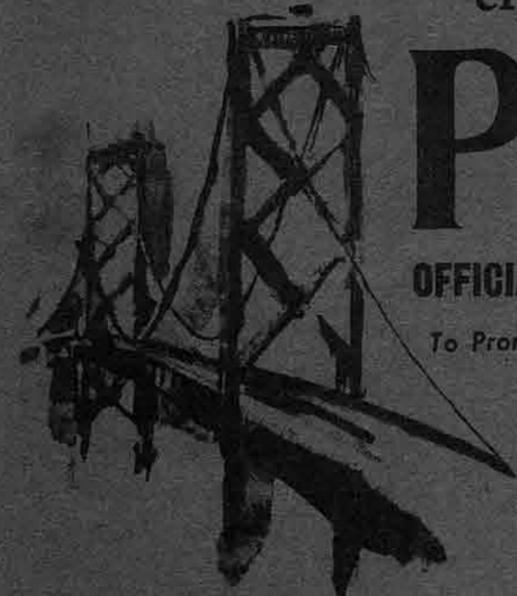


the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

VOLUME 16

SAN FRANCISCO, FEBRUARY 1984

NUMBER 2

DON'T HOCK OUR BUILDING

by Mike Hebel

In 1977 for \$100,000 the San Francisco Police Officers' Association purchased a building on 7th Street near the Hall of Justice. After several months of renovation, that building became the administrative and executive headquarters of the POA.

It is about to be placed in grave jeopardy.

STRONG VALUE

The POA building (or more appropriately — the membership's building) currently has a fair market value of between \$600,000 and \$700,000. Its current outstanding mortgage is \$65,000. This equity of over \$500,000 has now become a tempting source of funding for POA operations.

The POA building's present equity is due to a combination of factors, the most important being:

- (1) Purchasing at the right time — just before the South of Market Realty "took off";
- (2) Prudent structural renovation;
- (3) Location in a path of renovation and restoration; and
- (4) Good judgment on the part of the POA's Board of Directors in maintaining and preserving the building while at the same time letting its equity grow.

A GOLDEN ASSET

When incumbent treasurer Duane Collins took office in the last quarter of 1982, he became aware of a substantial unpaid legal services billing in an amount exceeding \$60,000. In the next year he was able to reduce that outstanding bill to \$50,000 where it now stands.

Unfortunately the present liquid assets of the POA (excluding the building and its equipments and furnishings) are approximately \$42,000. Were it not for the equity in the POA building, this organization would operate as does the federal government — in a sea of red.

This fiscal problem plus the need to find financing for June and November, 1984 Charter amendments (Night Differential and Tier II Retirement Benefit Improvements) has caused eyes to be rapacitly glowing at the POA building.

THE CATACLYSMIC PROPOSAL

A most often heard proposal pertaining to the POA building, set forth by POA policy makers, goes as follows:

- (1) Obtain a second mortgage in the amount of \$350,000;
- (2) Spend \$200,000 on remodeling the POA building;
- (3) Use the remaining \$150,000 to make the monthly payments on the \$350,000 and finance the 1984 ballot measures.

I have supported the concept of renovating the POA building so as to allow increased membership use and to make our office facilities more efficient. However, by a recent vote of 534 to 450 our active dues paying membership has voted against the POA renovation plan.

I cannot and will not support any proposal to invade the POA building equity to either pay outstanding bills or to finance Charter amendments. I believe most of the Board of Directors concur.

Let your POA director know your feelings on this issue before this ill-conceived scheme is placed on the table.

P.O.A. DEFEATS CHIEF'S PROPOSED CHARTER AMENDMENTS

by Dan Linehan, Director, Southern Station

Working Conditions Under Attack

On Thursday, January 26, 1984, Director Peter Maloney (from Ingleside) and I attended a Board of Supervisors Committee hearing at City Hall. Our attendance was mandatory as two items up for discussion were two proposed Charter Amendments, which adopted, could have a negative affect on the working conditions of every member of our Association. Both Charter Amendments were introduced by certain Supervisors at the request of our Chief, Cornelius P. Murphy.

Proposal to increase Chief's power to suspend

When Officers are found guilty of violations (of the General Orders), based upon an investigation, the Chief has two options. If the violation is of a serious nature, the matter is usually forwarded to the Police Commission for judgment. However, if the violation is less serious, the Chief has the authority to hear the matter to decide the Officer's guilt and if the offense violation merits suspension.

Under existing law, the Chief has the authority to suspend Officers for their infractions up to ten working days. Chief Murphy's plan was to extend his power of



Wendy Nelder

Harry Britt

suspension to a maximum of thirty working days.

We must not forget that this additional suspension power would only be used to decide the less serious violation. Additionally, no set formula has ever been adopted to ensure that this punishment fits the violation, thus opening the way for possible indiscriminate abuse.

Proposal for a floating probationary period for new Officers

The second proposed Charter Amendment dealt with the probationary period of our future Officers. Presently, the probationary period for new Officers ends one year upon their entrance into the Department. During that one year period, new Officers spend eighteen weeks at the Academy and a period of fourteen weeks in the Field Training Program. The Chief's proposal would have started the recruitment's probationary period of one year at the end of the Academy and F.T.O. training.

Some senior Officers may wonder why the P.O.A. would oppose this plan. The answer is two fold:

- had this Charter Amendment become law, the probationary period could have been stretched at the Chief's discretion. Due to the fact that the probation started after the F.T.O. phase, that training phase could have been increased after the Charter Amendment became law, thereby increasing the probationary period.

- when Probationary Officers are assigned to District Stations (at the end of their training), they do not enjoy the same protections of the transfer policy as senior Officers. New Officers must serve on the shift assigned to them by their Captain. During the bi-annual seniority watch sign-up, a senior Officer could be bumped from their desired watch by the Captain placing new officers on that watch, filling all the allocated positions.

The P.O.A. drafted two minor Amendments to the Chief's proposal, correcting these problems. However, we were not able to reach an agreement with the Chief.

Surprise during Committee Hearing

During the Supervisors' Committee hearing, Deputy Chief Richard Trueb, speaking for the Department,

continued on back page

PAT PFEIFER

We have met here this morning to say goodbye to Pat Pfeifer. Pat was a good husband, a good son, a good brother, a good uncle, a good friend, and a good cop. He brought joy and understanding to all of those he was associated with. In all aspects of his life he treated others as he himself would like to be treated. He was not a complainer. He never had a bad word to say about anyone. He performed his job diligently, using humor, compassion and understanding as his tools.

In 1975 Pat left our Department and entered St. Patrick's Seminary to study how to serve God. For reasons best known only to Pat he left the seminary after a year and returned to work as a policeman. Shortly thereafter Pat met Carol and they were married. Their love and devotion for each other cannot be expressed by me in words.

Six months ago Pat met a foe he could not defeat. His fight was valiant and his many good qualities made it easier for all of us to accept. The enemy he fought — cancer — was cruel and unforgiving, yet in the end it led him to God. Acceptance of the direction in which he was going by Carol and Pat made the effort less burdensome. Pat conducted himself the way he always had — with compassion, strength, dignity, and occasionally humor. As those who saw Pat during this time will attest, he never once complained. He went the way he had lived.

What do we learn from the way Pat conducted his life? You learn of the temporary nature of our problems, the value of humor and understanding in everyday life, and of the acceptance of people for what they are and what they contribute. You learn of Love.

To Pat's loving wife, Carol; his caring mother, Bernice; his little sister, Joanie and all his friends and relatives here I extend my deepest sympathy and condolences. It is my belief that once again Patrick has left us to serve God. This time it will be for eternity. God bless all of you.

Mickey Shea

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Widows & Orphans

The regular monthly meeting of The Widows and Orphans was called to order by Pres. W. Hardeman at 2:05 P.M. Wednesday, January 18, 1984 in the Traffic Bureau Assembly Room, Hall of Justice.

V. Pres Michael Lennon and Trustee Michael Kemmitt excused death in their families.

The following donations were received and acknowledged by the Secretary:

COOPER BROS PLUMBING & HEATING — annual contribution

MALAND-ILG CHARITABLE TRUST — annual contribution

MRS. HELEN FITZPATRICK — in memory of her husband, retired Inspector Thomas Fitzpatrick Harold E. Cole was reinstated as a member upon payment of back dues.

Treasurer Bill Parenti reported the following deaths:

SIDNEY DESMOND — Born in San Francisco in 1895, he entered the Department in 1922 at age 26. Sid worked only a short while at districts stations, before being transferred to Headquarters Company, working in the Chief's Office until his retirement for disability in 1951 at age 55. Sid was an excellent baseball player until he was struck on the head by a pitch. After that he spent a few years as an umpire in the talented semi-pro league that was around the Bay Area at that time. Sid was 88 at his death.

JOHN DOHERTY — Another San Franciscan born in 1915, Jack became a member in 1942 at age 27. Granted Military Leave from 1942 thru 1946, he was assigned to Co E on his return. A real patrolman, Jack worked Co's D & B, until appointed a Sergeant in 1953 when he was assigned to Central staying there for 5 years. Appointed a Lieutenant in 1964 he once again made the rounds of Co's F, B, H, & A. When he became a Captain in 1971, Jack was head of Staff Inspection and from there to head of the Patrol Bureau. His last assignment was Co F., remaining there until his retirement on disability in 1976 at age 61. He received a 2nd Grade Award in 1950 for the arrest of 2 men

who had held up a taxi. Jack was 68 at the time of his death.

WILLIAM HERMANN — Born in New Orleans in 1897, Bill came to San Francisco shortly after the 1906 Fire & Earthquake. He served in the Navy during World War I, and joined the Department in 1924 at age 27. He worked at Co M (Old Bayview Station on Newhall), then Co L (Western Addition at Divisadero & O'Farrell). Bill was assigned to the Bureau of Inspectors, serving there as clerk for 9 years, until transferred to Fixed Post Traffic. When appointed a Sergeant in 1939, Bill went to Headquarters Company serving in the Chief's Office. Transferred to 3 Wheel & Solo Details he served there until his retirement on disability in 1958 at age 61. He was 86 at the time of his death.

HARRY WALLENBERG — Born in San Francisco in 1901, Harry became a member at age 27 in 1928. After serving in Headquarters for several years he was assigned to the Bureau of Inspectors. Harry was appointed an Ass't Inspector in 1946, full Inspector in 1953. Although he worked many of the details in the Bureau Harry spent most of his years in the Fraud Detail, becoming an expert in the many facets of that detail. Retiring on service in 1961 Harry lived until the respected age of 83. Visiting Committee reported that there had been members in attendance at all of the above that had been held in the City.

REPORT OF TRUSTEES: Meeting to be held with Hibernia Bank Trust Department Friday, January 20, at 6:00 P.M., 290 Sutter Street. Full report to be made at that time.

UNFINISHED BUSINESS — Due to the absence of the President and Vice President elect, installation of Officers will be Friday.

NEW BUSINESS — President Hardeman appointed Robert McKee as Secretary for the coming year. This was done to get the positions of Treasurer and Secretary to end in different years.

ADJOURNMENT: There being no further business to come before the Association the meeting was adjourned at 2:45 P.M. in memory of the above departed Brothers.

MEMBERS ARE ADVISED THAT THE NEXT REGULAR MEETING WILL BE HELD WEDNESDAY, FEBRUARY 15, 1984 AT 2:00 P.M. IN THE TRAFFIC BUREAU ASSEMBLY ROOM, HALL OF JUSTICE.

Fraternally,
Bob McKee, Secretary

ANY ACTIVE MEMBERS WHO HAVE NOT RECEIVED THE ANNUAL LETTER HAVE NOT CHANGED THEIR ADDRESS AND WILL HAVE TO WAIT UNTIL THE LETTERS ARE SENT TO THEIR RESPECTIVE STATIONS.

POWA

Our Treasurer's report for the year 1983 shows that we have a balance as of January 16th in the amount of \$887.61. Things are certainly looking better, let's keep up the good work.

On that same note, dues were to be in by January 1st. Those who have not had the opportunity to pay theirs yet, please be sure to bring your \$24.00 to the next meeting.

Letters are being sent to the local businesses, requesting donations for raffle prizes at the October Convention. Also, we are making a list of ideas for speakers.

If you have any ideas, or skills, that would help us with the Convention, please be sure to let us know.

We need your help to make this a great success. This is a good opportunity to lend your support, meet other wives, and have a great time.

The California Association of Peace Officers Wives, with the combined support of the Fraternal Order of Police, is offering a \$2,000.00 Scholarship for a Peace Officer's dependant in their senior year of high school.

A packet with details of the scholarship, along with applications, is being distributed to all district stations. If you know of anyone who would be eligible to enter the contest, please contact us and we will send you an information packet.

The upcoming POWCA Convention will be in Ventura during the month of April. We will have additional information in next month's issue.

Our next meeting will be March 6th, at 7:00 p.m. **WE ARE MOVING TO A NEW LOCATION:**

The POA Building
510 7th Street
San Francisco, CA

This is located 1 block from the Hall of Justice, and there is parking available in the adjacent lot.

We hope to see you all there. 1984 is going to be a great year. We would like you to share it with us.

If you need further information on any of the events, meeting, or would like a ride, contact Pat Barsetti (566-5985), Wanda Manini (648-1555) or Cathy Oberhoffer (344-9225).



POLICE POST #456 NEWS

The shortest month of the year is here. If you were born on the 29th of February you will have a birthday. This happens once every fifth year. I wonder how the insurance companies reconcile their actuarial tables in this event. Oh well, it's not for us to worry about. Like the man said, "Make this an ecological New Year — recycle those resolutions."

One thing that should be resolved is what you should do if you have a boy who is in his junior year in high school and has good grades. The best bet is to get him involved in Boys State. This is one program that S.F. Police Post 456 is very much involved in and once your boy makes the trip with other candidates he will come back with nothing but praise for the experience. Our Boys State Chairman, Stan Scheld had all the information. We will have more on this later.

I read where Rodney Dangerfield still gets no respect. "Once I told my old man, 'Nobody likes me.' He said, 'Don't say that — everybody hasn't met you yet.'"

One nice way to insure your popularity and have everyone like you is to keep smiling.

Till next issue, keep a smile on your lips and good thoughts on your mind and in your heart.

May God hold you close in the palm of his hand.

Your Scribe
John A. Russell

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

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

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PLACE: CAESAR'S at Bay & Powell
DATE: April 12, 1984
TIME: 6:00 PM - 8:00 PM
 Unhosted Cocktail Hour

MENU
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 Italian Spumone and Coffee

PRICE: \$14.00 per person, Tax & Tip included
All checks must be in by March 31, 1984
OF COURSE, WIVES ARE INCLUDED.
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87th Recruit Class Reunion
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PLACE: Jovanelo's Restaurant
840 Sansome St.
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DATE: Sat., May 12, 1984
TIME: 6:30 PM

COST: \$20.00 per person

Includes Tax, Tip, Wine.
Choice Of Four Entrees

Wives or female companion invited for this event.

Please Contact:
Sgt. Ed Pryal Co. K. (P9TC)
553-1631

SAN FRANCISCO POLICE
OFFICERS' ASSOCIATION
MONTHLY FINANCIAL STATEMENT
DECEMBER 1983

INCOME:

Dues—Active	\$39,050.21
Retired	9.00
Policeman Income	3,723.87
Interest Earned	319.97
Misc. Income (T. Neece Productions)	5,000.00
	<u>\$48,103.05</u>

DISBURSEMENTS:

723 Dues Collection	209.22
728 Equipment Rental	18.05
730 Expense Account (Pres.)	400.00
753 Janitorial Svc. (3 mos)	540.00
761 Maintenance (Equipment)	303.00
771 Mailing	177.31
772 Public Relations	217.95
773 Rent	1,219.17
776 Salaries—Office	5,056.20
777 Salaries—Executive	2,992.00
781 Supplies—Office	159.31
782 Supplies—Administrative	31.50
782A Supplies—Administrative	71.70
785 Federal Payroll Taxes	3,275.98
Less Withholding	(2,428.40)
792 Utilities	1,035.39
795 Employee Benefits	328.50
796 Retirement (Pres)	188.44
810 Board of Supervisors	31.84
820 Community Services	95.00
830 Health Svcs/Retirement	1,891.59
835 Insurance	1,244.10
845D Prop I	2,815.78
860 Screening	9,607.25
860A Screening—Retainer	2,000.00
863 Publication	3,108.33
872A Insurance—Life	1,101.80
875 Federal Litigation	4,415.00
880 Stress	272.11
896 Back Packing	1,408.46
	<u>41,786.58</u>

Cash received over disbursements 6,185.10

Cash at beginning of period

General Account	(\$1,497.69)
Dean Witter Acct.	49,456.21
	<u>47,958.52</u>

Ending Cash balance

General Account	\$ 4,376.64
Dean Witter Acct.	37,266.98
	<u>**12,500.00</u>
	<u>\$54,143.62</u>

The balance on hand at the commencement of the month was \$47,958.52. There was received from all sources during the month \$48,103.05; during the same period the expenses amounted to \$41,786.58, leaving a balance on hand of \$54,143.62.

\$12,500.00 was withdrawn from the Dean Witter Account for deposit to Community Services account. Deposit made January 1984.

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GSA — Law Enforcement Explorers

Dear Editor:

I would like to ask your assistance in publicizing a very worthwhile event. You may already be familiar with Law Enforcement Exploring, a program sponsored by the Exploring Division of the Boy Scouts of America. If you are, you know what a great program it is. If not, let me tell you a little about it.

Exploring offers young adults, ages 14-20, an opportunity to find out more about a career in which they have a stated interest through involvement with professionals in that career area. Law Enforcement Exploring presently includes more than 40,000 members nationally in over 2,000 Explorer posts, chartered by law enforcement agencies in the federal, state, local, military and industrial security sectors.

A National Exploring



Come to the Explorer Conference!

The 1984 Law Enforcement Explorer Conference will be part of the National Exploring Conference to be held August 6-11 at Ohio State University.

- Role playing competitions!
- Demonstrations!
- Seminars!
- Exhibits!
- Leadership training!
- Pistol Shooting competition!

All Law Enforcement Explorers are invited to attend.

For more information contact:
 Exploring Division
 Boy Scouts of America
 1325 Walnut Hill Lane
 Irving, TX 75062-1296

Conference will be held August 6-11 at Ohio State University in Columbus, Ohio. One of the nine clusters at the conference will be for Law Enforcement Explorers. We are expecting 3,000 some Explorers in the law enforcement cluster alone.

The conference will include seminars, exhibits, pistol shooting, and individual and team competitions. Could you please help us by carrying some kind of announcement of the conference in your publication? We would appreciate the earliest possible publication date so that posts will have time to earn the money they need to attend the conference. I have included a possible format for a small ad. Please feel free to change it to suit your needs.

Could you send me a copy of anything that you print? We would appreciate any exposure you can give to the conference and Law Enforcement Exploring.

Sincerely,
 Linell P. Broecker
 Public Affairs Committee

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CONGRESSWOMAN BURTON CRITICIZES REAGAN AND SUPREME COURT ON DAVIS-BACON CHANGES

Representatives Sala Burton (D-California), a member of the Education and Labor Committee of the House of Representatives, recently criticized the recent Supreme Court decision to uphold changes in the work rules on federal construction programs. She charged the Reagan Administration with "continuing through the courts its all-out assault on American working men and women."

"Despite assurances by then-candidate Ronald Reagan in 1980 that his Administration would not repeal the Davis-Bacon Act provision for fair pay to construction workers on federal projects, he has turned on his word and allowed the Labor Department to take action that guts those fair wage provisions," Rep. Burton said.

"The Davis-Bacon Act simply requires that workers employed on federal projects are paid no less than whatever wage rate is already prevailing in the local area. For a year Congress has resisted efforts by the construction industry to weaken worker wage protection and has repeatedly reaffirmed its intention to constrain that protection.

"Now a hostile Republican Administration has managed to use a friendly Supreme Court to circumvent congressional intent. I can see a situation where this same Administration would use this precedent and attack workplace safety even more than it already has done.

Representative Burton pledged her efforts to secure congressional action to reaffirm and strengthen worker protection of wage and workplace safety.

GREAT RESULTS FOR OUR CHRISTMAS BLOOD DRIVE

On Thursday, December 15, 1983 we conducted our annual blood drive at the Irwin Memorial Blood Bank. The response was fabulous thanks to Marie Alaimo and the other volunteers from Irwin that went to the stations and requested participation. Several new donors joined our regular donors to combine for the largest collection of units in some years.

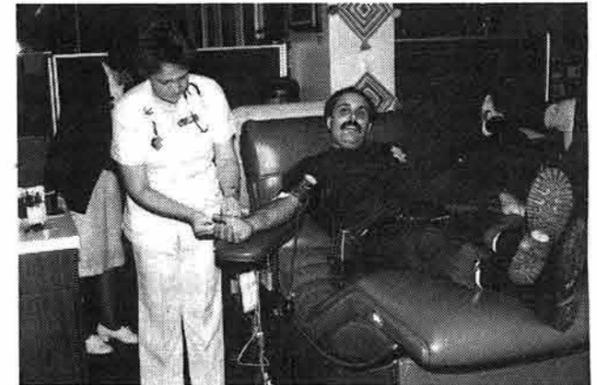
A total of 169 people showed up at Irwin and a net total of 156 were able to donate. The members of the S.F.P.D. blood bank committee thank all those who donated at this drive.

Once again the Bureau of Inspectors led the way for all units with 25 donors. Northern Station had 21 donors and Mission Station produced 18 donors. A special thanks goes to Ron Jackson and Roy Sullivan from the Police Academy. Included in the 17 members of donors from the Academy were several recruits donating for the first time. We hope they continue to take part in our blood bank for years to come.

Below is a final count of the unit donation records. Only Taraval Station failed to produce even one donor although Lt. Tony Delzompo usually attends all of our blood drives.

Inspectors	25
Northern	21
Mission	18
Academy	17
Tactical	17
Traffic	12
Park	8
Richmond	7
Southern	7
Central	5
Potrero	5
Retired	4
Ingleside	3
Muni	2
HQ	2
Misc.	2
Warrant Bureau	1
Taraval	0

NOTE: No protests allowed on this list. It was compiled to the best of our ability on the information provided on the day of the blood drive.



Help Your Heart



Hostility and Heart Disease

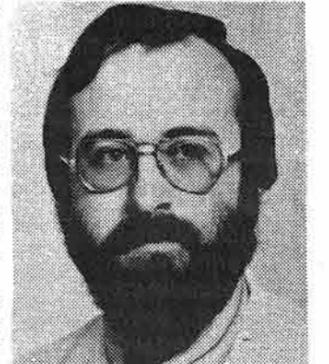
Hostility may be a key aspect of the "Type A" behavior profile — the hard-driving, impatient person who is at higher risk than others of having heart attacks, said Redford B. Williams, Jr., M.D., at a recent American Heart Association meeting.

Not all Type A's get heart attacks, but in studies at Duke University Medical Center in Durham, NC, over the last seven years, Type A patients showed more severe coronary heart disease than others. And the Type A's who scored high on an experimental "hostility" scale from the standard personality assessment questionnaire, the Minnesota Multiphasic Inventory (MMPI), had a particularly high rate of heart disease reported Dr. Williams, associate professor of medicine and professor of psychiatry.

Dr. Williams studied the records of 255 physicians who had taken the MMPI 25 years earlier, while in medical school. Those who scored low on the hostility scale had a less than three percent heart attack rate during the ensuing 25 years, compared with more than a 12 percent rate for those with higher range hostility scores — nearly a five-fold difference. Their death rates from all causes followed this same pattern, being lower among the low-hostility men.

Numerous researchers are investigating the mechanisms, by putting Type A's and the more calm Type B individuals through stressful experiments

in laboratories. Type A's show larger boosts in blood pressure, and larger increases in blood levels of epinephrine and cortisol, the adrenal hormones that cause blood vessels to constrict, Dr. Williams said. The Duke researchers found, among Type A men given simple arithmetic problems, physiologic and hormonal reactions similar to those seen in emergency and fight-or-flight situations.



Dr. Williams

Excessive levels of the adrenal hormones and of testosterone, the male sex hormone, have been implicated in animal studies in the hardening and narrowing of arteries.

Further studies are necessary to determine if the higher hormonal responses observed so far in some Type A persons are causative factors in heart disease, Dr. Williams said. If susceptible people could be identified early, then preventive measures could be taken to save their lives.

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AROUND THE DEPARTMENT

by Don Carlson

BORN TO RIDE... Retired Lieut. Ed Hartmann forwarded an *L.A. Times* article describing the death of a former LAPD motorcycle cop who had ridden the bikes for 34 continuous years. Ed also noted the article referred to the "state record of 41 years set by an officer in San Francisco" — Sgt. Carl Percheid! Ed recalled a day in 1967 when Percheid told Ed not to hold much hope of a Sergeant's spot on the bikes opening up in the near future: "I just bought a new pair of riding pants, Hartmann, and I always get my money's worth from anything I buy!"

"HOUSING-CRUNCHED"?...If so, you might want to contact TAC's Duane Collins quickly, and inquire about the 3-bedroom, 2-bath home he has for sale in the East Bay for \$79,000. Five thousand down will close the deal with no additional encumbrances. Do yourself a favor: phone Duane at 553-1278 today ("I can't believe it — I'm in the real estate business! I wonder if Ted Schlink started this way?")

M-I-C-K-E-Y M-O-U... Juvenile's Tom Eisenmann (AKA "Foots") tells the story of the female officer who recently went along with Tom and others to serve arrest and search warrants on a local bad guy. Shortly after the posse split up to search, Tom heard a blood-curdling scream from another room. Foots immediately drew his gun and sped to the aid of a "fellow" officer. What he found was the female officer, standing on a chair, pointing to a mouse that was retreating to safety. Tom grabbed the rodent and began interrogating. "I told him I wanted the name of the 'Big Cheese,' but he said he wouldn't rat on anyone but 'The Exterminator.' He was 31-32, so I 849b'd him." Just another routine day in the EssEffPeeDee.

FBI Top-of-Class Honors Go to Pacifican

by Eileen Nedelof
Pacifica Tribune

Pacifican Bruce Austin is back home after graduating from a three-month training course at the FBI National Academy, in Virginia, where he was elected class spokesman for 250 law enforcement officers.

Austin was nominated for the prestigious academy after only two years as senior criminal investigator for the San Francisco District Attorney's office.

After his name was put forward by the district attorney, Austin was on a three-year waiting list for what is considered the Mecca of law enforcement schools.

At 36, Austin, who lives in Linda Mar with his wife, Kathleen, and their three-year-old son, Bradlee, has already spent 11 years as a criminal investigator.

"I was really excited about going to the academy, it's the most highly regarded law enforcement school in the U.S.," said Austin. "Only half of one percent of those nominated get to attend."

Qualifications for the training course are stringent and those who apply must have spent at least five years in a supervisory position in law enforcement. Austin's class included officers from 48 states and 11 foreign countries.

The class was divided into five sections of 50 men and Austin was chosen to represent his section.

"That meant even more to me than being elected as class spokesman," he said. "The guys know you and winning the respect of sheriffs and officers from all over the country is tougher than winning the votes of people you've barely met."

Austin feels he learned a great deal that will prove useful in his work. The management-oriented training course included many developments in forensic science, such as a new laser system for finger-printing.

"We also had a required course in constitutional law. The judicial system is changing constantly and keeping abreast of developments helps law enforcement officers to protect the rights of citizens," said Austin.

He attended classes in management theory designed to help senior officers run their department and took courses in weapon and physical training.

But the most anxious moment for Austin came when

he had to mount the stage and give a five-minute speech at the graduation ceremony.

"I was pretty nervous, but I just spoke on what the academy had meant to me and to all those who attended. My wife and son came out to Quantico, Va., for the graduation and my mom and brothers and sister came from Minnesota, so I had plenty of moral support."

Austin, who was born and raised in Little Falls, moved to the Bay Area with his wife eight years ago.

"At first we lived in San Mateo, but after growing up in Minnesota, I couldn't think of anything nicer than living by the ocean, so we decided Pacifica was the perfect place to settle," he said.

Those who take the FBI training course must agree to stay in law enforcement for at least three years.

"That was fine with me," said Austin. "I'm happy to stay in this work for a long time yet. It's very satisfying to be able to help people who come to us in fear or to help victims to handle the aftershock."

Reprinted from *Pacifica Tribune*
Wednesday, February 1, 1984

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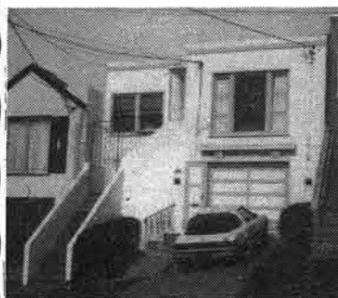
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December 19, 1983

Board Of Directors Meeting

The meeting was called to order with the Pledge of Allegiance at 12:14 p.m. Present were Lum, Linehan, Keys, Dempsey, Parenti, Novello, Connolly, Maloney, T. Collins, Doherty, Rapagnani, Hebel, Dito, McKee, Schmidt, D. Collins, Chignell, Casciato and Flippin. Absent were McAlister, Ballentine and Huegle.

Brothers Walt Scott, Bill Johnson and Dave Herrera made a presentation to the Board in behalf of the SFPD Backpacking Program. A lengthy discussion then took place with regards to the beneficial aspects of such a program and the POA's historical financial support. A decision regarding further funding was put over pending discussion of the budget.

Vice President's Report

Brother Chignell informed the Board that on Thursday, January 5, 1984 at 10 a.m., a meeting would take place involving various leaders in the COPS organization pertaining to the SFPOA's reaffiliation with the International Union of Police Associations (IUPA).

Secretary's Report

Brother Schmidt then presented an Office of Citizen Complaint (OCC) questionnaire form to the Board which was generated by the POA's OCC Committee. A brief discussion then took place wherein suggestions and amendments to the form were made. He urged members of the Board to instruct their constituents in the importance of using the form once it becomes available.

President Casciato then left the meeting briefly. Vice President Chignell took over the chair. Without objection, the agenda was moved to special item #3. It was M/Hebel S/Flippin to approve President Casciato's proposed Election Committee consisting of Brothers Jim Dachauer, Henry Friedlander, Ray Portue, Mickey Griffin, George Poley, Steve Johnson, Pat White, Ed Collins, Forrest Fulton, Ed Torres, Ray Canepa and Sister Lynn Torres. The motion passed unanimously on a voice vote.

Health Services Committee Report

After a brief discussion it was M/Hebel S/Maloney that the Board of Directors request and urge the Retirement Board of the City and County of San Francisco to amend its rules so that the Retirement System staff shall use due diligence and their best efforts to cause applications to be calendared no later than three months after a declaration of readiness has been filed. Failure to do so shall cause the application to be automatically granted. The motion passed unanimously on a voice vote.

Brother Greg Winters then gave a brief Legal Service Committee report.

Treasurer's Report

After a brief discussion it was M/Rapagnani S/Maloney to approve the Treasurer's report. The motion passed unanimously on a voice vote.

Brother Don Carlson then gave a Sports Committee

Report.

President Casciato returned to the meeting at 12:55 p.m.

Brother Chignell then gave a COPS Committee report wherein he indicated that the San Francisco Sheriffs' Association is considering joining COPS. He also advised the Board that the By-Laws of the COPS organization had recently been changed to provide for annual elections in June as opposed to February.

Brother Chignell then gave brief Grievance Committee report wherein indicated that there were four or five grievances to be heard this year.

President Casciato then gave a brief Labor Relations report wherein he indicated that a meeting before the Police Commission to discuss the proposed Memorandum of Understanding is scheduled for the week of January 20, 1984.

Attorney Ralph Saltsman then gave a brief Federal Litigation report wherein he indicated that there is as of yet, no information forthcoming pertaining to the Q-35/Q-50 exam.

President Casciato indicated during the Legislative Committee report that night differential would be submitted to the Board of Supervisors at their meeting this afternoon and that Supervisor John Molinari was presenting the legislation in behalf of the POA.

A lengthy discussion then took place regarding the proposed budget which the Board reviewed. It was subsequently moved by Duane Collins S/Rapagnani that the budget be adopted, reflecting the following changes: 1. that the Board of Supervisors account (#810) be increased from \$200.00 to \$1,000.00; 2. that the Political Contribution account (#855) be increased from \$3,000.00 to \$15,000.00; 3. that the Backpacking Account (#896) be increased from 0 to \$10,000.00; 4. that the Legislative Account (#845) be increased from \$500.00 to \$5,000.00 and that 5. the Public Relations committee chair:

Brother Matt Perez be requested to submit a schedule and budget for proposed television commercials to the Treasurer within three months. After a lengthy discussion the motion was withdrawn.

It was then M/Hebel S/Rapagnani that the Public Relations account (#772) be set at \$8,000.00 with the provision that a television commercial production and viewing schedule and budget be delivered to the Treasurer within three months from the adoption of this budget; with an additional \$2,000.00 designated for other public relations costs. The motion passed. Voting yes were Keys, Dempsey, Connolly, Maloney, Rapagnani, Hebel, Dito, McKee, Schmidt, D. Collins, Chignell, Casciato and Flippin. Voting no were Linehan, Parenti, Novello, T. Collins and Doherty.

It was then M/Chignell S/Rapagnani that the Political Contribution account (#855) be increased to \$15,000.00. The motion passed. Voting yes were Linehan, Keys, Dempsey, Parenti, Novello, Connolly, Maloney, T. Collins, Doherty, Rapagnani, Hebel, Dito, McKee, Schmidt, Chignell and Casciato. Voting no were D. Collins and Flippin.

It was then M/Rapagnani S/Chignell to increase the Legislative account (#845) to \$5,000.00. The motion passed. Voting yes were Linehan, Keys, Dempsey, Parenti, Connolly, Maloney, T. Collins, Rapagnani, Hebel, Schmidt, Chignell, Casciato. Voting no were Novello, Doherty, Dito, McKee, D. Collins and Flippin.

It was then M/Chignell S/T. Collins to increase the Backpacking Account (#896) to \$15,000.00. The motion failed. Voting yes were Linehan, Dempsey, Maloney, T. Collins, Rapagnani, Dito, McKee, Chignell and Casciato. Voting no were Keys, Parenti, Novello, Connolly, Doherty, Hebel, Schmidt, D. Col-

lins and Flippin.

It was then moved by Parenti S/Chignell to increase the Backpacking Account (#896) to \$10,000.00. After a brief discussion wherein it was stipulated that the Backpacking Program would no longer be a regularly budgeted item, the motion passed. Voting yes were Linehan, Dempsey, Parenti, Novello, Connolly, Maloney, T. Collins, Hebel, Dito, McKee, Schmidt, Chignell and Casciato. Voting no were Keys, Doherty, D. Collins and Flippin.

It was then M/Parenti S/Maloney that the Centurion Football Team (895A) be reduced to \$5,000.00. After a brief discussion the motion was withdrawn.

It was then M/Dempsey S/Maloney to reduce the proposed Centurion Football Team account to \$6,000.00 from \$7,000.00. The motion failed. Voting yes were Dempsey, Parenti, Maloney, T. Collins, Dito, McKee. Voting no were Keys, Novello, Connolly, Hebel, Schmidt, D. Collins, Chignell, Casciato and Flippin.

It was then M/D. Collins S/McKee to incorporate budget item #895A into the sports budget with the stipulation that no special allocations be considered. The motion passed unanimously. Voting yes were Linehan, Keys, Dempsey, Parenti, Novello, Connolly, Maloney, T. Collins, Hebel, Dito, McKee, Schmidt, D. Collins, Chignell, Casciato and Flippin.

The meeting was then recessed at 2:40 p.m. for the purpose of convening the December General Membership meeting.

The meeting was reconvened at 2:50 p.m.

It was then M/Hebel S/Parenti that the budget be adopted as amended with the stipulation that the Equipment Purchase Account (#725) be reduced from \$20,000.00 to \$5,000.00 and furthermore that as soon as the Variety Show monies come in, the additional \$15,000.00 would then go to the account. The motion passed unanimously. Voting yes were Dempsey, Parenti, Novello, Connolly, Maloney, T. Collins, Doherty, Hebel, Dito, Schmidt, D. Collins, Chignell, Casciato and Flippin.

Special Items

It was then M/Chignell S/Schmidt to purchase two tickets to a reception honoring Supervisor John L. Molinari held on December 7, 1983 (\$250.00 per ticket). The motion passed unanimously. Voting yes were Linehan, Keys, Dempsey, Parenti, Novello, Connolly, Maloney, T. Collins, Doherty, Hebel, Dito, Schmidt, D. Collins, Chignell, Casciato and Flippin.

It was then M/Schmidt S/Novello to grant President Casciato's requests to place the following policy questions to the membership on the January Board of Directors Election Ballot. No. 1: Should the POA Building be remodeled for greater membership use and No. 2: Should the POA policy be to pay the retirement costs of POA Presidents thus eliminating dead time for those who have served. The motion was then adopted with the stipulation that the policy statements were non-binding and that the current budget does not allow for such funding and furthermore that pro and con arguments be on the ballot. Voting yes were Keys, Parenti, Novello, Connolly, Maloney, T. Collins, Hebel, Dito, Schmidt, Chignell, Casciato and Flippin. Voting no were Linehan, Dempsey, Doherty and D. Collins.

New Business

At the request of Sister Connolly the recent resolution of commission charges wherein an officer was required to wear a tape recorder be researched for the purposes of meet and confer and referred to Attorney Stephen Bley.

A brief discussion regarding holiday compensation reimbursement then took place. A committee of two members (Chignell and Parenti) of the Board was formed to look into the matter.

The meeting was then adjourned at 3:20 p.m.

Respectfully submitted,
Gerald J. Schmidt
Secretary

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January 17, 1984

Board Of Directors Meeting

The meeting was called to order with the Pledge of Allegiance at 4:20 p.m.

Present were Lum, Linehan, Keys, Parenti, Novello, Connolly, Doherty, Rapagnani, Hebel, Huegle, Schmidt, D. Collins, Chignell and Casciato. Excused were Dempsey, Maloney, T. Collins, McAlister, Dito, McKee and Flippin. Absent was Ballentine.

The first item of business was a motion by Rapagnani, S/Parenti to purchase 10 tickets to a "Roast" for Father John P. Heanny to be held on February 11, 1984 at the Apostleship of the Sea (\$25.00 per person). The motion passed unanimously on a voice vote.

Vice President's Report

Vice President Chignell then gave a brief report regarding the upcoming election and the issue of International Union of Police Associations (IUPA) reaffiliation by the POA. He indicated further that representatives from various unions (members of COPS) would be campaigning shortly throughout the department urging our members to reaffiliate.

Treasurer's Report

A discussion then took place pertaining to Account No. 860 (Screening). It was then M/Hebel S/Parenti that the POA adopt a goal of eliminating the outstanding balance in Account No. 860 by January 1, 1986. Furthermore that the monthly treasurer's report reflect both payments and outstanding balances for the account. The motion passed unanimously on a voice vote.

It was then M/Chignell S/Lum to approve the treasurer's report with the stipulation that Account No. 845(d) (Proposition "I") be amended appropriately. The motion passed unanimously on a voice vote.

Secretary's Report

It was then M/Rapagnani S/Maloney to approve the minutes as printed in the December/January edition of the POLICEMAN newspaper. The motion carried unanimously on a voice vote.

Welfare Committee Report

Brother Hebel informed the Board of Directors that he had conveyed to the Retirement Board the Board's position with regards to quicker payments and processing of disability retirement applications.

Publications Committee Report

Brother Maloney indicated that due to a lack of material to be printed, a December issue of the POLICEMAN newspaper was not feasible. He also indicated that there are problems with "Police News"; the agency which handles most of the advertising for the POLICEMAN newspaper which the Publications Committee is attempting to deal with.

Grievance Committee Report

Brother Chignell gave a report regarding a significant grievance filed by Brother Mike Farnham pertaining to the accumulation of holiday compensation while on disability (DP). He indicated that this case may be referred to the City Attorney. Brother Schmidt then conveyed to the Board information regarding an action filed by Officers Richard Janese and Michael Becker of Mission Station under Section 47.5 of the Civil Code.

Legislative Committee Report

Brother Linehan then gave a Legislative Committee Report wherein he distributed an analysis of the November 1983 Proposition "I" campaign. A discussion then took place regarding two proposed charter amendments; one dealing with dismissals during probationary periods, the other with the Chief's authority to suspend members. It was then M/Linehan S/Maloney that the POA formally request a Meet and Confer regarding these two measures. The motion passed unanimously on a voice vote.

It was then M/Hebel S/Maloney to request a Meet and Confer on Board of Supervisors' File No. 449-83 relating to negotiation of an employer/employee relations matter. The motion carried unanimously on a voice vote.

1984 Democratic Convention Committee Report

Brother Roy Sullivan then gave an extensive report regarding the Committee's activities in preparation for the convention. It was subsequently M/Schmidt S/Huegle that the committee be authorized to approach the Democratic Convention with a formal plan specifying forms and types of compensation, food and comfort arrangements with the stipulation that any final agreements be brought back to the Board of

Directors for ratification.

Old Business

It was then M/Chignell S/Hebel whereas Jack Ballentine and Bob Huegle served on the Board of Directors of the SFPOA with distinction and represented their members and the organization in an effective manner and with great sacrifice, be it resolved the 1983 Board of Directors congratulates and thanks Jack Ballentine and Bob Huegle for their service. The motion passed unanimously on a voice vote (Brother Ballentine and Huegle were also extended tokens of esteem as provided in the Constitution and By-Laws).

It was then moved by Maloney S/Schmidt to purchase one ticket to a dinner honoring Conway Collis, head of the Board of Equalization, to be held on Wednesday, February 8, 1984. (\$250.00 per couple). The motion failed. Voting yes were Linehan, Maloney, and Schmidt. Voting no were Lum, Keys, Novello, Connolly, Doherty, Hebel, Huegle, D. Collins, Chignell and Casciato.

The meeting was then adjourned at 6:30 p.m.

Respectfully submitted,
Gerald J. Schmidt
Secretary

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Press Conference, Tuesday, January 31, 1984

POA SAYS POLICE EFFICIENCY DEPENDS ON NEW SERGEANTS

"Supervisor Harry Britt is right in his concern that the neighborhoods may suffer the consequences of having to commit heavy police resources to Moscone Center and the downtown area during the upcoming Democratic convention," Al Casciato, president of the Police Officers Association said recently.

"There are nine police stations in San Francisco but two — Southern and Central — will focus on convention activity. Each station has one sergeant assigned to station-keeping each shift. This means that 45 sergeants each day are in the station houses and not on the street. Yet, during a convention supervising sergeants are needed where the action is. We have a supervision gap in the San Francisco Police Department which will intensify unless the department is able to fill 75 vacant sergeant slots. If sergeants have to be pulled in from other districts to man convention activities, those districts will be affected.

"The only other available method is to strip the Inspectors Bureau of its Sergeant/Inspector complement. This would strip the department of its investigative ability for weeks in advance and during the convention itself. Chief Cornelius Murphy is between a rock and a hard place in weighing these alternatives. The plan envisioned by Mayor Dianne Feinstein to have police work 12 hour shifts during the convention is welcomed by the beat cop who can use the overtime. But, without supervision at the street level — at the convention and in the neighborhoods — the beat cop is isolated, left to his own judgment without leadership and without supervision," Casciato said.

Stating that the beat cop "promotes observance of the law and by his presence deters criminal acts," Casciato said the need for and use of tactical units to

enforce the law is due to the inability of the patrolman to maintain the peace because he doesn't have the backup and immediate first-line supervision.

Chief Murphy nor any of the senior officers in the department cannot be on the street, Casciato explained. "Their job is strategic. It is the street-level, first line supervisor whose experience makes the difference between reaction and response. He can 'cool it' on the spot...Confrontation and media events such as at the Chicago convention or at our own City Hall some five years ago could have been minimized if adequate street-level supervision immediately responded to the situations instead of overreaction on and after-the-fact basis.

"There are 75 vacancies fully funded right now in the rank of sergeant, Casciato said. "If these were filled now, the new sergeants could be well-trained to assume either duties in the neighborhoods or in connection with the convention. The vacancies represent 75 breaks in the chain of command. But, chances are minimal that the Civil Service Commission will certify a promotion list in sufficient time to assure appointment and training in sufficient time.

"Chief Murphy cannot make any appointments unless he has Civil Service certification. The consent decree process ordered by the U.S. District Court for Northern California, while ordering 50 promotions some 18 months ago, has resulted in a numbers game in which 700 officers have taken tests in good faith but are being denied promotion while the Police Department, Civil Service Commission, the City Attorney's office and a court appointed auditor/monitor and a court panel seek a way to satisfy promotion opportunities for minorities without mandating reverse discrimination.

But, there is no test that can satisfactorily match demographics to aptitude and ability.

"This means that Supervisor Britt's concerns over police protection to the neighborhoods may be better expressed not in the number of beat cops assigned but rather in the potential absence of hands-on supervision. The Police Officers Association membership is dedicated to the prevention of crime and the protection of our citizens. We will do our utmost during the convention to make sure that our neighborhoods are protected, that property is respected, and that our visitors will not be victimized nor molested. But, unless and until the street supervision gap is filled, our department will function in two tiers — chiefs and braves — and it is the braves that the City looks to when the term 'peace officer' takes on special meaning. We will ask the Court to make a decision this week about promotions. But since Judge Peckham has been considering the matter for more than 10 years, it is doubtful that the issue will be immediately resolved," Casciato said.

BACKGROUNDER

San Francisco's beat cops have been second class citizens for the past 11 years, Al Casciato, president of the Police Officers Association charged recently. Casciato said San Francisco's police officers are denied basic job rights under a Federal Court consent decree process that has curtailed career opportunities for patrolmen by preventing promotion. "The officer who

continued on page 9

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POLICE EFFICIENCY DEPENDS ON NEW SERGEANTS

continued from page 8

hoped for a career and an opportunity to move up the ladder has been held at the entry-level. The consent decree and Federal court process has injured the careers of many fine officers who have worked hard and studied hard for promotion only to find career opportunities denied by delay," Casciato said.

In a petition filed by Officers for Justice, et al. in the U.S. District Court in 1973, the issue of discrimination against blacks and other minorities began an 11-year process in which Federal Judge Peckham has repeatedly ordered a testing program that would not discriminate against minorities. On August 1, 1983, Judge Peckham ordered the City of San Francisco to promote 50 officers to the rank of Sergeant in a consent decree decision. It established a consent decree unit in the Police Department to develop and administer a test. But, under City Charter provisions, testing and certification for promotion must be handled by the City's Civil Service Commission according to a ruling by the City Attorney. The consent decree unit, headed by Ray Wong, answers to the Police chief, the City Attorney, the Civil Service Commission, and to the U.S. District Court for Northern California through a

monitor/auditor appointed by Judge Peckham. The federal court also has appointed an advisory panel consisting of a psychologist, a psychometrician and the Chief of a major police department.

"The issue of whether to promote by testing or appointment by quota has not been resolved. Tests prepared by experts at a great expense to San Francisco taxpayers have failed to satisfy all parties to the consent decree," Casciato explained.

"The failure of the consent decree process has been denial of specific job rights and promotion opportunities. This delay must be remedied. During the past 18 months, more than 700 officers have looked for immediate remedy through a testing procedure devised and administered by Biddle Associates," Casciato said.

More than 700 officers recently participated in a three-part examination. Part One consisted of a multiple choice quiz with a value of 40% of the overall score. By reducing the cut-off score, virtually all participants advanced to the essay portion of the test series valued at 30%. Each then was orally interviewed in Part Three by panels of police officials brought in from departments throughout the U.S.

Results of the examinations have yet to be released. Examinations covered promotions to Sergeant and to appointment to the Inspectors Bureau.

"The examinees have the right to know whether they have passed or failed. They have a right to know the grading criteria. They have vested rights in their careers. However, the Federal Court has called for a conference next month to review the grades. We are told that the grades will not be released until all parties agree after seeing the array and without knowing who has passed and who has failed. But even with all of this, our officers have no guarantee that a painful 11-year process will be over.

"For many of our officers, those 11 years have been years of lost opportunity. For San Francisco it has meant more than \$1 million in expense and a less effective police department because of a major gap in street supervision," Casciato said.

The Police Officers Association president said the association will press the Federal Court for a final decision within the week. "We cannot continue this delay nor allow the process to run to 1989 — the termination date of the consent decree. Delay is worse than reverse discrimination since it penalizes the minorities by keeping them out of the promotion stream as well," Casciato added.



Taking what might be construed as a step backward in time, SFPD mounted officer John Shine, star #1373, enlists his horse, "Dancer," in the California State Automobile Association as fellow mounted officer Alan Lim, star #1914, looks on with obvious approval.

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LETTERS

President Casciato:

Dear Al:

Someday I hope to meet you in person. From what I surmise, it seems that you are doing an excellent job as representative for active and retire police persons.

I am sorry I could not cast my vote as I was away from the city from January 14 to Jan. 28.

Keep up the good work.
Sincerely, fraternally

Tom Bianco, Retired

Accolades For The Department

January 25, 1984

Letter to The Editor
The San Francisco
POLICEMAN
510-7th Street
San Francisco, CA 94103

With the Democratic Convention coming to our great city, Accolades are in order to our Police Department. I feel that there is no finer in the nation, and from my career in the Legal Profession and travels, I know that we will make the nation proud. We have a togetherness and caring about our community, and the image of San Francisco that rates an "A". Working with the San Francisco Police Department as an employee when I was with the District Attorney's Office as the City's Witness Specialist, I experienced professional cooperation.

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San Francisco is the best, and our Police Department makes it safe. The delegates will be watching every incident, and so will the world.

Marvin-Michel Legrier,
II, LL.B.
City Attorney's Office

Thanks

February 7, 1984

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

Dear Mr. Casciato,

I would like to thank you and the San Francisco Police Officers Association for your donation in memory of Sarah Tursi to the Pediatric Intensive Care Unit at Children's Hospital. Your thoughtfulness and generosity are greatly appreciated by all of us. We hope to decide upon the best use for your gift soon and will certainly let you know when we do.

Our time with Sarah and her family was much too brief but we shared a great admiration for their warmth and inner strength. It is very clear that the support of their friends and fellow workers was very important to them.

Thank you very much for all that you have done.

Sincerely yours,

Timothy S. Yeh, MD
Director, PICU

Where Were You Senator?

February 3, 1984

Senator Milton Marks
Fifth Senate District
30 North San Pedro Road
San Rafael, CA 94903

Dear Senator,

On behalf of the San Rafael Police Association I would like to thank you for taking the time out of your busy schedule to meet with myself and Ward Hayter, the President of our Association.

At the same time, we wish to express our disappointment and dissatisfaction with your failure to take a position on Senate Bill 778; the binding arbitration bill for Police and Fire personnel. By "taking a duck" on this bill you are not providing the leadership the citizens of our community so desperately need. As an Association we certainly would appreciate your support for binding arbitration but would respect your decision to vote otherwise. Quite frankly we are puzzled by your decision to not vote on the issue.

We would welcome the opportunity to once again meet with you and discuss mutual matters of interest. We firmly believe that through a continuing dialogue with elected officials we can better serve our membership and the citizenry we are pledged to protect.

Sincerely yours,
Ward G. Hayter,
President
San Rafael
Police Association
By David D. Griffs
Political Action
Chairman

Congratulations

December 23, 1983
Hazardous Materials
Task Force Members
Nancy Walker

I would like to take this opportunity to congratulate and thank everyone for their hard work on the ordinance. The full Board unanimously passed the "Hazardous Materials Permit and Disclosure Ordinance" at the December 12 meeting. A copy of the ordinance is enclosed for your information.

We now have to meet to discuss the important matter of how to implement the ordinance. I hope you can all make it.

Thanks

February 6, 1984

The Editor
S.F. Policeman
Newspaper
S.F.P.O.A.

Dear Sir:

I would like to take this opportunity to thank the S.F.P.D., and numerous other Police agencies, for the support and kindness they provided a dying boy.

Chuckie Haney, an eight year old boy from Glendale Heights, Illinois, is dying from adrenoleukodystrophy. In the next few months he is expected to go blind, become deaf, lapse into a coma, and then death will set in. What makes Chuckie so special is his long life ambition to be a Police Officer and help people.

Sgt. Herb Lee, when informed about Chuckie's desires and fate, arranged

to have the Haney family visit San Francisco. Once in S.F., Sgt. Lee and Off. Ed Collins, Vice President of P.A.L., arranged for Chuckie to be outfitted in a P.A.L. Cadet uniform and sworn in as a Lieutenant of P.A.L. Cadets by Chief Cornelius Murphy. After the swearing in ceremony, Chuckie and his family were treated to a luncheon and a Bay cruise on one of the P.A.L. fishing boats. Chuckie's issued star #123 was retired that same day, never to be used again.

Chief C. Murphy, Sgt. H. Lee, Off. E. Collins, and the P.A.L. Cadets and sponsors, I thank you. You have all gone above and beyond your duties in your response to this boy's wishes. You have again proven how much you care.

I would also like to publicly thank the following agencies for wide and varied response they gave when informed about Chuckie. The California Highway Patrol, The San Mateo Sheriff's Dept., The San Francisco Sheriff's Dept., The South S.F. Police Dept., B.A.R.T. Police Dept., Daly City Police Dept., Brisbane Police Dept., Mountain View Police Dept., and the F.B.A. The above departments sent letters, patches, photos, badges, T-Shirts, baseball caps, etc., etc.

Last but not least, I appreciate the support I received from my own Police Unit in my efforts to contact and inform other Police departments about Chuckie. Commander T. Dangerfield, Lt. J. Richardson, Sgt. W. Palmer, and the other twenty-two members of our unit, I thank you.

All of you have brought joy and happiness into this

little boy's last remaining days. God protect and bless all of you.

Sincerely,

Off. Michael J. Phelan #37
S.F. Housing Police Unit

Thanks

Dear Friends:

Thank you so much for your generous donation of \$500.00 toward our Christmas meal program.

Again, we anticipate serving some 2,900 meals to needy individuals and shut-ins.

On the behalf of all the families and shut-ins who will enjoy a brighter holiday because of your kindness, we thank you for caring.

Best wishes for a blessed holiday season.

Cordially,

Nick Gabriel M.B.A.,
A/C Captain
Assistant Director
The Salvation Army
Harbor Lights Services

Retirement System

Mike Hebel
Welfare Office
SF Policeman
c/o POA
510 - 7th Street
San Francisco, CA 94103

Dear Mike:

I enjoyed reading your comments about the Retirement System, and appreciated your vote of confidence.

My best to you and the POA for the New Year.

Sincerely,

Paul F. Denning
Vice President

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LETTERS

Politicians

Jan. 22, 1984

Editor S.F. Policeman:

Sir: In a few of your late publications I have seen Paul Chignell's picture endorsing some politicians whose credibility toward our cause is lukewarm most of the time. It would appear Mr. Chignell is politically bound. When is he going to announce for the supervisors job? These politicians are leaning on his naivete and point him in their direction. Don't blame Chignell for being ambitious, but let him have a little common sense. Politicians have a way with little people; they maneuver them. With all due respect to Mr. Chignell, may I suggest he re-evaluate. His insatiable interest in politics may backfire. If these politicians deem fit they will dump him like a hot potato. Politics is not a toy shop.

John M. Sweeney

P.S. I know you won't dare print this.

Thanks

Mr. Pete Maloney, Editor
San Francisco Policeman
510 - 7th Street
San Francisco, CA 94111

Dear Mr. Maloney:

Thank you for publishing our Urban

Development 3rd Annual Barbary Coast Night and our monthly Amigo Luncheon flyer in the San Francisco Policeman.

These activities will help support our Senior and Youth Programs.

Very truly yours,

Ernest "Chuck" Ayala
Executive Director

Department Of The Army

Mr. Peter Maloney,
Editor
The San Francisco Policeman
Retired Police Officers Assn.
510 - 7th Street
San Francisco, CA 94103

Dear Mr. Maloney:

The purpose of this letter is to acquaint you with a new social organization which we have formed on the Presidio, and which may be of interest to some of your people. It has been named: "Over 40's Singles Group."

To date, we have had three social functions, in November and December 1983, and January 1984, each proving to be outstanding successes. Our next activity will be a Valentine's Day Party, which will be held on Friday, February 10th, at 7:00 p.m., at the Presidio Religious Activities Center, Building #682. Donations of \$1.00 are en-

couraged from each participant to help defray some of the expenses for the program.

We would consider it a privilege to have your Police Officers join our group, who are single and 40 or over. Those interested can telephone — 561-3535 or 4440 or 561-4719/4239, during normal duty hours (7:30 a.m. - 4:15 p.m.)

W.H. Whiteman
President
Over 40's Singles Group

Amen

San Francisco Policeman
Editor's Mail Box
510 - 7th Street
San Francisco, CA 94103

Dear Sir:

I would like to comment on Mr. Jim Crowley's article "Silencing The Church In America," page 20, volume 15, number 12, December '83/January '84.

Amen.

Sincerely,

William K. Schultz
Vicar, West Portal
Lutheran Church

Trying Time And Support

My family and I would like to thank you for your support and generosity during our trying time. I

have spoken to Al Casciato and with his permission, we have donated your generous gift to the Children's Hospital Pediatric Intensive Care Unit so that they may continue their fine work.

John & Barbara Tursi

Wilderness Adventure Youth Program

Board of Directors
San Francisco Police Officers Association
510 7th Street
San Francisco, CA. 94103

Dear Board Member:

Thank you for supporting the Wilderness Adventure Youth Program. Your generous contribution will assist with the continuance of a program that we anticipate will reach 1500 of our city's youth and include 300 police officers in 1984.

As members of the association we take great pride in being able to inform the large numbers of inquiring individuals that a major portion of our funding is provided by police officers. Too few of the members of our community are aware of the kindness, compassion and social conscience present in the members of our association.

Be assured that your contribution will serve to

help the city's youth develop a more positive attitude toward themselves, the community and most importantly their police officers.

Thank you for your Support.

Sincerely,

Bill Johnson
Walt Scott
Police Adventure Youth Program
Community Relations Unit,
Room 553, 1348

Request For Support

Al Casciato, President
San Francisco Police Officers' Association
510 - 7th Street
San Francisco, CA 94103

Dear Mr. Casciato:

This office has appreciated the kind donations made by the San Francisco Police Officer's Association to our volunteer mediation staff.

Sincerely,

Laurel Pallock
Director, Mediation Services Consumer Fraud Unit

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



The PAL Boy and Girl of the Year with Chief Murphy. Chief Murphy presented the plaques to the recipients.

PAL BOY AND GIRL OF THE YEAR

Once a year, the PAL honors boys and girls who distinguish themselves in the more than 14 sports and activities throughout the year. The 1983 top prize of the PAL Boy and Girl of the Year was won by 12 year old Kevin Keighran as the Boy of the Year, and Lynn Tracey, 17, as the PAL Girl of the Year. Both winners, along with their parents, met Chief Murphy at his office recently. Chief Murphy presented them with their Plaques and a \$500,000 savings bond each. The bonds were a gift from Jack and Beverly Immendorf and the PAL. In addition, the Boy and Girl of the Year were the guests of honor at the PAL Boy and Girl of the Year Dinner which was held this year at the Police Athletic Club in Hunters Point. The theme this year was Western complete with a western barbecue, beans, rolls, and country music. Everyone came in western outfit. (See photos). Other winners are as follows:

AWARD

- Art How Fishing Award
- Nate Posner Pistol Award
- Rifle Marksmanship Award
- Jack Immendorf Track/Field Award
- Sgt. Gardner Soccer MVP Award
- Joe Mollo Yu-Tu-Sei Judo Award
- Williams/Rogulsky PAL-GAL Award
- Glickfeld Little Person Award
- Luisetti Basketball MVP Award
- Les Craig Jr. Boxer Award
- Earl Gonsolin Sr. Boxer Award
- Bill Gilmore MVP Football Award
- Bill Kwartz Football Lineman Award
- Connie Grieder Central League Award
- Lefty O'Doul CAL-PAL Player Award
- Ed McCarthy Joe Di Maggio Pitcher
- Joe Di Maggio MVP Award
- Outstanding Law Enforcement Cadet
- The Hank Dekker Achievement Award
- McAteer Sportsmanship Award
- Steffen Athlete Scholar Award
- Immendorf PAL Girl of the Year
- Hegarty PAL Boy of the Year

AWARDEE

- Lynn Tracey
- Arun Reddy
- Gregory Yee
- Ronny Glover
- Marc Fontana
- Tanyce Alaga
- Jackie Alexander
- Dawn Davis
- Phillip Mai
- Tuese Ahkiong
- Orlando Montes
- Ron Nell Bolden
- Arthur Adams
- Jason Drake
- Daniel Luciano
- Mike Sheehan
- John Greenwood
- Lynn Tracey
- Jose Pubill
- Dawn Davis
- Phillip Mai
- Lynn Tracey
- Kevin Keighran

SGT. JIM HEGARTY RETIRES (AGAIN)

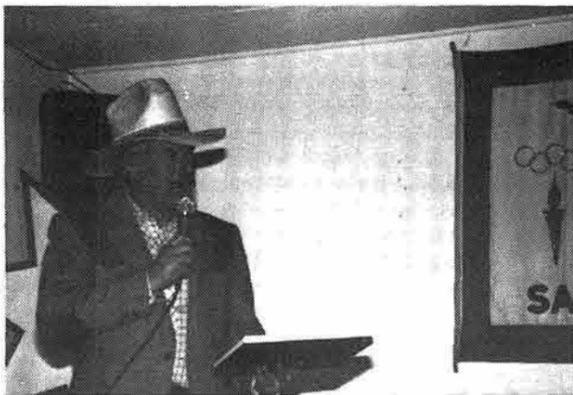
Sgt. Jim Hegarty, the PAL Treasurer for the past 21 years, and the President of the PAL Board of Directors the past year, has announced his retirement from the PAL Board of Directors. Hegarty, who retired from the Department (Northern Station) in 1972, is succeeded in the Presidency by Lt. Mario Tovani. Sgt. Tom Bruton (Auto), has been elected the new Treasurer. Our thanks for a job well done.



Lt. Mario Tovani, Company E was recently sworn in as the 13th President of the Police Activities League.

NEW PAL PRESIDENT TAKES CHARGE

Lieutenant Mario Tovani (Co E) has been elected as the new President of the PAL Board of Directors. Tovani will officially take over at the PAL Boy-Girl of the Year Awards Dinner. The 53 year old native San Franciscan attended Balboa High, graduating in 1947, and joined the San Francisco Police Department in 1956. He has served in patrol at Southern, Mission, Ingleside, the Dog Unit, and currently is the Lieutenant in charge of the Day Watch at Northern Station. Tovani is in possession of one gold, three silver, and three bronze medals for valor from the Department plus numerous Captains Commendations. Tovani first volunteered his off duty hours to the PAL in the PAL Sailing Program, a program designed for beginners in sailing eight years ago. He was named the Commissioner of Sailing in 1978 and has headed the program since. In addition to his interest in sailing, Tovani is also a volunteer referee working with youngsters in East Bay high school baseball, basketball, and football leagues. Tovani is married to vivacious Patricia for the past 35 years and they have five children: Patricia, Dorothy, David, Michael, and Jeffrey. Mario and Patricia are also grandparents to four children. Tovani will serve a one year term.



Lt. Mario Tovani prepares to present a plaque to outgoing President Sgt. Jim Hegarty. Tovani is dressed in western apparel for the western barbecue Boy and Girl of the Year Dinner.

NEW PAL EXECUTIVE DIRECTOR NAMED

Sgt. Herb Lee, acting Executive Director for the past six months, was named recently to be the Executive Director of the PAL by the Board of Directors. Lee replaces Lt. Steve Spelman who retired recently.

Other new officers for 1984 include: Officer Ed Collins (Academy), Vice President, and Officer Joe Mollo (Community Services), Secretary.



Cadet Lt. Jose Pubill won the Hank Dekker Achievement Award. This award, named after Hank Dekker (left), is for the person who, despite a physical handicap, continues on a PAL sponsored program. Dekker, himself blind, recently sailed the Pacific Ocean from San Francisco solo.



Father John Heaney is shown presenting an award to a PAL winner.



Lt. Willie Frazier, police commission, representing the out-stand PAL Rifle award to Cadet Greg Yee.



SFPD Police Chaplain Rev. James Leach (right) aided by his son Officer Jim Leach, Community Services, presenting a trophy to Dawn Davis who won the little person award.



Accepting an award from President of the Board of Supervisors Wendy Nelder is Kevin Keighran, PAL Boy of the Year.



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POLICE ACTIVITIES LEAGUE

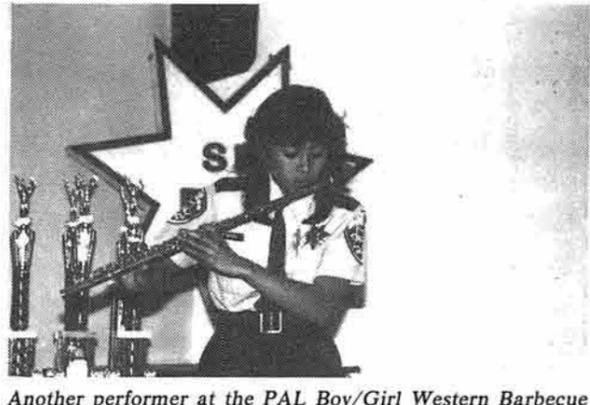
by Herbert P. Lee
Director of Activities



12 year old Kevin Keighran is shown accepting the Boy of the Year Plaque from Chief Murphy. Keighran won over 4,000 boys for the honor. (Photo by Herb Lee)



Executive Director of the PAL Boosters Jack Immendorf and his lovely wife Beverly, is shown presenting a \$500.00 savings bond to the PAL Girl of the Year Lynn Tracey. The Immendorfs have been patrons of the PAL for over a decade.



Another performer at the PAL Boy/Girl Western Barbecue was PAL Cadet Elaine Perez, entertaining us with a rendition of Bach on her flute.

THE SGT. JAMES J. HEGARTY PERPETUAL AWARD PAL BOY OF THE YEAR

NAME: KEVIN KEIGHRAN
SCHOOL: ST. CECILIA'S
AGE: 12

COMMENTS: Kevin has participated in PAL soccer for the past 6 years. He plays halfback, right-wing and goalie. He has 11 championships with PAL, CYO, Vikings and FLAME. He is a PAL Soccer referee and has been an assistant coach for the Under 8 Earthquakes and Under 10 Rascals. Kevin has had 12 championships in 4 years of baseball. He plays catcher, 2nd base and pitcher. In 1983, he was the pitcher who led team in 5-1-1 season.

He plays forward in CYO/FLAME basketball and has 4 championships. Has been a 2nd mate in the PAL Fishing Program. Has 7 medals for shot-put and discus in 2 years of PAL Track.

Kevin is a S.F. Progress carrier, does service for his school by correcting papers and cleaning classroom and received 1st place in derby for cub scouts.

Kevin is consistently on the honor roll. He is an achievement oriented young man who willingly shares his own talents with others unstintingly. His enthusiasm is contagious. Kevin shows ability, character and good sportsmanship. He is also a team player. In one championship game, Kevin played baseball with a painful back injury suffered during a football practice. This certainly inspired his teammates to play harder. Kevin is definitely a leader and is a credit to the PAL. (compiled comments from teacher, coach, and assistant coach)



Another PAL Cadet awaiting Firearms Safety Training is Karen McVeigh. The personable and pretty Cadet attends Presentation and is the daughter of Jeanne and Sergeant Lee McVeigh. She has been a Cadet since July, 1982.



Posing with Chief Murphy after receiving her award as PAL Girl of the Year is PAL Cadet Captain Lynn Tracey. Tracey, the daughter of Marilyn and Phil Tracey, is 17 and attends Presentation High.

THE JACK & BEVERLY IMMENDORF PERPETUAL AWARD PAL GIRL OF THE YEAR

NAME: LYNN TRACEY
SCHOOL: PRESENTATION HIGH SCHOOL
AGE: 17

COMMENTS: Recipient of the Art How Outstanding Fishing Award for 1983. She is currently a 2nd mate and will shortly become a 1st mate. She participated in the PAL Sailing program for the past few years.

She is a member of the PAL Pistol team (since 1981) and has 1st place trophies and medals.

At Presentation she is a member of the Photography Club, Chorus Club and Library Club which involves checking books in and out and collecting fines. In 1983, she received an award for service in the Los Gatos Club. She also participated in the Summer of Love Program for tiny tots in which she supervised 6-year old children.

Tracey is truly an outstanding young lady. She personifies the ideals of PAL by her commitment in helping others. She has donated hundreds of hours assisting in Childrens Fairs, PAL Football games, Police/Fire Masses, PAL Boxing Tournaments, walkathons, National Police Week, PAL Track and Field, Motorized Tricycle Rides, Senior Citizen Flea Market, PAL Golf Tournaments, SFPD Ride-a-long Program and other community projects representing the PAL Cadets. She has very ably performed her duties and responsibilities as the Commanding Officer of the PAL Cadet Program. PAL is proud to have Tracey in the program . . . Sgt. Herb Lee, PAL Law Enforcement Commissioner.



Police Commissioner Al Nelder presenting the Captain August Steffen Athlete Scholar Award to Phil Mai. Mai is a 4.0 student.



Amy Nelder, daughter of Supervisor Wendy Nelder, started the proceedings with a stirring rendition of the Star Spangled Banner. Nelder returned later in the program to sing "Second Hand Rose" The PAL thank you for your wonderful assistance.



Another one of our PAL presentors was Commissioner Burl Toler, who with the other guests, took time out to honor our PAL youngsters.



Captain Frank Jordan, Co F, was also on hand to help with the PAL presentations.



President of the Board of Supervisors, and long time booster of the PAL Wendy Nelder is presenting a proclamation to Lynn Tracey, the 1983 PAL Girl of the Year. Looking on is the Executive Director of the PAL Boosters Jack Immendorf (right).

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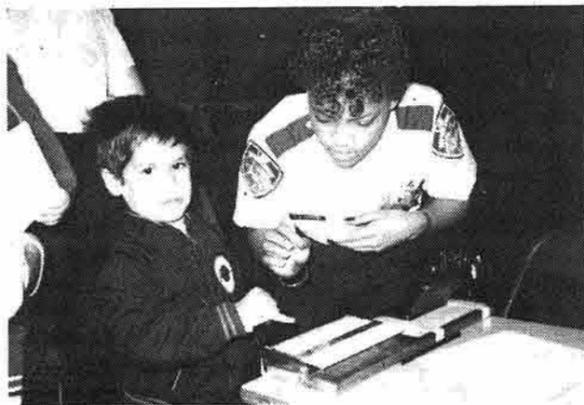
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For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



A little five year old putting his best "pinkie" forward to PAL Cadet Terri Fletcher for fingerprinting at the PAL Armory Recreation Center recently. The project is under the direction of Sgt. Pete Libert.

(photos by Lynn Tracey)



PAL Cadet Anabela Sosa is shown fingerprinting a little tot in one of the projects sponsored by the Community Services Division's Crime Prevention Detail. Looking on is PAL Cadet Lt. Jose Pubill.

PAL LAW ENFORCEMENT CADETS

During the past month, PAL Law Enforcement Cadets were asked to assist members of the Community Services Division in the Children's Fingerprinting Project. The unique program, which calls for the voluntary printing of fingerprints of children as young as six months old, was originally started several months ago by Captain Frank Jordan. The fingerprint card is kept by the parent for possible use in the future in case of missing children, etc. Locations served were: Stonestown Mall, PAL Armory Center, 14th and Mission Sts., and Kezar Pavilion. In all, more than 1,000 children have been fingerprinted, according to Sgt. Pete Libert of the Community Services Division's Crime Prevention Unit. Sgt. Libert further stated that the PAL Cadets were most helpful in this successful project, and should be commended.

PAL BOXING & JUDO

After a short hiatus for the holidays, the PAL Boxing Program has reopened at the PAL Armory Recreation Center located at 14th and Mission Streets. Anyone interested in joining the PAL Boxing Program are to call Officer Joe Mollo (552-7495), or PAL Headquarters (567-3215) for signups. Call the same number for PAL Judo signups.

PAL LAW ENFORCEMENT

The PAL Law Enforcement Cadet Program has been rather active during the past month. Besides attending classes each Tuesday at the Hall of Justice, Firearms Safety is being offered each Friday night with Officer Ed Collins (Academy) as the Instructor. Other activities included volunteer service in the "Let There Be Light" Fair at the Civic Auditorium, Anti-crime literature distribution, and a well attended post Christmas Dance held at the Sigmund Stern Grove. Now that the holidays are over with, it's back to business with the Cadets. Speakers from various SFPD Bureaus are scheduled. Mock court presentations by the Academy staff will be assisted by PAL Cadets as jurors. A snowtrip is being planned for February. Law Enforcement Director Ernie Galaviz promises several physical training days in the near future. The Cadet Corps is up to maximum strength of 70 active members. Anyone in the 10th, 11th, or 12th grades interested in signing up and placing their names on a waiting list are to call PAL Headquarters (567-3215). They will be placed as vacancies occur. Congratulations to two newly sworn Sergeants Chris Parente and Ken Ferrari. Congratulations also to Cadet Captain Lynn Tracey who won not only the Outstanding Cadet Award for 1983 but won the PAL Girl of the Year Award. Full story to follow in the next issue. Congratulations also goes to PAL Cadet Lieutenant Jose Pubill who won the outstanding achievement award for 1983. They were presented with their momentos in the recently held PAL Boy and Girl of the Year Western Barbecue Awards Dinner at the Police Athletic Club.

PAL SOCCER SIGNUPS

PAL Soccer Signups will be taken by simply calling PAL Headquarters (567-3215). Age divisions are from 7 through 18 years of age. Boys and girls welcome to signup. Uniforms and equipment fee of charge. Deadline for sign-ups and team entries will be March 2, 1984.



Officers who played an active role in hosting Chuck Haney's visit to San Francisco (l to r) Off. Ed Collins (Academy), Mike Phelan, Housing Police, and Lt. Tim Thorsen, Community Relations.



"The Littlest Cadet." 8 year old Chuck Haney, being sworn in by Chief Murphy as a PAL Cadet Lieutenant. Haney is suffering from Adrenoleukadystrophy, an usually fatal disease. Haney loves police officers and always wanted to be one.



Chuck Haney listens attentively as Chief Murphy explains the history of the Department's Chiefs of Police.

THE LITTLEST CADET

Eight year old Chuck Haney, a visitor from Glendale Heights, Illinois, was sworn in as a PAL Cadet Lieutenant by Chief Murphy in a short ceremony in Chief Murphy's office recently. Haney, a victim of Adrenoleukodystrophy, a rare genetic disorder which affects the central nervous system, and is almost always fatal, has always wanted to be a police officer ever since he was a child. After finding out that Haney would be in the Bay Area, Officer Mike Phelan of the Housing Police, contacted the PAL to see what we could do for Haney. Thus was born the idea of having Chief Murphy swear Haney in. The ebullient Haney, swollen by experimental drugs, made fast friends with Chief Murphy (see photos). In addition to the badge and uniform, the PAL hosted Haney and his entire party (including his parents) to a luncheon in his honor, and a cruise in the bay with the PAL Boat expertly captained by Officer Ed Collins. The PAL wishes to thank Officer Mike Phelan and Commander Troy Dangerfield, Housing Police, for all their effort in this tribute to a courageous boy. Thanks also should go to Chief Murphy for taking time out to host the visit in his office. Thanks also to the PAL Cadets for allowing a new Lieutenant (albeit honorary).

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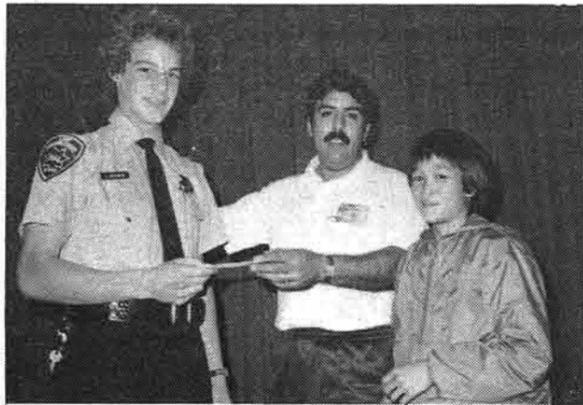
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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



Director Ernie Galaviz (center) is shown congratulating Cadet David Johnson (left) on winning one of the Christmas Prizes donated by Ernie. Matthew Gong drew the winning ticket for David.

PAL BASEBALL

PEE WEE Baseball Signups scheduled. Boys and Girls between the ages of 7 and 10 interested in PAL Pee Wee Baseball League play are asked to report to the signups scheduled for Sunday, March 4, 10 am to 12 noon, and on Sunday, March 11, same time. NO EXPERIENCE NECESSARY. Mrs. Thelma Williams, PAL Pee Wee Baseball Director, states that all are welcome and every effort will be taken to place every youngster in a team closest to his or her home. Games are played each Sunday. All signups are at Larsen Park, 19th Avenue and Ulloa Street.

PAL BASKETBALL

Final standings in the 1983 PAL Basketball League are as follows: 6th grade girls Notre Dame DeVictories; 7th grade girls PAL Cobras, 8th grade upper girls PAL Hilltoppers, 8th grade lower girls PAL Cubs. For the boys division champions, 6th grade boys upper PAL Quakes, 6th grade Lower I, PAL Stars; 6th grade boys Lower II PAL Salesians; 7th grade boys upper PAL Blazers, 7th grade Lower I, PAL Colts; 7th grade Lower II PAL 76ers; 8th grade boys upper I PAL Blazers; 8th grade Upper II PAL Colts; 8th grade Lower I PAL Bruins; 8th grade Lower II PAL Stars. In all, more than 90 teams representing over 1,000 boys and girls participated in the PAL Basketball League in 1983, according to SGT Tom Burton, PAL Basketball Commissioner. Congratulations to all the players and special congratulations to the Champions who received PAL Trophys.

PEE WEE BASEBALL SIGNUPS

PAL Pee Wee Baseball signups are scheduled for Sunday, March 4th and March 11th, Larsen Park, 19th and Ulloa Streets at 10 A.M. This baseball program is for boys and girls 7 to 10. No experience necessary, according to Director Mrs. Thelma Williams. Four assistant Directors have been named to help Mrs. Williams. They are: Jack Simpson, Steve Lucchese, Stan Chiarucchi, and Chris Torres. All interested youngsters are asked to report to the signups for team assignments. Every effort will be made to sign team members to a location nearest their home. T-Shirts and PAL Baseball Caps are provided free of charge. Trophies for division champions.

PAL FLOAT AGAIN ENTERED IN THE CHINATOWN PARADE

For the second year in a row, the Police Activities League is sponsoring a float in the annual Chinese New Year's Parade to be held Saturday, February 18, 1984 at 7:00 P.M. The parade route will begin on Market Street and 2nd, west on Market to Stockton, north on Stockton to Post, east on Post to Kearney, north on Kearney to Jackson Street for disbandment. Included in the PAL entry will be the PAL Color Guard and the PAL Cadet Marching Unit. Should this publication come out early in February, why not go and watch the Chinese New Year's Parade. The PAL Float won first prize last year and the Marching Unit won 2nd prize. Ideal location to watch would be Market Street and Stockton Streets. Bring the entire family.



The PAL Cadets are currently undergoing Firearms Safety under the watchful eye of Instructor Officer Ed Collins (Academy) (left). The sessions are held each Friday night at the Presidio Indoor Range. (photos by Herb Lee)



Another winner in the Christmas Drawing was Cadet Kathy Seekamp. Seekamp won the grand prize of a 16 lb. Turkey (also donated by Ernie Galaviz). Congrats, Kathy. When's dinner?



Correct loading and unloading procedures. Asst. Instructor Gary Lee (right) helping a student.



PAL Cadet Instructor Ernie Galaviz (left) in another one of his roles in a PAL Cadet meeting. The occasion was a scenario in which suspects caused a commotion to smokescreen a crime. The point was well taken.



Sight alignment being explained.

SOCCER SIGNUPS

PAL Soccer Signups are scheduled. All interested youths 6 to 18 years old are asked to call PAL Headquarters the last week in February for signups. PAL Soccer Director Guy Milano anticipates 1200 players this year. Trophies awarded to division champions.

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You can reserve the right to run a kilometer by getting a sponsor to make a \$3,000 tax-deductible contribution. Boys Clubs of America will utilize this money to create a youth sports endowment to perpetuate teenage participation in Olympic activities.

If you want to run the flame and help young people, consider the following:

- Sponsor yourself
- Ask your company, service club, neighbor, or runners club to sponsor you. Many have been successful with this approach. Sponsors have the opportunity to

CALIFORNIA POLICE OLYMPICS BOWLING EVENT

The California Police Olympics are to be held in Sacramento, between Tuesday, June 19, 1984 and Sunday, June 24, 1984. There will be qualifying rounds held at Castle Lanes, 1750 Geneva Ave. to establish the five man teams, doubles and singles events, to represent the San Francisco Police Dept. at the Olympics.

The qualifying will commence on Saturday, February 25, 1984 with two sessions each qualifying day — 9:00 a.m. and 6:00 p.m.

OTHER QUALIFYING DATES

Saturday	March 10, 1984
Saturday	March 17, 1984
Saturday	April 7, 1984
Saturday	April 14, 1984 (Make-Up)

COST: \$1.00 per line (Six games per day).

The bowling events are open to all officers who have been sworn peace officers for six (6) months prior to the Olympics.

If there are any further questions regarding this event please contact Bill Wilson Coordinator, 443-5093 or Wally Jackson Co-Coordinator at Mission Station (Day Watch).

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create publicity regarding their involvement.

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Sincerely,
Nello Panelli
Olympic Torch Relay
Project Coordinator

P.S. Call toll-free 1-800-FLAME 84 if you have any questions.

CALIFORNIA POLICE OLYMPICS HIGH POWER RIFLE SMALLBORE

The California Police Olympics are scheduled for June 19th thru the 24th. Games will be in Sacramento, Ca.

There will be matches held at Chabot Rifle range and the indoor Presidio range. Qualifying Officers will form four person teams to represent the S.F.P.D.

The First match, highpower, will be on Sunday, Feb. 26, 1984, time 0800 hrs. at the Chabot Range. This is also an NRA approved match.

Other dates known for sure at this time:
The fourth Sunday of each month at Chabot.

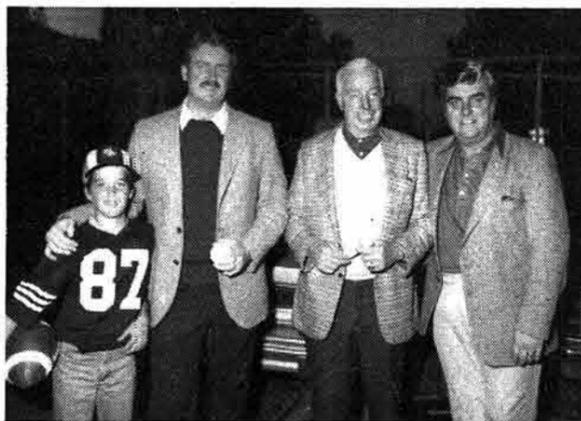
The shooting events are open to all sworn peace officers with six months service. Retired are also welcome.

Costs:
Provide own practice ammunition.
Entry fees at most matches (hopefully we can provide some monies as they become available).

Transportation to matches is usually by car pool.
A .30 cal rifle may be provided to a member (if we have it available.) If not you must provide it. It has to be able to hold at least five rounds for the rapid fire.

Handloaded match ammunition will be provided for the Olympics if wanted.

Contact: Sgt. Glenn Pennybaker, swings, Co H 1603; Sgt. Bill Leet, swings, Co D 1544.



Jolt'n Joe Dimaggio, a legend in his own time, and one of the greatest baseball players of all times, took time off his busy schedule to visit with his good friend, Wassil (Rolly) Rolovich at the 49er-Dallas football game at Candlestick recently. He also signed numerous autographs, baseballs, etc. for all of the youngsters and the adults as well. Joe has always and still is a great supporter of all the officers of our department. Our hats off to a great guy. From left to right, Matt Toomey, Larry Ryan, Joe DiMaggio and Rolly Rolovich.

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CENTRAL CAPTURES POA BASKETBALL CROWN

Central Station, behind a strong 24 point performance by Gerry Calgaro, captured its third SFPOA Basketball Crown with a 73-62 victory over Ingleside Station. Despite being double-teamed most of the game, Calgaro proved to be too strong inside as he out-muscled Ed Anzore. Anzore (24 pts) and Ben Spiteri (15 pts) led the way for Charley Mahoney's Ingleside Station. A big factor in this game was that Ingleside's scoring ace, John Murphy, had car problems and did not arrive at the pavilion till just before half time. Murphy was held scoreless by Dr. Don Ross.

The second round of the playoffs started off with HQ crushing a strong Tac Team. Hq used a balance scoring attack of Bruneman (14 pts), Berker (14 pts), and Matt Hanley (13 pts) to outshine a 16 point performance by Dale Allen. In the second day of the playoffs, Steve Venters used his defensive skills to the utmost, as he held Ed Chow (31 pts a game avg) to a mere 16 points, as Central beat Vice 79-52. Central Station was once again led by Gerry Calgaro's 27 pts.

Probably the two best games of the season occurred in the semi-finals of the playoffs. In the first game an exciting Ingleside team beat the FBI 62-57. Ingleside was led by an incredible 22 point performance by John Murphy and a skilled defensive job by Slim Ballard, who held the league MVP Curt Jimerson to only 8 points. The next game, which seemed to have been set up by a questionable referee technical, was a 53 to 46 Central Station victory over Hq. Tony Rodriguez's 19 points (11 for 12 from the line) led the Central win, while Curt Bruneman's 27 points (17 for 18 from the line) providing the scoring punch for the losing Hq.

BOX SCORE OF CHAMPIONSHIP GAME

Central	G	ft/fta	pts
Calgaro	11	4/5	26
Deignan		2/2	2
A Rodriguez	5	2/2	12
Sorrhondo	2	3/6	7
Venters	7	2/2	16
E Rodriguez		2/2	6
Porto	-1		2
Ross	1		2
Rosco	1		2
Ingleside	G	ft/fta	pts
C Mahoney	4	4/5	12
Anzore	11	2/2	24
Spiteri	7	1/2	15
Murphy	0	0/0	00
Ballard	1	1/3	3
Burkley	2		4
Ciardella	1		2
Cassanego	1		2

1st Team All-Stars
Jimerson (FBI)
Calgaro (A)
Chow (Vice)
Spencer (Airport)
Bruneman (HQ)

2nd Team All-Star
Anzore (H)
Collard (CHP)
Honnibal (B)
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MVP: CURT JIMERSON (FBI)

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SPORTS

Verducci Donates Mustang

CENTURIONS TO FACE S.F. DEPUTIES

by Don Carlson

The San Francisco Centurions have reached an agreement with a team of San Francisco Sheriffs Deputies to play in the Centurion Charity Bowl, a football game to benefit San Francisco Special Olympics.

The contest, to be held at S.F. State's Cox Stadium on April 21, will be the first-ever tackle football game between the two Departments. The Sheriffs are filling a void in the Centurion schedule left when the Oakland PD team would not agree to financial terms required by San Francisco. Sergeant Dan Parrish, coordinator of the Sheriffs team, found thirty-five interested Deputies in only five days after initial discussions with the Centurions made the game appear feasible. Rumors that Sheriff Mike Hennessey would "suit up" were short-lived, however.

"I played running back on my high school team, but my home town only had nine hundred people. Plus, I don't think my doctor would look kindly on my re-involvement with football in that capacity," said Hennessey.

The Centurions received more good news when Frank Verducci, Jr., of Serramonte Ford, announced that the dealership was donating a classic 1965 Ford Mustang convertible as the Grand Prize for the drawing

to be held at halftime on April 21. The car is bright red with a white interior, and in its present A-1 condition, is valued at \$10,000.

Verducci said that the game provided an excellent opportunity for him and his father, Frank, Sr., to publicly express their concern for the outstanding programs of San Francisco's Special Olympics.

Tickets are now available from any team member or by phoning Sgt. Don Carlson at the Police Academy at 641-8827. Your \$2 donation will not only give you a chance to win the Mustang, it will also be your game ticket for the Centurion Charity Bowl. And besides that, who'd want to miss Kirk Brookbush when he skydives into the stadium for the third year in a row?

GOLF CLUB NEWS

Happy New Year! The San Francisco Police Golf Club is off to a good start in 1984. We had our first tournament of the year at Hayward Muni on Thursday, January 19, 1984. The weather was great, which was a big change from most of 1983, and we had sixty players which was also good for the first tournament of the year.

The low score of the day was a seventy-nine by Dennis Martel. The low net winner was Otto Elvander who shot a ninety-eight and with his thirty-two handicap had a net sixty-six.

The flight winners were: first, Dave Kranci, Ray Costello and Johnny Phillips; second, Ray West, John McClelland and Don Scott; third, Rene Aufort, Gary Bertucci and Larry Minasian; fourth, Ed Cassidy, Jack Ahern and Al Cecchi.

The guest flight was won by Monsignor Jim McKay of St. Cecilia's, followed by Jim Levesque from French Brothers Furniture on Market Street, and The Petaluma Flash, Ray Gomez. No I didn't say flasher.

The Hole-In-One winners were Dennis Martel at the second hole with a shot 11'5" from the hole and John McClelland at fourteen with a shot 4'5" away.

So far this year one-hundred and four have renewed (or joined) their membership in the club. Anyone interested, the dues are only \$10 per year and the club is open to all active and retired San Francisco Police Members, regardless of ability. Anyone interested contact me at below or just send me a check for the dues and I'll send you the necessary info.

Due to changes in the publication dates I neglected to mention the results of our December outing. I had sixty six people sign up to play Las Positas Golf Course in Livermore. Twenty-nine showed up (mainly because lunch was included in the fee) twenty-three teed off in a light rain. Of these only twelve finished eighteen hole. I won't identify all of these hearty souls but I will say Dennis Martel shot an amazing seventy-nine. At fourteen I would have bet no one would be under eighty-five. I am real proud of those who finished, if they weren't Marines they should have been, if you know what I mean. I will say that the lunch that all twenty-nine of us had was very good. This year all lunches will be scheduled on dry days (I hope).

Jerry Cassidy, Secretary
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- SHIRTS:** Shirts are guaranteed to the first 200 pre-registered. All left over shirts will be sold on race day.
- AWARDS:** Trophies to the overall male, female finishers, male and female cop, male and female airlines. Medals to first thru third place in all other divisions. Special key chains to the first 75 finishers.
- REFRESHMENTS:** There will be mineral water, beer, yogurt, and oranges.
- GUESTS:** Special guest for the kids.
- PARKING:** Parking will be available next to the Hilton Hotel and old Police HQ.
- PROCEEDS:** Proceeds from the race will go to the California Marine Mammal Center Marin Headlands, G.G.N.R.A. Fort Cronkhite Calif. 94965.

MAKE CHECKS PAYABLE TO: SFIPOA HOT PURSUIT RACE
MAIL ENTRY FEES & FORMS TO:

San Francisco Airport Police Officers Assn.,
P.O. Box 8097 San Francisco, Ca. 94120
QUESTIONS OR INFO: Call Jim Janakes at 876-2480 or 876-2424 6 a.m. to 3 p.m.

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last first ZIP _____

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PHONE # _____ DIVISION MA MB MC MD ME FA FB FC FD FE FF
X FR MP FP AM AF
(X division entrants will be weighed at the registration table)

Intending to be legally bound, I hereby waive any claims for damage I might suffer while traveling to and from or participating in the SFIPOA HOT PURSUIT RACE at the San Francisco and County of San Francisco, San Francisco Airport Police, the Airport Police Officers Association or Race Sponsors. I further certify that my physical condition will enable me to complete the course.

SIGNATURE _____ DATE _____
(guardian's signature if entrant is under 18 years old)

DIRECTIONS: Going either north or south on highway 101, take the airport turnoff. Just as you come off the turnoff take the first road on your right. Follow the sign to the Hilton Hotel. At the intersection in front of the Hilton Hotel turn left and you are there.

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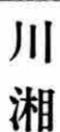
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**SAN FRANCISCO
POLICE DEPARTMENT**

INTRA-DEPARTMENTAL MEMORANDUM

DIST. BUR. DET. PERSONNEL DAY & DATE
Wednesday, February 1, 1984

CHIEF OF POLICE
DEPUTY CHIEF
DEPUTY CHIEF
DEPUTY CHIEF
DEPUTY CHIEF
CAPTAIN
P.O.A.

ADMINISTRATION
SUPPORT SERVICES
INVESTIGATIONS
FIELD OPERATIONS
PERSONNEL

SUBJECT:

VACANCY REPORT — SWORN PERSONNEL
AS OF 2-1-84

CLASSIFICATION	BUDGET	FILLED POSITIONS			VACANT POSITIONS		
		PERM	TEMP	TXed	TOTAL	PERM	TOTAL
Q-2 POLICE OFFICER	1335	1315	0	0	1315	20	20
Q-20 POLICEMAN	4	4	0	0	4	0	0
Q-35/0380 Inspector	309	279	0	5	284	25**	25
Q-50 Sergeant	214	161	0	35	196	18**	18
Q-60 Lieutenant	77	10	63	0	73	4	4
Q-80 Captain	23	19	0	0	19	4	4
Exempt (inc. Q-63)	10	10	0	0	10	0	0
TOTAL	1972	1798	63	40*	1901	71	71

* 40 Q-2s taxed against 5 Q-35 vacancies and 35 Q-50 vacancies.

** 16 0380 vacancies are temporary and 7 Q-50 vacancies are temporary due to the NCS Q-60 appointments.

signed by
Patricia A. McHugh
Sr. Personnel Clerk

James H. Sturken
Lieutenant Star #832

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LAW ENFORCEMENT IDENTIFICATION WILL BE REQUIRED, AND RECORDINGS MAY BE PROHIBITED DURING PARTS OF THE PROGRAM.

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*Requests for refunds will be honored up to one week prior to the seminar, after which cancellations will be subject to a \$10 service charge. No refunds will be allowed after March 19, 1984.

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THE LAST WORD

by Pete Maloney
Editor



The POA election results are in and congratulations are in order for some new and one returning board member. **Alex Fagan** comes to the board filling **Bob Huegle's** open seat and **Don Carlson** does the same in headquarters company following **Jack Ballentine**. In other races **Bob Barry** returns to the board representing Central Station and **Jim Murphy** will be the new representative from Ingleside Station. May I encourage those members who were unsuccessful candidates for board to maintain their interest and express their commitment through continued activity in the working committees that are the backbone of the Association.

Membership and participation on the standing and special committees of the Board of Directors is not limited to anyone other than members of the Association. Traditionally the committees are appointed at February board meeting. Anyone interested in one or more of the committees should notify the president or your unit representative. I know your help and interest will be appreciated.

Dan Linehan, Mike Hebel and I recently attended a seminar regarding 'public employee pensions' that was well attended by both management and employee group representatives. After listening to the concerns expressed both there and at the recent seminar held by our own **Retirement Board** it appears clear that while we can certainly find fault with the system we have a better handle on the situation than any other employee group we met with.

Concerning the **Proposed Payroll Conversion Plan**, the police and fire departments have been taken off schedule for conversion. Furthermore, the other employee unions affected are forming strong opposition due to an increase in administrative costs to them for the deductions paid to them through payroll deduction. So it seems that the comptroller's failure to fully disclose the plan's impact and confer with employee representatives may ultimately kill his program and will certainly change it.

Good news — bad news on the Q-35, Q-50 promotions: The consultants who put the exams together and the Consent Degree Unit are prepared to defend the validity of the exam. On the other hand Public Advocates has indicated they will challenge the results. The Chief has no current intention to make temporary appointments, which doesn't answer any of the burning questions: When will Civil Service certify and publish the list? When can we expect appointments? Will the appointments be in rank order of the list? Do appointments depend on the resolution of the Q-60 litigation? When will this chaos end?

ON THE STREET/Tom Flippin



CHARTER AMENDMENTS

continued from page 1

stated that the proposed Charter Amendments were necessary. However, the Department also desired an additional Amendment that would have allowed the Chief to suspend Officers charged with serious violations for a period up to 90 working days without pay. This 90 day period would occur prior to a Police Commission hearing to pass judgment on the accused officer.

However, Deputy Chief Trueb stated that the Officer, if found innocent, would receive back pay. He did not present the Department's definition as to what would constitute a "serious violation." Nor did he mention whether the time off without pay would count against an Officer should the Officer be found guilty by the Police Commission.

Supervisors Nelder and Britt reject Chief's Charter Amendments

With little discussion, Supervisors Wendy Nelder and Harry Britt rejected Chief Murphy's Charter Amendment proposals. Once again, the two Supervisors demonstrated their concern for the protection of city employees' rights. Without their support, the proposed Charter Amendment would have removed long standing laws that protected Police Officers from administrative abuses. Every working Police Officer should be thankful for the tremendous foresight demonstrated by Supervisors Nelder and Britt in rejecting the Chief's proposals.

A few years ago, Chief Murphy stated that he would "rather be a patrol officer in the San Francisco Police Department than be a Chief of Police anywhere else in the United States."

I don't believe that he would have enjoyed working under the conditions of his proposed Charter Amendments had they passed the Board of Supervisors.

EDITOR'S NOTE: Since the Committee's 'tabling' of the two proposed charter amendments and the amended additional proposal, Supervisor Rene has agendized reconsideration of the measures before that same Rules and Legislation Committee on Feb. 23rd. It appears likely that the measures will be forwarded to the full board with a 'DO NOT' pass recommendation so the matter appears far from over.

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