). We have received numerous inquiries regarding eligibility for the upcoming sergeant and inspector examinations. We request that the specific eligibility cutoff date be established as soon as possible. We further request that the complete eligibility requirements be published immediately thereafter.

Would you please convey to the parties of the Consent Decree Unit our concerns for members who are unsure of their eligibility, and therefore are unable to prepare for the upcoming promotional examinations.

Thank you for your cooperation in this matter.

Yours truly,  
Officer Vicki Quinn

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# Yearbook Is Progressing

by Gale Wright

Redwood City: Mr. Steven Berg, President of Institutional Services Incorporated met with Gerry Schmidt and Gale Wright on Tuesday, September 28, 1982 to proof read the second set of yearbook proofs. Mr. Berg stated he can deliver the SFPD yearbooks to the SFPOA on November 15, 1982.

The first set of proofs were unsatisfactory. Retired members were mixed in with active members, some photos were too small (group photos of the Inspectors); some photos were of members wearing hats and we wanted all photos without hats. Another problem was that they had officer Gerald C. D'Arcy in the Commander's spot and vice-versa.

Some members put down the rank they would be (promotional lists) instead of their rank at the time of photo sessions. The memorial list of officers killed or died in the line of duty was not presented in the best fashion, and other lesser problems became evident with the first set of proofs.

Gerry and I decided to delay the book and get all corrections made rather than to produce a bad yearbook. We are now confident the latest 'little' corrections can be done without taking too much time. Once the proofs are acceptable, the printer will schedule the printing, collating, cutting, binding and shipping. Mr. Berg says he feels safe with the November 15th date.

We made a strong pitch to get back all of the photos which you were kind enough to share with us for possible use in the yearbook. ISI wanted to keep everything until the yearbook is delivered, but we asked that once the printing plates were made and after the printing is done, that the photos be returned to us while they are collating, binding, etc., so we can start returning the materials to the contributors. ISI agreed this can be done.

Again, sorry for the unusual delay, but we have always wanted the best possible yearbook for the Department and our members and their families.

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# Community Services

The Community Services meeting of August 25 donations were made to the following organizations:

- 1) Rev. Booker Anderson Benefit \$300.00.
- 2) Silver Tree Camp — Glen Park to purchase a badge maker at \$300.00.
- 3) P.A.L. Baseball team to Taiwan \$100.00.
- 4) Recreation Center for the Handicapped \$750.00.
- 5) Senior Escort Communication Network for Seniors \$100.00.

Community Service meeting of September 30, the following donations were made:

- 1) Bernal Heights Community — \$346.12 for a fund raiser prize.
- 2) Crocker Amazon Playground \$40.00 for athletic equipment.
- 3) Officer Al Phillips from Co F (Park) — Victim of Fire — \$500.00.
- 4) Buddhist Church Youth Athletic Center \$150.00 for athletic equipment.
- 5) Salvation Army — Harbor Lights \$250.00
- 6) Senior Escort — Food for Seniors \$6.40 for truck and \$50.00 for future.

With the holiday season approaching, the Community Service Committee is asking the officers at the district stations or headquarters units and any other assignment that if they should come across any group that needs financial support or food, to contact chairman Henry Friedlander at 553-1345.

Let's do our part and help someone, or some organization to have a happy holiday.

Henry Friedlander  
S.F. Police Officers Association

Dear Mr. Friedlander,

The families of the Parent Support Group wish to thank you for your donation to our organization. This donation comes at a very needful time for us. Since our group is a volunteer one we depend on financial support such as yours as well as grant funding. However during these troubled times our grant funding is harder to obtain. Therefore, we want to let you know how much we appreciate your support.

We would like to invite you to our Parent Support Group Annual Reunion on September 11th. I have enclosed an invitation to the Reunion, which your donation has helped to fund, and hope that you will attend. This picnic gives parents, children, doctors, staff a chance to celebrate the successes of the Intensive Care Nursery experience. Last year we had over 400 attend so come join the multitudes and share our joy.

I would like to close by saying that one of our best experiences has been the concerned support and warm response such as yours that has helped our support group continue. Thank you.

Sincerely,  
William Wilson  
Reunion Finance Comm.  
University of California  
San Francisco

Mr. Henry Friedlander, Chairman  
Community Services Committee  
San Francisco Police Officers' Association

Dear Mr. Friedlander,

Thank you so much for the check in the amount of \$250.00 from the San Francisco Police Officers' Association Community Services Fund. The Red Cross is always most appreciative of donations from our friends since the Red Cross exists solely through the generosity of all concerned citizens to carry on the many services to the community.

I hope that the Red Cross can count on the Police Officers' Association's support in the coming years, and for many years to come.

Again, thank you and the Association for your kind generosity.

Sincerely,  
Agnes I. Chan, Chairman  
San Francisco Region Advisory Council  
American Red Cross

San Francisco Police Officers Association  
Community Service Fund

Gentlemen:

Thank you for your generous donation of \$250.00 to be used for the San Francisco Bay Breakers blind softball team. We appreciate your interest in this worthwhile recreational outlet for the visually handicapped. These funds have been earmarked especially for the San Francisco team.

We hope that in the near future you will be able to see "your" team in action. Their next home game will be on August 15 at the Great Meadow in Fort Mason. I have enclosed a schedule so that anyone in your organization wishing to attend will know when our home games are taking place.

Thank you again for your interest in our organization and for your donation.

Sincerely,  
Sue Foley  
for Vernon Smith  
San Francisco Interaction, Inc.

Mr. Henry Friedlander,  
Chairman, Community Services Committee  
San Francisco Police Officers' Association

Dear Mr. Friedlander:

I join with Agent Chan in thanking the San Francisco Police Officers' Association for its contribution of \$250 to the Golden Gate Chapter's 1982 Fund Drive.

The generosity of your Association reflects truly sympathetic understanding of the needs of those we serve. Because we continue to be hard pressed to meet the ever-rising cost of helping those in trouble, gifts such as yours are a lifeline to our survival.

We are indebted to your Association, as well as grateful, for this very tangible evidence of support.

Sincerely yours,  
Stephen Zellerbach  
Chairman  
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Mr. Bob Barry  
San Francisco Police Officers Association

Dear Bob:

The Board of Directors of the San Francisco Easter Seal Society cordially invites you as their guest to the annual President's Dinner on Monday evening September 27, at the Fior D'Italia Restaurant, 601 Union Street (Union near Columbus). Cocktails will be served at 6:00 p.m. with dinner at 7:00 p.m.

The Directors would like to express their thanks to you and other "friends of Easter Seals" for your past interest and support of our Society. We hope that you can join our Directors and staff as we start another program year.

Sincerely,  
Mary Padjen  
Director of Development & Public Relations  
San Francisco Easter Seal Society

San Francisco  
Police Officers Association

Thank you for the donation you gave to our June 19 festival day at the Bernal Gym. Your generosity gave us the opportunity to provide a day that did draw children into the playground. We were also able to start a gym equipment fund.

We are pleased to have an officer, Peter Maloney, on our Committee.

With appreciation,  
Fay Farrar  
and Jim Thurston  
for Bernal Heights Gym  
Advisory Committee

Mr. Henry Friedlander, Chairman  
Community Services Committee  
San Francisco Police Officers' Association

Dear Mr. Friedlander:

The members of Faith Guild — T.S.S.L. Chapter of the City of Hope wish to express their gratitude to your Community Services Fund of the Police Officers' Association, for the check received in the amount of \$200.00

It is because of people like yourselves that we are able to continue our work in the research and treatment of all catastrophic diseases such as cancer, leukemia, maladies of the heart, blood, etc., at our hospital at Duarte, California. Not only have you helped our Chapter increase our treasury to support this cause, but you have helped the patients who will be made healthier and have a longer life.

Once more, we thank your association.

Sincerely yours,  
Faith Guild — T.S.S.L. Chapter  
Minnie Rosenbaum, President

Kathryn L. Park, Corr. Secy  
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## Bill Providing Death Benefits for Federal Police and Firefighters Passes U.S. House of Representatives

Congressman Phillip Burton is pleased to report that the House of Representatives today passed a bill to provide a lump sum death benefit to Federal law enforcement officers and firefighters who are killed in the line of duty. The bill, co-sponsored by Congressman Burton, passed the House by a vote of 327 to 82 and is now pending before the Senate.

Burton stated, "I am extremely pleased that the House has acted on this legislation, correcting a longstanding omission in current law. Federal law enforcement officers and firefighters clearly need and deserve this compensation."

The bill would provide a \$50,000 death benefit for officers killed in the line of duty, with the benefit payable to the surviving spouse, children or financially dependent surviving parents. The benefits would be payable for deaths occurring on or after October 1, 1981.

"Now that the House has acted," Burton said, "I am hopeful that the Senate will also move quickly to get the bill to the President for his signature. It is legislation that should have been enacted long ago."

## Police Officers Wives, Who Are They?

We are not a subversive, commie, pinko, etc. organization. We are a group of wives who at present are attempting to banish a fallacy about our organization.

Gone are the days of tea parties and gossip sessions. Frankly, we are too damn busy to waste our time. We are a new organization, with elected officers and members that have been with the organization only two years. Some of the things that have kept us busy are all of the hours we have put into organizing and running the games at the Family Picnic Day, the registration for the Police Olympics (who do you think filled out 4000 registration cards?). Every academy graduation for over a year we have served the cake and refreshments. We served the refreshments at the Shriner's Hospital Christmas Party (to which more wives showed up than police officers!)

The point we are trying to make is . . . without us, realistically, none of these things would have been pulled off so efficiently.

We do these things willingly to promote the good name of the San Francisco Police Department. But along with social functions, we also are a support group for wives. We have been asked to assist in the coordination of the spousal orientation and at the invitation of the police academy staff, have spoken with recruits families about the stressful occupation of a police officer and its effect on the family.

If you feel that you have something to offer our organization, or we have something to offer you, come to our next meeting on Tuesday, November 9, 1982 at 7:00 p.m. They are held at the Hall of Justice, Police Commissioners Hearing Room, 5th floor. For more information, call Pat Barsetti at 566-5985 or Bonnie Bautista at 666-1695.

You'd have to laugh to see me jump!  
When my telephone rings my heart goes thump.  
For I smile myself when its not you,  
Though disappointments comin' through.  
Cause I can't help but keep on hoping,  
That receiver which I'm madly groping,  
Will have you on the other end,  
To say hello and call me friend!  
I'd settle gladly you'd like to know!  
And I'd try real hard my heart won't show!  
How much this guy is missing you;  
Won't you spend a dime, it's not so much?  
If you've got the time to keep in touch.  
Its the next best thing that you could offer,  
And I'd feel much better when it's over!  
Don't know how to end this rhyme?  
What if I just send the dime!

## For M.E.

Summer came and brought its days of warm delight,  
It passed so fast without here near to fill its mellow  
nights.

Now Fall's September rains are here,  
It too will pass without here near!  
Season through my life pass quickly now,  
As I fondly think of here and wonder,  
Will our hearts share another summer?

Larry

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## WIVES WIVES WIVES

Welcome to new member Hilarie Dahlberg. Thanks to Bonnie Bautista, Patty Kowalski, Cathy Oberhoffer, Wanda Manini and Nadja Breitenstein for serving refreshments at the Academy Graduation on October 7. Wives, we are still collecting recipes, please send them to Patty Kowalski at the Police Academy. The tear glass class was a great success, glad to see all the new faces. Bonnie Bautista and Pat Barsetti met with Bill Kidd regarding the spousal orientation. Hopefully, this project will be off the ground soon. Our next meeting will be on Tuesday, November 9, 1982, 7:00 p.m. at the Hall of Justice, Police Commissioners Hearing Room, 5th floor. If you need a ride, call Pat Barsetti 566-5985 (SF) or Bonnie Bautista 666-1695 (Daly City). See you at the next meeting.

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## Examination Outrage continued

jection on April 26, 1982. This was two weeks before David Molinari wrote his conclusion to the Civil Service Commission on May 10, 1982.

### Civil Service Commission

Subsequently a Civil Service Commission hearing on fraud in the 1981 Q-80 Captain of Police Examination started May 17, 1982 and concluded on July 6, 1982. Civil Service Commissioners Gloyd, Lee, and Powell attended all of the hearings, heard all the testimony, heard all of the arguments by Deputy City Attorney Stephanie Chang, inspected all charts and evidence, and received copies of written investigations and arguments. Deputy City Attorney Chang took numerous opportunities to argue the legal limitations of the Civil Service Commission in applying a remedy. Commissioners Gloyd and Lee made it quite clear they knew the limitations of the authority.

Closing remarks by commissioners Gloyd and Lee showed they recognized a need and a responsibility to take corrective action. Commissioners Gloyd, Lee, and Powell voted 3-0 to restore Lieutenant Maloney's Assessment Center Examination overall score to the original "3 Concensus" given by the eight Assessment Center Assessors and to include both Lieutenant Maloney and Lieutenant Scheffler as passing candidates on the Q-80 Captain Promotional List.

Commissioner Del Portillo arrived too late to hear any of the testimony, but in time to console Deputy City Attorney Stephanie Chang, who failed in her efforts to have the Civil Service Commission continue to deny Lieutenant Maloney and Lieutenant Scheffler their "Right of Examination", with the statement "I apologize, Miss Chang, for not having been here to help you out."

To the detriment of Lieutenant Maloney and Lieutenant Scheffler Commissioner Del Portillo would get a second chance to help Deputy City Attorney Stephanie Chang prevail. Deputy City Attorney Stephanie Chang, Commissioner Salomon (who missed the hearings and could not have read the transcript which was not yet completed), Commissioner Del Portillo and Commissioner Lee met in private without notice to Lieutenant Maloney, Lieutenant Scheffler, the SFPOA, attorney of record David Clisham or his office, and voted to rescind the Civil Service Commission action of July 6, 1982. Commissioner Lee announced they had voted to rescind the July 6, 1982 Civil Service Commission action upon the Commissioners returning from the above meeting.

**After hundreds of hours of investigation and preparation, hundreds of pages of testimony, and thousands of dollars in legal fees everything was thrown out by two commissioners who were not even at the hearings to hear the testimony or examine the evidence.**

There is no need for Lieutenants Maloney and Scheffler to retry their case from the beginning as it was won on July 6, 1982 and the courts will uphold that Civil Service Action. However, a review of some of the documented deception (call it fraud if you will) will show the deception was a true team effort and all of the team has not yet been identified.

### The Testing Process

A review of the Q-80 Captains Promotion Examination Announcement issued November 21, 1980 shows it was written to permit three options as follows: 1. All candidates taking the Report Writing/Report Analysis could be permitted to continue on to the assessment center. 2. The top 36 candidates could be permitted to continue on to the assessment center with the remaining candidates screened without a pass-fail performance consideration. 3. A pass-fail performance score of standard could be set permitting a number of candi-

dates *not* based on the screening level of 36 candidates to be passed or failed on a pass-fail basis. The papers were rated by Chief Kenneth Cable Los Angeles County Sheriff's Department and Deputy Chief Lou Reiter Los Angeles Police Department and the pass-fail option was chosen, but not necessarily by the raters.

To insure the pass-fail option would be valid the statement or requirement "Must be successful in each part of the Examination" was included in the announcement. This requirement was *not* included in past police promotion examination announcements which were single part written examinations. Yet at the June 15, 1981 Civil Service Commission hearing Commissioner Salomon asked, "why did this language go out with the test?" Consent Decree Coordinator Geoff Rothman answered, "That's a standard form."

On January 28, 1981 notices signed by Geoff Rothman stating: "the examination raters judged your performance in the Report Writing/Report Analysis segment of the Q-80 Examination as below passing", was sent to two candidates. There was room for these candidates at the assessment center but the requirement "must be successful in each part of the examination" enforced by the Charter and Civil Service Rules was used to prevent them from going to the second part of the examination (Assessment Center).

On February 24, 1981 at the Auditor/Monitor meeting Geoff Rothman confirmed that the pass-fail option was used when he reported, "Two of the original candidates failed the written exam."

Notwithstanding the fact that the pass-fail option was implied, expressed, and acted upon, Geoff Rothman and Raymond Wong testified before the Civil Service Commission on June 15, 1981 that the Report Writing/Report Analysis (first part of the test) was not pass-fail.

Additionally and contradictory to Geoff Rothman's testimony (not pass-fail), the following went out over his signature: "All candidates who passed the Report Writing/Report Analysis Examination will be required to attend an Assessment Center orientation." Examination consultant Dennis Joiner testified before the Civil Service Commission on May 17, 1982 while under oath saying the Report Writing/Report Analysis "was scored on a pass-fail."

One of the candidates who failed on the Report Writing/Report Analysis part of the examination appealed to Auditor/Monitor Nathaniel Trives. This appeal was denied on the basis the examination was governed by the San Francisco City and County Charter and the Civil Service Rules.

### The Assessors

The Assessment Center was conducted by Dennis A. Joiner and Associates, with the following eight assessors:

Captain William A. Baker, Los Angeles County Sheriff's Department  
Commander Jesse Brewer, Los Angeles Police Department  
Deputy Chief Lee C. Guaderrama, San Diego Sheriff's Department  
Assistant Sheriff Raul A. Ramos, Orange County Sheriff's Department  
Deputy Chief Lee C. Dohm, Sacramento Police Department  
Major Noreen Skagen, Seattle Police Department  
Deputy Chief Joseph Trejo, Fresno Police Department  
Deputy Chief Lawrence A. Watkins, California Highway Patrol

**Candidates and all parties to the Consent Decree were led to believe the above Assessors had the sole responsibility to and did determine which candidates were ranked on the final Captain Promotional List. The fact that this was untrue was covered up for over a year under**

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cross examination before the Civil Service year until under cross examination before the Civil Service Commission on May 17, 1982 Dennis Joiner testified that Geoff Rothman called him and advised he (Rothman) had decided on a list of passing candidates that was different from the 19 passing candidates recommended by the Assessors.

The following documented statements are untrue and covered up the fact that it was Geoff Rothman, who was under the control of the Police Department, that decided on the final 22 candidates on the list and not the assessors.

From the March 18, 1981 Auditor/Monitor meeting; Raymond Wong: "The results of the exam are locked up in a safety deposit box at this time. No one in the consent decree division nor the Auditor/Monitor knows who passed and who failed."

Note: on May 17, 1982 under cross examination Geoff Rothman admitted there were three separate copies of the results which he shared with Dennis Joiner, Kathleen Hurley and Terry Brady. Rothman also admitted he added candidates to the list recommended by the assessors after opening the candidates' identification envelopes. Rothman's testimony included the fact he took the examination material home on March 7, 1981 after the luncheon.

Raymond Wong: "The Chief received exactly what you received, statistics".

Note: Declaration of Deputy Chief James P. Shannon submitted on July 6, 1982: "Chief Cornelius Murphy showed me his copy of the proposed eligible list which had been provided to him by the Consent Decree Division."

Raymond Wong: "The assessors gave us twenty-two people who passed." Deputy Chief Shannon: "Everybody that passed would be ranked." "If the assessors did not feel they passed, they would not be ranked."

Note: Testimony before the Civil Service Commission by Dennis Joiner, Raymond Wong and Geoff Rothman was that at least three candidates not passed by the assessors were ranked on the final list.

Question from Ralph Saltzman: "Who held the responsibility for the cut-off?"

Answer, Raymond Wong: "The Assessors."  
Answer, Deputy Chief Shannon: "The assessors decided who passed."

Raymond Wong: "The final cut-off point was by consensus of the assessors."

Note: Cross examination of Dennis Joiner and Geoff Rothman established the fact Geoff Rothman took responsibility for the cut-off and decided who passed and how many passed.

After the March 18, 1981 A/M meeting but prior to the final list being published, the Consent Decree Division together with the Police Department released information that originally the Assessors had passed 19 candidates and then added the next three candidates in assessment center order because of their high scores on the Report Writing/Report Analysis Examination.

**Admission**

During the period from April 9, 1981 to May 6, 1981 Lieutenant Roger Maloney questioned Raymond Wong, Kathleen Hurley, and Terry Brady many times. They all insisted Lieutenant Maloney was not one of the next three candidates and was not one of the top 22 candidates at the Assessment Center. It was not until May 6, 1981 that Lieutenant Maloney was successful in getting indisputable evidence that he was in fact in the top 22 at the Assessment Center and therefore

entitled to be ranked on the list of 22 candidates who were passed. Evidence was also produced that the candidate ranked 24th at the assessment center and below both Lieutenant Maloney and Lieutenant Scheffler was in fact on the list of 22 candidates. When confronted with this evidence Raymond Wong admitted he had given false information to Lieutenant Maloney.

During the protest period Raymond Wong, Kathleen Hurley and Terry Brady all refused to comply with the charter requirement that permits candidates to make a full inspection of all documents supporting the eligible's rank and score. They would not schedule any of the candidates not ranked on the list for a feedback appointment until the protest period was over so this information would not be available for use in protesting or appeal. In fact these feedback appointments did not take place until the Civil Service Commission had rejected all protests, and the list was certified. When Lieutenant Maloney did get a feedback appointment with Dennis Joiner, Joiner refused to discuss Lieutenant Maloney's scores or to let Lieutenant Maloney see any of the scores by direction of Kathleen Hurley.

Despite the continuous efforts of the Consent Decree Staff, Lieutenant Maloney was successful in obtaining indisputable evidence that the eight assessors had given him a "3 consensus" on his overall scoring and that all candidates obtaining a "3" or higher overall scoring were passed by the assessors. Lieutenant Maloney's score of "3" was reflected on at least three official examination documents. At some unknown point in time after this score was recorded on March 6, 1981 and reflected in the scores recorded on the blackboard on March 7, 1981 it was lowered to a non passing "2.5" by persons still unknown for reasons still unknown.

**Scores Changed**

The Deputy City Attorney's case offered no direct evidence that the Assessors changed Lieutenant Maloney's score or that the score was changed prior to the Assessors completing their grading. She did unwittingly permit the following evidence into the record which shows the change was made after the Assessors had completed scoring and ranking all the candidates based on their total Assessment Center score. With a "3" overall score Lieutenant Maloney had a total Assessment Center score of 456 points. Mathematically there was no overall score that could have been given to any other candidate that would have resulted in a total Assessment Center of 456.

Dennis Joiner testified Lieutenant Maloney's scoring was completed March 6, 1981 and the Assessors did not change Maloney's scoring after his final rating on the 6th of March 1981. He testified that after all scoring and ranking by the Assessors was completed on March 7, 1981 and the math was checked, he wrote the total scores on the blackboard in rank order by total assessment center score from the scoring documents which were in rank order of the candidates' final total assessment center score. A photograph of the blackboard submitted in evidence by Deputy City Attorney Stephanie Chang to prove Lieutenant Maloney never had a final score of "3 consensus" (hence never had a total score of 456) shows that the 20th score posted from the rank order documents was in fact 456, which could only be Lieutenant Maloney's score before his "3 consensus" score was lowered to 2.5. The candidate assigned Maloney's score of 456 in the photograph actually had a score of 452 or 453 and be-

*continued on next page*

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# Bob Geary for BART Director

Geary Announces BART Board Candidacy, Blasts Fare Hikes

SAN FRANCISCO — San Francisco police officer and sewer tax opponent Bob Geary (Central Station) has announced his candidacy for the 8th District BART Board seat. In announcing his candidacy, Geary blasted the fare hikes adopted by the BART Board of Directors: "The BART Board shouldn't be raising fares to finance expansion of the system when present problems of crime, attacks made on commuters and the lack of adequate parking facilities in San Francisco have not been solved."

Geary, a thirteen year veteran of the San Francisco police force is the recipient of four Medals of Valor — two for disarming suspects, one for saving a drowning victim and one for saving a burning victim.

For the past four years, Geary has served as Chairman of Citizens to Stop the Sewer Tax — an organization which has spearheaded efforts to eliminate the San Francisco sewer service charge. In October, a lawsuit brought by Geary to compel the City to submit an initiative to repeal the sewer tax to the voters is scheduled to be heard by the State Court of Appeal.

Geary has been twice elected to the San Francisco Democratic County Central Committee by wide margins. Asked why he has decided to run for the BART Board, Geary stated: "The BART Board has persistently ignored the interests of San Francisco. All BART meetings are held in Oakland during weekday working hours. Transfers have been arranged for East Bay commuters but not for Muni riders. It's time that San Francisco gets its fair share of services from BART."

Geary, who distinguished himself as an Army Transportation Officer, is a graduate of St. Mary's College, where he played rugby, and received his Master's Degree from the University of San Francisco.

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## Examination Outrage continued

longed two slots down in the 22nd position behind the 21st candidate who had a total score of 455.

The closer the rating system is analyzed the more obvious the sinister nature of the change. The assessors rated the candidates on a scale of 0-6. Dennis Joiner testified 3.0 was both a good rating and an acceptable rating.

Maloney's raw scores on the scale of 0-6 for the four Assessment Center exercises were:

- (a) 3.0 for the group exercise;
- (b) 3.7 for the in-basket exercise;
- (c) 3.2 for the oral exercise;
- (d) 3.3 for the counseling exercise.

All of the above scores were 3.0 or higher and therefore Maloney had qualified with acceptable ratings in all four exercises. The original overall score (rating) given to Maloney by the assessors was "3 consensus" which was also qualifying and therefore passing. However as stated earlier, somehow this overall score was reduced to 2.5 which is clearly outside of the range of scores earned by Lieutenant Maloney, and 9% below his lowest percentage score. All other candidates receiving acceptable scores in three or more of the assessment center exercises received an overall score of from 6% to 62% above their lowest percentage score in the four exercises. They all received a 3.0 or higher overall score and were all passed by the assessors. Prior to Lieutenant Maloney's score being reduced there was a total of 19 candidates with acceptable ratings in three or more of the assessment center exercises all with a 3.0 or higher overall.

All other candidates were below acceptable in two or more of the four assessment center exercises. However four of these candidates were ranked on the final list determined by Geoff Rothman and Lieutenant Maloney was not ranked on the final list determined by Geoff Rothman. If the standards were lowered to permit four candidates below acceptable in two out of four exercises to be ranked on the list **how is it possible to justify score changes that excluded Lieutenant Maloney from being ranked on the list when Lieutenant Maloney performed at or above the acceptable level in ALL FOUR EXERCISES.** From another view Lieutenant Maloney received an overall score of 76% of his average for the four exercises. A candidate with acceptable ratings in only two of the four exercises and a lower total for the four exercises received an overall score of 106% of his average for the four exercises which moved him into the top 19 above Lieutenant Maloney and three other candidates that out performed him for the four exercises.

### Benchmark

A "benchmark" is a point used as a reference basis. The requirements are that it shall not change, that it shall be determined with accuracy, and that it should be accessible and readily identified.

During testimony before the Civil Service Commission on May 28, 1982 Geoff Rothman testified: It was left to me in analyzing the information to make a determination as to how to set the passing mark. "I chose to use—my BENCHMARK—the 19th person who was judged to be the 19th successful candidate of those 34 candidates viewed by the eight assessors." "Combine the information, again using the 19th person—who I believe it indicated scored like the 22nd person when all scores were combined—retaining that as the baseline."

In closing argument on July 6, 1982 Deputy City Attorney Stephanie Chang argued: "the transcript on the May 28th hearing is extremely clear, that they selected Candidate No. 19 as their cutoff point. Geoff Rothman also used Candidate 19 as the benchmark for the bottom, the minimum score that would be used. Ultimately, Candidate 19 selected by the assessors on their five scores became Candidate No. 22 on the list in rank order based on all six of the scores." Officer Maloney does not have a score that is high enough to meet *that* person who is no. 22 on the eligible list."

**If the above is extremely clear let's follow it and see if it works. The 19th candidate in the assessment center rank order photograph shows an Assessment Center Score of 461 points. We now add his written score to get the total of all six scores to get the benchmark score for the bottom, the minimum score that would be used and that person becomes Candidate #22 on the eligible list. Adding his Assessment Center Score of 461 points to his written score of 112 points we get 573 points which gives our "benchmark" candidate the 18th ranking on the list.**

**It is extremely clear someone is very confused or the Civil Service Commission was deliberately misled or 18 is equal to 22 in a new kind of math. Lieutenant Maloney was in fact the 19th candidate who passed three or more exercises and the only Candidate upon which the BENCHMARK formula described by Geoff Rothman and Stephanie Chang could be successfully applied.**

### Final Scoring

On Feb. 21, 1981 the Consent Decree Unit reserved the Berkeley Room of the Oakland Hyatt for March 7, 1982 from 8:00 a.m. to 5:00 p.m. Instructions called for the room to be set up with 3 round tables, 6 chairs each for a total of 18 persons (Assessors, Joiner & wife, Geoff Rothman, Kathleen Hurley, Terry Brady, the Chief and his four Deputy Chiefs) with coffee and ice water service for 18 at 8:00 a.m. Nineteen lunches were served at 12 noon. Deputy Chief James P. Shannon's declaration admits their discussion included the Assessors' overall observations of the candidates. Deputy City Attorney Stephanie Chang stipulated that the scoring documents were in the room at the time of the luncheon on March 7, 1981. The scoring documents included a photograph of each of the candidates with their identification number. The Chief and all the Deputy Chiefs would be able to recognize every candidate by his photograph and therefore know the candidate by identification number used in the final ranking and cut-off.

Dennis Joiner testified the pass point setting took place during the lunch hour on Saturday March 7, 1981. He also testified the pass point was done in the middle of the day on the 7th. Geoff Rothman testified he took the documents home to work on the final list after the luncheon.

Possible and potential contamination in scoring, rating and ranking of candidate casts a shadow over the validity and fairness of the entire examination.

A report on Assessment Center Technology from the IX International Congress San Diego, California March 30-April 1, 1981 indicated Dennis Joiner's design of the Captain's Assessment Center "may well be vulnerable to the challenges of validity and contamination."

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# Dissatisfaction

by Gale Wright

In just the past week, two POA members have approached me regarding petitions. One petition asks for the POA dues to be reduced to just \$15 per month per member. The other is to limit the President of the POA to just one two (2) year term. And as you may know, still a third petition is already circulating, which chastises Bob Barry for making an alliance with the Gay Community over Prop A (Office of Civilian Complaint—POA Board voted not to fight it), in return for their support for Props I and J (I is a fairer police retirement and J is 1/2 for over-time pay for police).

Petitions are fine, I've used them too. But really, I must express a very dim view of reducing the Association dues. Because of the present dues amounts, we have accumulated over \$200,000 in a high interest savings account in four years' time. The campaign costs for I and J will probably run as high as \$225,000. If it were not for the savings, I doubt most seriously if the members would all pony-up \$132 each to raise the money to win two important benefits for the membership.

Political donations apparently is the root of the problem with the dues petition action. The member thinks the POA either gives too much money, or gives it to the wrong politicians. He could be right. But the business of getting personal support for the POA Props, or preventing secondary-job security restrictions, or getting the Police Officer's Bill of Rights amended, or other, takes political support.

A much better way to handle the political donations problem, if it is a problem, is to circulate a petition which is specific enough to demand such donations be ratified at a General Membership meeting.

Reducing the income of the POA is like Prop 13. It has not worked and will not work. Reduced income may lessen political donations, maybe, but it will not

eliminate them. We have to donate to politicians dinners, lunches, campaigns, because the system works that way. Don't bitch about the system; rather learn the game well enough and become professional about it.

The dues are \$50 less than one percent of the 4th year patrol person's salary or \$10.51 per pay period. Inflation has not passed by the POA! It costs on the average about \$50,000 a month just to operate the POA: Salaries, accounting, janitorial, rent, utilities, mailing, publications, insurance, supplies, payroll taxes, insurance bought for members, Federal Litigation, Legal retainer, COPS membership, stress program, sports programs, telephones, building maintenance and more.

We fought very hard to get the present dues structure. Reducing the Association dues to \$15 a month is NOT the way to reduce or neutralize political donations. This petition is a bad short answer to a much headier problem, which can be solved by clearer thinking and rational.

On the other hand, the second petition to restrict the President of the POA to one term, of only two or three years, may have some merit. But since I've had some years to think about the terms of office during my years as a Co. K Representative, there would have to be a Business Agent to overlap the President's term of office to maintain a continuity of action for the members. With Presidents coming and going, there will always be a need to have somebody around to help a new President find his way quickly. The Business Agent could be elected too, for two or three years, offset from the President's term of office.

**PLEASE—think about it BEFORE you sign a petition which could affect your rights and M-O-N-E-Y.**

## Okay. Let's Have Everybody Who Isn't a Chief Raise His Hand

Who's in charge here?

One police in the St. Louis suburb of Pagedale was arrested, along with the mayor who had sworn him in, by the second police chief while the third continued to report to work after he was dismissed.

The tangled story begins on June 10, when 35-year-old Odis Williams was chosen by the governing board of Pagedale (pop. 5,000) to replace Merle Guyot as police chief over the objections of new Mayor Mary Hall, who wanted her campaign manager, Moses King, to get the job. According to a state statute, the mayor can appoint a police chief with the approval of the five-member board. But the board, possibly the nation's only all-female, all-black city government, decided that Williams was more qualified for the position and passed a new ordinance making it possible to hire him without the mayor's approval.

Mayor Hall, who took office on May 13, disagreed with the board's decision even though Williams had nine years' experience with the St. Louis police force, had served as police chief in Kinloch, Mo., for over a year, and held a master's degree in criminal justice. King, according to the mayor, was better qualified since he was the first black officer hired in Pagedale and served as an assistant chief for five years.

And so the mayor ordered the city clerk on June 16 to swear in Moses King as police chief. However, when the mayor and her new chief left City Hall, Williams pulled them over on a speeding charge. Williams asked King to produce his license but, according to Williams, King refused and claimed that he was police chief. "I had the badge," Williams says.

According to Williams, the mayor got out of the car, pounded on the hood and stated in a "very loud and belligerent" voice: "He (King) is the chief and I am the mayor and you can't arrest him." Williams promptly booked the mayor and King for disturbing the peace; in addition, he charged the mayor with interfering with a police officer and charge King with speeding. In the meantime, according to Williams, outgoing chief Merle Guyot quietly continued to report to work to assist him.

Mayor Hall could not be reached for comment on Williams' account.

The battle between the mayor and Chief Williams grew even more bitter. On June 25, Judge Phillip J. Sweeney of St. Louis County Circuit Court dissolved a temporary restraining order and refused to grant a permanent injunction barring Williams from office.

Meanwhile, Williams has restructured the police department, which has 19 commissioned officers and 18 reserves. He demoted everyone to patrol officer, eliminated the rank of lieutenant, and appointed three officers to the new rank of sergeant—including the first woman officer to be promoted. He has also set up a chaplain system; ministers now ride on patrol with police officers. This program, Williams said, helps curb officers' "profane language" and keeps them "on tiptoe." The mayor, however, remarked that there is now "a total breakdown in the police department." Williams claimed a petition is being circulated to have him dismissed.

Williams has faced such conflicts before, when he served as police chief in Kinloch under a mayor who, Williams said, "wanted to dictate how to run the police department." Williams resigned the post there. In Pagedale, however, the alderwomen "have stood behind me and the citizens have stood behind me," said Williams. The mayor, on the other hand, contends that no decision has been reached yet as to who is the police chief in Pagedale.

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# PICNIC III

## Marine World-Africa USA

September 11, 1982

by Ted A. Schlink III

How was it? Well, you can ask the 1,976 adults who attended, along with their 623 children and 350 tots. In total, 2,949 persons attended the annual event, which was the biggest ever. The only complaint that I've heard so far is that, due to the fact that there was so much to do at Marine World, little time was spent socializing with the people in attendance.

We were blessed with perfect weather for this year's picnic, as we have been for the past two years at Crow Canyon Park in Castro Valley. Now that I am a seasoned picnic coordinator with three of them under my belt, I can say with a reasonable degree of certainty that a picnic coordinator's biggest headache is predicting the weather.

The day started out with the arrival of the volunteer staff members at 0830 hrs. Charlie Keohare arrived with his committee of T-shirt and baseball hat sales people,

tank. In any event, the POA disclaims any responsibility for promises Tom or Joe Carlin may have made in their solicitations. For any of you who are interested in participating next year as a dunker or a staff member, Tom has advised me that he would chair the Dunk Tank Committee again.

Security was handled by Mike Lujan, and his able and burly crew consisting of Bob Faenzi, John Kranci, Joe Long, Ed Buck and probably others, who will remain forever a mystery, but never forgotten. The only problem was that the security crew had been preventing persons who were going into the main area of the park from bringing their beer with them. Have you ever tried to get a cop to surrender a free beer? Well, they did it, but you probably were all witnesses to the guzzling and belching going on at the picnic area entrance, which no doubt made us look like one



This is the list of guys from MISSION that participated in the Tug-of-War, which they won for the second straight year.

Alves, R.; Argo, T.; Cadigan, P.; Casillas, A.; Castagnola, M.; Cuneo, J.; Cavillo, E.; Carreon, T.; D'Arcy, G.; Fagundes, G.; Flanders, L.; Guinan, R.; Gallegos, M.; Lindo, L.; Maron, D.; McFarland, W.; Murdock, L.; Minasian, L.; Nieman, K.; Palma, F.; Rosko, G.; Slade, M.; Sylvester, G.; Sloan, D.

and I know that you might find this hard to believe, but Charlie arrived with nary a trace of magic elixir upon his breath. Accompanying Charlie was Mike Travis, along with Eileen Huddleston. It is hard to believe that the attractive Eileen would actually be related to Rich Huddleston of Co. B, however, miracles have been known to occur. Mike Travis's daughter Carole was also one of the salespersons recruited to sell the T-shirts manufactured by Walt Garry. George and Mike Stasko, along with their significant others, did a terrific job promoting sales, as did Joyce and John Chestnut. Ken Williams, who, if you will remember, was a BBQ chairman three years ago at our first picnic, also did a great job for Charlie. At this point it should also be noted that Charlie has sold T-shirts for the past two years, and his experience was evident. For those of you that noticed, Charlie and company set up their booth next to the Free Beer concession. If he hadn't, Dave Fontana would have quit.

Missing from my administrative staff this year was my mother Joan, two of my three sisters, Jo Jo and Donna, my brother Bill, and Donna's husband Dan Dahlhauser. The reason was that Donna and Dan had a new child, Joanana Elizabeth, so family priorities took them out of the picture this year. In their place I recruited Linda Cook as my Administrative Assistant; however, when her sister Nancy arrived with her husband Ed Rodriguez and children Cherrie and Michael in tow, she was nowhere to be found until she was selected to kiss or be kissed by some 2 ton killer whale.

Tom Griffen and Joe Carlin chaired the Dunk Tank Committee, which made approximately \$140, that will be sent to Hanna Boys Center in memory of Sgt. John MacCauley. Deputy Chief James Shannon and Police Commissioner David Sanchez were big money makers, as was coordinator Steve Silvers. I should point out that Deputy Chief Shannon is a two-year veteran of the tank, and even though he and I can never agree on anything, he is always right there when asked to support the men and women of the department in our fraternal endeavors. As long as I am buttering up the big brass, Commander Canepa and Deputy Chief Emile were also very instrumental in assisting our Association in pre-picnic preparations. Planning for this year's picnic commenced in October of 1981, and believe me, it makes for a long 11 months. It was especially long for Tom Griffen, as his pre-picnic duties included soliciting unsuspecting folk to sit in the tank, and can you imagine the pitch he used to obtain volunteers? Whatever line he used must have been good, because there was always some good hearted member suffering in the chill or the

thirsty bunch. (It was easy to be thirsty when the beer and soda were paid for by the POA.)

The Tug 'O' War competition was not only hazardous to my health, but the devastating Mission Station Team, under the direction of the massive Larry Murdock, cleaned house for their second straight year by winning 1st place. Central Station took a hard earned second place, with the studious Academy Team placing third. Our hats should go off to Chairman Vince Catanzaro, and his crew, consisting of Jim Gaan, Dale Allen and, last but not least, the rope bearer, Edgar Callejas.

Charlie Beene was at the picnic with his lovely wife LeAnne and, due to the fact that we fed him Gerbers, he was unable to try to choke himself to death as he did last year. Joe Arone and Bud Moorman were relieved this year when they found out that Marine World has their own First Aid Station, but none-theless, problem personnel like Charlie Beene have to be watched every minute by guys like Arone and Moorman.

Our Grand Prize drawing was won by the person who won, however, I did not record the person's name. In any event, the winner will enjoy a weekend at Lake Tahoe, courtesy of Lee and Jeannie McVeigh. Thank you again Lee and Jeannie for your generosity and fraternal dedication.

Now for the good gossip. Rene La Prevotte was seen with his girlfriend Red all over the park, all the time, and sometimes, at different locations at the same time, doing what he does best. Bob Link was seen checking bus schedules, while Don Woolard was seen changing clothes in public.

Stan Sheld was overheard telling anyone who looked young what it was like in the old days, while Jim Bloesh was overheard telling anyone who looked old, their age. Jim McKeever was seen eyeing young girls, as was Don McDonagh. Larry Murdock brought his new in-laws to the park, just in time to hear Paul De Timofeev say something. As soon as Paul said something, Jim Batchelor advised him that he was wrong, whereupon Ron Parenti declared that he sold a lot of tickets. Kenny Osgood chartered a bus to bring in his large family, while Reno Rapagnani arrived wrapped in a Paul Chignell campaign sticker. Young Nicky Bennedetr advised Mark Jeannie that he wanted to do everything twice, while Henry Hunter espoused the virtues of moderation. Cindy, Sandy and Rusty Hunter shook their heads in disbelief, while Frank Machi did not drive Kenny Osgood's bus around the lagoon. Mike Gannon



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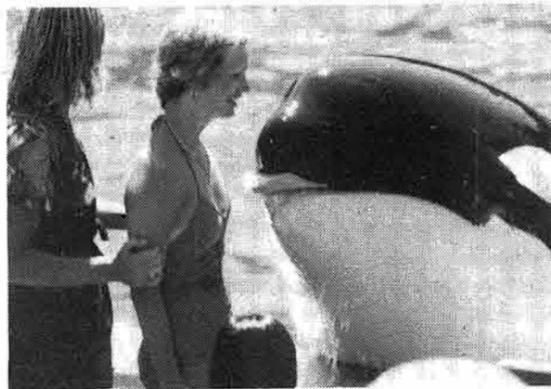
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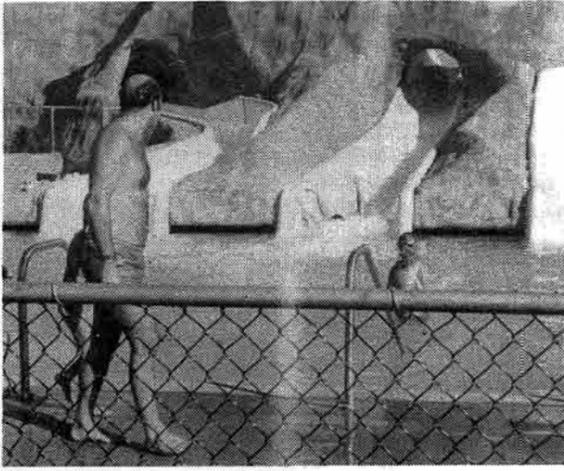
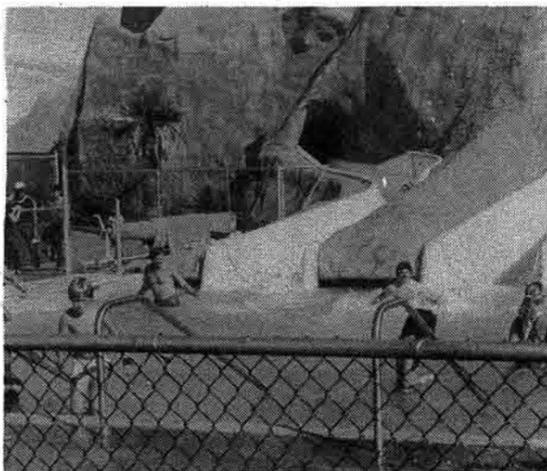
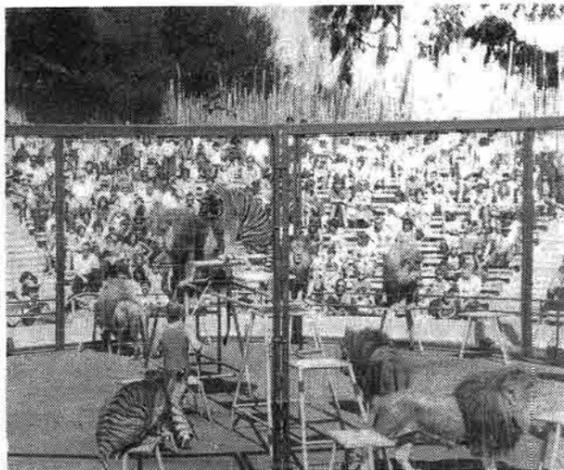
was used for tiger bait, as was Bill Burkard. Tony Rodriguez was overheard lecturing Tom Del Torre regarding the proper way to wear a hat, while Ray Mullane was seen saddling a zebra. Bill Scheffler swore that the lagoon was a Louisiana bayou, while Larry told someone that he'd seen an alligator drinking beer. Barbara Brewster caught the gator by putting a chicken in her decoy purse. Pam Meads booked the chicken for warrants. Lance Lutticken brought Daddy Frank to the picnic on Kezar's dog chain, while Duane Collins simply sat and drank. Alejandro Serrano was force fed beer by the Adjustment Center boys, while Ed Dullea tried to put a keg of beer into his tag book. George Padilla was overheard recruiting for San Jose P.D. in Pig Latin, while Dan Linehan told everyone that he was Clint Eastwood. Tom Mandecke is reported to have seen Air 1 fly out of the killer whale pool, while Mark Donzecci said, yeah, I saw it too. Larry Manwiller was seen dunking dog bone crumpets into his beer, while Kirk Ambush Brookbush kept falling off the water slide. Bob Mahoney was seen walking backwards, and Paul Wetzel was seen

not walking at all. Jean Thompson brought report forms, so that Barbara Grizzel could let John read about the things he had done. Henry Fickers said that the seals looked like Brooklyn rats, while Jack Gleeson said that they were WW II torpedoes. Ed St. Andre was seen whispering to a female giraffe. Ron Roth brought his red toy wagon, and Gerry Schmidt tried to steal it for needy youth. Dave Winn forgot his ticket, while Gerry D'Arcy bounced his girl friend off his knee, with Dan Innocencio staring in disbelief. Dan Garoner and Mike Pucinelli kept telling everyone that they were at Boozearama World, while Tom Doherty was observed checking haircuts and shoeshines.

Obviously, with 1976 adults in our group, I don't remember everyone who was in attendance; however, those of you that were missed in the above fictional satire all contributed to the success of this year's picnic, and on behalf of Bob Barry and myself, thank you.



Linda Cook being kissed by 2 ton whale on behalf of SFPOA.



continued on next page

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# Picnic III continued



September 21, 1982

Mr. Ted Schlink  
S.F.P.O.A.  
510 7th Street  
San Francisco, CA 94103

Dear Ted:

On behalf of everyone at Marine World/Africa USA, thank you for the pleasure of hosting the S.F.P.O.A. Annual Picnic. You and Laverne did an excellent job and I enjoyed working with both of you. The picnic was a real success.

I think the idea of a night party at Marine World is a great idea. The entire Park would be exclusively for your enjoyment. As I mentioned, fireworks and a band could be included.

Thank you again, Ted. I hope we get a chance to work together again next year.

Sincerely,  
Rob Ogle  
Marketing Representative  
Marine World/Africa USA

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Jerry Van Dyke  
Mike Stasko & Significant Other

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Bob Faenzi  
John Kranci  
Mike Chan  
Ray Koenig  
George Bursiago  
Joe Long  
Ed Buck

### Dunk Tank

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Joe Carlin—Chairman  
Jere Williams  
Edgar Callegas  
Mark Donzelli  
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Reno Rapagani  
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Dan Linehan  
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Rick Bruce  
Pete Maloney  
George Grant  
Gale Wright  
Duane Collins  
Tony Bell  
Bob Huegle

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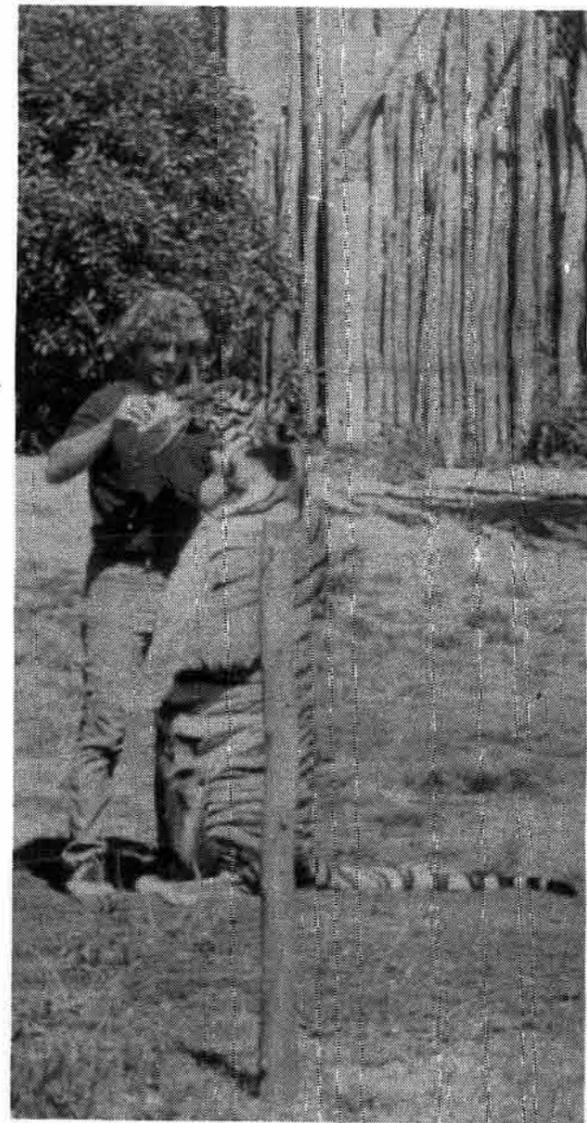
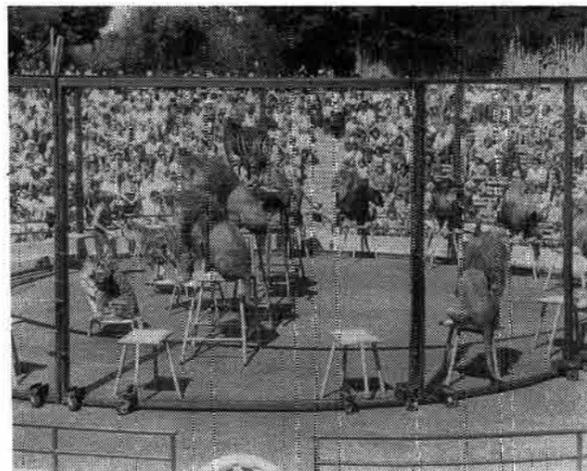
Ted Schlink III—Coordinator  
Linda Cook  
Laverne Pettrucci  
Ethel George  
Steve Silvers  
Chris Petrucci  
Bob Barry

### Tug-O-War

Vince Catanzaro—Chairman  
Jim Gaan  
Dale Allen  
Ted Schlink III—Judge

### Photographer

Gale Wright



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# To Be Professional Or Not To Be.....

Daniel L. Lawson  
Field Operations Bureau

Every study conducted concludes that with some notable exceptions, U.S. city police forces are not well organized or managed. Attempts have been made in the last 15 years to improve the situation, starting with the Omnibus Crime Act, which helped create the Law Enforcement Administration Act. This act made funds and grants available for crime fighting aids along with educational opportunities. Stagnant attitudes in law enforcement dating back to the early 19th century began to change and some agencies began to make improvements. The trend was to replace old blood with new dedicated, motivated, educated, professional, sensitive and bright recruits. Young educated men and women are encouraged to enter law enforcement and change the organization for the better, while rising in rank and influence.

Yet when observing the current crop of incoming police recruits, particularly in large metropolitan police agencies, the scene is not only discouraging, it is frightening. Reports confirm that some metropolitan police departments hire individuals who are semi-illiterate, who have recent histories of narcotics addiction, who have arrest records for misdemeanors and felonies, who have been convicted of misdemeanors and felonies (although some departments insist on and arrange for expunction of felony convictions).

Some agencies have entrance examinations which could be failed only by very young children or lower-quartile morons, and some agencies operating their own academies pass large numbers of recruits who would have failed in any regional academy in the state.

It has become clear that many police agencies, instead of promoting professionalism and excellence, have lowered personnel standards dangerously.

Many departments, as is this one, are involved with affirmative action and minority hiring practices. These practices have been generally forced upon police administrators by the courts and other governmental agencies. We all ask the very logical question, "How can we upgrade police service by improving education and training while at the same time lowering admission standards to attract more applicants?" This is impossible. It has now become evident that promotional processes have become a victim of the very same illness that has infected recruiting and training. Every individual on the last sergeant's list was appointed whether qualified supervisory material or not. Our current lieutenants' written exam has been described as a failure by police administrators and applicants alike. Arguments supporting a larger list undermine the primary goal of promoting quality personnel. And now a current court ruling awarding \$100,000.00 to a recruit terminated in the FTO program further undermines any semblance of professional standards.

A recent study (1978-79) conducted in the state of Michigan might provide a clue to the reasons why some police agencies have reportedly experienced a catastrophic decline in the quality of personnel.

This study was conducted among criminal justice students at Michigan State University and the University of Detroit, who were requested to indicate which of three agencies (state, metropolitan or small town) had the best reputation and why, and which of the three agencies had the worst reputation and why.

The results were discouraging. This study concluded that reputation and practices of a law enforcement agency have an overwhelming impact upon university students' career planning. The factors perceived as most important in a good agency are honesty, professionalism, training, education and personnel quality. Factors which students reject most often in a poor agency are personnel quality, dishonesty and corruption. The results show that a police agency involved in an affirmative action program (racial quota system) and experiencing problems previously discussed can expect to *repel* rather than attract university graduates. The result must be that such agencies are left with a pool of potential candidates who (sometimes barely) graduated from high school or who possess even poorer educational and general qualifications. The racial quota system will also serve to scare off college graduates, leaving a pool of candidates who do not expect to be, or prefer not to be judged on individual merit.

As this is occurring, the quality of police service will be reduced, criminal cases will be handled inefficiently and service cases obtusely, the morale of qualified officers already on the force will decline dramatically, affecting their professional and personal lives and the agency's ability to motivate and retain the best of them; furthermore, the community's confidence in the police will decline and citizen fear of crime will increase. Leaving the city police with marginal and sub-marginal personnel, supervisors and future administrators will be selected from the sub-standard available pool, and the downward spiral continues. For those who believe that this scenario is simply a pessimistic prediction of the future, look again, because the S.F.P.D. is fully submerged in the malaise just described.

Can we reverse the momentum of the downward trend? It appears that political pressure initiated by association representatives firmly reinforcing our demand for stringent professional standards directed toward the politicians and citizenry of this city is the best answer. At this point it is our only answer.

Much of the previous material was taken from *Police Career Planning Among University Students: The Role of Agencies' Perceived Reputation*, by Eric Beckman, School of Criminal Justice, Michigan State University.

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- Quentin M. Howell  
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September 21, 1982

Mr. Al Casciato  
Police Officers Association  
510 7th Street  
San Francisco, CA 94103

Dear Mr. Casciato:

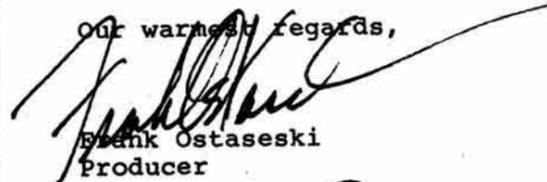
On behalf of the Save The Cable Car Committee, we would like to thank you for all of your interest and help in ensuring the success of our Telethon this past Saturday night.

We are delighted to report that the Telethon was a categorical success. We exceeded our goal of 9 million dollars. We did it -- but only because of your kind cooperation, patience and assistance.

Your help reduced our expenses, thereby allowing more of the money raised to go directly to saving the cable cars.

Thank you for caring about San Francisco and the cable cars.

Our warmest regards,



Frank Ostaseski  
Producer



Mimi Rosenblatt  
Associate Producer

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690 Market Street  
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# Special Board Of Directors Meeting

September 7, 1982

Meeting commenced with the Pledge of Allegiance by President Barry at 10:45 a.m.  
**Roll Call:** Present-Maloney, Schmidt, Linehan, Bruce, Wright, Parenti, Doherty, Huegle, Ballentine, Tennant, Barry, Hebel, Collins

## Q-60 LIEUTENANTS' EXAMINATION

President Barry reported that at the Auditor/Monitor's meeting of September 3, 1982 the Department's Consent Decree Unit recommended a cut-off for advancement into the Operational Task Series of the Lieutenants' Examination at 165 candidates which is 103 right scores out of a total 130. The criteria used by the Department were: cost of the second part of the exam in the logistic of giving it; a 2 year list with 90 jobs; and the lack of adverse impact.

The Public Advocates presented their position in which they urged a 357 candidate movement into the second part of the Lieutenant's Examination with a cut-off at 84 right answers. This recommendation would include all black candidates and exclude 2 hispanics.

Federal Litigation Attorney Steve Solomon spoke regarding the first part of the Lieutenants' Examination.

tion. He indicated that the Consent Decree stated that this part of the exam measured technical knowledge only. There was a full discussion of EEOC Guidelines, Title VII of the Equal Employment Act, adverse impact, protected classes, sub-groups and quotas. Al Casciato has written comments were read.

M/Ballentine S/Schmidt that this Board adopt a firm recommendation for cut-off scores for advancement into the Operational Task Series portion of the Lieutenants' Examination at 87 correct answers/336 candidates. If needed a second Board of Directors meeting would be held at 4:00 p.m. after the Q-60 Informational Meeting. The second meeting would be for the purpose of modifying or amending the set recommendation. Motion passed by a vote of 12-yes (Maloney, Schmidt, Linehan, Bruce, Wright, Parenti, Doherty, Huegle, Ballentine, Tennant, Barry, Hebel) and 1-no (Collins). At approximately 1245 hours a Special Q-60 Candidates Meeting was held in the meeting hall of the POA Building. Approximately 85 persons were in attendance.

Submitted by:

MICHAEL S. HEBEL  
 SECRETARY

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# Special Board Of Directors Meeting

September 10, 1982

Meeting was opened with the Pledge of Allegiance by President Barry.

**Roll Call:** Sixteen (16) present (Swall, Linehan, Schmidt, Dempsey, Parenti, Bruce, Maloney, Doherty, Wright, Dullea, Casciato, Huegle, Bell, Hebel, Collins, Barry). Absent were Tennant, Grant, Ballentine, Hevin, Chignell.

### Q-60 OPERATIONAL TASK SERIES CUT-OFF

President Barry summarized the meetings of September 7th (Board and candidates, on the issue of the POA's Position regarding a cut-off for Q-60 candidates to proceed into the second phase of the examination). President Barry then canvassed the various members regarding a informal poll which they took of their members. The poll was taken from Tac, Traffic, Cos. A, D & F and Headquarters Company and the Inspectors Bureau. The informal vote showed that 158 candidates participated (39% of total); 69 favored the 165 cut-off (44%); 52 favored the 235 candidate cut-off score (33%) and 37 favored the 336 candidate cut-off (23%).

Mike Hebel then distributed a proposed advisory ballot and bulletin to be distributed to Q-60 candidates. M/Hebel S/Doherty that an Advisory Ballot be presented to all Q-60 candidates; said ballot to be list the three (3) alternatives (165, 235, 336) for the cut-off score. Motion failed on a vote of 3-yes (Swall, Huegle, Hebel) and 10-no (Schmidt, Parenti, Dempsey, Bruce, Doherty, Wright, Dullea, Casciato, Collins, Barry) and 1-abstain (Bell).

M/Parenti S/Collins that this Board establish 165 as the cut-off for candidates to go onto the Operational Task series. Motion failed on a vote of 6-yes (Swall, Dempsey, Parenti, Maloney, Wright, Collins); 7-no (Schmidt, Bruce, Doherty, Casciato, Huegle, Hebel, Barry); 2-abstain (Dullea, Bell).

M/Maloney S/Dempsey that an Advisory Ballot be presented to all Q-60 candidates with the alternatives of 165, and 336 to be shown. This motion was not voted on since the second withdrew and no new second substituted.

M/Huegle S/Bruce that this Board establish 235 candidates as the cut-off for advancement to the second phase of the Operational Task Series of the Q-60 Lieutenants' Examination. Motion failed on a vote of 5-yes (Swall, Bruce, Wright, Huegle, Bell); 10-no (Schmidt, Dempsey, Parenti, Maloney, Doherty, Dullea, Casciato, Hebel, Collins, Barry).

M/Doherty S/Dempsey that this Board set 336 as the number of candidates to proceed to the Operational Task Series of the Q-60 Lieutenants' Examination. Motion failed on a vote of 4-yes (Schmidt, Doherty, Casciato, Bell) and 11-no (Swall, Dempsey, Parenti, Bruce, Maloney, Wright, Dullea, Huegle, Hebel, Collins Barry).

M/Parenti S/Maloney that an Advisory Ballot be presented to all Q-60 applicants - the ballot to be in the form as presented by Mike Hebel with the three (3) alternatives of 165, 235, and 336. That the balloting be conducted at the POA Office on Monday and Tuesday,

September 13th and 14th between the hours of 8 a.m. and 5 p.m. and also on Wednesday, September 15th between the hours of 8 a.m. and 10 p.m.; that a bulletin announcing this ballot be issued on September 10th and that a teletype tried to be issued. Motion passed on a vote of 13-yes (Swall, Schmidt, Parenti, Bruce, Maloney, Doherty, Wright, Dullea, Casciato, Huegle, Bell, Hebel, Barry) and 2-no (Dempsey, Collins).

### PROPOSITIONS "I" AND "J"

Gerry Schmidt distributed a tentative budget for Propositions "I" and "J".

### POA-DEMOCRATIC COALITION

President Barry indicated that a Press Conference would be held on Monday, September 13th at 9:30 a.m. at the Democratic Headquarters located at Van Ness and California regarding the alliance between the POA and various Democratic Clubs and Community Organizations from throughout San Francisco. He asked all Board Members to be in attendance. Meeting adjourned at 12:55 p.m.

Submitted by:

MICHAEL S. HEBEL  
SECRETARY

## SPECIAL BOARD OF DIRECTORS MEETING

September 17, 1982

Meeting was opened with the Pledge of Allegiance by President Barry at 11:50 a.m.

**Roll Call:** Fifteen (15) present (Linehan, Schmidt, Dempsey, Parenti, Bruce, Maloney, Doherty, Wright, Dullea, Casciato, Huegle, Bell, Hebel, Collins, Barry); two (2) excused (Swall, Tennant); four (4) absent (Grant, Ballentine, Nevin, Chignell).

President Barry announced that there were two (2) items on the agenda:

- (1) The Q-60 Lieutenants' Examination Cut-Off Score and
- (2) An additional employee for the Propositions "I" and "J" Campaign.

### Q-60 LIEUTENANTS' EXAM CUT-OFF SCORE

Bob Barry announced the results of the Advisory Ballot which was just completed and was opened to all POA members who are Q-60 candidates. 225 people voted (55% of the applicants); 104 voted for 165 cut-off (46%); 53 voted for the 235 cut-off (24%); and 68 voted for the 336 cut-off score (30%).

President Barry announced that the Auditor/Monitor Meeting to establish the cut-off score will be held

10:00 a.m., Tuesday, September 21st. He announced that Judge Robert Peckham will be available for an immediate hearing should the decision not be reached on that date.

M/Wright S/Collins that this Board adopt 165 as the cut-off score (103 correct answers). Motion failed on a vote of 8-yes (Linehan, Dempsey, Parenti, Wright, Bell, Hebel, Collins, Barry) and 6-no (Schmidt, Bruce, Doherty, Dullea, Casciato, Huegle).

M/Huegle S/Bruce that this Association establish 235 correct answers as the cut-off. Motion failed on a vote of 2-yes (Bruce, Huegle) and 13-no (Linehan, Schmidt, Dempsey, Parenti, Maloney, Doherty, Wright, Dullea, Casciato, Bell, Hebel Collins, Barry).

M/Casciato S/Doherty that 336 candidates be set as the cut-off. Motion failed on a vote of 4-yes (Schmidt, Doherty, Dullea, Casciato) and 11-no (Linehan, Dempsey, Parenti, Bruce, Maloney, Wright, Huegle, Bell, Hebel, Collins, Barry).

M/Casciato S/Collins that 165 candidates be set as the cut-off with our attorneys to have flexibility in establishing the final cut-off. Collins withdrew his second.

M/Doherty S/Wright that the Board establish 165 candidates as the cut-off point. Motion passed on a vote of 14-yes (Linehan, Dempsey, Parenti, Bruce, Maloney, Doherty, Wright, Dullea, Casciato, Huegle, Bell, Hebel, Collins, Barry) and 1-no (Schmidt).

### PROPOSITIONS "I" AND "J" CAMPAIGN

M/Casciato S/Dullea that this Association hire Reno Rapagnani to assist in the Propositions "I" and "J" Campaign. He would be paid at the rate of a Q-2 4th step plus medical benefits. Motion passed on a 15-yes (Linehan, Schmidt, Dempsey, Parenti, Bruce, Maloney, Doherty, Wright, Dullea, Casciato, Huegle, Bell, Hebel, Collins, Barry).

Reno will be working for the Chignell for Assembly Campaign on his own time.

Dan Linehan presented an update on the Propositions "I" and "J" Campaign. Meeting adjourned at 12:45 p.m.

MICHAEL S. HEBEL,  
SECRETARY

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# Fear of Crime Spreads in U.S.; 52% of Homes Own Guns, Poll Shows

*To one and all, I cannot express enough the need for you to get out and vote on Nov. 2, 1982.*  
*Most of all, please read all the propositions, many have hidden law and effects that you are not being told.*  
*Such as — did you know that prop. 15 will give an unregistered gun violator ONLY six months.*  
*The following is reprinted from the California Public Safety Journal. Twenty five more reasons to vote NO on 15.*

Americans are buying guns because of their fear of the rising amount of crime and their desire to protect their homes, a national survey has revealed.

The study was reported in the Los Angeles Times and other major newspapers across the United States when it was released in 1980. The Times headline said: **"Fear of Crime Slowly Paralyzing Society, Private Report Claims."**

According to the survey, 52% of Americans have a gun in their home.

A striking finding of the poll, taken in more than 1,043 homes chosen by statistical sampling methods, was that those with lower incomes (under \$11,000) were less likely to possess guns than those with higher earnings.

**Observers say this important fact supports a major argument against the gun initiative in California. Opponents of the initiative charge that the high prices that result from the prohibition against additional handguns under Proposition 15 will make it impossible for present and future families who desire handguns to buy them for home protection. Backers of the initiative admit that the measure will cause handgun prices to escalate.**

The news that handguns may be priced out of reach for lower income families that desire them may be just one more worry for such families. The study found that low income areas are suffering from more fear of crime than are wealthier areas.

The "Figgie Report on the Fear of Crime" was written long before the California initiative was undertaken, and for other reasons.

The report was sponsored by A-T-O, Inc. and named after Harry E. Figgie, Jr. the company's chief executive officer. The firm's public relations agency, Ruder, Finn & Rotman, commissioned Research and Forecasts, Inc. to do the professional survey. It was published in 1980.

The idea for the survey was proposed by David Finn, board chairman of the public relations company, after his brother was shot and killed by robbers on a New York street.

Significantly, in Volume III of the report, published in 1982, former Sheriff Peter J. Pitchess, now listed as one of the supporters of Prop. 15, which is sponsored by a group calling itself "Californians Against Street Crime," is quoted on page 36 as saying,

**"I know that banning private ownership (of guns) is not going to take guns away from the criminal."**

The Figgie Report uncovered startling facts. It said: "An alarming four out of ten Americans are highly fearful they will become victims of violent crimes — murder, rape, robbery, or assault.

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"This survey reveals that 55% of women fear being raped, 24% of the population fear being beaten up, 23% worry they will be robbed, and 17% fear they will be murdered.

"Recent FBI statistics reveal that there is a violent crime committed in America every 30 seconds. These statistics also document a steady increase in the incidence of violent crime across the nation. What these statistics do not reflect is the constant, mounting fear that this rising tide of violence has instilled in us."

But Americans are doing more than just buying guns to protect themselves against crime. By 1980, The Figgie Report says, the precautions had "become as routine as plugging in a coffee pot."

As examples, it said 70% of Americans locked their car doors to keep intruders out, 60% dressed plainly to avoid attention, 60% called someone to say they were leaving or had arrived safely, 47% planned their routes to avoid dangerous areas, 34% went out after dark only with a companion, and 25% took their gun, whistle, or dog as protection during the night.

When leaving home, 69% stopped delivery of newspapers and mail or had them picked up for safekeeping, 26% set timers to turn lights on and off, and 82% asked someone to watch their homes.

Also, 87% locked their doors when they left, 86% identified people before letting them into their homes, 51% had extra locks on doors, 36% engraved valuables with their identification, and 15% had burglar alarms.

**The figures have undoubtedly risen since 1980.**

In Volume III of the report, the authors sought to identify the causes of crime as well as some solutions. Experts throughout the country voiced their opinions.

Major causes of crime were identified as:  
**Failure of the criminal justice system.** Police Chief Kenneth Harms of Miami said crime will not decrease "unless we insist that those we arrest have to pay a price for criminal behavior. Right now they escape sanctions with a frequency that leaves them feeling that crime pays."

**Loss of traditional values.** "Crime comes about because people don't have proper training in their family," says Dallas District Judge Donal Metcalfe.

**Unemployment,** "Which reduces self-esteem and promotes idle boredom."

Both **television and politicians** were blamed, the first for programs that "glorify crime," the second for "fiery rhetoric."

**Growth and mobility,** and the "ebb and flow of population."

**Drugs and alcohol,** with drugs estimated to be a factor in up to 50% of all crime.

Among solutions listed, were:  
**Citizen involvement,** through neighborhood block watches and similar programs.

**Increased funds for law enforcement.** One judge said the courts are so inundated with criminal cases that "we are forced to negotiate with criminals." St. Louis Mayor Vincent J. Schoemehl said the best way to reduce fear of crime is to bring back the neighborhood policeman.

**Swift and certain punishment for criminals.**  
**Assistance and restitution for victims of criminals,** and encouraging their cooperation as witnesses in prosecution.

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# LETTERS

## BART

Sirs:  
Thank you for your contribution, endorsement and support in my bid for election to the BART Board of Directors in next month's election. Success to Paul Chignell and Propositions "I" and "J".

Fraternally,  
Bob Geary

## BRADLEY

Dear Mr. Barry:  
This will acknowledge receipt of your letter and thank you for your organization's endorsement. I look forward to working with you over the remaining weeks of the campaign.

Sincerely,  
Tom Bradley  
Mayor

## REPROACH

Dear Bob  
I was very disturbed by an article I read in the SF Chronicle the other day, which stated that the SFPOA had come to some sort of "behind-the-scenes" understanding with the gay community in an attempt to pass some issues on the November ballot. If that is the case, and no matter how valid your reason, I must strongly reproach you for making such an agreement particularly, without the general membership's knowledge and approval. We, the members, did vest our trust in you when we elected you president of our Association, but we most definitely did not give you absolute decision-making rights or unlimited powers.

Sincerely,  
Mario DiLorenzo  
Patrolman Co.I

## THE DEFENSE

Sir,  
I would like to take this opportunity to thank Deputy City Attorney Diane Wick for the marvellous job she did in defending me and the City in a civil suit earlier this month. If competency, and the amount of time and effort spent working on a case, are the measure of a good attorney, then Diane Wick is a superb one.

Mario Ceballos  
Patrolman Co.I

## THANKS

Dear Mr. Hebel:  
On behalf of Allyn's entire family, I wish to express our appreciation for the beautiful floral piece. We are also very grateful for the help the association has afforded in getting the legal affairs in order. In this time of sorrow it is very comforting to have someone come forward to assist us. We will always remember your kindness.

Sincerely,  
Dolores R. Bragg  
& Family

## VARIETY SHOW

P.O.A.  
Enclosed are personal checks from some of our Agent members for the purchase of five SF-POA Annual Variety Show tickets.

On behalf of our Association, I would like to wish you and your Association the greatest success in this ongoing endeavor to bring the police department closer to the community.

Sincerely,  
Richard H. Violett  
President

## CELEBRATION

Dear Bob:  
Please express my thanks and deep gratitude to your association and its members for its participation in the celebration held for Chaplain Booker T. Anderson. Personally, I felt that it was a great event. Financially, I understand it was also very successful. The united effort on the part of rank and file police officers regardless of their respective associations or political affiliation contributed immensely to the overall success of this event.

This occasion was a very memorable one for Chaplain Anderson and all of those in attendance, including myself. Thanking you again.

Sincerely,  
Troy H. Dangerfield

## VASCONCELLOS

Friends—  
Our San Francisco fundraising evening was wonderfully successful - financially and enjoyable. Your confidence and your generosity - your willingness to share your resources and yourself with me personally - touch me, and reassure me. I am deeply grateful. I thank you. You and I live together amidst confusing, frustrating times - times pregnant with great peril and fright, yet pregnant with great potential and hope as well. Whether, as a State and as individuals, we succumb to fright, yet pregnant with great potential and hope as well. Whether, as a State and as individuals, we succumb to our fright, or realize our hopes - depends upon whether enough of us persons of greater faith come together to act to make our State and ourselves more prosperous and healthy for growing human beings. I pledge you my best efforts toward realizing those goals. With your continuing support, with our working together and inspiring and empowering each other, I have faith that we will be successful. I wish you well. Let me know if/when/how ever I can help you.

John Vasconcellos  
Assemblyman,  
23rd District

## ANIMALS

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DALY CITY, CA. — the Animal Welfare Association has scheduled its annual fund-raising sale for Saturday and Sunday, October 23 and 24, from 10 AM to 4 PM at 1049 Portola Drive, San Francisco. The "Jumbo Jumble" sale will feature super bargains in "everything for the home," including housewares, electrical appliances, dishes, glassware, accessories, bric-a-rac and pet items. In addition there will be a good selection of decorator fabrics donated by exclusive designer showrooms at Showplace Square. The not-for-profit all-volunteer Animal Welfare Association will use sale proceeds to help spay or neuter dogs and cats whose owners have limited incomes and to provide humane information and aid to all pet owners. AWA's Memorial Fund also provides emergency treatment for sick or injured animals for owners unable to afford it. To donate, or for further information, call 681-7259 or 333-5589.

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# WORKERS COMP REFORMS

by Mike Roos  
Majority Floor Leader  
Assemblyman, Forty-Sixth District

Much needed reforms in the workers' compensation system were approved by the State Assembly and Senate Tuesday, August 17. AB 684 (Young) is a major benefit/reform package negotiated after many months of discussion with the insurance industry, organized labor and attorneys representing injured workers. The package is a compromise, with major concessions to the employer community, in exchange for the benefit increases. It is estimated that the package contains provisions which would result in substantial savings in liability and administrative costs to California employers.

Every segment of the workers' compensation community agrees that skyrocketing inflation has seriously undermined the workers' compensation system. The permanent partial disability rate has not been increased for minor injuries, such as finger amputation, since 1959, and for major injuries, since 1972.

This measure addresses this problem by increasing the minimum and maximum permanent partial disability rates from the present \$30 and \$70 per week to \$70 and \$140 per week, over a two-year period. The proposal would also increase the minimum and maximum temporary and permanent total disability rates from the present \$49 and \$175 per week to \$112 and \$224 per week, over a two-year period. In addition, death benefits are raised from the present maximum of \$75,000 to \$95,000 over the two-year period.

The package also increases the penalties for serious and willful misconduct of the employer by removing the current \$10,000 maximum penalty. However, the bill makes minor changes in the legal standard of the conduct necessary to impose employer liability for serious and willful misconduct.

The bill will overturn court cases in which employees were granted a right to sue their employers. It will make the workers' compensation system again the "exclusive remedy" for work related injuries except in limited instances.

The instances in which an employee would be allowed to sue under the "dual capacity" doctrine include the following: where an employee is physically assaulted by his employer; where an employee's injury is aggravated by the employer's fraudulent concealment of the existence of that injury; and where the employee is injured by a defective product manufactured by the employer after that particular product is transferred for consideration to an independent third party and later provided for the employee's use by someone other than the employer.

Additionally, the bill allows a civil cause of action by an employee where injury results from the removal of a safety guard from a power press or failure to install such guards on a power press. However, such removal or failure to install must have been specifically authorized by the employer under conditions known by the employer to create a probability of serious injury or death and the employer must have been notified by the manufacturer of the power press that the guards were required.

I served on the conference committee which drafted the final bill. AB 684 then passed the Assembly with my active support and the assistance of the Assembly Democratic leadership.

Mike Roos  
Majority Floor Leader

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# "Summer of 82"

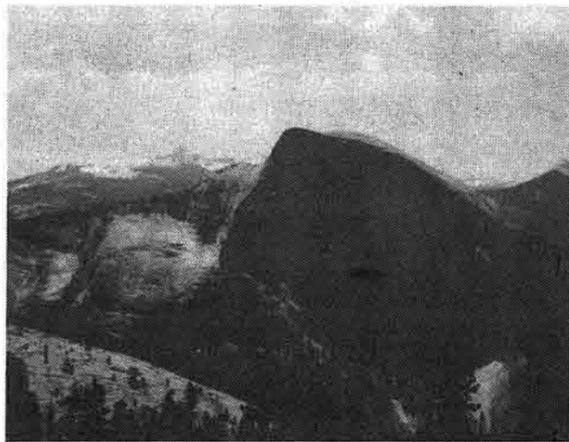
by Walt Scott & Tim Folly

The summer of '82 began in January for the San Francisco Police Department Wilderness Adventure Youth Program. On a cold January day Pat O'Donnell, the president of the Yosemite Institute, called us to talk about working as a team for this summer's SFPD Backpacking Program in Yosemite National Park. "A dream come true," perhaps; but it took a lot of hard work, planning, and great generosity from the San Francisco Police Officers' Association and many of San Francisco's major corporations, foundations, small businesses, and private citizens.

The first group of eager backpackers met at the Adventure Ropes Course in San Francisco on Saturday, June 12. This was the meeting place for each of the 24 weekly backpacking groups this summer. Here the participants stretched their limits, dealt with fear, and learned the power of group support. Can anyone forget the feeling at the top of the perch or while preparing to jump off the cargo net or the zip wire? The fifteen foot wall, the last event of the day, was all that stood in the way of the participants and a great barbecue dinner prepared by master chef Rudy Barbosa and his staff of community volunteers.

After the barbecue, with new friends and new feelings about themselves, the backpackers embarked from San Francisco on the road to Yosemite. Our destination was the Crane Flat facility of the Yosemite Institute where a member of their staff met us and oriented us to the schedule and facilities.

Bright and early the next morning we divided into two patrols. Each patrol included two police officers from the District Police Stations of San Francisco and twelve teenage young men and women from all over San Francisco. A Yosemite Institute wilderness instructor then joined each group and acquainted every-



Besides the excitement provided by the peaks and rivers, the wilderness residents provided their own version of thrills and chills to each week's trip. Bears seemed to be the most common visitors to our camps as the lure of food was too strong for them to pass up. Fortunately we lost only four stuff sacks of food to bears this summer because of an overall good job of "bear-bugging." Our camps provided some comfort for the bears as one bear cub fell asleep on one of our backpacker's arms. What a shock when he woke up! Deer, squirrels, and chipmunks were no strangers to our backpackers; and several groups also spotted marmots and various birds. One group ate mountain trout every night after successful daily fishing; while others ate trout one, two or three nights. While hiking to a mountain peak one group had a golden eagle hang ten feet over them for several seconds before it soared off. What a fantastic moment!

Another memorable experience came when a freak summer snowstorm struck Yosemite at the end of June. What had started out as a sum-



## First Annual Police Youth Community Service Day

by Walt Scott & Tim Foley

Saturday, October 30 will be the first annual Police Youth Community Service Day as proclaimed by Mayor Feinstein. On this date at 9:30 A.M. all the backpackers and officers from this summer's SFPD Wilderness Adventure Youth Program trips will meet at Ocean Beach for a beach clean-up. We expect approximately 300 young people and 50 police officers. The clean-up will be followed by a barbecue and games on the beach.



one with the backpacking equipment and supplies. Of course, a closer inspection of what each individual felt was necessary for backcountry survival considerably lightened the loads of the backpackers. Some "essentials" such as cold cream, hair ribbons, aftershave lotion, and hair softener had to be left behind; but it was well worth it once the uphill climbs began.

Although most of the summer's backpack trips were in different areas of Yosemite the theme and challenges provided a common link. It took cooperation and teamwork to make the trips work. People who didn't know each other three days earlier were side by side cooking or setting up camp. There were always mountains to climb, snow and skree fields to cross, and raging and frigid streams and rivers to ford. At the same time the backpackers may have been tired, afraid, unable or unwilling to move, or crying from fear; but everyone found the inner strength to confront the challenges and conquer the hurt and fear. After the tough times there was always the feeling of having just conquered the world. The spectacular views and majestic scenery as the backpackers sat alone atop the world expanded the special feelings of accomplishment and experience.



mer backcountry trip quickly turned into a real survival story. Hiking across country over boulder fields covered with two to three feet of fresh snow and wading neck high across rain swollen lakes and creeks this group came through a tough situation in excellent condition and great spirits. This speaks well for the inner strength and cooperative skills of these individuals who pushed themselves and others beyond their limits in order to survive. The sharing, heroics, and leadership displayed on this trip were a very welcome and heartwarming moment this past summer.

Now that the summer has passed, and we sit and think about the experiences and friendships shared in the backcountry of Yosemite, it is hard not to smile with pride for having been part of it all. Looking back, that backpack doesn't seem as heavy, that mountain so steep, that river too swift, that snowfield too slick, or that water too cold. But the memory of the time, when each one of us mustered the courage and strength to go on, will be with us always. Having this strength, there is no challenge too great, no situation too fearful, no problem too tough that any of our backpackers cannot face and overcome.

Combined with the clean-up and reunion is a fund-raising drive for the needy children of the world. All the young people and officers have a pledge sheet on which they pledge to clean up Ocean Beach to make our city more beautiful, while raising money from donors to make our whole world a better place to live for people less fortunate than us. The goal is for all the officers and youth to raise nine dollars each. This amount will feed, clothe, and provide health needs for one month for a desperate child in a troubled land. The money will be collected on October 30 and then given as a whole in a check to UNICEF (The United Nations Children's Fund) as a donation from the officers, youth, and friends of the SFPD Youth Program.

The goal of the SFPD Youth Program is to bring positive qualities learned during the activities back to the city. This event will be a demonstration of that goal.

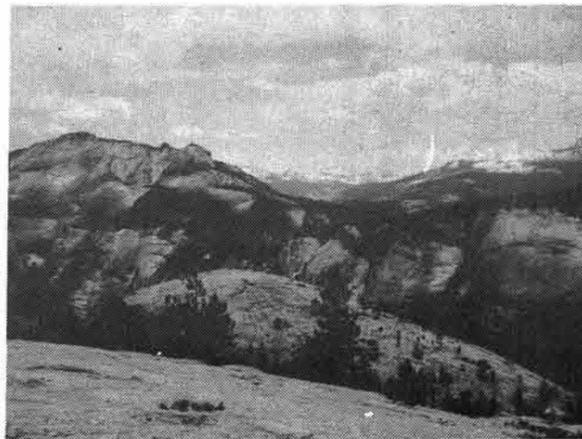
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# "Summer of 82"



Sept. 1, 1982

Dear Chief Murphy,

Thank you for the opportunity to participate in the San Francisco Police Department Youth Program. I feel that my participation in this program has been a valuable aid to my work as a police officer in that it gives me a fresh perspective when dealing with members of the community. It is my opinion that as police officers we tend to fall into a rut in dealing with people, both as victims/witnesses or as possible suspects. We almost always adopt the old "Joe Friday" syndrome of asking for just the facts and glossing over the human element in interpersonal relations. I think that assigning officers to live with and work together with a group of youths for a week or so forces a reassessment of our ingrained attitudes.

I also feel that the reverse is true. Too often, youths react to our apparent hard-boiled attitudes by considering all police officers as virtual occupying forces. Trips such as those offered by the San Francisco Police Department Youth Program also force the kids to re-evaluate their attitudes towards police officers. In addition, many of the children seemed to lack personal discipline in their lives and a short taste of the self-control required of us in the wilderness must have a beneficial effect.

The one event that I enjoyed most on my trip with the San Francisco Police Department Youth Program was the opportunity to take some of the kids on a rock climb. The thrill of introducing a city kid to the high places was tremendous.

Very truly yours,  
James Bergstrom  
Robbery Detail

September 2, 1982

Walt and Tim:

Congratulations on a job well done! Because of your enthusiasm, countless hours and participation, the San Francisco Police Department's Youth Program has got to be one of the most organized, exciting and rewarding program I've seen in a long while.

The backpacking trip I was involved in was a learning experience not only for the kids, but for myself as well. It was the first time I was able to set my eyes on a beautiful, majestic Yosemite—and what better way to see it than to hike from one breath-taking spot to another. The trip was especially rewarding for me, in that I discovered I had the patience to look after and enjoy being with thirteen children. It was so amazing to see a group of people, different ages, different races, different cultures, getting along so well—helping and encouraging each other when they felt they could walk no more or when their chores seemed too difficult to handle alone. Suddenly, street-wise kids forgot their bad habits and depended upon one another for support and guidance. The quiet, relaxing atmosphere appeared to be a panacea for everyone's city troubles and hassles.

It was also interesting to see the bewildered amazement in these children's eyes when we told them we were "cops." "But you don't look like cops, or sound like cops, or act like cops," they said. Suddenly, the stereotype is broken and they learn to accept and treat you as a "person."

There are no words to describe the beauty of Yosemite and I can only hope that the trips to come will be just as captivating. Of course, we must admit, that without you, Walt and Tim, the San Francisco Police Department, the Yosemite Institute and all who participated in this program, its success would not have been possible, its purpose, not as poignant, its effect, not as invigorating. KEEP UP THE GOOD WORK!

Officer Anna Giuliacci Brown #976



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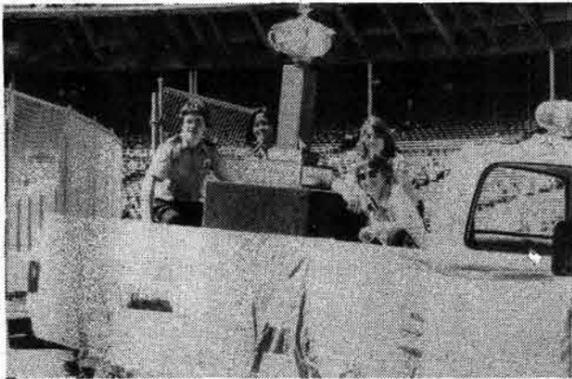
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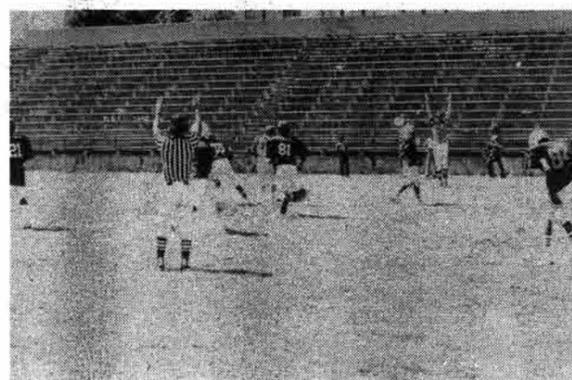
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# POLICE ACTIVITIES LEAGUE

by Herbert P. Lee  
Director of Activities



PAL Cadets (left to right) Sean Divarco, Lorraine Perez, Lynn Tracey, and Mile Connolly is shown with the Bay Cup Trophy which was presented to Deputy Chef Shannon in pregame ceremonies at a recent giants game. The Bay Cup is awarded to the PAL of that city whose team (Giants vs As) wins a series of exhibition games. The Giants won this year.



Another budding "O.J." scoring a standup touchdown.

## PAL LAW ENFORCEMENT

The PAL Law Enforcement Cadet Program will begin with an open house and registration session Tuesday October 5, 1982 in the 6th floor auditorium at the Hall of Justice. Meetings are scheduled each Tuesday night at 6:30 pm to 9 pm. The program will consist of scheduled speakers on topics such as patrol, investigative techniques, history of law enforcement, county jail tour, etc. There will also be scheduled tours of the coronor's office, county jail, courtrooms, etc. A ride-along program, firearms safety, first aid, etc. will also round out the semester, which ends in May, 1983. For further information, call PAL Headquarters (567-3215) for signups.

## PAL BOXING

The PAL Boxing Program is offered year round. Instructions and classes are held Mondays through Thursdays from 3:30 pm to 7 pm at our PAL Boxing Facilities located at the Old National Guard Armory, 14th and Mission Streets. Any boy from 10 to 18 years of age are invited to participate. Call PAL Headquarters (567-3215) for signups. In addition, Head Coach Bill Mateo announces that there will be one more boxing show to round out the year and that is scheduled for Saturday November 6, 1982 7 pm. The shows are held at the National Guard Armory. Tickets are Adults \$3.00 and children under 12 is \$1.00. All proceeds to benefit the PAL Boxing Team. Bring the family and treat yourselves to amateur boxing at its best.

## PAL JUDO

PAL Judo is offered year round. Anyone interested in signing up call PAL Headquarters for further information (567-3215). The classes meet each Saturday 11 a.m. at the police gym, 5th floor, Hall of Justice. Boys and girls between the ages of 10 and 18 are cordially invited to participate.

## PAL BASKETBALL

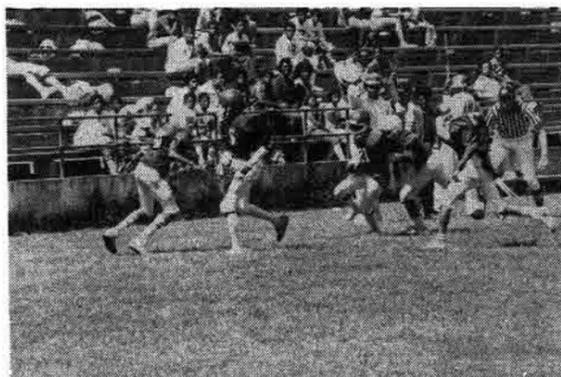
The Basketball Leagues for boys and girls kicks off on Friday, October 15, 1982. Seventy-five (75) boys teams and thirty (30) girls teams have been entered from schools, recreation centers and the community. Tom Bruton (Auto Detail), PAL Basketball Commissioner reports that this is an increase of twenty-five (25) teams from the 1981 Basketball season. All games will be played on Friday nights, Saturdays and Sundays. If anyone is interested in refereeing or in helping run the league, please contact the PAL at Extension 1158.

## FOOTBALL

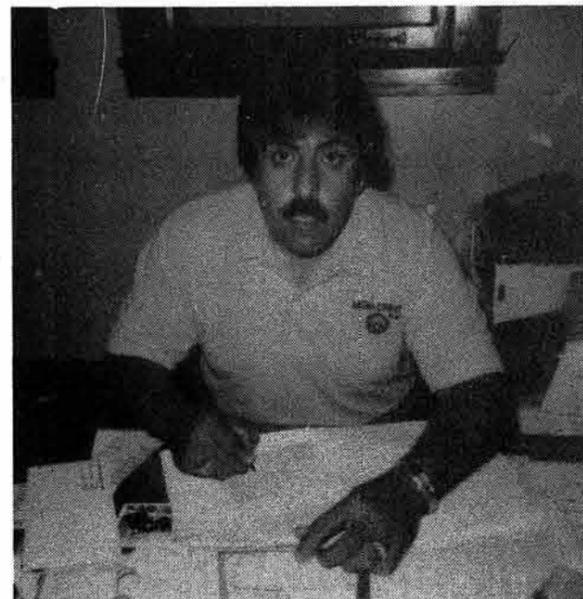
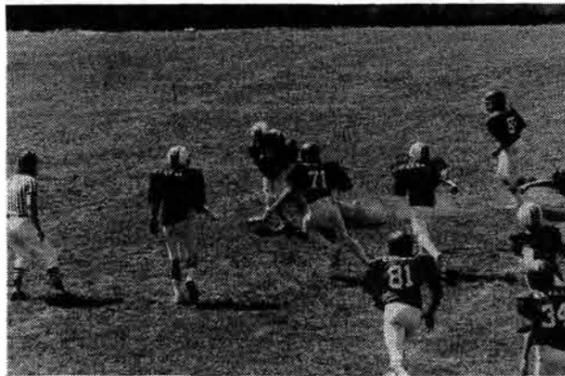
PAL Youth Tackle Football is offered every weekend at Washington High School Field. League standings after three weeks has Head Coach Bill Garrick's Hawks leading the league with a perfect 3 and 0 record. In the season opener on September 12, the Hawks won over the PAL Trojans (Crocker Amazon) 12 to 0. That victory was followed on September 19th with the Hawks beating the Raiders in a closely fought contest 22 to 6. On September 25, the PAL Hawks met the Champion Chargers of Portola Park under Coach Dan Gong and won with a 13 to 0 score. PAL Tackle Football is offered free of charge to anyone interested in rooting for their favorite team. Come on out and support the kids. PAL Youth Tackle Football will continue to be offered through November 20, 1982. In other action, 2nd place Chargers has a 2 win and 1 loss record, followed by the Crocker Amazon Trojans who has a 1 win and 2 loss record. The Glen Park Raiders lost their first three games.



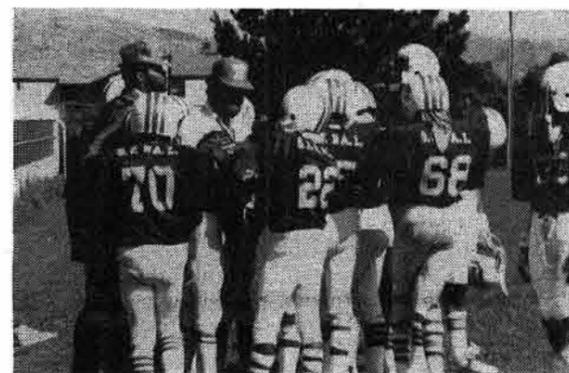
Head Coach Steve Tyler, PAL Trojans with two of his stars. Both scored touchdowns in their recent win over the PAL Raiders. Tony Miller (No. 32), scored on a rambling 30 yard run. No. 20 swept left end in the 2nd quarter for a TD.



PAL Tackle Football action. (all photos by Herb Lee)



Ernie Galiviz, Director of the PAL Law Enforcement Program, makes ready for a new semester which begins October 5, 1982. Signups will be taken through December. The class meets each Tuesday night at the Hall of Justice, 6th floor Auditorium and is for sophomores, juniors, and seniors in high school.



Head Coach Mike Wright of the PAL Raiders gives last minute instructions to his starting lineup.



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# SPORTS

## “The S.F.P.D. Pistol Team in Texas”



Pictured left to right: Al Matteoni, Bob Fitzer, Armond Pelessitti, Duane Otis

With help from the P.O.A. the Pistol team was able to compete in the International Police Olympics that was held in Austin, Texas. After having won Silver Medals in the California Police Olympics, our team was able to represent the Department and the P.O.A. at the International competition.

The shooting match was held at the headquarters of the Texas Highway Patrol and Academy. The temperature that day was over 105 degrees and after firing a couple of hundred rounds it got a little hard to hold the gun.

The competition included teams from all over the U.S., Canada and Hawaii, as well as from New Zealand and Australia. Meeting these policemen and talking with them reminded us of the bond policemen have all over the world.

In spite of the heat and different conditions, the S.F.P.D. Team with Bob Fitzer, Al Matteoni, Armond

Pelessitti and Team Captain Duane Otis, took Silver Medals, with Bob Fitzer also taking a Gold Medal in the Individual Class. Also representing San Francisco was the Sheriff's Department Pistol Team, headed by Sheriff Michael Hennessey, which I might add were medal winners also.

Austin, Texas is a friendly city and the local police were helpful. We all met some interesting and friendly people and coming back winners made it that much better.

The Pistol Team is planning a shooting match in mid-1983. This is a C.C.A. Regulation Police Combat Pistol Match fired pretty much the same way you qualify at the Range. Gifts, prizes, and trophies are handed out in all classes and it's fun for the advanced as well as the beginning shooter.

There will be more on this later so keep an eye open for this and plan to attend.

## GOLF CLUB NEWS

After two months without a golf column I'm sure all the regular readers (both of them) are anxiously awaiting all the back news. I missed August due to some confusion in the new way the Policeman is printed. I missed September due to vacation.

Since my last article many things have taken place. In July the San Francisco Police Department hosted the Police Olympics. I hate to admit it but we acted as perfect hosts. Out of a total of forty-five medals given out we only took home three. Steve Whitman and Roger Foge won the gold medal in the Senior Division Team and Roger won a bronze medal in the Master Individual.

The Olympics were followed a week later by the annual PAL Golf Tournament which was held for the second year in a row at the Richmond Country Club. The tournament is always a lot of fun and this year is no exception.

Two weeks later the San Francisco Police Golf Club held its annual barbecue tournament against the Oakland Police Officers Golfing Association also held at the Richmond Country Club. For the fourth year in a row I'm afraid I have to report that they beat us.

Tom Gordon was the low gross winner and Rene Aufort was the low net winner. Flight winners were: first, Jerry Cassidy; second, Jerry D'Arcy; and third, Al Sonoda. Next year I'm going to have to figure some way to beat Oakland and return the perpetual trophy to our side of the Bay.

The month of August slowed down to a stroll. On Friday, August 13, 1982 we had eighty players at the Santa Rosa Country Club for our regular monthly tournament.

Dave Minner was the low gross winner with an eighty. Mike Brady was the low net winner. The flight winners were: first, Pete Alarcon and Jerry Cassidy; second, Ronny Rhoades and Jim Skinner; third, Harvey Harrison and Earl O'Brien; fourth, Ray Poznekoff and Joe Allegro Sr.

The Hole-In-One winners were: Hank Marshall, a guest, with a shot 13'8" from the hole and John DuBose who was 17'8" away.

Dave Dohn, one of Petaluma's finest, won the guest flight followed by Bill Lee and Jim Higgins.

In September the club played Palo Alto Muni for the first time in the club's history. On Tuesday, September 21, 1982, sixty-five members and guests found out that Palo Alto is a fairly tough golf course.

Three players tied for low gross with eighty-ones. Tom Gordon, Pete Alarcon and Joe Buckley had the low scores. Low net winner was Mike Brady.

The flight winners were: first, Joe Buckley and Pete Alarcon; second, Telly Slettvedt and Fred Fegan; third, Al Sonoda and Al Cecchi; fourth, Steve Tacchini and Dan Mahoney.

The Hole-In-One winners were: Frank Seput with a shot 11'2" from the hole and Ronny Rhoades who was 17'7" away. The guest flight was won by Bob Lall followed by Frank Seput and Bill Lee.

\* \* \* \* \*

September did have one real low spot. Mike Barling passed away. Sergeant-Major Michael D Barling as I affectionately thought of him was the motorcycle training officer when I first went on the motorcycles in 1965. He was a charter member of the golf club and a real pleasure to know. Mike was always one of the first guys every month to send in his fees, always on time arriving at the course and never complained. Mike always had a little word of thanks and always had a little hello for Judi when he would send in his fees. I will really miss Mike as I'm sure will all those that knew him.

\* \* \* \* \*

In October we play Las Positas in Livermore followed by Mt Shadows 'North' in November and Sunnyside in December to round out the year. I'm in the process of arranging next year's schedule which will include returning to Reno for a weekend tournament (wives included), and a mid-week overnigher for guys only.

We have one-hundred and sixty-members at present. The club is open to all active and retired members of the San Francisco Police Department. For the first time since the club started in 1974 there will be a raise in dues. In 1983 the dues will be raised to \$10. Anyone interested send me a check payable to S.F. Police Golf Club and I'll send you all pertinent information.

Jerry Cassidy, Secretary  
San Francisco Police Golf Club  
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PROP J.	YES
PROP M.	NO RECOM.
SUPERVISOR LEE DOLSON	YES
SUPERVISOR WENDY NELDER	YES
FOR SUPERVISOR BEN TOM	YES
FOR JUDGE CHIANTELLI	YES



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## PROP I & J — Continued Endorsements

Proposition "I" has a wide spectrum of support and endorsement. From Congressman Phil Burton to Assembly Speaker Willier Brown. From Police Commissioner Al Nelder to Supervisor Wendy Nelder. From Assemblyman Art Agnos to Senator John Foran. From Supervisors Lee Dolson, Willie Kennedy, Carol Ruth Silver, John Molinari and Harry Britt to Police Commissioners Jane Murphy, Jo Daly and Burl Toler.

With a campaign budget of nearly \$180,000 (used also for Proposition "J"—Time and One-Half for Overtime), the POA has launched the most costly and intensive campaign in this organization's forty (40) years history. A full time coordinating staff has been hired; campaign consultants had been retained; the media will be flooded with messages that Proposition "I" stands for pension justice.

At its meeting of September 2, 1982 the POA's Board of Directors withdrew its opposition to Proposition "A" (creation of the Office of Civilian Complaints). This stand was taken in order to be able to effectively put together a broad based coalition of community organizations, clubs, and newspapers supporting Proposition "I". Continued POA's support for Proposition "A" led to the inability to attract support from minor-

ity and gay organizations. Since these organizations usually support labor propositions, their assistance was considered and judged, by both the Legislative Committee and the Board of Directors, to be necessary for the passage of Proposition "I". When balanced against the anticipated negative reaction of some POA members to this coalition, the Board strongly felt that Proposition "I" was the most important single issue presently collectively facing the Police Association and therefore a vigorous and unifying campaign was necessary and appropriate to insure passage on November 2nd. The Board's neutral stance on Proposition "A" has led to and resulted in considerable support for Proposition "I" from minority and gay political leaders, organizations, and publications.

## Special Tribute

No recount of the history of Proposition "I" will fail to observe the single handed drive and determination of board member Dan Linehan from Southern Station. His effort and energy on the issue of Tier III is most responsible for this Proposition's existence. No one has worked harder than Dan to achieve this pension justice and equity for over 900 POA members. His herculean efforts will long be remembered.

## Partial List Of Prop. "I" & "J" Supporters

Art Agnos, Assemblyman  
Asian Police Officers' Association  
Chuck Ayala, Commissioner, Community College Board  
Lia Belli, President, California Democratic Council  
Black Leadership Forum  
Barbara Boxer, Congressional Candidate  
Harry Britt, San Francisco Supervisor  
Willie Brown, Jr., Speaker of Assembly  
Phillip Burton, U.S. Congressman  
California Organization of Police & Sheriffs  
City & County of San Francisco Democratic Club  
Jo Daly, Police Commissioner, San Francisco  
Grey Day, Candidate, Board of Supervisors, S.F.  
Emil DeGuzman, Coordinator, Sr. Escort Outreach Program  
Libby Denebeim, Commissioner, Board of Education  
District 8 Democratic Club  
Lee Dolson, San Francisco Supervisor  
Frederick Douglas Symposium  
Bea Duncan, Project S.A.F.E., Director  
Geneva Eberhart, Chair, Northern Station Community Relations Executive Board  
Rosemary Farac, Former Commissioner on Status of Women  
Firefighters Local 798, AFL/CIO  
Gerald R. Flamm, Editor, Teamsters' Newspaper  
John Foran, State Senator  
Mark Forrester, Director of Senior Escort Outreach Program  
Terry Francois, Former San Francisco Supervisor  
Presciliano Galan, President, 24th St. Merchants Assn.  
Jack Goldberger, Former President Joint Council  
Michael Hennessey, San Francisco Sheriff  
Dr. Eugene Hopp, Member, Board of Education  
Donald Horanzy, Former San Francisco Supervisor  
Pat Jackson, S.E.I.U. Local 400  
Barbara Johnson, Coordinator, Sr. Escort Outreach Program  
Thelma Kavanagh, President, Sr. Advisory Councils

Willie Kennedy, San Francisco Supervisor  
Louis Langston, Coordinator, Sr. Escort Outreach Program  
Latino Democratic Club  
Gordon Lau, Former San Francisco Supervisor  
Lulu Leon, Coordinator, Senior Escort Outreach Program  
Wallace Levin, Delinquency Prevention Commissioner  
Gilbert Lopez, Member, Teamsters Local 350  
Nelson Lum, President, Asian Peace Officers' Assn.  
Rev. Eugene Lumpkin, Coordinator, Sr. Escort Outreach Program  
Bill Maher, Member, Board of Education  
Leo McCarthy, Assemblyman  
Mexican American Political Alliance  
Harvey Milk Gay Democratic Club  
Carol Migden, Candidate, Board of Education  
John Molinari, San Francisco Supervisor  
Robert Morales, Sec./Treasurer, Teamsters' Local 350  
\*Cornelius Murphy, Chief of Police, San Francisco  
Jane Murphy, Police Commissioner, San Francisco  
Al Nelder, Police Commissioner, San Francisco  
Wendy Nelder, San Francisco Supervisor  
Dick Pabich  
James Payton, Business Representative, Sanitary Truck Drivers and Helpers  
Augustine Pignoni, Recording Sec., Teamsters' Local 350  
Vince Reyes, Coordinator, Senior Escort Outreach Program  
F. Thomas Richey, Secretary/Treasurer, Chaffeur's Union  
Jim Rivaldo, President, Haight/Fillmore Neighborhood Assn.  
S.E.I.U., Local #400  
Anthony Sacco, New Mission Terrace Improvement Assn.  
San Franciscan Democratic Club  
San Francisco Democratic County Committee  
San Francisco Labor Council  
\*David Sanchez, President, San Francisco Police Commission  
Senior Escort Outreach Program  
Carol Ruth Silver, San Francisco Supervisor  
Arlo Smith, San Francisco District Attorney  
Stonewall Gay Democratic Club  
Art Tapia, Community Relations Office, S.F. Police Dept.  
Burl Toler, San Francisco Police Commissioner  
Ben Tom, Commissioner, Board of Education  
Jesus Torres, Recruitment Officer, S.F. Police Dept.  
Keith Vacka, Coordinator, Senior Escort Outreach Program  
Jim Wachob, President, District 8, Democratic Club  
Nancy Walker, San Francisco Supervisor  
Doris Ward, San Francisco Supervisor  
Dr. Sondonia Wilson, Member, Board of Education  
Alan Wong, Member, Community College Board  
\*Supports Proposition "J"

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