

NOTEBOOK



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California Organization
of Police & Sheriffs.

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

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Binding Arbitration For Police Officers

by Alan C. Davis of Davis, Reno & Courtney

Did you know that San Francisco is the only metropolitan city in the Bay Area that does not have wage and benefit arbitration for police and firefighters? That's right. Oakland's police officers and firefighters have had arbitration since the early 1970's. San Jose's police officers and firefighters have had arbitration since early in this decade.

That's not all. A number of other Bay Area cities have wage and benefit arbitration also. Vallejo has arbitration for all of its employees. Miscellaneous employees in that City (represented by the IBEW) have used arbitration on several occasions. So have the police officers and firefighters. The Vallejo Fire Department's Battalion Chiefs — a management group — used wage and benefit arbitration to establish their contract three years ago. In addition to Oakland, San Jose and Vallejo, Hayward (firefighters), Alameda (firefighters), Palo Alto (police officers and firefighters) all have had arbitration for over ten years and used it on a number of occasions.

Most notably in recent years, both Redwood City (firefighters) and Gilroy (police officers and firefighters) passed initiative measures by wide margins over strong opposition by local public officials and by the press. Neither Redwood City or Gilroy had been known for their sentiment to employees on labor issues. Effective campaigning and an attractive issue, easily understood by the voters, clearly worked.

Why is arbitration attractive? Well, it's one of those issues that voters are inclined to see as fair to everyone. San Francisco's voters nearly passed a binding arbitration measure on the same day Proposition 13 passed in June, 1978. That was a time when there were real — rather than imagined — budgetary problems. That was a day when voters statewide reacted strongly to any increase in their taxes. That same day — when voters came so close to adopting a wage and benefit arbitration measure, Palo Alto voters enacted binding arbitration for their police officers and firefighters.

Most voters simply do not trust public officials. Voters particularly do not believe that public officials will treat their employees fairly and evenly. That distrust — originating so many decades ago — is what caused the establishment of civil service systems, and that same distrust of public officials is what caused the need for salary and benefit formulas to be included in city charters. Then, as now, if public employees did not support the election of a candidate for Mayor or a candidate for the Board of Supervisors, too often there would be a direct effect on the employees when it came to salary setting.

Not much has changed, has it? San Francisco has an administration now that has repeatedly demonstrated it is inclined to be vindictive towards employee organizations or the leadership of such

organizations that did not support it during the last election. Mayor Agnos has demonstrated such vindictiveness toward the POA, despite its having supported him in the last election, because he perceives the POA's current leadership as not sufficiently loyal to him.

Espousing democracy with a small "d", the Mayor and his staff expect all of the city's employee organizations to "toe the line". If you disagree with the Mayor, don't expect to be allowed to meet with him even if you are the leader of one of the largest labor organizations in the city. How often we have heard that the Mayor is "angry" when someone opposes or disagrees with him. That's not "democracy" or freedom of speech with which any traditional Democrat or Republican can be comfortable.

The kinds of uncompromising attitudes we now see in City Hall aren't only reflected by dealings with employee organizations, of course. They surface elsewhere as well. And the voters see them even if the Mayor's office cannot. Even if these attitudes are only infrequently publicized, the voters remain suspicious knowing full well that their public officials will more likely than not deal with their employees arbitrarily.

Thus it is that in San Francisco like everywhere else, wage and benefit arbitration not only introduces a neutral third party to the bargaining process, it also becomes a check against an overreaching public official with which the voter can clearly identify.

So, how does wage and benefit arbitration work? There are lots of answers to that question, so it depends on the kind of wage and benefit arbitration that is included in the Charter. Half of the states in this country have arbitration for some of their employees and there are nearly as many alternative approaches to the process.

Oakland, Hayward, Alameda and Vallejo, originally, had a variety of arbitration that placed everything before the arbitrator. The neutral arbitrator has maximum flexibility to draft an agreement covering the entire package. Hawaii has an arbitration process that allows for the neutral arbitrator to select only the union or the employer's final offer on the whole agreement. There is no flexibility to modify the final offers on any issue.

Nevada, Oregon and a number of other states have an arbitration law that requires the neutral arbitrator or a panel of arbitrators to select from the final offers on each of the remaining issues in dispute. This is the arbitration process that is now contained in the city Charters of Vallejo, Palo Alto, San Jose, Redwood City and Gilroy. It is also similar to the arbitration process that is seen in sports negotiations. Most neutral commentators agree that this final offer "issue by issue" approach provides adequate flexibility while at the same time effectively eliminating the danger that an arbitrator will totally substitute his/her

(See ARBITRATION, Page 16)

The Great Test Of '89

by Bruce Fairbairn, Co. C

One can still hear the rumblings around City Hall. I, for one, am surprised that the old building still stands. There are, or so I have been told, a few more cracks though. Let us hope that none of us fall between the cracks and become lost forever.

I suppose that it was inevitable. Someone decided to give an examination in order to promote Officers to the ranks of Inspector and Sergeant. There exists a huge stumbling block to this process. One that perpetually arises. We have a surplus of qualified candidates. 1,131 Officers have applied for 75 Inspector positions. And a total of 1,104 Officers will test for 125 Sergeant spots. Well, what is any examination, if not simply a process of elimination. Anyone can see that with so many qualified people vying for so few job openings, someone had to come up with a process of elimination. Oh, and what a process was devised! An exam is to be given which is to be totally subjective. All of the weight virtually being placed on an oral presentation. Handy, isn't it? No written records of the exam to be maintained. And no effective avenue of challenge.

If, however, we take a sidelong glance into the recent past, the promotional process was based solely on one's knowledge and understanding of the criminal justice system. If you could demonstrate an understanding of the various codes and show an ability to communicate both written and orally and do it better than the majority of your peers, then you were promoted. Simple. It was entirely democratic in the sense that distinctions were drawn allegedly from objective intellectual criteria, without regard for one's family background, race, color, creed, or any other irrelevant factor. Everyone could compete for a promotional slot and be judged on their merits. It was an admirable concept and embodied strong notions of achievement and upward mobility. Admittedly, the system had flaws, but it was pretty darn good when compared with our present state of affairs.

No one can argue against the logic of a fair examination. One which is administered to all equitably. Any considerations outside of the individual's body of knowledge should be dismissed as irrelevant. The color of a person's skin, as surely as his religion, should be merely incidental.

(See TEST, Back Page)

Proposition K: A Battle That Remains To Be Fought?

by Al Trigueiro

Several months after taking office, the Keys Administration was approached by Mr. Al Waters, President of the Deputy Sheriffs' Association and Mr. Bob Boileau, the DSA's representative from Local Operating Engineers #3 and presented with one of the initial drafts of which would ultimately become the sheriff's November ballot measure, Proposition K.

The DSA was asking for our Association's support of their measure which, included in that draft, not only the consideration of various security personnel under the authority of the Sheriff's Department, but also the San Francisco Airport Police. For this and for a number of other very good reasons the POA strongly opposed the proposition with its many disastrous ramifications.

Several months passed without any indication that the DSA and Sheriff Hennessey were continuing with their efforts to bring their proposal to the voters in November. However, in August, without advanced warning, the POA and Chief Frank Jordan were notified that the proposition's passage was imminent. A last ditch attempt was made to convince the Board of Supervisors that the sheriff's measure was too vague, misleading, and certainly not in the best interest of the citizens of San Francisco. Nevertheless, despite protestations from many qualified sources, the measure was passed by the Board of Supervisors and was placed on

(See PROP. K, Back Page)

The Notebook Needs You

We need your articles to make this the best possible newspaper. Articles should be sent to:
Tom Flippin, Editor
SFPOA Notebook
510 7th Street
San Francisco, CA 94103
Deadline for January, 1990 issue:
Tuesday, December 26, 1989

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Widows and Orphans Aid Association

The regular monthly meeting of the Widows and Orphans Aid Association was called to order by Pres. Thomas Greene at 2:05 P.M., Wednesday November 15, 1989 in the Traffic Bureau Assembly Room, Hall of Justice.

ROLL CALL OF OFFICERS: Trustees W. Hardeman, G. Jeffrey excused. All others present with P. Pres. M. Hurley, M. Lennon, F. Pardella.

MINUTES OF LAST MEETING: Approved as presented to the membership in writing.

COMMUNICATIONS: Following donations received and acknowledged by Secretary: PIUS LEE - Monthly salary contribution; CARLA RUTH (Fraud Detail) - in memory of John Blessing. Treas. Parenti presented usual bills, benefits, salaries, taxes, accounting - APPROVED.

Treas. Parenti reported the following deaths: JOHN J. BUTLER: Born in San Francisco in 1896, John joined the Department in 1930, age 33 after working as an ambulance driver for The City. After receiving training out of the Chief's Office (no Academy in those days), John was assigned to the old Mission Station - 17th & Treat Sts. While attempting to make an arrest, he was badly injured, incurring a concussion. When John returned to work, he was assigned light duty at the "Ring-In-Bureau", located at Northern Station on Ellis. Due to his injury, this work did not help his recovery, so he was granted a disability retirement in 1943 at age 47. While in the Department, John was a drummer in The Police Band, which marched in all civic parades. He was 93 at the time of his death.

WESLEY WRIGHT: Born in Salt Lake City, in 1907, Wes became a member of the Department in 1938 at age 30 after being employed as a salesman. Assigned to Richmond Station, he was detailed to Treasure Island, working The World's Fair in 1939 and 1940. After the Fair, he was sent to Taraval, and from there to Mission. He remained at Mission for 4 years, before being transferred to Northern for another 4 years. Promoted to Sergeant in 1947, Wes was assigned to Ingleside, then to Mission staying there for 7 years. Assigned a Day Watch in 1957 at Richmond, he remained there until his retirement for service in 1965 at age 57. Wes received the following awards: 1945 - 1st Grade for arrest of suspect wanted for murder, bodily assault; 1956 - 2nd Grade for arrest of two taxi cab holdup men, wanted for many such holdups; 1964 - 2nd Grade for arrest

of suspect who had committed an armed robbery of a supermarket. Wes was 81 at the time of his death.

REPORT OF TRUSTEES: N. McIntosh, Security Pacific National Bank reported the sale of certain Govt. Bonds, Bristol Myers Squibb stock, with the proceeds being used for the purchase of other equities, particularly in Public Utilities, for a gain in annual income of \$3,072. Also recommended a change in Constitution, ART V, SEC 3 which would allow more flexibility in the account, allowing for purchase of Corporate Bonds to contract the possible fall in interest rates. Amendment would also allow for purchase of corporate convertible debentures rated at B2 or better in Moody's.

NEW BUSINESS: Motion Sturken/2nd Parenti to amend ART V SEC 3 as follows: (A) Not less than 70%, at cost, of said assets to be invested as provided below:

(1) Not less than 50%, at cost, of this 70% shall be invested in United States Treasury obligations or the obligations of any agency of the U.S. Government:

(2) The balance may be deployed as follows:

(a) Any corporate indentures whether industrial, financial or utility rate AAA, AA or A

(b) Not more than 15%, at cost, of said assets to be invested in convertible debentures rated B2 or better by Moody's.

(B) Not more than 30%, at cost of said assets to be invested as provided below:

(1) Corporate stock (2) stock of any diversified management investment company:

(3) Real property: provided that said purchase price at cost. Less mortgage shall not exceed 15% of total assets of said fund.

The Motion was approved and this will constitute first reading of the amendment. Next reading will be at December meeting.

Pres. Greene discussed the possibility of catastrophic insurance in the event of an unusual number of deaths. Bro. Lennon suggested placing a limit in the By-Laws prohibiting paying out more than 25% of the assets. Bro. Lennon was appointed chairman of committee to bring any changes to December meeting. Pres. Greene to contact insurance companies as to rates, etc.

Nomination of Officers: Following were nominated for Office for 1990 - President - Otto Elvander, V. Pres. - Thomas Bruton (Crimes Scenes Investigation): Treasurer - William Parenti: Trustees - William Hardeman (Retired), James Sturken, (Retired), Kevin O'Connor (Fraud). Good of the Association: Pres. Greene set next meeting for 2:00 P.M., Wednesday, December 20, 1989 in Traffic Bureau Assembly Room, Hall of Justice.

Adjournment: There being no further business to come before the membership, the meeting was adjourned at 2:50 P.M. in memory of above departed Brothers.

Fraternally,
Bob McKee, Secretary

All members are encouraged to attend the next regular meeting: December 20, 1989



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San Francisco Veteran Police Officers Assn.

ELECTION RESULTS: Our Prop "E" wins by a solid majority! Many thanks to all of you who contributed money to our campaign fund. We are pleased with the great response to our appeal for funding of Prop "E", and the results speak for themselves. Prop "K" defeated by 20,000 votes!

MEETING: Tuesday, December 12 at 11:30 a.m. is our next meeting. Parking is good. Refreshments are good. Visit with your buddies. Business starts at 12:30 p.m. sharp. The kitchen crew will serve a hot turkey lunch afterwards. The cost is just \$2 per person.

MEMBERSHIP: If you're an active or retired San Francisco police officer, we invite you to join the SFVPOA. Write to us at P.O. Box 22046, S.F. 94122. We will send an application to you.

PRESIDENT'S MESSAGE: Well, we had a grand slam victory at the polls with the passage of our Prop "E" and defeat of Prop "K", along with a few others.

I would like to thank the voters of San Francisco, the Committee of our members and the retired Firefighters whose efforts made this victory possible. I would also like to thank all members and non-members who contributed to the campaign.

We did not forget the earthquake victims of our City. In lieu of spending extra money on ads, it was decided to donate five thousand dollars (\$5,000) to the Salvation Army Earthquake Relief Fund.

I would like to welcome our 19 new members. Great to have you aboard.

I would like to wish everyone a very Happy Thanksgiving, and I hope to see everyone at the next meeting. — George Cathrell, President

SICK CALL: Frank McFarland had open heart surgery and is doing OK at home. Same for Robert Wardlaw; Bob is doing fine too. Jack J. Casey has a muscular disease, no further info.

DEATHS: Active Officer John Blessing died of his injuries on 11/14/89 after being hit by a fast moving van on 11/12/89. Mark L. Marrochi and Wesley Wright. Rest in peace.

NEW MEMBERS: Joseph R. Allegro, Edward W. Bigarani, Raymond D. Bini, Robert J. Hankins, Raymond A. Harrison, Harvey Harrison, Raymond P. Macaulay, Clayton E. Mitchell, Richard Moore, James J. Murphy, Cornelius Nichols, Gerald O'Brien, James Picras, Raymond R. Portue, Carmello J. Pulizzano, Louis H. Reyff,

Jack Rodgers, Robert L. Stone, and James H. Sturken. WELCOME EVERYONE!!!

COMMITTEE REPORTS: Sol Weiner, who chaired the Prop "E" Committee, gave his report: Prop "E" takes effect as of July 1, 1990. There are other retirement sections of the Charter which affect about 1500 retired police and firemen. While we get a dollar amount, they only get a percentage, and the gap grows wider every year. Elliott Blackstone is investigating to find out what it will take to correct this situation...This organization was originally founded as a social organization; but times have changed, and I believe we should become more politically active. For instance, we should be able to attend a political function for Wendy Nelder or others and mix with these people and become known to them, so that when we are interested in certain charter changes we can get the help we seek. We can't really rely on the active SFPOA or the Firefighters Union to do the job for us. They have enough to do already. I believe we will have to make some changes to our Constitution and By-Laws so the political people know that the retired officers give a damn. We have to get involved...The Nomination Committee recommends Richard Castro for the vacated director's seat and Rudy Milon for the 2nd Vice President's seat...Marty Barvero reported on the finances for Prop "E". We collected donations from 86% of our members and scores of non-members contributed, plus donations from the SFPOA and the Firefighters Union. The latter two will be getting some of their money back, and we will close the books.

UNFINISHED BUSINESS: Second reading for: 1) donation of a case of liquor for the Retired City Employees Assn.'s Christmas Party and 2) \$100 donation to the ICA. Both motions were approved.

GOOD OF THE ORDER: Al Perry suggested that along the lines of changes to our By-Laws, we should consider raising the amount of operating expenses for the Secretary and Treasurer, as the current sums date back many years.

DUES FOR 1990: The dues are \$12 per year, due on January 1 of each year. You can send in your check now, please. Also, please include your dues card and a stamped self-addressed envelope. If your telephone number is not on your check, please write it in, for our records.

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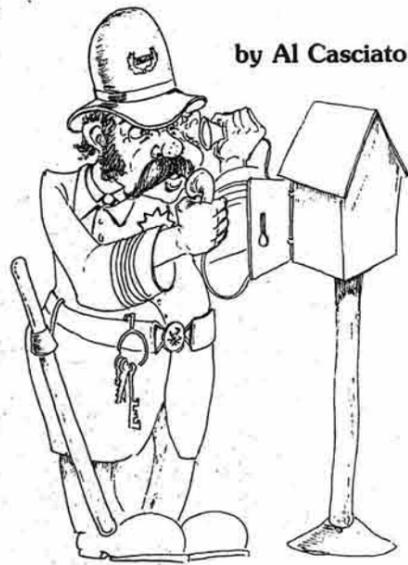
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AROUND THE DEPARTMENT



by Al Casciato

May be good news for all city employees if Bill Kearny's idea is implemented by the Mayor. Seems that sometime in January the new pre-tax exemption program will go into effect. That is the program by which pay checks will be taxed on the amount remaining after retirement, medical, and other misc. deductions are deducted out. Bill's idea is simple; since the program eligibility actually started in 1989 why can't all the 1989 W-2's that are prepared in January 1990 be computed with the pre-tax formula thus saving employees thousands upon thousands of tax dollars. Would be a great late Christmas present but well worth the wait.

A lot of stress was experienced by many employees after the quake and the department responded by putting out literature and a list of referrals to hopefully prevent members from developing long term effects that would affect work performance. The idea of prevention was good and the materials provided were relevant. Sadly, many members of the department did not utilize the services, though needed. Why? A lack of confidence that a visit seeking help would remain confidential and a fear that a stigma would be attached to the remainder of their career.

I wonder if the American Civil Liberties Union is going to jump on this one. Ed Collins from Co. H was a bit angry with the way the Chronicle covered the accident and subsequent passing of Officer John Blessing. Well Ed, wrote a letter and hand carried it to the newspaper. The letter was read and the Editor and Reporter were shocked by the language used by Ed. So shocked were they that they delivered the letter to the Chief of Police who immediately had Management Control commence an investigation to see whether or not Ed should be brought up on charges and disciplined. Well, whether Ed's letter was in good taste or not, the Chronicle had the option of printing or not printing it and the option of responding or not responding to it; but to file a complaint with the Chief is clearly an attempt to stifle the free speech of an individual merely because he is a Police Officer...How about it, John Crew?

Birth....

To Chris and Susan Olocco of Co. B. a boy Charles John, 8 lbs. 9 ozs. 20 1/4 inches on November 3, 1989. Charlie is the 3rd child for the Oloccos who already have daughters Christy, 7 years, and Cari, 5 years. Lil Charlie is named after Susan's dad, Charlie Anderson, who for years was a legend in the Mission District. Mom, Dad, Sisters, and Lil Charlie all doing fine and looking forward to a very Merry Christmas.



Being the spouse of a Police Officer is alleged to not be easy. But is being the spouse of an artist any easier? Captain Mike Hebel is married to International Artist Joan Brown who is currently being featured at San Francisco's Museum of Modern Art. The show is titled: "Bay Area Figurative Art, 1950 - 1965". It runs through February 1990 before travelling to Philadelphia and Washington D.C. Mike, being the good spouse, is required to travel with Joan to these other cities and to such exotic places as Tibet, India, Singapore, when Joan is seeking inspiration for new work. Well, what do you think? Does Mike have it tough or not. You decide and if you enjoy art drop by the exhibit for opportunity to meet the various artists.



One thing I hope comes from all these investigations over the issue of crowd control is a requirement that a representative from the Mayor's Office be at the scene of every demonstration. A representative that has the power and authority of the Mayor delegated to him/her to make decisions and accept responsibility for them. Chiefs, Deputy Chiefs and Commanders do no good because they are merely department heads that are expendable. The old green book (Police Administration) said some where that a community receives the type of policing it demands for itself. In crowd control situations the community must decide on how the crowd is to be controlled and what civil disobedience will be tolerated. In our city the Mayor is the elected representative of the people and it is he who must decide the crowd control policies.

The basketball season for the department is in full swing. So if you get a chance drop by the Mission Rec Center on Tues. or Weds. mornings and cheer on the various teams. Contact Bob Puts, Northern Station for a complete schedule of all games.



John Blessing, Bob Almstead, Bob Mucci, and Bert Oberg Jr. all passed away this month. Four different individuals who died under vastly different circumstances yet all tied together by the San Francisco Police Department, especially its members who were their other family. We will miss them greatly...(taps).

Neighborhood Results On Proposition K

by Paul Chignell
Vice-President

Below are the neighborhood results of the Police Officers' Association's defeat of Proposition K which give a clear picture of which areas of the City supported the POA and which areas voted with the Sheriff and the Deputy Sheriffs' Association. It is interesting to note that the conservative areas of the City supported the police and the most liberal areas did not. However, many liberal areas split on the issue such as Bernal Heights, Inner Sunset, Visitacion Valley and Potrero Hill. This ensured a POA victory.

It would be a mistake to say, however, that this will be the trend in the future. All of our recent elections on benefit issues showed the reverse trend, that the liberal areas voted for police benefits such as changes in the salary formula, night differential, time and one half for overtime, etc., and the conservative areas voted against police benefits.

How can we be sure that the old trend will continue?

We know that because Proposition E on the November 1989 ballot giving a modest increase to police and fire retirees won with the liberal areas supporting the police and the conservative areas voting against the police.

This is a lesson to be learned when we go on the ballot for economic benefits in June of 1990.

TOTAL VOTE	56.9%	NO	43.1%	YES
ABSENTEES	63.6%	NO	36.4%	YES
WEST OF TWIN PEAKS	68.4%	NO	31.6%	YES
LAKE MERCED	67.3%	NO	32.7%	YES
SUNSET	65.0%	NO	35.0%	YES
PACIFIC HTS./MARINA	63.6%	NO	36.4%	YES
EXCELSIOR/OUTER MISSION	59.5%	NO	40.5%	YES
NOB HILL/RUSSIAN HILL	58.7%	NO	41.3%	YES

RICHMOND DISTRICT	58.3%	NO	41.7%	YES
DOWNTOWN	54.4%	NO	45.4%	YES
NOE VALLEY/DIAMOND HTS.	54.5%	NO	45.5%	YES
INNER SUNSET	53.8%	NO	46.2%	YES
CHINATOWN/NORTH BEACH	50.9%	NO	49.1%	YES
INNER RICHMOND	50.8%	NO	49.2%	YES
VISITACION VALLEY	49.4%	NO	50.6%	YES
POTRERO HILL	49.1%	NO	50.9%	YES
BERNAL HEIGHTS	46.9%	NO	53.1%	YES
MISSION	45.9%	NO	54.1%	YES
INGLESIDE	45.1%	NO	54.9%	YES
UPPER MARKET/EUREKA VALLEY	44.6%	NO	55.4%	YES
BAYVIEW/HUNTERS PT	43.1%	NO	56.9%	YES
HAIGHT ASHBURY	42.2%	NO	57.8%	YES
FILLMORE	40.5%	NO	59.5%	YES

Finally, A Completed MOU!

by Al Trigueiro

Due to a recalcitrant City Attorney's office, completion of the MOU was delayed approximately two months. However, it is finally complete and the membership will be voting in January for or against ratification of the entire MOU.

After months of very hard work and long agonizing bargaining sessions, the MOU Committee can present the membership with a good, first-in-fourteen-years contract that includes with its passage an excellent grievance arbitration procedure and an immediate return of our previous uniform policy. Can you believe it?

It is the recommendation of the MOU Committee, who I would like to personally thank for their dedication and diligence during the past seven months, that the membership vote to ratify the document.

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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



POLICE POST #456 NEWS

by Greg Corrales

'Holiday Greetings'

As coordinators of the Retirement Planning Seminars, Mike Sugrue and I wish to express our sincere good wishes to all active and retired members for a most joyous Christmas and A Happy New Year. May the holiday season continue to bless your homes with love, happiness and good health and may the love you have in your hearts grow stronger with each passing day.

May your dreams and plans come true and may there also be a few pleasant surprises along the way.

To those who have attended our Retirement Planning Seminars; Mike and I hope that we have at least achieved one of our goals in assisting you in making the transition of going from an active life to one of retirement, and that the transition will be a little smoother for you.

Our last thought is that you learn to live each day to its fullest, as no one promised us tomorrow.

To our departed members, friends and love ones: May the good Lord open the gates ever so wide, and may you be enjoying the promise of God, of life everlasting, free of pain and suffering and knowing that some day we will all be united.

November's Post meeting was called to order by Commander Castro at 2015 hours. Jack Payne reported that Post 456 is, once again, sponsoring two candidates in the Legion Oratorical Competition. Greg Corrales mentioned that it is time to start thinking about candidates for Boys State. Candidates must presently be high school juniors. More information will be provided in future columns. The Marriott Hotel will soon be dedicating a plaque commemorating that the hotel is on the site of the old induction center, 49 Fourth Street. The hotel has invited participation by Legionnaires and more specifics will be provided as they become available. Members that are not on payroll deduction are reminded to pay their dues if they have not yet done so. Larry Kelly, former USN, was unanimously welcomed into Post 456. The Post made donations to the Yountville Rest Home and to the Legion's earthquake relief fund. At Mark Hurley's suggestion the Post skipped the annual turkey raffle and, instead, donated the certificates to earthquake victims. The meeting adjourned at 2119 hours with a moment of silence in memory of Henry Klein, Amadeo Novembri, John J. Coffey, and John Blessing.

Adm. William J. Crowe,
Former Chairman,
Joint Chiefs of Staff

"In war we remember the Alamo, the Maine and Pearl Harbor; in peace we forget them. Will we ever learn? It's curious that just as our security policies are beginning to bear real fruit in Moscow, we commence whittling away at them with a vengeance."

Congress would finance the college education of 25,000 young Americans annually. Upon graduation, the students would be required to serve four years with state or local police forces. Rep. Robert K. Dornan of California, a sponsor of the bill, said the nation's police forces are having trouble attracting qualified recruits. Senator Arlen Specter, a co-sponsor of the bill, points out that in 1948 there were 3.22 police officers patrolling the streets for every violent crime reported. By 1987, there was only one police officer available for every five violent crimes.

While serving with First Force Reconnaissance Company in 1968 I met a very popular second lieutenant by the name of Slater. Lt. Slater was killed in action on a reconnaissance patrol and as a measure of the love and respect we had for him, a short time after his death a sign was erected outside a tent which was in our area in An Hoa. This tent was the equivalent of a stateside enlisted man's club. When the men could get their ration of two warm beers they usually gathered in this tent to drink them and "shoot the breeze." The sign that was erected proclaimed that the tent "Slater's Inn." Many noncombatants might mock that tribute to Lt. Slater, but more than twenty years later, tears are flowing down my cheeks as I write about "Slater's Inn." I often despaired that the honor accorded Lt. Slater by that extraordinary group of Recon Marines was now long forgotten.

I have recently learned that at least 126 times during the Vietnam War, the comrades of fallen U.S. fighting men kept their buddies' memories alive by christening a camp, airfield, building or other facility in their honor. It is very likely that these honors (and the deeds that spawned them) might have slipped into oblivion were it not for retired Army Master Sergeant Ray Bows, a Vietnam veteran and former columnist for "Stars and Stripes." Master Sgt. Bows wrote a recently published 712 page book titled, "Vietnam Military Lore 1959-1973 ... Another Way To Remember." In describing the book Bows stated, "This is not the story of politicians, generals, and major campaigns. It's Vietnam the way it was - as told through the actions and sacrifices of those who didn't return."

For a time, signs and plaques and archways commemorated the Vietnamese sites of fallen Americans, but as communist forces gained control of the country in the 1970s, the signs came tumbling down, and it's doubtful that any still exist. Again and again, the men whose names survived them in a foreign land were those, like Lt. Slater, who died so that others might live. They are true American heroes. I have never watched a movie about Vietnam, nor have I read a book about Vietnam since my return. I will read this book!

The next meeting of Post 456 will be on Tuesday, December 12 at 2000 hours. The meeting will be held at the POA Building, 510 Seventh Street. Mouth watering delicacies produced in Mama Corrales' gourmet kitchen will be provided at the conclusion of business. Try to attend the meeting. We need your input and participation.

As I close this month's column I would like to wish each of you the very best of holidays. As you enjoy the holidays with your loved ones, take the time to reflect on the blessings that have been bestowed upon you. I would also ask you to think about one of the stories that appears in Master Sergeant Bows' book.

Although it no longer exists, at one time there was a Camp Frenzell-Jones at Long Binh. It was named after PFC Herb Frenzell, 22, and Spec. 4 Billy Jones, 24, who became friends amid Vietnam's tortuous heat, muck, and battle. One day in early 1967, Frenzell was cut down by the Viet Cong after deliberately drawing fire upon himself and away from other members of his patrol. Aware of the sacrifice Frenzell had just made, Jones carried his dead friend, with the enemy in hot pursuit, for two hours through swamp and jungle. Eventually, though, Jones also was hit. As he lay dying, a member of his squad bent over him. "I tried," said Jones. "I did all I could. I can't do any more."

Not only are Jones' words a fitting epitaph for all who have died in our wars, I believe that it is the way each of us should conduct our lives. Let's give it all we can!

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Bush's Tribute To Officers Slain on Duty

President Bush broke ground recently for a memorial to slain police officers, and he said their killers should pay "the ultimate price" for committing "the ultimate crime."

Bush drew loud applause from a large crowd that included hundreds of police officers and widows and relatives of some of the 30,000 officers whose names will eventually be carved on granite walls at the memorial site.

Bush prodded Congress to act quickly on the \$1.2 billion anti-crime package he unveiled last May, including stiffer penalties for gun-related crimes, limits on semiautomatic weapons and no plea bargaining with those who used guns in violent crimes.

"It is time to act, because these improvements are a vital part of our national drug strategy," said Bush, adding, "Before any more names are added to that wall, the protection you deserve should be added to the books."

"For cop killers, for those who commit the ultimate crime, I feel strongly that they should pay the ultimate price," said the president.

The Senate is expected to vote later this year on Bush's crime package. The House is awaiting Senate action before it takes up the measure.

Reprinted from Associated Press

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To The POA

Dear Sir/Ms.

I am sending you this article that I thought you might be able to run in your newspaper. As the wife of a retired San Francisco Police Officer (Calvin Frost) and the mother of a San Francisco Police Officer (Larry Frost) and also the sister of a Retired Police Officer (the Late William Cahill, California State Harbor Police) I thought this columnist's comments really hit the heart. Thank you in advance and God Bless and protect each and everyone of you.

Most Sincerely,
Mrs. Gerry Frost

A Policeman Is A Composite Of All Mankind

by Paul Harvey
Columnist

Don't credit me with this mongrel prose; it has many parents — at least 535,000 of them: Policemen.

A policeman is a composite of what all men are, a mingling of saint and sinner, dust and deity.

Culled statistics wave the fan over the stinkers, underscore instances of dishonesty and brutality because they are "news." What that really means is that they are exceptional, unusual, not commonplace.

Buried under the froth is the fact: Less than half of 1 percent of policemen misfit that uniform.

That's a better average than you'd find among clergymen.

What is a policeman made of? He, of all men, is at once the most needed and the most unwanted.

He's a strangely nameless creature who is "Sir" to his face and "fuzz" behind his back.

He must be such a diplomat that he can settle differences between individuals so that each will think he won.

But...

If the policeman is neat, he's conceited; if he's careless, he's a bum.

If he's pleasant, he's a flirt; if he's not, he's a grouch.

He must make in an instant decisions which would require months for a lawyer.

But...

If he hurries, he's careless; if he's deliberate, he's lazy.

He must be first to an accident and infallible with a diagnosis.

He must be able to start breathing, stop bleeding, tie splints and, above all, be sure the victim goes home without a limp.

Or expect to be sued.

The police officer must know every gun, draw on the run and hit where it doesn't hurt.

He must be able to whip two men twice his size and half his age without damaging his uniform and without being "brutal."

If you hit him, he's a coward; if he hits you, he's a bully.

A policeman must know everything — and not tell.

He must know where all the sin is — and not partake.

The policeman must, from a single human hair, be able to describe the crime, the weapon and the criminal — and tell you where the criminal is hiding.

But...

If he catches the criminal, he's lucky; if he doesn't, he's a dunce.

If he gets promoted, he has political pull; if he doesn't, he's a dullard.

The policeman must chase bum leads to a dead end, stakeout 10 nights to tag one witness who saw it happen — but refuses to remember.

He runs files and writes reports until his eyes ache to build a case against some felon who'll get dealt-out by a shameless shamus or an "honorable" who isn't.

The policeman must be a minister, a social worker, a diplomat, a tough guy and a gentleman.

And of course he'll have to be a genius.

For he'll have to feed a family on a policeman's salary.

Reprinted from
The Duncan (Okla.) Banner
Tuesday, October 10, 1989

An Injudicious System

Editor's Note: The following letter illustrates vividly the problems we have in policing this city. However, it also presents good evidence that the job we do is appreciated by some people (probably more than we realize). The name of the defendant has been deleted since he was, unfortunately, found not guilty.

Officer Gerald D'Arcy
850 Bryant St.
Narcotics Bureau
San Francisco, CA

Dear Officer D'Arcy,

I was the foreperson on the (name deleted) jury. I am writing to tell you how very disappointed I was in the hung jury. It was absolutely incredible to me that a unanimous verdict of guilty was not reached in the case. I thought both you and Officer Hanley were credible witnesses. The idea that any reasonable person could believe in the coincidence that a person you were following for suspicious behavior could be the same person who just happened to find a rock of cocaine on the ground (to say nothing of the unlikelihood that a) it would be there at all, b) he would notice an object of that size, and c) you would bother to substitute a larger rock for the one dropped) is to my mind absurd.

It was clear to me that two persons on the jury had made up their minds how they were going to vote, and no difference in the evidence presented would have changed their minds. One had such a negative view of law enforcement officers that she must have had some unpleasant experience(s) with the law. I intend to discuss the case with the D.A. and give him information regarding jury deliberation which I hope will be of help to him in jury selection and evidence presentation in future cases of this kind. I did do my best as jury foreperson to get a unanimous verdict, and I think 3 of the 5 persons voting not guilty could have been persuaded to vote guilty, had not the two mentioned above been so vocal and close minded. I am very upset by the outcome and believe that justice has not been served.

I also want to tell you that the testimony of you and Officer Hanley reminded me that there are people such as yourselves who perform an unpleasant, dangerous and frequently unrewarding job for the citizens of San Francisco. It must be extremely frustrating for you to have cases like this in which your testimony is doubted and your efforts seemingly unappreciated. I hope they are infrequent. After the trial was over I gave three of my fellow jurors who had voted innocent a ride downtown. Please know that there are some of us out here who recognize and very much appreciate your efforts and share in your disappointment that the verdict of the jury was not a unanimous Guilty.

Best wishes
Melissa H. Bruins



FROM THE PRESIDENT

I have to start my column off this month on a sad note, but as all of you know, we recently lost a member, John Blessing. Fortunately, I had the pleasure of knowing John and played football with him in the Flag League years ago. It seemed like we were always smaller than the other teams, but playing the line pound for pound, John, along the rest of the line, always held his own. They were a tough group. For those who didn't have the opportunity to know John, he was an outstanding officer and his record speaks for itself. He was dedicated and surely will be missed. I've spoken with John's wife, Denise, and assured her of our support if needed.

I was disappointed that past chief and current Police Commissioner Al Nelder resigned. I always felt Commissioner Nelder was fair and impartial and helped balance the Commission. His knowledge and expertise of the department will be missed by the Commission and this P.O.A. Good luck to you, Commissioner Nelder.

As you all know, Prop K was defeated at the ballot box. I hope all of you remember from last month's column the people who helped us in our victory. Now it's time to spend our time and energy upgrading our poor standings in the state as far as pay and benefits. There will be more info coming regarding a proposed June charter amendment which will allow us to upgrade deserved benefits and the Tier II system.

Our plan as far as the M.O.U. goes is to send it to you for ratification with the annual station elections. I hope the membership does ratify the M.O.U. because it's certainly a step in the right direction and something that has been a long time coming.

If anyone out there has any old or extra soft hats, I have a request from a retired member who needs 1 lieutenant's soft hat and 3 other soft hats. It would be appreciated if anyone who has any of these, and is willing to part with them, would get them to me at the P.O.A.

Thanks.

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Open Letter To Santa

by Sgt. George Toy, Co. G

I believe I have been a good cop this year, but the "administrators" of SFPD have been naughty!

Therefore many of us are wishing for new "administrators."

Santa, let me give you an example of what I am talking about. I was involved in a major off-duty accident, and as a result I was injured very severely. Therefore, I had to request a sick leave.

Well, Santa, I took the sick leave form to my doctor, and Box #14 "Date Leave To End," was marked "Unknown." I thought that would be fine because the form is only good for three months.

Santa, let me tell you it is not O.K.! Captain Winters and Deputy Chief Reed have refused to accept my leave request, because of this error, and I have been informed my pay checks will stop!

Santa, I can only guess where these "administrators" had their fingers shoved, so that they were unable to dial the phone, and ask my doctor for an ending date. Some officers have suggested it was shoved in the same place their heads have been for years.

Well, Santa, my commanding officer, Captain Kotta, did not want to see me without a Christmas pay check, and allowed me to put in for vacation. I think you should reward Captain Kotta because he showed those other Scrooges! Now my children will have a Christmas turkey on the table.

Santa, let me point out that I have saved this sick time over a period of 19 years, and now that I need it, the request has been disapproved.

It is easy to see who the Christmas Scrooges are this year! Let's hope the "administrators" change soon.

THE Gavel TAVERN

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SATURDAY Noon-2 AM
SUNDAY 4 PM-2 AM

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A Job Well Done? POA To Appeal Peckham Order

by Steve Balma, #604/SOBTF

The tireless Mayor Agnos has been working quietly to achieve peace between the warring Hunters Point and Sunnydale gangs, and has succeeded to the point where he hosted a dinner last Tues. night for the six leaders of each gang. Place: the posh Carnelian Room atop Bank of America. Dress: black tie! The 12 young men, in their late teens and early 20s, dutifully rented tuxes and drove to their rendezvous in rented cars. From all appearances, Agnos' unusual ploy worked out beautifully.

Reprinted from Herb Caen's Column San Francisco Chronicle November 27, 1989

An anniversary; an engagement; a birthday; a promotion; a graduation; a retirement; all of the above are special occasions which warrant a celebration, a "reward", if you will, for doing a job well, or for following through with a commitment. And what better way to celebrate that special occasion than to go out to a nice restaurant for dinner.

Shooting at and killing innocent bystanders; using and teaching 12-year-old children to sell crack cocaine; selling crack cocaine to 12-year-old children; throwing bottles and bricks at the police; shooting at the police; procuring young girls to perform sexual acts for crack cocaine.

All of the above are obviously not special occasions which warrant a celebration or a "reward" for a job well done, but they are the trademarks of the crack gangs which I have witnessed over the last four years while combatting same in our city's housing projects.

Have you ever been to the Carnelian Room? I haven't!

I wonder what kind of wine our mayor felt was appropriate for toasting the same gangs which cause death and crime on our streets.

Federal Judge Robert Peckham issued an order on November 15 vacating his order of August 10 that the Consent Decree requires the City to continue making 15 promotions annually to the rank of Assistant Inspector and 25 promotions annually to the rank of Sergeant.

Judge Peckham's order of August 10 was based on the plain meaning of the language used in the Consent Decree. His new order of November 15 concludes that the plain meaning of the Consent Decree should be disregarded because the result would be a disproportionate number of promotions to the ranks of Assistant Inspector and Sergeant in comparison to the number of promotions to the ranks of Lieutenant and Captain. To avoid such disproportionality, Judge Peckham held that the provisions of the Consent Decree for annual promotions to the ranks of Assistant Inspector and Sergeant do not continue in effect while the Consent Decree is being extended because the City has not administered all of the examinations that are required under the Decree for these ranks.

The POA Federal Litigation Committee and Board of Directors voted on November 21, 1989 to file an appeal of this new order and also to file a motion for an order requiring the City to increase the number of personnel in the Q-2 Police Officer rank in order to reinstate the proportionality between ranks that Judge Peckham has not found to be an inherent provision of the Consent Decree. The Federal Litigation Committee and Board of Directors also directed the POA's attorneys to seek a termination of the Consent Decree in the event Judge Peckham retreats from this new interpretation of the Decree and refuses to order the City to increase the hiring rate of new personnel, since the POA would then not be receiving any of the benefits that were the reason for its acceptance of the Decree.

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION MONTHLY FINANCIAL STATEMENT OCTOBER 1989

Income:	
Dues — Active	\$75,038.60
Dues — Retired	71.25
Notebook	3,511.00
Misc Income	255.00
	<hr/>
	\$78,875.85

DISBURSEMENTS:	
701 Accounting	355.00
709 Board of Directors	170.40
723 Dues Collection	295.80
725 Equipment Purchase	3,487.31
728 Equipment Rental	199.15
730 Expense Acct. (Pres.)	400.00
744 Insurance & Bonding	2,080.40
753 Janitorial	365.00
761 Equipment Maintenance	814.68
771 Mailing	62.29
772 Public Relations	384.76
772A Public Relations Spec.	[128.33]
773 Rent	1,722.00
776 Salaries — Office	6,165.64
777 Salaries — Executive	6,048.84
782A Admin. Exp. Supp.	148.18
785 Fed. Payroll Tax	3,966.28
787 State Payroll Tax	1,198.31
Less Withholding	[3,393.98]
792 Utilities	1,109.89
794 Building Maintenance	236.00
796 Retirement President	2,485.40
830 Health Svc/Retirement	2,429.87
830A Health Svc Expenses	681.95
835 Insurance	675.40
845 Legislative	53.10
850 Labor Relations	19.95
855 Political Contributions	2,000.00
855A Prop. K	11,661.65
860 Screening	1,063.14
861 Bley Retainer	5,600.00
863 Publication	3,930.36
870 COPS	1,000.00
872 Life Insurance (Member)	2,037.40
875 Davis, Reno & Courtney	15,111.00
880 Stress	464.37
895 Sports	3,248.45
897 Will Program	[110.00]
	<hr/>
	\$78,039.66

Cash received over disbursements \$836.19

Beginning Cash Balance	
General Account	5,251.40
Merrill Lynch	50,017.40
Check Adjustment (rec. Oct)	100.38
Bank Adjustment (rec. Oct)	98.26
	<hr/>
	\$55,467.61

Ending Cash balance	
General Account	31,312.50
Bank Adjustment [26.10]	
Merrill Lynch	25,017.40
	<hr/>
	\$56,303.80

The Supplemental Financial Statement further explains the breakdown of accounts. October 1989 Financial Statement (Supplemental)

Disbursements/Expenses:	
701 Accounting	\$355.00
Accounting firm of Alan Lindquist & Co. Costs are due to: the filings of political contribution requirements.	
709 Board of Directors	170.40
Knights Catering — Sept. Bd. Meeting	
723 Dues Collection:	295.80
City and County collection costs	
725 Equipment Purchase:	3,487.81
Strand Service Appliance 918.03	
1 Stove/1 Refrigerator	
First Interstate Bank 32.05	
Tape Recorder	
Gestetner Corp 2,537.23	
Copy Machine	
728 Equipment Rental	199.15
AT&T 170.93	
Custom Coffee Plan 28.22	
744 Insurance & Bonding:	2,080.40
Fireman's Ins. Exchange 2,040.00	
Muzio Rovero Ins. Svc. 40.40	
753 Janitorial	365.00
Clear Intention Window Svc 90.00	
David Martin Johnson 275.00	
761 Equipment Maintenance	814.68
Atlas Heating & Vent. Co 96.23	
Wang Labs. 291.00	
Pitney Bowes 182.12	
Guaranty Office Equip. 71.73	
Pitney Bowes Credit Corp. 173.60	
772 Public Relations	384.76
NCAPOA 225.00	
Castro Flower Shop 159.76	
72A Public Relations (Special)	[128.33]
COSTCO (Xmas Gifts) 371.67	
Reimbursement Comm Svc [500.00]	
782A Administrative Exp. Supp	148.18
Custom Coffee Plan 50.40	
S.F. Newspaper Agency 17.40	
S.F. Newspaper Agency 19.20	
Book Publish Co. 27.69	
League of Calif. Cities 25.00	
First Interstate Bank 33.49	
Journal Entry [25.00]	
792 Utilities	1,109.89
Pacific Bell 529.61	
Golden Gate Disposal 143.12	
S.F. Water Dept 13.93	
AT&T 189.01	
PG&E 226.18	
PageNet 8.04	
794 Building Maintenance	236.00
Monarch Electric Co	
830A Health Service Expenses:	681.95
COSTCO (Xmas Gifts) 371.67	
Matthew Bender Co. 100.28	
(Book Publishing Co.)	
CA. Workers Comp Reporter 210.00	
845 Legislative	53.10
First Interstate Bank	
850 Labor Relations	19.95
Labor Relations Information System	
855 Political Contributions	2,000.00
Postmaster	
(John Burton Slate Card to defeat Prop K)	
855A Proposition K	11,661.65
Candidates Outdoor Graphics 1,551.50	
Voter Contact of CA (labels) 2,885.00	
Postmaster 5,341.08	
(Special Notebook Mailing)	
Voter Contact of CA 338.57	
(Mailing Labels)	
Bay Area Reporter 1,000.00	
(Anti-K Advertisement)	
Bay Times 900.00	
(Anti-K Advertisement)	
Refund No on K Argument [354.50]	
Registrar of Voters	
860 Screening	1,063.14
Bley & Bley 1,048.14	
Clerk Municipal Court 15.00	
880 Stress	464.37
Peanuts Answering Svc 65.00	
Pacific Bell 399.37	
895 Sports	3,248.45
Beth Pedrdalaso 137.58	
Ray Martini 250.00	
S.F. Police Pistol Team 781.12	
Duane Otis 200.00	
Roger Farrell 200.00	
Armond Pelissetti 200.00	
Don Sloan 200.00	
Dennis Quigley 200.00	
Michael Zurcher 200.00	
Glen Pamfloff 200.00	
Bob Fitzer 200.00	
Janet Scarborough 65.00	
Brenda Walker 190.00	
Curt Cushen 135.00	
Bob Gillespie 180.00	
Refund No. Amer. Police Soccer Tournament [90.25]	



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Wrong! Wrong! Wrong!

Some people just lack the tenacity to be successful in their chosen careers. This seemed to be the case with a would-be bank robber who walked into a Baltimore savings institution, produced a demand note for all the teller's 50s and 100s, then stood nervously tapping his foot while employees tried to read his shaky handwriting. Finally, the tension of waiting was just too much for him and he slunk out the back door. The manager told police the suspect must have been extremely overwrought, because he forgot and left his wallet on the counter. Detectives graciously returned Randolph Culver's I.D., then signed him into new lodgings at the Crossbar Hotel.

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pam davis

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Intent To Injure

by Ken Sugrue, Violent Crime Unit (formerly the Tac Squad)

After reading Jerry Donovan's article in the November P.O.A. Notebook issue, I felt compelled to give you my version of the demonstration at Castro and Market as one of the officers who was "on the line."

If you don't already know, I was one of the officers kicked by one of the ACT-UP "agitators" members.

After being arrested for failing to disperse and blocking the street, Officers John Chestnut and Barry Cooper brought the suspect over to Officer Bob Deltorre and me, where we prepared to take his arrest photo. While Deltorre attempted to take his photo, he intentionally kicked Deltorre in the face, knocking him back. While we tried to restrain him, he intentionally kicked Officer Jim Batchelor in the leg. I took hold of one of his legs and we moved him toward the patrol wagon. As we got next to the patrol wagon, a television camera person came from around the patrol wagon turned on his camera and temporarily blinded me with the bright camera light. As I attempted to shield my eyes, the suspect sought the opportunity and intentionally kicked me in the face, knocking me to the ground. He then intentionally bit Cooper on each hand while Cooper attempted to get control of his hands.

You may be asking why I would use the word "intentionally" for each of us. Well, the suspect, who has a criminal history of riotous behavior dating back to 1981 and a member of ACT-UP, pled guilty to felony battery on a police officer and is currently serving a lengthy jail term. It was his admitted intention to inflict injuries on police officers that night.

It gives me an uneasy feeling to know that when I "go on line" there are protestors who aren't there for a peaceful demonstration but for the sole purpose of getting arrested and inflicting intentional injury on the police officers.

Besides certain command personnel who were there to witness the ACT-UP-provoked confrontation, no one from the administration (City Hall) seemed concerned that we were the true victims. It is a constitutional right to peacefully demonstrate, but where does it say that an officer has to be subjected to physical abuse, then stand by and watch the lack of concern from those we protect and serve.

There was film footage of officers being battered, but no footage of officers using unnecessary force. I doubt any occurred, considering there must have been three cameras for every officer. If there were officers rightfully accused and, as would have been the case, on film, that officer would be on display in the City Hall rotunda crucified on a cross.

From my point of view, Captain Richard Cairns and Captain Robert Fife should not have been ridiculed but commended. They have my utmost respect and sympathy. Whether the administration wants to admit it or not, those two outstanding leaders prevented "White Night II." It's interesting that no one has commented that the demonstrators were chanting "White Night Tonight."

Who knows, if Fife and Cairns had been in charge on that fateful night in May of 1979, the first "White Night" might never have happened.

Advice To A Young Policeman

Submitted by Kevin Mullen, SFPD (Retired)

You have recently been appointed, and are about to assume the responsibilities of an office, the duties of which are much more varied and difficult, and the trust of which is of much more importance to the public and to yourself than is generally admitted.

You are to assume the duties of an executive officer of criminal law, of the ordinances of a great commercial city, and as a conservator of the public peace. Your acts will at all times be subject to the observation and animadversion of the public; and on the standpoint where you commence, and the course you pursue, depends not only much of the welfare of the community in which you move, but the credit of the Department to which you belong, and your own success as an officer and a man.

At the commencement, do not forget that in this business your character is your capital. Deal honorably with all persons, and hold your word sacred, no matter when, where or to whom given.

If you are entrusted with the care of beat, do not play the loafer on it by lounging in doorways or on corners, or leaning against lamp-posts, but patrol your beat continually. Make it your business to know what is doing on every part of it as far as practicable, without unnecessary interference; let no person or circumstances escape your notice, and be able at all times to give information respecting any circumstance of importance occurring thereon. Learn the people residing or doing business on your beat; protect their property; make yourself useful, and aid them in all their lawful pursuits; and, by an upright and straightforward course and a close attention to duty, endeavor to merit the good will of all good citizens. You know not how soon you may need their aid and their favor will add much to your power and influence to do good. But in the pursuit of your duties, as much as possible avoid laying yourself under special obligation to any one; let your services rather place others under an obligation to you. You know not how soon your duties may peremptorily demand that you act in opposition to some individual interest.

Lend a willing ear to all complaints made to you in your official capacity. The most unworthy have a right to be heard, and a word of comfort to the afflicted, or of advice to the erring, cost you nothing, and may do much good.

In ordinary cases, if you find yourself in a position not knowing exactly what to do, better to do too little than too much; it is easier to excuse moderation than an excess. But if an act of great violence has been committed, secure the offender at the first possible moment; delay increases his chances of escape. There are always plenty of willing hands to care for the party he may have injured.

Whenever it is necessary to make an arrest, and you attempt to do it, don't fail; but use no more force than is necessary to protect yourself and secure your man.

If you have a prisoner in custody, keep him before you; do not trust him behind; he might escape, or he might injure you; and besides, bystanders might mistake you for the criminal, being in his place. If an arrest is necessary, so is care and caution.

If you are called to the witness stand, give in your evidence clearly and distinctly, and as briefly as the whole facts can be

stated. On no account let any personal feeling creep into your testimony, nor ever disgrace yourself in the eyes of the court, or prejudice your case by a show of malice or an attempt to color the facts; and never give or have as a reason that you made an arrest that "he was saucy."

No officer can be successful or efficient in the execution of his duties, unless understanding the requirements of the laws and ordinances. Spare no pains in posting yourself in these matters. Recollect that by virtue of your police commission your duties extend only to criminal laws. Every police officer should be familiar with the law or ordinance he is to execute, and he should also know enough of the civil law to distinguish between the two.

Carry with you at all times a memorandum book, and let it contain some record relative to your duties every day. It will be of great value as a reference.

Let promptness mark all your acts. Don't be the last man at roll-call or at your post of duty, nor leave your post without orders; and never keep a person waiting for you one minute over the appointed time.

In whatever duty you engage, set your mind and your face to the work, and while on duty never suffer yourself to appear like an idle spectator. Make promptness a rule for yourself, and require it of others.

School yourself on all occasions to keep perfectly cool. Maintain a perfect control of temper come what will; one that can govern himself can control others.

Never degrade your position by placing yourself on a level with a drunken man or a man in a passion, by suffering his abuse to get you in a passion also.

Remember that in your official duties you are continually and eminently exposed to the ten thousand snares and temptations in city life. As you value the character of the Department to which you belong — as you value your own character and happiness, and the fondest hopes of your friends — beware! be ever on your guard. "Be not deceived nor led into temptation."

Select your associates with care. "A man is known by the company he keeps." You will learn to so judge others, and others will so judge you.

This is from the 1907 Rules & Procedures, much of it still makes sense, and I think I know what the modern equivalent of "saucy" is.

K.M.



Commissioner Nelder Retires

by Louis Giraudo

Few individuals have served the City and County of San Francisco and its people with the distinction and integrity as has Al Nelder. The Police Department, over the many years of his service, clearly benefited from his sage judgment and command presence.

As a Police Commissioner, he has always given the men and women of the department his full support. He has a unique perspective that is steeped in a tradition of the highest standards of professionalism.

I am personally grateful to him for all of the help and support that he gave me over the four years that we served as Commissioners together. He was always a stable and guiding force for the entire Commission. We will miss his presence and I personally will continue to rely on his advice as long as I sit on the Police Commission.

Al Nelder - a good cop, a good Chief, a good Supervisor, a good Commissioner, and a good friend to us all.

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Board of Directors Meeting

November 21, 1989

Call to Order: 1500 Hours

Pledge of Allegiance

Roll Call: (Present) George Rosko, Co. A.; Frank Machi, Co. A; Pete Maloney, Co. B; Bill Coggan, Co. C; Gary Fox, Co. D; Larry Barsetti, Co. D; Mike Paulsen, Co. E; Matt Gardner, Co. F; Cliff Java, Co. H; Mike Conway, Co. I; Gerry Doherty, Co. K; Kay Shine, Co. K; Henry Friedlander, Hdqtrs.; James Drago, SOB Task; Jerry Donovan, TAC; Roy Sullivan, Invest.; Alex Fagan, Invest.; James Cole, Retired; Paul Chignell, Vice-President; Steve Johnson, Secretary; Al Trigueiro, Treasurer.

(Excused) John Goldberg, Co. E; Lon Ramlan, Co. G; Rich Alves, Hdqtrs.; Tom Flippin, Muni; Mike Keys, President.

President's Report

President Keys was in Civil Court in litigation and unavailable to submit his report.

Vice-President's Report

Deferred until Committee reports.

Secretary's Report

Secretary Johnson reported that thanks to the Administration's approval and the hard work of Sgt. Bill Shoaf and Mr. Walter Calcagno, ISMD, the SFPOA now has CABLE access for Association information bulletins. Negotiations for this enhancement also included obtaining permission for OFJ, Latino Peace Officers, Asian Peace Officers and W.O.N. utilization as well. We will be issuing a bulletin with appropriate formats to obtain POA information soon.

Treasurer's Report

Any requests for budgeted monies for the next fiscal year should be submitted prior to the December, 1989 General Membership meeting.

Treasurer's financial statement for the month of October approved (See: Motion #1).

Committee Reports

Police Services Committee: (Delagnes, Chair)

Plaques were presented honoring Officer Marta McDowell, Mission Station as the SFPOA Officer of the Month for October, 1989 and a presentation was made to the family of deceased Officer George Huegle honoring him, posthumously, as the November, 1989 recipient.

FTO Committee: (Casciato/Amiot)

After a brief presentation of problems that the FTO Committee is experiencing, a motion was made (See: Motion #2) to ensure that all legal/administrative remedies be researched by our counsel, as soon as possible, to deal with the following issues:

- Dispute over FTO compensation
- FTO's being ordered to train
- Commissioned officer rating reports for use at FTO interviews
- Non-utilization of Co. H as a training station

Our attorney, Mr. Vincent Courtney, was present during this discussion and will report back to the FTO Committee with plans to resolve all of the problems expressed.

Legislative Committee: (Benson, Chair)

Approximately \$30,000 was spent in the campaign to defeat Proposition K (Sheriff's Jurisdiction/Duties) and both Chairman Benson and all of the other members who worked so hard on this campaign were formally commended by the Board of Directors.

Informational sheets will soon be distributed delineating the pros/cons of Interest Arbitration!! Both this issue (Interest Arbitration) and several others will be placed before the full membership for a vote in the January, 1990 election.

If the Board of Directors receives ap-

proval to proceed with Interest Arbitration, we shall attempt to have it placed on the June, 1990 ballot as a charter amendment.

Interest Arbitration will replace your pay formula as it now stands but it should also give you more control over your economic future.

Federal Litigation Committee: (Sullivan, Vice; Willet, Chair)

Our attorney, Mr. Duane Reno, gave us a brief summation of the recent actions of Judge Peckham. (For further clarification, See SFPOA Bulletin 89-114.) Basically, Judge Peckham reversed his previous decision allotting a certain number of promotions and has now reduced the number by 40 (25 Sergeants/15 Inspectors). The City must now appoint (November, 1989) 100 sergeants and 60 inspectors.

The Board of Directors unanimously adopted a motion (See: Motion #3) to appeal Judge Peckham's order first through the Auditor/Monitor's office then to Federal Court, on the basis of supervisorial proportionality.

S.L.E.S. Committee: (Shine, Chair)

The S.L.E.S. suit, filed by our attorney, Mr. Jeff Dinkin, addressing the blatant violations of the Salary Standard Ordinance (SSO) by the City has resulted in a complete settlement with ...

- The City agreeing to pay all attorney fees incurred;
- The City agreeing to timely payments in the future as required by the SSO;
- The City will pay a 10% penalty on any/all late payments of overtime monies owed in the future.

Labor Relations Committee: (Trigueiro, Chair)

The Memorandum of Understanding (M.O.U.) will soon go before the Board of Supervisors for ratification. This particular contract will remain in effect only until June, 1990.

The M.O.U. will provide the SFPOA with a grievance arbitration procedure and will guarantee uniform placements.

Welfare Officer: (Hebel, Welfare Officer) Deferred.

By-Law Committee: (Johnson, Chair)

The revised POA Constitution, with By-Law Committee deletions and additions, was presented to each member of the Board of Directors for dissemination.

The additions will allow for a moratorium on back dues for non-members (one time initiation fee of \$100.00), offer associate membership to Housing Police Officers, clarify Committee standings as well as offer other modifications all made in order to bring our Constitution in line with everyday functions of the Association.

The Constitution, as amended, will be the subject of Board approval at the December, 1989 General Membership meeting. The additions will then be published in the December, 1989 Notebook and the full Constitution subject of a membership vote in January, 1990.

Grievance Committee: (Chignell, Chair)

The Grievance Committee recently won two (2) major cases before Chief Frank Jordan, cases that affected specialized unit assignments.

Chairman Chignell was directly responsible for the outstanding preparation and presentation of each grievance resulting in a fair and impartial ruling by Chief Jordan favoring the officers.

Old Business

Pre-Tax Pension/Cafeteria Plan: (Chignell)

Vice-President Chignell reported that the Pre-Tax Pension Plan has passed the Board of Supervisors and has been signed into law by Mayor Agnos. Implementa-

tion will take effect in January, 1990.

New Business

Police Reserves in District Stations:

(Deputy Chief Reed)

Report Deferred.

Transfer Policy/Procedure General

Order: (Chignell)

Vice-President Chignell has been appointed chair of an Ad Hoc Committee, to review the current changes in P-1 (Transfer Policy/Procedure), that were proposed in a previous meet and confer session with the Department's Administration Bureau.

Honorarium from the Guardsman

Organization: (Fagan)

Alex Fagan, Investigations Bureau, an active member of the Guardsman Organization, presented an honorarium to both the President and Vice-President of the SFPOA in recognition and thanks for past support.

Federal Court Suit: (Calabro)

Lou Calabro wished to extend his utilization of our attorneys and secretarial staff for "consultation and typing on a limited basis" in the suit he (Calabro) has filed in Federal Court. Approval by the Board of Directors was granted (See: Motion #4).

Financial Contributions:

Issue: Fundraising Event for Supervisor Nelder

Discussion: Supervisor Nelder has been a great help to the members of our Legislative Committee and was instrumental in helping us defeat Proposition K (Sheriff's Jurisdiction/Duties). She has always supported us on major issues affecting our members.

Cost: \$300.00

Board Decision: Unanimous approval (See: Motion #5).

Issue: Fundraising Event for Police Commissioner Jose Medina

Discussion: Deferred.

Issue: Reception held for deceased member, Co. E

Discussion: It was the general consensus of the Board of Directors that the memorial reception held for deceased Officer George Huegle, Co. E was done so for the entire Association and not just one unit. Members of the Board also expressed their appreciation for all the efforts put forth by John and Monica Payne who sponsored this event at their residence.

Cost: \$350.00

Board Decision: Approval (See: Motion #6).

Issue: Request for Donation to Retired Employees Christmas Party

Discussion: Deferred to Community Services Committee.

Issue: Request for contribution to Arlo Smith, Attorney General Campaign

Discussion: The Board was recently informed of Mr. Smith's endorsement by PORAC and the requested monies will enhance Mr. Smith's chances to successfully seek the office of Attorney General.

Cost: \$2,500.00

Board Decision: Approved (See: Motion #7).

Issue: Request for donation for fundraising event for Supervisor Jim Gonzales

Discussion: Deferred.

Issue: Honorarium Request for Sgt. William Shoaf and Mr. Walter Calcagno

Discussion: Sgt. Shoaf and Mr. Calcagno donated their own time and expertise to help create an informational computer network for our Association to utilize. The Board unanimously approved formal recognition and thanks to both for their efforts.

Cost: \$200.00

Board Decision: Unanimously approved (See: Motion #8).

Issue: Reception held for deceased member, Investigations Bureau

Discussion: The Board was informed that Retired Inspector Gary Wommack had expended funds to host a memorial reception for a deceased member of the Investigations Bureau and he (Wommack) may have been under the impression that he would be reimbursed by the POA. After much discussion the Board approved the reimbursement with a recommendation by Representative Pete Maloney, Co. B that our Treasurer attempt to budget sufficient monies for such events in the future.

Cost: \$350.00

Board Decision: Approved (See: Motion #9).

Issue: Benefit to members at Federal Building Demonstration

Discussion: The SFPOA became aware of the opportunity to provide some refreshments to our members who had been on-line since 0600 hours, 11/21/89, at a demonstration at the Federal Building. There was no indication, at the time, as to how much longer the officers' presence would be needed and, after a brief consultation with Department Administration officials, an agreement was reached to split the total cost of providing lunch to those officers detailed.

Cost: \$350.00

Board Decision: Approved unanimously (See: Motion #10).

Meeting adjourned at 1830 hours.

MOTIONS

Motion #1: Adoption of Treasurer's Statement for month of October, 1989.

Motion, Maloney; 2nd, Cole

Passed unanimously

Motion #2: POA utilize counsel to research all legal/administrative remedies as soon as possible to deal with the problems that have surfaced from the FTO program (i.e. compensation dispute and non-utilization of Co. H as a training station).

Motion, Johnson; 2nd, Fox

Passed unanimously

Motion #3: POA shall appeal the recent order from Judge Peckham's court reducing in number the positions owed by the City in the rank of sergeant (25) and the rank of inspector (15).

Motion, Sullivan; 2nd, Maloney

Passed unanimously

Motion #4: Barring legal impediments, to allow Lou Calabro reasonable access to both attorneys (POA attorneys for advice) and secretarian staff for typing in the further advancement of his federal court suit.

Motion, Friedlander; 2nd, Sullivan

YES Votes: Rosko, Co. A; Maloney, Co. B; Coggan, Co. D; Fox, Co. D; Paulsen, Co. E. Doherty, Co. K; Shine, Co. K; Friedlander, Hdqtrs.; Sullivan, Bur.; Donovan, Tac; Chignell, Vice-President.

NO Votes: Gardner, Co. F; Java, Co. H; Fagan, Bur.; Johnson, Secretary; Trigueiro, Treasurer

Abstaining: Conway, Co. I; Cole, Retired

Motion passed 11-5-2

Motion #5: Fundraiser for Supervisor Nelder

Motion, Johnson; 2nd Trigueiro

Passed unanimously

Motion #6: Reimbursement for Memorial Reception held for deceased member, Co. E.

Motion, Paulsen; 2nd, Gardner

YES Votes: Maloney, Co. B; Fox, Co. D; Paulsen, Co. E; Gardner, Co. F; Java, Co. H; Conway, Co. I; Shine, Co. K; Friedlander, Hdqtrs.; Fagan, Bur.; Sullivan, Bur.; Donovan, Tac; Johnson, Secretary; Chignell, Vice-President.

NO Votes: Rosko, Co. A; Doherty, Co. K; Trigueiro, Treasurer.

Abstaining: Cole, Retired.

Motion passed - 13-3-1

Motion #7: Contribution of \$2,500.00 to the Arlo Smith Attorney General Campaign.

Motion, Fagan; 2nd, Cole (Retired)

YES Votes: Rosko, Co. A; Maloney, Co. B; Fox, Co. D; Shine, Co. K; Friedlander, Hdqtrs.; Fagan, Bur.; Sullivan, Bur.; Cole, Retired; Johnson, Secretary; Chignell, Vice-President.

NO Votes: Paulsen, Co. E; Java, Co. H; Conway, Co. I; Doherty, Co. K; Donovan, Tac; Trigueiro, Treasurer.

Motion passed 10-6

Motion #8: Honorarium for Sgt. William Shoaf and Mr. Walter Calcagno

Motion, Johnson; 2nd Trigueiro

Passed unanimously

Motion #9: Reimbursement for Memorial Reception held for deceased member, Bureau.

Motion, Sullivan; 2nd, Maloney

YES Votes: Maloney, Co. B; Fox, Co. D; Paulsen, Co. E; Java, Co. H; Conway, Co. I; Doherty, Co. K; Shine, Co. K; Friedlander, Hdqtrs.; Fagan, Bur.; Sullivan, Bur.; Donovan, Tac; Johnson, Secretary; Chignell, Vice-President.

NO Votes: Trigueiro, Treasurer

Abstaining: Cole, Retired

Motion passed - 13-1-1

Motion #10: Federal Building Demonstration/Members' Benefit

Motion, Johnson; 2nd, Conway

Passed unanimously

Submitted by Steve Johnson, Secretary



Merry Christmas

It's In Your Court

by Bill Fazio,
Assistant District
Attorney



This month, allow me to share with you an article about a former San Francisco police officer turned defense counsel. My sometimes adversary and always friend, Jim Collins, truly a professional, always a gentleman. May you all have a joyous and healthy holiday season.

Consensus Pick: Collins on Defense
By Michael Checchio
Recorder Staff Writer

Criminal lawyer James P. Collins often gets cases where the characters go by names like Tree Frog, or Grease or Scary Sherry.

But when millionaire developer Donald Werby, a hotel owner and retired lumberman, was charged last month with 21 counts of having sex with minors, he hired ex-cop Collins to defend him.

Bay Area courtroom observers say Werby couldn't have made a better choice. Some say Collins, a low-key, unpretentious practitioner, is the best criminal trial lawyer working in the San Francisco Superior Court system.

Three years ago, the *San Francisco Examiner* asked the city's assistant district attorneys who they would hire to defend them if they had to stand trial. Their answer was Collins, a 45-year-old former plainclothesman with the San Francisco Police Department who earned his law degree attending night classes at Lincoln University Law School in San Francisco.

Collins, with his easy, natural charm and matter-of-fact courtroom style, has tremendous jury appeal, said Assistant District Attorney William Fazio, a frequent Hall of Justice adversary. Jurors, fellow lawyers and judges alike find him highly credible, he said.

Superior Court Judge Robert Dossee called Collins, a solo practitioner, "one of the best trial lawyers I've worked with."

"Because of his demeanor and his openness, people have a tendency to like him," Dossee said. "Without sacrificing anything for his client, it is apparent he has a good rapport with his adversaries. He's not the kind of person who would sandbag somebody."

Werby, owner of the Four Seasons Clift Hotel, hired Collins on the advice of his civil lawyers after he was charged with picking up teen-age prostitutes on Polk Street and paying for sexual favors with drugs and money.

"Jim has an excellent reputation," said Christopher Werby, Donald Werby's son and associate general counsel for the Werby-owned Grosvenor Properties. "He's known for being able to work extremely well with the DA's office. For a case where you have an innocent client, he's ideal."

When the nephew of Frank Falzone, San Francisco's star homicide inspector, was arrested for a drug murder in Marin County last year, Falzone recommended Collins as a defense attorney.

Falzone calls Collins "a defense attorney who plays the game fairly," and the two men are personal friends. Carl Klotz, another San Francisco homicide inspector, termed Collins a "brilliant courtroom lawyer."

"I've gone up against him on a couple of homicides," Klotz said, "where I thought I had a dead-bang case and he demonstrated otherwise."

Collins is quick to exploit weakness in a prosecution witness and his cross-examinations can be deadly. But he prefers to win a witness over to his point of view rather than attack him, said Fazio, himself considered one of the best prosecutors in the Bay Area.

"He can take a police officer apart on the stand in such a manner that the cop wouldn't mind having a cup of coffee with him later. Whereas with another attorney, the cop might want to draw down on him."

The hallmark of a Jim Collins defense, say those lawyers who have watched him closely, is his ability to get a jury to at least partly sympathize with his client, no matter the crime involved. He is quick to portray his clients as victims rather than perpetrators. And a portion of Collins' own natural likability often seems to pass off on to his clients, Fazio said.

In Collins' most famous trial — the 1983 kidnapping and sexual molesting of 2-year-old Tara Burke — Collins showed through psychiatric testimony that his client, 18-year-old Alex Cabarga, was the victim of his older codefendant, Luis "Tree Frog" Johnson.

Cabarga, at Johnson's behest, abducted the toddler from her mother's car at a shopping mall in Concord, and for 10 months the two sexually molested her while holding her captive in a filthy van, according to trial testimony. Collins presented evidence that Cabarga's parents had turned the boy over to Johnson when he was only seven years old; for 10 years, Johnson beat and sexually molested the boy.

At trial, Collins argued with only limited success that the vicious treatment left Cabarga a psychological slave to Johnson. The jury deadlocked on Cabarga's insanity plea on 58 counts stemming from the abduction and molestation and convicted him on 38 others. But last April, Cabarga's sentence was reduced from 208 to 25 years, leaving him eligible for parole in five years. The California court of appeal ruled the original sentence was unconstitutional because it failed to take into account Cabarga's unique background as a victim.

Johnson's lawyer, Deputy San Francisco Public Defender Robert Berman, who tried the case often at cross-purposes with Collins, said he can't imagine anyone doing a better job for Cabarga.

"He was tremendously well-prepared," Berman said. "Few attorneys in their lifetime have occasion to deal with so much psychiatric evidence as Jim did in just that one case."

Collins now is in trial in Marin County Superior Court, defending Falzone's nephew, Brian Peter Fowlie, 22, on a charge of murdering Jim Groulx, a mathamphetamine dealer.

His client looks like a Boy Scout and seems to be the only one in the case without a nickname. The cast includes a tattoo artist called Grease, a prostitute named Fever and a gaunt substance abuser known as Scary Sherry.

Collins' opening took only 15 minutes; Marin County Deputy DA Kathryn Mitchell spoke for 3½ hours. She stood behind a lectern, often reading from notes. For his part, the rangy defense lawyer strode purposefully in front of the jurors and spoke in a relaxed, self-assured voice. He made a point of establishing eye contact with each juror. In turn, their eyes fixed on his face.

The prosecutor claimed Groulx was murdered in a bungled drug ripoff in a warehouse in Novato, but Collins insisted the killing was self-defense. Speaking quickly, and punctuating with occasional hand gestures for emphasis, Collins described how Groulx advanced on Fowlie with a pipegun loaded with buckshot before Fowlie shot him with his own .357 Magnum. Groulx was stoned on "two times the toxic level" of methamphetamine. Col-

lins said, that would normally kill a nonuser. Furthermore, he stressed, Groulx was mad as hell because Fowlie's pit bull dog had just killed Groulx's pet cat.

The rub will be explaining why his client had the .357 Magnum and why it was necessary to shoot Groulx twice. Assistant DA Mitchell made a point of calling the second shot a "coup de grace." Noting the last shot tunneled squarely between the victim's eyes, she pointed out that the flash from the barrel left a powder burn known in forensics as tattooing — the mark of a close-range execution.

"I promise by the end of this case, all your questions will be answered," Collins concluded.

He has been there before. In one celebrated 1987 case — a double shooting at San Francisco's Produce Market — Collins got his client, David Mercado, cleared on a first degree murder charge in what had appeared to be an open-and-shut case of premeditation.

Mercado, a manager of the market's dock loaders, had just fired two brothers, Victor and Henry Cardoza. He followed them out to the loading dock and shot them with a handgun before a crowd of horrified shoppers, according to trial testimony. Emptying his gun, Mercado went to his car, picked up a fresh revolver and continued to chase the brothers. One, Victor, fell to the ground and Mercado leaned over and fired a fatal shot to the back of his head. Mercado then ran down the other brother and fired a final, seemingly fatal shot into his back. He then walked over to a nearby tavern, set the gun on the bar and ordered a drink.

The jury convicted Mercado only of voluntary manslaughter in Victor Cardoza's death, and acquitted him of all charges in the wounding of the other brother, Henry.

Assistant DA Eugene Sweeters, who prosecuted the case, recalled that Collins won because of his exhaustive pretrial investigation of the violent history of the Cardoza brothers. He convinced the jury, Sweeters said, that his client had an honest belief that Cardozas were going to get a gun and kill him because he fired them. "He showed they had prior acts of violence and were threatening people at the produce market," Sweeters said.

In another case, Collins secured probation for a man who gunned down a defendant while inside a Hall of Justice courtroom.

He argued that the man, Jack Spiegelman, had suffered enough because the defendant murdered his daughter and critically wounded her friend while the two were strolling in Golden Gate Park. Spiegelman pulled a gun at Morgan's arraignment and shot him three times in the head. The revolver, however, was loaded with Glaser safety slugs specifically designed for torso hits and too soft to penetrate

(See COLLINS, Page 17)

What Next?

A rose by any other name:

Off-beat religious cults are nothing unusual in California, and nowadays they've got to be pretty weird to even get noticed in the media. But when Wilbur Tracy and his wife Mary Ellen came up with the idea for their Church of The Most High Goddess, they had a winner with the potential to eclipse the earning power of Jim and Tammy Bakker.

The Tracys say they are simply practicing one of the world's oldest religions, dating back to 3200 B.C. A Superior Court jury, however, found they were practicing the world's oldest profession. It seems it's Mary Ellen's "religious duty" to have sex with hundreds of men.

Known as Priestess Sabrina Aset to her worshippers, she and as many as ten other part-time "apprentice priestesses" cleansed the souls of approximately 2,000 male followers last year. According to the Tracys, each man had to go through several "legitimate rituals" before the grand finale — sex with the priestess. In further support of her "legitimacy," Mary Ellen pointed out to the jury that she had been formally ordained. The jury wasn't impressed when they found it was Wilbur who "ordained" her, claiming to have been ordained himself by an unidentified priestess about a year before.

After 3 days of deliberation, the jury found the Tracy's "religion" to fall under the statute for prostitution, citing a decisive point in the fact that male "worshippers," after "worshipping," would leave a "sacrifice" in the form of cash. Mary Ellen agreed that "gave the police some problems."

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*Happy Holidays
To All San Francisco
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The True Meaning Of Brotherhood

by Con Johnson, SOB Task Force

This is a rebuttal to an article, "Ain't I Your Brother???" which was recently published in the November issue of the P.O.A. Notebook. In this particular article, the author eluded and even went so far as to insinuate or to give certain innuendos that the minorities and women of the San Francisco Police Department, in conjunction with the Consent Decree, has injured him (author) on the basis of race and sex. Furthermore, the author also gave me the impression that he strongly feels, in retrospect, that since the influx of minorities (African-Americans, Asians, Hispanics, etc.) and women into the police department, they are somehow totally responsible for the alleged division which has permeated throughout our police department. This so-called division among the ranks, as the author so kindly tries to put it, has subsequently diminished the very essence of "Brotherhood" between our members.

Nevertheless, despite the author's feelings and/or beliefs, the foremost problem that was exhibited in the aforementioned article ("Ain't I Your Brother???" was the fact that minorities and women should be ashamed of their membership status in various organizations (i.e., Officers for Justice) and they should realize the disgrace these certain organizations bring upon our department.

I personally feel that in order for the author to make accusatory statements regarding controversial issues; such as Racism, Discrimination, homosexuality, etc., he (author) must possess all the facts and present these facts, not fiction, in an intelligent and professional manner. Not such an attempt, or for that matter effort, was made on the author's behalf to do such a thing (present the facts).

I found the article ("Ain't I Your Brother???" to be extremely bias, repulsive, insolent, disreputable,

preposterous, and down right unprofessional. The indoctrination that was presented in the article ("Ain't I Your Brother???" undermines the basic fundamental and essential ingredient for positive change and progress within our police department - unity. In addition, the author failed to realize that whenever you have an organization (i.e., P.O.A., O.F.J., L.O.A., etc.) and certain members/individuals collectively feel they are not getting the proper and/or equal representation from said organization, it is inevitable that a subgroup would be formed. This subgroup would establish its own organization within the system which is respectfully conducive to their own needs.

We must never forget the unjust treatment that minorities and women encountered as a result of unlawful hiring and promotional practices which were perpetuated by previous (prior to 1979) regimes of our police department. We must also diligently and desperately continue to struggle, in unison with our present regime/administration and to eradicate any form of racism and discrimination (may it be subtle or intentional); and only then can we achieve total and true brotherhood amongst ourselves ... for those who don't remember the errors of the past are condemned to repeat them.

I realize that there is never a perfect solution to an imperfect problem, but a change must start somewhere. Let us revert back to the basic concepts of brotherhood in relationship to law enforcement: Integrity, Teamwork, Cohesiveness, Loyalty, and maintaining a positive attitude. Keep in mind, no matter what organization you belong to or no matter what federal mandated consent decree is implemented within our department, unless we come to terms with our indifferences, and be willing to set aside our frustrations and hostilities, the true meaning of Brotherhood will only become a meaningless word.

You're My Brother, Lou!

by Greg Corrales

When I first had the opportunity to work with Lou Calabro several years ago at Central Station I was going through a difficult period in my life. The only thing Lou knew about me was the stories, good and bad, that he had to have heard. Lou did what I have always asked of anyone. He ignored gossip, rumors, and hearsay. He judged me by the caliber job I did. He was a friend to me when I needed a friend, when I was down. I have never told this to Lou, but I will never forget that period, and I will always be Lou Calabro's friend, no matter how much we disagree on some issues. It is because of this affection I have for Lou that I am compelled to respond to the article he submitted to last month's Notebook.

In making reference to Black, Hispanic, Asian and Female organizations within the SFPD, Brother Lou wrote "Their aim is to gain benefits for themselves." I could not let that comment go uncorrected. I would have expected that simply by virtue of having been the president of the San Francisco chapter of the Latino Peace Officers Association for the last several years my long track record of being opposed to out-of-turn appointments would speak for itself. It appears, however, that this is not the case, so I will provide some excerpts from the LPOA constitution.

The primary goal of the Latino Peace Officers Association is to increase the representation and enhance the image of Hispanics in the criminal justice system at the Federal, State, County, and local levels. Several of the objectives followed in fulfilling this goal are:

1. Assisting agencies of the criminal justice system in recruitment, retention, and advancement of **qualified** Hispanics.
2. Undertaking programs to expose youth, in a positive fashion, to the criminal justice system, its various branches and career opportunities.
3. Serving as a liaison between the Hispanic community and criminal justice agencies.

The LPOA takes great pride in emphasizing the adjective "**qualified**". We find the concept of lowering standards to recruit "protected classes" offensive. The only recruitment necessary in recruiting qualified Hispanics is to get the information out to them. It is our position that it is to the advantage of Hispanics if the standards were raised, because they will meet the standards.

When it comes to promotions the LPOA's position has been very consistent. The LPOA vigorously opposes handouts. Unlike some organizations, we are not whining, waiting for a federal judge to throw us a bone. We do insist, that

everyone be given the same shot at promotions. We emphasize hard work and preparation as the only appropriate route to a promotion. We believe, and the record has proven us correct, that, given a fair chance, Hispanics can consistently compete successfully with anyone!

I must passionately disagree with Brother Lou when he accuses us of causing "division" by being members of the LPOA. It is not divisive to take pride in one's heritage. I don't think that it's bad that my chest swells with pride every time I read that Hispanics proportionately make up a higher number of Congressional Medal of Honor winners than any other ethnic group. I don't think it's bad that I have pride in Dan Vasquez, who started off in an Los Angeles barrio and is now the warden at San Quentin, a position he earned by working his way up through the Department of Correction ranks. I don't think it was bad in 1966 as a seventeen year-old private in the Marine Corps to feel pride when I saw a very rare sight at that time, a Hispanic officer! I don't think it's bad to feel pride in the illegal aliens that courageously enter this country for one purpose...to work! They face many dangers to come to our country to do back-breaking work that no one else will do. They don't come here to go on welfare, to become criminals, they come here to better their lot and the lot of their children.

It is my personal belief that the innate pride and work ethic of most Hispanics actually gives them an edge that negates any desire for preferential treatment. The LPOA opposes preferential treatment every bit as emphatically, if not more emphatically, than does Brother Lou. The members of the Latino Peace Officers Association are Brother Lou's allies in demanding equal opportunity for everyone. Because of our intense pride, Lou, you are my brother, and you are the brother of every member of the Latino Peace Officers Association!

Arlo Smith Announces Indictment Against S.F. Attorney

District Attorney Arlo Smith announced that the San Francisco Grand Jury returned a 14 felony count indictment against San Francisco attorney Richard A. Beserra on Mon., Oct. 2. Beserra is a well-known Hispanic community lawyer. He previously operated the Beserra Law Firm, which specializes in plaintiff personal injuries, at 2601 Mission Street, San Francisco.

"The indictment alleges Beserra embezzled funds from his clients and forged their names to settlement checks," District Attorney Arlo Smith stated. "The charges are that the proceeds were lawsuit settlements of client cases, and losses are in the hundreds of thousands of dollars."

Beserra resigned as a member of the Board of Directors of the California Trial Lawyers Association on May 3. The Beserra Law Firm closed its doors at the end of May and he filed for resignation from the State Bar of California on July 15.

Assistant District Attorney Thomas Bogott of the D.A.'s Special Prosecutions Unit is prosecuting the case. The criminal proceedings are now pending in the Superior Court before Superior Court Judge Lucy Kelly McCabe.



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Whoops!

Watch that first step, pal:

A burglar in Skiatook, Okla., apparently didn't listen to his momma when she warned him never to run or go down stairs with something sharp. Greg Moore, 25, of Tulsa, was found dead in his truck a short distance from a residence he had burglarized. Seems Moore was trying to get down the stairs with an armload of sporting goods when he tripped and fell, driving a razor-edged hunting arrow through his chest. Police found the arrow and a blood trail leading from the front of the house. Like they say, we only catch the stupid ones.

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Caption, Caption... Who's Got A Caption?

OK! All you wits and half-wits out there, we're looking for a caption for this dramatic action photo from out of SFPD's past. Next month we'll reprint the photo with the winning caption and credit the brilliant respondent responsible. Waddaya mean you want a prize, too?

And The Winner Is...



SFPD brass display the Tactical Captain to the Police Commission after the latest demo.

Editor's Note: Winner of last month's 'Who's Got A Caption?' contest was an anonymous contributor assigned to what used to be the Tac Squad. We can see why this member wished to remain an unsung hero.

Thanks to all who sent in captions. Sorry we don't have room to print all the entries. However, these two are too good to pass up!

"POA executive board finally arranges a meeting with Mayor Agnos."
from Dave Herman, Co. E

"Beats Me! I sure can't answer that."
from Jeanne McVeigh, HQ

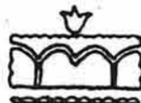
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Unsung Heroes

by Bill Dyer
Co. K - Solos

I'm sure by now everyone is tired of hearing about the Quake of '89, even though in the back of all our minds, everytime an unusual movement occurs it sends chills of fear through us. It was, in fact, an experience I'll not soon forget. For those of us who were working, responding from place to place in an attempt to help in some way, and those of us who left our families in a very unsure situation to come in and help, no songs will be sung about us. But the satisfaction of knowing what we did is enough, I would say.

But there is one song I would like to sing, and that's about a guy who didn't mind giving what he could in a small way before any of the large relief units could arrive. I'm sure many of you were tired and hungry, with no place to grab a beverage and a bite to eat. Well, this guy, who's also a highway patrolman, thought of this and went to his

Deli located across the street from the Hall of Justice and, with the help of Enequina (one of his workers) plus whatever help he could get from guys walking in, made sandwiches by candlelight and opened his refrigerator for sodas and served them.

Highway patrol officers, sheriffs, meter checkers, dispatchers, ambulance personnel...it didn't matter; he fed as many of us as he could until he ran out of lunchmeat and sodas...all at a price of nothing. All he thought was, "We're all hungry; they're working and it's an emergency." Not a great way to run a business, I would say, but it didn't matter to him.

Well, I thought it was something worth mentioning, and I've sung enough of my song; but if you're in the area of the Hall of Justice, walk across the street to Deli DeLeon and say hello to Elias and his wife Deanna who run the Deli and maybe grab a sandwich...The prices are reasonable and the food is great.

Police Chiefs Select Miami, Fl. For American Police Memorial And Museum

The National Association of Chiefs of Police has selected the former FBI headquarters building in Miami, Florida to become the new American Police Hall of Fame and Museum. President Robert Ferguson stated, "A five-year search has ended with the purchase of the 45,000 square foot building in Miami, sitting on over an acre of land. Miami's Mayor Xavier Suarez, has warmly welcomed the choice and we expect to be renovated by February 1st, 1990." The memorial and police museum will celebrate its 30th anniversary in 1990 as well. "We will close the old museum and memorial — which we have outgrown — in Sarasota County, Florida when the new Miami facility is open early next year. Our new building will have ten times the room of the former edifice" said Ferguson.

The American Police Hall of Fame and Museum has been in operation since 1960. 3,120 law enforcement officers killed in the line of duty are listed in the memorial with more than 150 new names being added each year. "We knew that we needed to expand," stated Gerald Arenberg, the founder of the memorial. "We began a search for a new building inspecting literally dozens of potential sites. Knowing what we would need — a building at least an acre in size. Just recently the alternative site became available. For years it was the Miami headquarters of the FBI," Arenberg said. "Historically the building was always a law enforcement center. The structure is being renovated to house the police memorial; a chapel; and the museum artifacts that have been collected from law enforcement agencies nationwide." The police memorial will be constructed of white statuary marble and will bear the name, rank and department of the officer who died in the line of duty, appearing in honor of their supreme sacrifice. Presently the names number 3,120 nationwide with a new name added approximately every 57 hours.

"Respect for the law is the purpose of the law enforcement museum. It now includes more than 10,000 different exhibition items including a police car, pursuit motor-

cycle, electric chair, guillotine, weapons, uniforms, crime scene displays and hundreds of other historical law enforcement memorabilia, from chains worn by prisoners in 1885 in Alaska, to the most current laser targets in police training for firearms safety," Arenberg explained.

During the renovation period, efforts are underway to greatly expand these law enforcement displays. Law enforcement is rich in history dating back to the first U.S. Marshals, the Sheriff of the West, and the start of the first organized police force in the City of New York in 1851. Many of the police exhibits are from the collection of items of families of officers who had been left old documents, badges, firearms, that had been stored away and "lost" from public view. The American Police Hall of Fame and Museum encourages citizens to contribute these items, many still in attics, to its collection. To expand the variety of emblems and badges of current chief and sheriffs in the United States, and to have their department represented by their emblem. Among the new items being added are a gas chamber, 1800's jail cell and a modern jail cell. Sections on the occult and the growing narcotics menace have been expanded. Just outside the main entrance will be a U.S. Flag Memorial plaza and fountains. The 20'x38' flag will be flown from a flag pole six stories high.

Volunteer Advisory Board

Chief Robert Ferguson, president of the American Police Hall of Fame and Museum hopes to encourage at least one member of each community to serve on our "Advisory Board." The members nominate individuals for awards for service and heroism and notify us when an officer is killed in the line of duty. We also maintain contact with the families of officers killed in the line of duty. Any reader interested in this volunteer and honorary position should send a stamped, pre-addressed envelope for free information. Write: Advisory Board Volunteers, American Police Hall of Fame, 1100 NE 125th Street, No. Miami, Fl. 33161.

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It's About Respect

by Rene LaParevotte, SOB TF

Mike McFadden, then George Huegle and now John Blessing. Bad news comes in threes, and I pray to God that no more of the "Good Guys" are to be called.

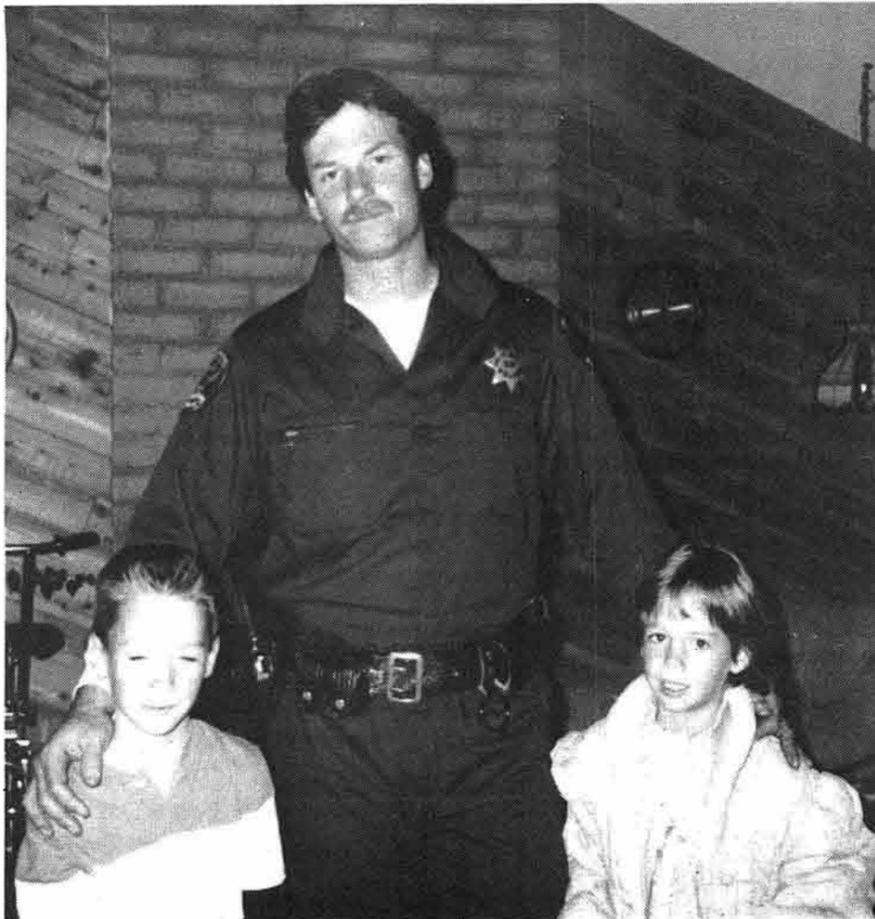
Never once, have I heard an unkind word about anyone of these three. All of them were the kind of guys who were universally liked and respected. Respect is something that a person earns from his peers, his superiors and his subordinates. Some make the mistake of believing that you sew respect on your uniform sleeve or pin it to your collar. Such is certainly not the case. You gain respect by being honest, hardworking and trustworthy. These three traits were shared by John, Faddy and George. I learned a few things about respect during the tragic week that John lay near death. I learned to respect a mayor, whose political policies are on the opposite side of the world from mine, but Art Agnos visited John's bedside daily. No, he wasn't grandstanding; he was also at the memorial services Thursday night, and he was at John's funeral the next day. A perfect chance to use the tragedy as a forum, Agnos remained respectfully mute. He knew he wasn't among his most ardent supporters, but he felt a need to be there. Believe me, Mr. Mayor, I still don't agree with your politics or your unwavering support of certain San Francisco "communities", but your stock with me rose tremendously during the week of the John Blessing tragedy.

I was equally impressed, and filled with respect for Fred Lau. I've never worked with, or for Commander Lau, but not only was he at John's bedside daily, he paid out of pocket for a meal for John's family as they remained at his bedside. Lau was the only member of the administration of the San Francisco Police Department who attended the Thursday night services for Blessing. You see, there was a dinner at the Fairmont Hotel for Chief Jordan, and it seems the rest of the brass chose to attend the dinner rather than spend an hour at St. Cecelia's Church with John. That really didn't come as a complete surprise to me; you see, there is a fresh vacancy in the Deputy Chief ranks, and I guess it was more important to be seen by the nouveau elite than the family and friends of a patrolman run down by a truck. If I am incorrect, if any of the other bosses were there besides Commander Lau, I apologize with all my heart. My vision was a little blurry for an hour in that church, but I doubt that my perception of conspicuous absence is incorrect. And conspicuous absence doesn't stop with our department administration.

In an effort to avert my eyes from John's casket and his wife and two small children, I found the strength to maintain composure by studying the assembly of officers and friends at the church. I saw several members of our own Police Association present, but our own President was not there. The POA President...who came from the ranks of the working stiff...the patrolmen. How could the man who personifies the plight of the majority of this department, a Potrero Patrolman elected by his peers, NOT be at a brother officer's services? Am I really that naive?

But I digress, I wanted to thank those who showed John and his family the respect of their presence. I'd like to thank the dozen or so assistant district attorneys who were not only at the memorial service and the funeral, but who were human enough to "hoist a few" with us as we toasted John into his next life. I'd like Diarmuid Philpott to know he was noticed at the service. But Philpott has already demonstrated his passion for the men and women of the SFPD. I guess Captain Philpott missing the extravaganza at the Fairmont has pretty much sealed his fate in terms of moving to higher appointive rank. But he gained our respect; not for what is on the shoulder bars of his uniform, but for what is in his heart.

There must be a crime problem in heaven...God is assembling one hell of a police department! I just wonder if he'll have many bosses in the Heavenly Police Department.



John Blessing with his children, Matthew and Jolene.

Four For John Blessing

by Bruce F. Marovich, Task Force

Bless

*The laughter died, but my heart went on, the pain of realism overwhelmed me, the burden of reality more than Samson could bear.
Proud to have loved a man, unable my tears to hide, return to our old haunts, too many ghosts to bear.
The Bless was already there.*

Thanksgiving

*I should be grateful to be alive, but I do wish it was I who had died?
The rest of our family I do need at my side.
Alone, awash in memories of Jay Bee.
Stop now, too much falling water to hide.
He is no longer at my side.*

Now Sleep.

0547 Hrs.

*Blackness, open your eyes, dark.
Sorrow to bear as senses awake, what to do?
Don't let him die.
Write to relieve my pain, but a brother died.
Some bonds too hard to break.*

The Squad

*Popeye, Jay Bee and the rest, relentless humans on the quest.
Targets to hit, people to arrest.
Moving through projects and streets, adults afraid of your zest.
Uniforms sometimes forced to bear,
Carl and Bless didn't care.
Unique one and all: Baldie, Bow Legs,
Dick Nose and the rest
But God, it ain't the same without Bless.*

So Long, Pal

by Carl Tennenbaum

He was my partner. More than that, he was my friend. On November 14, 1989 I lost them both. John Blessing. SFPD #930. Four-Nora-Eleven for the past three years. He was J.B. A pack of Marlboros and a salami and swiss on a hard roll. He was always late. For everything. Always. Not fashionably late. Just late. For work and for court. Motion to revoke at 0830? No problem! See ya around 0930. But even when he was late he compensated by working harder than most cops do in eight hours.

He was 'Corporal Blessing.' Not because he gave orders or tried to direct people. He just did what was supposed to be done and you just naturally followed or watched in wonderment. Rules and regulations? No problem. Watch this!

He was a dope dog. And boy was he a dope dog. After all the regular troops had give up he would nonchalantly snoop around until he found what we couldn't. And then he'd just grin that silly grin, as if it were no big thing.

He was 'Bless.' As in "Bless know me." If you stopped a crook or dope dealer and he uttered that magic phrase you could bet that he had a record and was probably on felony probation or parole. When a crook said "Bless know me" it was said with a certain amount of ironic pride, worn like a badge of achievement.

He was 'Dad' to Matthew and Jolene. Which made him everything to them. As they were everything to him. He loved his family first and foremost. Even more than he loved his job. And he did love his job. He worked hard and took pride in being a good, productive cop. He gave everything for us, and in the end it was too much. So long, pal. We love you and will always miss you.



A reading from the first letter of John

See what love the Father has bestowed on us that we may be called the children of God. Yet so we are. The reason the world does not know us, is that it did not know him. Beloved, we are God's children now; what we shall be has not yet been revealed. We do know that when it is revealed, we shall be like him, for we shall see him as he is.

This is the Word of the Lord.

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**Abortion In America:
Is It Really That Bad?**
by Jim Crowley - Homicide Section

Part I

Recently, a police officer friend of mine stated casually, "I can't understand what all the fuss is about on this abortion issue. I can't get excited about it".

Abortion in America; Is it really all that bad?

Let's look at a few statistics that will reveal the scope of abortion in America. Since the first states made abortion legal in the late sixties, and since the Supreme Court Ruling on January 22, 1973, legalized the killing in all fifty States, **over twenty-five million babies have been killed.** That's over 10% of America's population — more people than live in Nebraska, Iowa, North Dakota, South Dakota, Illinois, Colorado and Ohio combined.

Over one and a half million babies are killed by abortion every year. Between 1973 and 1983, the number of abortions increased 150%. **In some cities, more women have abortions than give birth.**¹

The abortion issue is far and away the most important one now facing what we continue to call Western Civilization. **Each day in America alone, over 4,000 babies are being put to death by abortion.** That's one every 22 seconds (approx.), 24 hours a day, 365 days a year! Malcolm Muggeridge, celebrated British author and critic comments, "What a strange irony it is that the liberal mind today is for Herod and the slaughter of the innocents in preference to Mother Teresa's readiness to take in and care for any unwanted baby!"²

CSAA Issues Holiday Alert: Be First A Friend, Then A Host

With the holiday party season in full swing, the California State Automobile Association (AAA) remains party-givers to "be first a friend, then a host."

Drinking drivers are responsible for approximately half the people killed in California traffic accidents, according to the CSAA. In California, 2,510 persons were killed in alcohol-related accidents in 1988 out of a total of 5,381 traffic deaths.

CSAA issues the following tips for party hosts:

- Suggest that your guests form car pools, with designated drivers who agree to remain sober.
- Don't make drinking the primary activity at your party. Focus on Dancing, games, food and conversation.
- Make sure that non-alcoholic drinks are available.
- Use fruit juice or tea as a base for alcohol-content punch. Carbonated mixers speed up the rate that alcohol is absorbed into the body.
- Provide plenty of food because it helps slow the body's absorption of alcohol. Offer meat, cheese and other high-protein foods, which stay in the stomach longer.
- At least two hours before the party is scheduled to end, put away the alcoholic beverages. Continue to provide plenty of non-alcoholic drinks.
- Offer your guests a late snack to end the evening.

More and more Christians from many different denominations are coming to realize that abortion is the greatest moral crisis facing our country today. Mother Teresa has said that, "The greatest misery of our time is the generalized abortion of children." Former President Ronald Reagan writes, "When we talk about abortion, we are talking about two lives — the life of the mother and the life of the unborn child. Why else do we call a pregnant woman a mother? Anyone who doesn't feel sure whether we are talking about a second human life should clearly give life the benefit of the doubt. If you don't know whether a body is alive or dead, you would never bury it. I think this consideration itself should be enough for all of us to insist on protecting the unborn."

"Modern medicine treats the unborn child as a patient. Medical pioneers have made great breakthroughs in treating the unborn for genetic problems, vitamin deficiencies, irregular heart rhythms, other medical conditions."³

Ronald Reagan states it very well when he says, "The real question today is not when human life begins, but, what is the value of human life? The abortionist who reassembles the arms and legs of a tiny baby to make sure all its parts have been torn from its mother's body can hardly doubt whether it is a human being. The real questions for him and for all of us is whether that tiny human life has a God-given right to be protected by the law — the same right we have."⁴

Regretably, we live at a time when some people do not value all human life. They want to pick and choose which individuals have value. Evidence is now abundant that "permitting abortions also encourages experimenting on fetuses and growing acceptance of policies that withhold treatment from deformed children. Using Federal money, a medical school in Los Angeles has conducted experiments on unborn fetuses scheduled for abortion. Others have experimented on live fetuses after abortion, placing them in tanks of saline solution. In Europe, according to a report by a research committee of the European

Parliament, living aborted fetuses are dissected for research for the cosmetics industry to improve beauty aids."⁵

In a powerful article in the January, 1985 issue of the Atlanta Monthly, civil libertarian Nat Hentoff reported on examples of what he called "infanticide". "Even though many of them can live successful lives, it is common in the United States to withhold routine surgery and medical care from infants with Down's Syndrome (or spina bifida) for the explicit purpose of hastening death." In the New England Journal of Medicine, two Yale doctors reported on 43 babies who died because the doctors withheld treatment. Since these handicapped babies would have placed long term emotional and financial stress on the parents, parents and doctors chose not to provide available treatment. So they died. Deciding not to undertake extraordinary measures in cases where there is no hope of recovering is one thing. Failing to perform operations that would enable babies to live and enjoy life in spite of severe handicaps is quite another. It is infanticide. Fortunately, former President Reagan moved to protect handicapped infants in 1983. And the 1984 Amendments to the Child Abuse Prevention and Treatment Act require that all states receiving Federal Grants for child abuse make certain that handicapped infants receive available treatment.

Widespread encouragement of euthanasia may not be far away as some people call attention to the task of caring for the elderly the last years of their lives. On March 27, 1984, Governor Richard Hamm of Colorado suggested in a public speech that terminally ill elderly persons have "a duty to die and get out of the way."⁶

"With growing frequency prominent people defend these developments with statements explicitly rejecting the historic Judeo-Christian respect for human life. Nobel Prize Winner Francis Crick has said "No new born infant should be declared human until it has passed certain tests regarding its genetic endowment and...if it fails these tests, it forfeits the right to live." Newsweek reported in 1985 that Dr. Virginia Abernathy of Vanderbilt's School of Medicine claims that an individual becomes a person only when he or she becomes a "responsible moral agent — around three or four years," in Abernathy's judgement. In light of current practice and far more radical proposals, is it neurotic and irresponsible to ask with Civil Libertarian Nat Hentoff, "If fetuses have no rights, handicapped infants have no rights, can the aged and the infirm be far behind?"⁷

A recent article in a prestigious medical journal proposed that medical experimentation should be done on children with Down's Syndrome (mongolism) because such children make no other contribution to society.

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Constitution & By-Laws Changes

Editor's Note: The following list of changes to the Association Constitution and By-Laws shows all changes which must be voted on by members. The majority of these changes pertain to incorrect or obsolete language and/or newly added technical changes. Following this complete list is a summary of significant changes, deletions or additions. Members are encouraged to contact their representatives for exact changes in the Constitution and By-Laws.

Constitution

- Article II - Heading change
 Article III
 Section 2 - Deleted
 Section 2.1 - Deleted
 Section 3 - Deleted
 Sections 4, 5, 6, 7, 8, 9, 10 - Number changes
 Section 11 - Deleted
 Section 12 - Deleted
 Section 13 - Deleted
 Sections 9 & 10 - New, added
 Article IV
 Section 4e - Deleted
 Section 5b. - Partial delete
 c. - Partial delete
 d. - Deleted
 e. - Deleted
 f. - Deleted
 g. - Letter change & partial delete & add
 h., i. - Letter change
 j. - Letter change & partial delete & add
 k. - Letter change
 l. - Letter change & partial delete & add
 Section 6a - Deletes & adds
 d. - Delete & add
 Section 7b. - Delete & add
 e. - Delete & add
 h. - Delete
 i. - Letter change
 Article V
 Section 2 - Some deletions
 Section 4 - Adds & deletes
 Section 4.1 - New section added
 Section 5a. - Adds & deletes
 b. - Adds & deletes
 c. - Adds & deletes
 Article VI
 Section 2 - Add & delete
 Section 3 - Add & delete
 Section 4 - Adds & deletes
 Section 5 - Add
 Section 7 - Add & delete
 Article VII
 Section 1 - Add & delete
 Section 4 - Partial delete
 Section 5 - Add & delete
 By-Laws
 Article I
 Section 1a. - Partial delete
 b. - Add & delete
 c. - Add & delete
 d. - New, added
 Section 2 - Add & delete
 Section 3a. - Add & delete
 b. - Add & delete
 Section 4b. - Add & delete
 Section 7 - Add & delete
 Article II
 Section 1b., 1c. - Deleted
 Sections 1d., 1e. - letter change
 Section 1f. - Deleted
 Section 1g. - letter change
 Section 1h. - Deleted
 Section 1i., 1j., 1k., 1l., 1m., 1n. - letter change
 Section 3 - Deleted
 Section 4 - Deleted
 Section 5 - Number change
 b. - Add & delete
 d. - Add & delete
 e. - Add & delete
 Section 6 - Number change
 Section 7 - Delete
 Section 8 - Number change
 a. - Adds & deletes
 b. - Adds & deletes
 c. - Adds & deletes
 d. - Adds & deletes
 e. - Adds & deletes
 f. - Adds & deletes
 g. - Delete
 h. - Adds, deletes & letter change
 i. - Adds, deletes & letter change

- Section 9 - Deleted
 Section 10 - Number change
 Section 11 - Number change
 a. - Letter change, adds & deletes
 Section 12 - Number change
 Section 13 - Number change
 Section 14 - Number change
 d. - Adds
 d.1 - Added
 f. - Partial delete
 Section 15 - Number change

Summary Of Significant Changes

Constitution

Article III
 Section 9. Adds following language: "Notwithstanding any other provision in the Constitution and By-Laws, associate membership in this Association shall be limited to members of the San Francisco Police Department having peace officer status as defined in Section 830.4 of the Penal Code and having a civil service classification of 8222 (Housing Police Officer). Associate members are not eligible to hold office in this Association nor shall they be entitled to vote. Associate member(s) shall be entitled to representation for disciplinary matters arising out of the course and scope of their employment. Such representation shall be limited to hearings, interviews, and proceedings before the Chief of Police, the Police Commission, the Office of Citizen Complaints, the Police Department's Management Control Division, and any other internal police department investigation. Associate member shall be entitled only to those rights, privileges and benefits as set forth in this section."

Section 10. Adds following language: "All sworn members of the San Francisco Police Department who have resigned from the Association, been terminated from the Association or who have failed to join the Association upon becoming a sworn member and who desire to become a member shall be granted membership status upon payment of a dues and assessment fee of one hundred dollars (\$100.00). Provided also and irrespective of any other provision in this Constitution and By-Laws, a retired sworn San Francisco police officer may become a retired member of this Association upon payment of a dues and assessment fee of fifty dollars (\$50.00). No person exercising this special membership privilege shall be entitled to legal representation of any nature whatsoever for any action, omission, injury or any other matter arising or occurring prior to the exercise of this membership privilege. This special opportunity to join the Association shall terminate on the sixtieth day (60th) day following adoption of this amendment."

Article IV
 Section 6.a. Adds following language: "one member from the Special Operations Bureau Task Force, two members each from Central Station, Northern Station and Mission Station, and one member each from the other six district stations. Members of each group listed above shall vote only for the representative of their group unless the individual falls under the auspices of V, 5."

Section 6.d. Adds following language: "nor less than eleven (11) for candidates of propositions as provided in Section II, 6..."

Section 7.b. Deletes Civil Service Committee.

Section 7.e. Changes Association's fiscal year to February 1st-January 31st.

Section 7.h. Deletes position of Sergeant-at-arms.

Article V

Section 4.1. Adds following language: "The General Election Committee shall arrange with either the Registrar of Voters or the American Arbitration Association for an independent arbiter to oversee the entire election process. At the December membership meeting a designee of the General Election Committee shall present a written report to the Board of Directors as to the agency providing the arbiter. The independent arbiter shall notify the Board of Directors in a written report of any election inconsistencies or improprieties, along with a recommendation for resolution of the dispute."

Section 5.a. Adds following language: "Members who have been carried 'extended loan' continuously for one year in any unit shall be allowed to vote for the candidate(s) seeking to represent them at their respective extended loan assignment."

By-Laws

Article I - Finances

1. The annual dues of this Association shall be as follows:

Section 1.a. Active Members: ((One percent (1%) of fifty dollars (\$50.00) less than the)) One and one-quarter percent (1¼% of fourth year police officers monthly salary, per month. ((Amended January 31, 1977))) (Amended)

Section 1.b. Changes retired members' dues to \$15.00.

Section 1.d. Establishes associate members' dues as 50% of active members' dues.

Section 3.a. and 3.b. Changes allowable assessment to \$10.00.

Section 4.b. Changes token of esteem amount to \$100.00

Article II.

Section 1.b. and 1.c. Deletes Board of Supervisors and Civil Service Committees.

Section 1.f. Deletes Health Services Committee.

Section 1.h. Deletes IUPA Committee.

Section 5.e. Allows Community Services to grant up to \$2,000.00.

Section 8.a. through 8.i. Changes the structure and nomenclature of Insurance Committee.

Section 14.d. and d.1. Adds the following language: "and/or matters that arise outside of the course and scope of employment as a police officer that result in administrative action against an officer not to include issues arising from use or alleged use of narcotics, gambling, moral changes, or issues that would violate the public trust. Provided, however, that any legal representation for a matter arising outside the course and scope of employment shall only include representation at a Chief's disciplinary hearing and/or representation at a Police Commission disciplinary hearing."

"Additionally, the Board of Directors and the Screening Committee shall, in all instances, vigorously oppose any and all administrative processes by the police department arising from off-duty incidents, that do not directly reflect on the officer's ability to perform as a police officer, on the principle that any such action constitutes double jeopardy and substantially trammel the rights of the officer."

COLLINS

(Continued From Page 9)

a skull. The bullets disintegrated on impact with Morgan's head, thus sparing him a fatal injury.

The state attorney general's office asked for a four-year sentence on the guilty plea to assault; but Collins persuaded Superior Court Judge Laurence Kay to grant probation and community service.

"I thought he absolutely presented the best possible case at the time of sentencing," Kay said. "He called witnesses in support of the character of the defendant, including, but not limited to, law enforcement officials from Southern California who were strongly supportive of his client."

Before becoming a lawyer, Collins was a cop for 10 years. He joined the San Francisco police force in 1966, working out of a black-and-white in the Tenderloin before transferring to the plainclothes robbery squad. He learned to size up people quickly, a skill that serves him well today in the courtroom.

As an officer curious about the practice of law, Collins started taking classes at Lincoln University Law School. "I had testified hundreds of times, but I had never seen a trial. It looked like fun."

Collins haunted the courts, watching the city's finest attorneys at work. He saw that the consistently successful ones were not the shouters or bombastic orators, but those like James Martin MacInnis, who won jurors over with quiet reasoning. It was MacInnis, Collins said, who persuaded him to finish law school and get his license, which he did in 1977.

On his own, and with little experience, Collins pounded on other lawyers' doors, taking on for free the cases they didn't want. This way, he got his first dozen felony trials, winning all but two, including two murders, a rape and a child-molesting case.

Collins since has tried more than two dozen first-degree murder cases. "I lost one and got either manslaughter or acquittals in the others," he said matter-of-factly.

Collins practices out of a large and airy office in the Marina district, which he shares with three other independent lawyers — Stephen Scherr, Benjamin Winslow and Douglas Schmidt, the attorney who successfully defended Dan White in the slayings 10 years ago of Mayor George Moscone and Supervisor Harvey Milk.

As an ex-cop, Collins says he has no problem defending people charged with crimes.

"When I was a cop," he said, "a friend of mine, another cop, was accused of perjury. I testified as a character witness. He was convicted. To this day, I'm convinced he was innocent."

Reprinted from *The Recorder*,
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Blessing

Phillip Sowa
Executive Director
San Francisco General Hospital

Dear Mr. Sowa:

I wish to personally thank all of the staff at San Francisco General Hospital for their dedicated professionalism while dealing with the tragic circumstances involving the death of our brother officer, John Blessing.

I know John's family took great comfort knowing they had the finest experts in the medical field attending to his needs.

Please express our Association's thanks to all who helped John's wife, her children and attendant family through this difficult period.

Sincerely,
San Francisco Police
Officers' Association
Michael A. Keys, President

Editorial

Tom Flippin, Editor
SFPOA Notebook

Dear Tom:

As you and I discussed over the telephone, the Sacramento County Deputy Sheriffs' Association (SCDSA) will publish your editorial, "Swine Song," in the next edition of our *Deputy* magazine and I will forward a copy of the magazine to you.

I took the liberty to have your editorial reproduced and framed for the SCDSA offices because of our respect for the message in "Swine Song" and have enclosed a framed copy for you. SCDSA thanks the San Francisco Police Officers' Association and you for your dedication to law enforcement employee organizations.

Fraternally,
Sacramento County Deputy
Sheriffs' Association
David E. Grant
Representative

Captions

Tom Flippin, Editor
SFPOA Notebook
510 - 7th Street
San Francisco, CA 94103

Dear Editor:

My caption is "Keep your eye peeled, or you may get your head peeled," an alleged quotation of Albert Munn, made a half century ago. Munn was the captain of traffic, SFPD and reportedly made the remark in conjunction with a drive to prevent pedestrians from jaywalking.

The photo looks to me like a public relations release to advise the citizens of the classes in first-aid the San Francisco Police Department was giving traffic officers over a half century ago. It looks like six officers; one in mufti (with suspenders) as the victim; three in fixed-post traffic uniforms and two in mounted traffic uniforms (note the collars and leggings).

Incidentally, the uniforms were tan in color.

The enclosed photo is one taken at the old Hall of Justice over a quarter of a century ago. The old hall was so overcrowded that evidence from a nefarious crime was sometimes kept directly under the watchful eye of an inspector to maintain a proper chain of evidence. This photo shows the apparent evidence from such a case, which has been placed on the chair in the right hand side of the picture.

All good wishes,
Joseph H. Miles
(In - 12/31/45
Out - 12/31/71)



"Melon-choly Baby?"

Mr. Tom Flippin, Editor
SFPOA
510 - 7th Street
San Francisco, CA 94103

Dear Mr. Flippin:
I enjoy "The Notebook," so when I saw the picture on page 11 of this month's issue I thought I'd send in a couple or three of "half-witted" captions. Here goes:

I'm tired of hanging around here. There's too much red tape in this department.

Quit horsing around. I'm no Houdini.

There's so much red tape here I can't get my feet on the ground.

Tell my wife I won't make it for dinner — I'm all tied up.

So far, this has just been good clean horseplay, so don't get any funny ideas.

All good wishes from
Mary Moran Pajalich

Letters

Thanks

Mike Keys, President
SFPOA

Dear Mike:

On behalf of my family and myself, I would like to thank you and the members of the San Francisco Police Officers Association for helping us overcome some major problems during a time of crisis. It is so heartwarming to know that your fellow officers will stand by you when you really need them, especially under difficult circumstances. Once again, thank you for your kindness and generosity.

Roger Battaglia & Family

SFPOA
510 - 7th Street
San Francisco, CA 94103

Dear Sirs:

That was a very noble and kind gesture of tribute to the public in Thursday, November 2nd's newspaper. Let me in turn thank all your police officers who were out there on the streets during and after the earthquake, out there for us.

It was a strange and eery sight to look down from high up, onto the darkened streets to see the bright blue and white lights flashing through the mazes of Downtown. It was the most reassuring of all feelings to know you were watching out for us.

Let me also thank those officers of Central Station who came by my workplace to see if everything was all right.

The officers throughout this city will never know enough how much they are appreciated, as they are never thanked enough or shown enough appreciation for their devotion and hard work in keeping our City safe and comfortable.

Please know that I applaud and support you all. Thank you all so very much, this day and every day.

Sincerely yours,
L.M. Lee

P.S. Al Trigueiro, miss you out here. Hope you are well.

S.F. Police Officers' Association
510 7th Street
San Francisco, CA 94103

Dear Friends,

We offer our thanks for your donations to St. Anthony Foundation. Your gifts are listed below with the date we received them:

Oct. 27, 1989 — 1½ tons of canned goods, coffee, soda pop and paper products.

Our mission is to serve the low-income, homeless, elderly, and needy of San Francisco through a variety of programs offering a number of services. In addition to over 2,000 meals served in our Dining Room each day, we have a free clinic, employment office, drug and alcohol rehabilitation program, women's shelter, drop-in center, and a residence for elderly women. We also provide free clothing, furniture, haircuts, showers, laundry facilities, and emergency services to families and individuals in need.

On behalf of the men, women, and children we serve, once again, we than you.

Sincerely,
Jeanne Zarka Brooks
Executive Director

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Letters

Thanks

Mike Keys, President
SFPOA

Dear Mike:

On behalf of Little Children's Aid Junior Auxiliary I would like to thank you for your generous donation. As you know we serve homeless and abused children. Recently, we opened a home for mothers and children with Aids/Arc. Your donation enables us to continue to help children in need.

Thanks again for your kindness and compassion. Please thank the members of the Community Service Board.

Sincerely,
Sharon McCarthy Allen
President 1989-90
Little Children's Aid
Junior Auxiliary

SFPOA
510 - 7th Street
San Francisco, CA 94103

Dear Members,

After the "big earthquake," I volunteered at the Police Officer's Association. I'm writing this letter to let you know how impressed I was by the emergency workers. Even though they were on extended shifts, they all took the time to say thank-you to myself or the other volunteers. I would like to take this opportunity to thank them for all the work they did during that time of emergency.

I would also like to thank Mike, Steve, Al, and Vicki for keeping the P.O.A. open and functioning as a place that officers and others could come to for a break or a meal. These four people really supported their fellow officers.

Thanks again to the SFPD for everything you did!

Sincerely,
A Volunteer

Prop. K

Tom Flippin
Editor, SFPOA Notebook

Dear Tom:

Congratulations and thank you for a job well done! Due to your efforts and the efforts of a core group of Association members and supporters, we were able to defeat the Deputy Sheriff's Association ballot measure Proposition K by a considerable margin.

The citizens of San Francisco certainly saw this measure for what it truly was vague and misleading; but without your help and hard work the voters may not have heard the true side of this story.

Once again, we've demonstrated the ability to band together in times of adversity and to overcome what looked like (in the early stages of the campaign), certain passage of this proposition.

The DSA and their cronies embarrassed themselves by their conduct, especially as it became apparent that the tide was turning against them. Our "No on K" signs were torn down throughout the city, and our Association was referred to in derogatory terms on more than one public occasion.

Our campaign, conducted on a shoe string, accomplished its goal with honesty and hard work. We should take pride in this accomplishment, as it portends far better times ahead..

Sincerely,
Al Trigueiro

All's Well

Tom Flippin
Editor
SFPOA Notebook

Dear Tom,

The Balmy Family would like to announce the arrival of their son Robert M. Balmy born July 14th, 1989. He was premature and both mom and baby suffered from severe toxemia which almost cost both of them their precious lives. But, with God on their sides and love and support, both made it. Robert was 6 lbs. 10½ ozs. and was 20½ inches in length. Siobhan Balmy #818 worked in robbery until the day of the birth and Michael is the proud father. Anatole Balmy #818 (retired) is now a very proud Grand-father of his first born grand son. All is well. Please thank all the officers who donated blood for Siobhan during her stay at the hospital. She lost a tremendous amount of blood during the operation, and Tom Vigo of the Robbery Detail was on the phone immediately getting blood for her! Thanks so much — God Bless you all.

The Balmy Clan

Unfair

Editor
SFPOA
510 - 7th Street
San Francisco, CA 94103

Dear Editor:

Officer Steve Venters' emotional and inaccurate letter concerning the rebooking of the defendant who attacked him and the attempts to obtain HIV testing of the defendant is unfairly misleading to your readership when analyzing each and every erroneous inuendo in the letter, Venters' complaints leave the improper impression that the D.A.'s Office did not properly rebook the man who attacked Officer Venters and was not interested in getting the HIV test that was warranted by the defendant's conduct.

The correct facts are as follows: 1) the police report alone, while setting forth the assault on Venters, did not contain the statements of the civilian bystanders concerning the beginning of the assault that this office requires for rebooking; 2) further investigation by the Inspector obtained the evidence that justified the felony rebooking of the defendant; 3) obtaining of the above evidence took a short period of time; 4) the defendant was rebooked; 5) Police Legal, not the District Attorney, is the proper and authorized agency to seek the tests and lastly, 6) there was nothing grudging or negative in our treatment of Officer Venters or his arrest. Note that Officer Venters does not claim support for his charges from the Inspector.

Very truly yours,
Carol Lankford-Gross
Felony Charging Unit
S.F.D.A.'s Office

Michael Dunev Gallery
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Quake

Mike Keys, President
SFPOA
510 7th St.
San Francisco, CA 94103

Dear Mike:

I write to express my praise and admiration for the fine job which the San Francisco Police Department has done in responding to the earthquake which threatened our city on October 17th.

The police department acted swiftly and effectively to protect the citizens of San Francisco on that night and during the many uncertain days which followed. The men and women of the police force were dependable and courageous in helping the city to recover from the disastrous and painful consequences of the earthquake.

I am proud to represent a city which can claim as its own such a fine team of public safety personnel. My highest praise and deepest appreciation go to all members of the Police Officers Association.

Sincerely,
Milton Marks

Prop. F

Mike Keys, President
SFPOA
510 - 7th Street
San Francisco, CA 94103

Dear Sir:

On behalf of the Retired Employees of the City and County of San Francisco, I would like to express our thanks for your support of Proposition "F" and the Ballot Argument submitted in your favor.

I feel that the endorsement of your organization contributed greatly to the success of our campaign.

We appreciate the help that you gave us.

Peter G. Economou, President

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PATRICK MOONEY
President
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Film At 11

Mike Keys, President
SFPOA

Dear Mike:

I want to thank you for the Association's support in the filming of our training video on the OCC Hearing Process on November 2nd.

As you know, the OCC is mandated by the City Charter to conduct hearings into citizens' complaints of police misconduct. The filming of this video will enable us to train new hearing officers, and to provide insight into the hearing process to complainants, police officers, and members of the general public. During the project, additional footage was taken which, when incorporated with that of the hearing, will enable us to put together several shorter films dealing with topics such as "How to File an OCC Complaint," "Police Officer Interviews," and an overview of the OCC process. We are presently editing the tape, and, as soon as the finished product is available, I will make a copy available to you.

Once again, many thanks to you, to Steve Johnson, who represented the officers at the "hearing", and to Lt. Al Casciato for his assistance. By helping to increase the understanding of the civilian review process, you have made a significant contribution to the betterment of the quality of life of all San Franciscans.

Sincerely,
Michael A. Langer
Director, OCC

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POLICE ACTIVITIES LEAGUE

Ron Exley
Dir. Program Development



The Northern California Council Of Self Insurers Christmas Party
Their annual Christmas luncheon on December 6th at the Nikko Hoel was in support of the efforts of PAL. Chief Frank Jordan was the guest speaker and he introduced children from the Leonard Flynn school who led the guests in Christmas carols. A special Santa Claus, who looked a lot like Michael Pritchard, gave the children toys and brought laughter to the guests.

East-West Tickets

Take your child, his or her friends, January 21st, to Stanford for the East-West game. PAL has tickets. For tickets, call 821-1411, Monday through Friday, 8 a.m.-4 p.m.

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Team Handball

The United States Olympic Committee has awarded National PAL a \$35,000 grant to implement a pilot program for Team Handball. San Francisco PAL is hoping to be one of 8 cities picked to start this program.

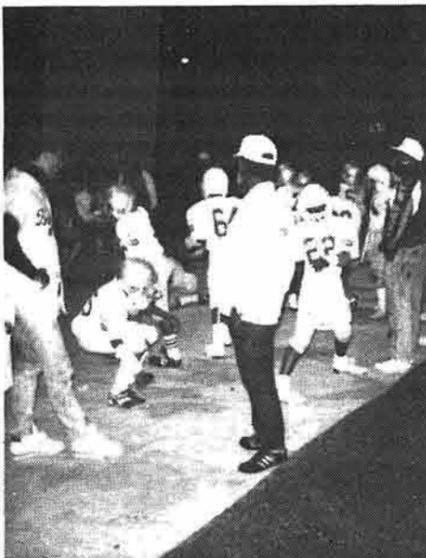
The sport of Team Handball originated in Europe in the 1920's and is now second only to soccer in popularity. Team Handball combines running, jumping, catching, throwing into a fast moving exciting game. The basic objective is to outmaneuver the opponent by passing the ball quickly and throwing the ball past the defense and the goalie to score. It is essentially a simple game, easily played and enjoyed even by first time players of any age.

Team Handball is played on a court slightly larger than basketball court, 65' x 131'. Each team consists of six players plus a goalie, with 5 substitutes, and the spectacular leaps and dives of continuous play makes the game equally exciting to players and spectators. The game is played in two thirty-minute halves.

San Francisco PAL is planning to implement the City's first Team Handball league in March 1990 at Oceanview. Coaches and teams wanted.

What A Game!!

As early as 10 a.m., a Laidlaw bus, which was donated to the PAL to transport the PAL Seahawks to Ukiah, was waiting to board its passengers. The mighty Jr. Midgets boarded the bus with their coaches. Finally, everyone was ready for the big game, I mean, the long trip. Some four hours later, the big yellow bus rolled down Low Gap Road to Ukiah High School.



5:15 PM. With the sound of our pounding base drum, the game began. Ukiah Jr. Lions got the ball and in a ground-it-out style marched 56 yards to go up 8-0. On the Seahawks first series, a bad snap ended in a 16-0 Ukiah lead. Some beautiful running by Jabari Jackson, James Burnett, Rahsaam McCurn, the Seahawks scored. With the score 18-7, the Lions marched right down to add another 8 points. But a 45 yard pass play, McCurn to Anthony Wright brought the Seahawks back to within striking range at 24-13 with only seconds left on the clock for the 1st half.

During the half-time intermission, Coach Greg Isom gave one of the finest pep talks I have ever heard. Knute, you have competition. He told his team, "We're not out of it, go in there and tell them so." As soon as the 3rd quarter started, they drove 58 yards to bring the score closer, 24-19. Now the stands were rocking. The pursuing kick-off pushed the Lions way back, but on the third play, a scrappy back took off on a 68 yard gallop. Now 32-19, any hope? Yes, as the 4th quarter began, it looked dim, but passing and brilliant running brought the Seahawks closer at 32-25. The defense had to stop them. They did. With a quarterback counter and a halfback counter, the Seahawks were on the 2 yard line with 4:21 to go. Two attempts and finally the raised arms of the referee indicated 6 making the score 32-31. Now the all important extra point. But, they failed. So with 3:01 to play, down by one, only one hope, an on-side kick. The mighty Seahawks came up with the ball on the 46 yard line of the Lions. Two short yardage plays, followed by a quarterback bootleg gave them a 1st on the 31 yard line. But, the drive was stopped on the 25 yard line by the Lions. All hopes were gone. But, **WHAT A GAME!**

The Seahawks made it to the championship game with a 28-26 come from behind victory over South Marin.

Congratulations Greg Isom, Paul Burger, Rodney Barr and James Burnett, for a fine coaching performance all year.

Latchkey Children

by Ron Exley

Latchkey children, whether from rich or poor families, are twice as likely to use cigarettes, alcohol and marijuana as youngsters who are cared for by adults after school, according to a new study financed by the National Institute on Drug Abuse.

The study, published in the September edition of the journal Pediatrics, is the largest to focus on adolescents who care for themselves after school, according to the researchers, at the University of Southern California.

Based on a survey of 5,000 eighth graders in Los Angeles and San Diego, the study found that children not watched by adults for at least one hour per school day are at greater risk for substance abuse regardless of their sex, race, family income, academic performance, involvement in sports or other extracurricular activities.

"We assumed we would see some differences ... For example, that the children of single-parent homes would be more likely than those in stable two-parent families to be at risk for substance abuse ... But that does not seem to be the case," said Jean L. Richardson, the study's principal investigator and an assistant professor of preventive medicine at the USC School of Medicine.

Youngsters in all economic and social strata were more likely to use drugs, alcohol and cigarettes if they spent time on their own. And, the longer they spent time alone, the greater their risk, the study found.

Children who spent five to 10 hours a week in "self-care" were 1.7 times as likely as cared-for youngsters to use alcohol, 1.6 times as likely to smoke cigarettes and 1.5 times as likely to use marijuana. Those who spent 11 or more hours a week alone were twice as likely to use alcohol, 2.1 times as likely to smoke cigarettes and 1.7 times as likely to use marijuana.

The study found that children who were not being cared for by an adult after school were more likely to be white and live in high-income areas than in low-income areas.

There are "clearly important public policy issues" raised by this study.

One of the difficulties is knowing how to solve the potential problems of latchkey children is that the research does not make it clear precisely why adolescents who aren't supervised are more susceptible to drugs and alcohol.

Some of the youngsters who participated in the study said they had friends who smoked or drank and were presumably influenced by them. But others said their exposure to alcohol and cigarettes was the result of solitary experimentation.

With two out of three recent first marriages now ending in divorce, the likelihood that children will be left alone some of each part of the day continues to rise.

By some estimated, more than 40 percent of children under the age of 13, somewhere between 2 million and 6 million youngsters, go home to an empty house after school.

Parenting styles, rather than the presence or absence of an adult, may have as much influence on the behavior of children as anything else, according to a study by researchers at the University of Wisconsin. The study found that parents are more effective when they require children to perform specific chores after school, require the child to check in by telephone upon arrive home, and set specific limits on where the child can and cannot go after school.

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POLICE ACTIVITIES LEAGUE

Ron Exley
Dir. Program Development



The Many Origins Of Christmas Tradition

by Joe Mollo, President of PAL

The biblical tale of the birth of Jesus Christ as told in the gospels of Luke (2:1-9) and Matthew (2:1-23) is the beloved foundation on which Christmas is based. The babe in the manger, the joyfully singing angels, watchful shepherds, and the Wise Men have become cherished symbols of Christmas.

The first record of the observation of Christ's birth came in the year 336 in the Philocalian Calendar. Fourteen years later, December 25 was officially decreed Christmas by Pope Julius I; it was made a civic holiday by Emperor Justinian in 529.

Wreaths, candles, mistletoe and holly are all signs of Christmas. Why the color green to symbolize Christmas? Because green symbolizes in Christian belief of the hope in eternal life through Christ, but it also symbolizes the ability to continue living throughout the winter.

Whatever their origin, the traditional Christmas decorations have the power to evoke the aura of the holiday as nothing else can. This is especially true of the traditional evergreen we use as the Christmas tree.

No one really knows how the first modern Christmas tree came to be or when it originated. But many people believe that it evolved from the Paradise tree, a fir hung with red apples and wafers which represented the Garden of Eden in a medieval miracle play about Adam and Eve.

The play was usually performed on December 24, which was celebrated as Adam and Eve's birthday during the Middle Ages. Miracle plays were suppressed during the 15th century, but the Paradise tree didn't die — people simply brought a tree into their homes and decorated them.

Christmas trees didn't become an integral part of the American Christmas celebration until around 1930.

Like the evergreen tree, mistletoe and holly were admired by pagan people because they represented triumph over the forces of winter. The ancient Druids believed that holly guarded against witches, thunder and lightning. People hung mistletoe in their homes as a charm against evil.

How did the custom of kissing under the mistletoe come about? According to an ancient Scandinavian myth, Balder, the Sun of God, was slain by a dart made of mistletoe. Freyja, Balder's mother, determined that mistletoe would never again be responsible for anyone's death, she declared it a sign of love rather than of hate and asked that all who passed beneath it kiss.

The poinsettia was brought to the United States from Mexico in the 1820's by Dr. Joel Roberts Poinsett, the ambassador to that country for several years.

The custom of placing a single candle in the window at Christmas time was brought to America by the Irish. It is said that in Ireland, during the many years of religious oppression, Irish Catholics placed candles in their windows so that fugitive priests would know they were welcome inside to say mass.

Modern day variations of the Christmas candles are the lights that decorate Christmas trees, and the outside of our homes during the holiday season.

St. Francis of Assisi, patron of San Francisco, is believed to have created the first creche in 1223 — a nativity scene with figures of Mary, Joseph and Jesus, the Wise Men, angels, shepherds and animals. According to some accounts, the characters of the creche were simply painted figures; according to others, St. Francis used live animals and people, except for Baby Jesus, for whom a wax figure was substituted.



PAL Girls Have Something To Cheer About

by Sophia Isom,
Director of PAL Cheerleading

According to Barbara Roessner of the Washington Post, "Cheerleading has always been a finely tuned barometer of social change. In my few decades on earth, I've seen the status of saddle shoes and cartwheels and megaphones rise and fall as steeply as the radical and corresponding shifts in sex roles, teenage fads, parental attitudes and political ideologies. In the last 50's, being a cheerleader was everything a girl dreamed of. It meant you were beautiful in a conventional way, probably dated a muscle-bound athlete and certainly held honored membership in the most elite of social strata. By the time I hit high school in the late 60's, I viewed cheerleaders as shallow, stupid, blind participants in a particularly vile form of exploitation."

But, Barbara, PAL cheerleading is alive. Sixty-three girls participated in chanting, tumbling and building human pyramids. It's in a new phase of evolution. While high schools are dropping cheerleading, this year it was on the rise in PAL. Maybe for girls ages 8-14, it's one of the few programs available on such a big scope. It's not extinct. I don't think PAL cheerleading is social status, but families playing together. As her brother runs down the field, mommy and daddy are yelling in the stands, she gets a chance to be involved. PAL cheerleading teaches girls to be competitive, challenged, responsible, excel physically and to be part of the team.

Will The Real Larry Bird, Magic Johnson Or Michael Jordan Stand Up

The PAL Members Only "Big Shot Tournament" will commence this month throughout the City. Boys and girls 10-18 will have an opportunity to show off their shooting skills to find out who's the best in the City.

Members Only, America's leading manufacturer of men's outerwear, is sponsoring this exciting event where more than 25,000 boys and girls participate nationally.

The 1990 "Big Shot Tournament" is chaired by two of the greatest names in basketball history — John "Hondo" Havlicek and Rick Barry, a former PAL player.

The format is simple and easily conducted. Participants will have one-and-a-half minutes to shoot from various points on the floor and will spell "MEMBERS ONLY." The shooter who spells Members Only in the least amount of time is the winner.

Each participant will receive a Members Only Big Shot Tournament T-shirt and a certificate of participation. Painters caps and "Big Shot" buttons will also be given away.

"Members Only" stores will be conducting an in-store sweepstakes where all consumers will be eligible to enter. Prizes will be tickets to an NBA basketball game.

Herb Goldsmith, President of Members Only, has put his company on the forefront of the battle against drug abuse since 1986. Members Only was the first corporation to devote its entire advertising budget to battling the drug problem. According to Goldsmith, "This year we are supporting a multimillion dollar advertising and retail effort with the tagline 'Drugs Just Don't Kill Addicts.' The television and radio commercials and print focus on the danger that drug abuse creates not only for addicts but for the police officers of America.

"We are taking the anti-drug message to the streets and our program with PAL will strengthen the link between cops and kids and make a strong statement against drug abuse," says Goldsmith.

Mr. Goldsmith, San Francisco PAL is proud of Members Only and their strong commercials against drugs.

John Blessing Memorial

The family of Office John Blessing, in the spirit of their beloved father and husband, created the John Blessing Memorial to benefit the youth he so diligently worked and played with. The PAL and the City of San Francisco are grateful to the Blessings for their commitment to the youth of San Francisco.

PAL Cycling (Youth Ages 9-16)

It's official!! PAL Cycling will begin every Saturday starting December 9th, from 8 a.m. - 10 a.m., at the Polo Grounds. If it rains, the children will meet at the Police Academy for films and hands on explanation. For information, call Bill Cook at 553-1532.

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SPORTS



11th Annual Police/Fire Tennis Tournament



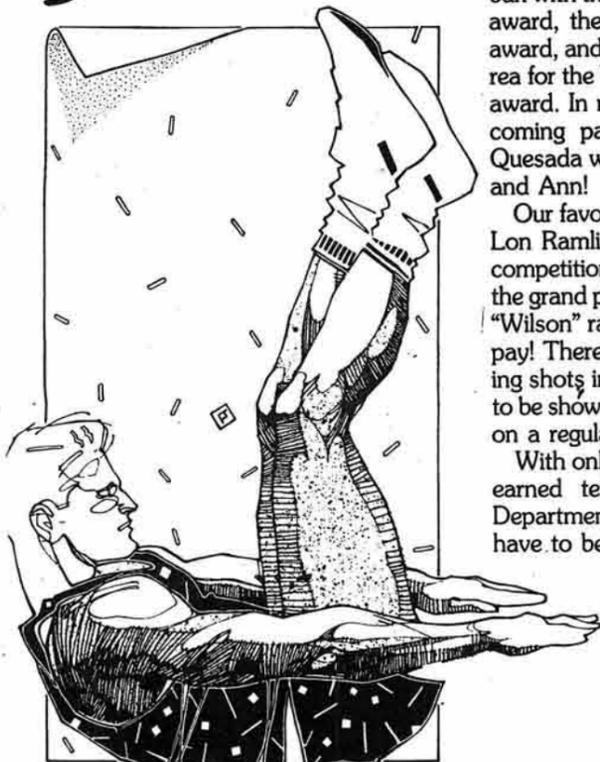
During the week of October 2 through 5 several members of our Department participated in the California Police and Fire Tennis Tournament, held this year in Carmel Valley. With Jim Farrell and Larry Pedrodalasol leading the way, the team really cleaned up in the win column. Jim Farrell won the Masters Open Singles division, then teamed up with Mark Rosen (Santa Clara Fire Dept.) to make it to the finals in Masters Doubles.

Larry Pedrodalasol won the "A" Masters singles and then teamed up with his wife, Beth, where they won the "A" Mixed Doubles division. Beth Pedrodalasol came bak with the Women's Single Consolation award, the above stated Mixed Doubles award, and then teamed up with Ann Correa for the Women's Doubles Consolation award. In mixed "B" doubles the up-and-coming pair of Ann Correa and Rich Quesada won the event. Nice going, Rich and Ann!

Our favorite winner, however, was lucky Lon Ramlin. After losing to some tough competition, Lucky Lon walked away with the grand prize in the raffle drawing, a new "Wilson" racket, worth more than a day's pay! There's bound to be plenty of winning shots in that racket, so watch for Lon to be showing up at the awards ceremonies on a regular basis.

With only six participants, the S.F.P.D. earned ten awards! Once again, our Department demonstrated that you don't have to be the biggest to be the best.

Fitness



Running Shorts

by Dennis Bianchi

Mike Mahoney returned home from the New York City Marathon with great news. The S.F.P.D. locked up the 1989 rivalry with the N.Y.P.D. when Mike came across the finish line in three hours, fifteen minutes, ahead of the entire N.Y.P.D. team. Our Department was represented by only one runner this year, Mike. But obviously we sent quality in place of quantity. Mike's time is the best marathon time he has run in many years, and he picked a race that is not easy to finish with a fast time. The crowd ballooned up to 25,000 runners this year, which really slows down your first mile or two, plodding for minutes just to get to the start and then weaving in and out of the slower runners who have lined up ahead of you. Mike's time is indicative that he is ready to break the elusive three-hour barrier, and soon. Congratulations, Mike.

On the same day that Mike was flying through the streets of New York, Stan Buscovich (Mounted Unit) and Jim Ryan (Police Garage) were plowing their way through the historical monuments and patriotic environs of Washington, D.C. at the Marine Corps Marathon. The crowd of over 13,000 was packed so tightly at the start that Stan needed over ten minutes to reach the start line! Nonetheless, he finished the marathon in his second fastest time for that distance, three hours and twenty minutes. Without the poor start and the constant weaving in and out of the beginning crowd, Stan no doubt, would have come up with yet another personal best time. Jim Ryan, in the 60 plus age group, completed the run in five hours, and was smiling as usual at the end like he had just won the race. Jim has said, and I couldn't agree more, that finishing a marathon is winning!

Stan and Jim were able to concentrate on their running and put aside the hassle of keeping track of sweat suits, getting to the start line, finding a way from the hotel and back again, and all of those bothersome details that bog down many other



Stan Buscovich and Jim Ryan at the Marine Corps Marathon finish.

runners, due to the able assistance of Michael Becker of Co. K, Solos. Stan nominated him for the runner's support service man of the year.

The Christmas Relays are to be run on December 17 this year. Our status as defending champions in the police-fire division is sadly in jeopardy. Lou Perez has injured his knee and has wisely decided to



Stan and Jim proudly displaying their hard-earned "finish medals".

rest it until after the first of the year. As such, we will be deprived of a truly great talent, but this Department has many runners, and therefore plenty of reasons not to give the title away without a showing! Stan Buscovich has volunteered to coordinate, at least to some extent, the forming of teams. Contact Stan at the Mounted Unit and show up at Lake Merced on the 17th. It's a great way to start the holiday season and this year it will be a healthy way of celebrating the finish of the promotional exams. I haven't been training consistently at all recently and have managed to put on way too many pounds, but I'll be there looking for you. If not, I hope you have an enjoyable holiday season, and I hope to see you somewhere on the training trails.

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SPORTS



Swim Team News

In the final meet of their successful season the grandmaster division of the SFPD swim team (all three of them) participated in the second World Corporate Games held in Concord. Swimming against some of the best master swimmers in the country, the team of Howie Kyle, Don Matisek, and Frank Petuya picked up a grand total of 104 points. In the 50 meter freestyle Kyle placed 4th; Petuya, 5th; and Matisek, 7th. In the 100 free they improved with Kyle taking 3rd (a medal); Petuya, 5th; and Matisek, 6th. In the distance events Kyle placed 6th in the 200 free and Petuya took 5th in the 400 freestyle. Backstrokers Kyle and Matisek took 4th and 5th in the 50, and 4th and 6th in the 100. Ironman Kyle swimming in the breaststroke placed 5th in the 50, 4th in the 100, and 5th in the 200. Our lone flystroke Petuya placed 6th in the 50. In the pyramid relay, forced to swim in the open division against swimmers 21 and over, out of a field of 15 teams they placed a remarkable 8th. The members enjoyed the well-run meet and with their wives, plan to swim in it next year when it is held in Honolulu. Besides Honolulu the members are talking about participating in the State Police Games in Sacramento, the International Police Games in Edmonton, Canada, the National Games in Las Vegas and the Nor-

thwest Police and Fire Games in Boise, Idaho. This past year the team enlarged with members swimming in the master division (40-49 years of age). They are always looking for more swimmers, men and women, of all ages. With the closeness of the state games in Sacramento and the following year in Oakland there isn't a good reason for San Francisco not having a large turnout. If any of you swimmers have been putting off signing up until you turn 40 or 50, not knowing where to train, or if you have questions please contact Frank Petuya, Co. B or Don Matisek, Co. K.



S.F.P.D. Soccer Club Meeting

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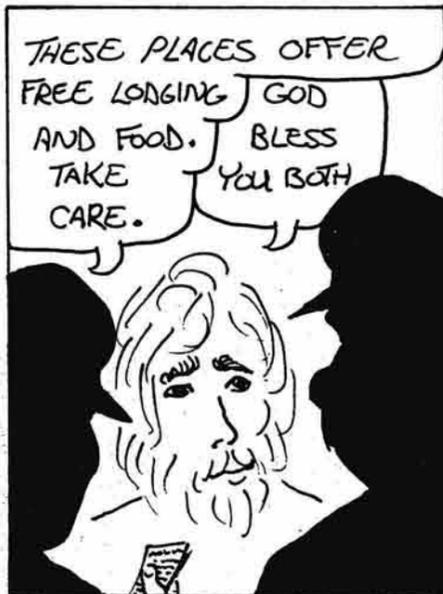
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ON THE STREET / Tom Flippin



Editorial Comment

by Tom Flippin

'Tis The Season

Christmas-time can be a very schizophrenic experience for police officers. Every day we see the indignities that people do to each other, the misery (self-induced, as often as not) and the tragicomedies that seem to go hand-in-hand with celebrations of the holidays. And yet, on the same day ... in the same streets we witness the kindness and charity and loving that Christmas is all about.

Most police officers choose the profession out of a desire to help and protect others. That noble desire is ignored by almost everyone else. They focus on the mistakes and the abuse of power of a tiny percentage of police officers. The daily good job that 99.9% of cops do is ignored or denigrated. The very word "do-gooder" is a sneer ... a joke ... have a laugh at the expense of that fool who thinks he can do some good and make a difference.

It's easy for cops to succumb to the feeling that what we do doesn't matter. We see cops crucified in the media for trying to protect the rights of citizens ... we see people who cops are trying to help turn and attack them ... we all know somebody in the Department who has been handed the dirty end of the stick and who has decided to stop being a "do-gooder."

I've got news for the jokers: Doing good is here to stay, and this is the season to do it. There are many, many projects that any do-gooder can become involved in that provide real help to real people. Every local community has its own projects which help its own citizens to regain some dignity, to enjoy the holidays a little more comfortably and to live a bit better.

In the community where I live we have a program which allows a family to be a Christmas sponsor for another, needier family. Although the families do not meet, the sponsor family can learn about the needs of this family, the wishes and dreams of the kids, what the mother and father feel would help them get back on their feet. What a great feeling! To be able to give a little and know that you are making a difference ... that you are making this Christmas brighter. I don't want to imply that the large charitable organizations don't do a great job ... nothing could be farther from the truth. However, for a real feeling of doing good nothing can match the personal touch.

In a slightly larger vein, there is the Fire Department's Toys for Tots program. What could be more satisfying than donating a toy and imagining the look on some child's face on Christmas morning. It's a sure-fire way of making our own Christmas a happy one. It's a fact that the sneering jokesters haven't caught on to: giving happiness ensures your own happiness.

Whatever community you may call home has some program (probably more than one) that could benefit from your help. Find out where and how you can help... what you give will be returned many times over. I urge you all, during this joyous season bring some joy into the lives of others and share in the warmth and the happiness that results.

Joyeux Noel ... Feliz Navidad ... Merry Christmas!

TEST

(Continued From Page 1)

tal. It makes little sense to compensate for past disadvantages when choosing the best for promotion. We all have the native intelligence to grasp the job of Inspector or Sergeant. I believe we proved that when we passed the department's entrance exam. However, race and sex do not appear to be nearly as significant in that regard as ability and willingness to do the work. Why can't those ideals be translated into a fair promotional process? The work is far too important to be left in the hands of any but the very best among us. But the crucial — and unanswerable — point is that race, sex, wealth, height, weight, eye or hair color, beauty, etc. are irrelevant to one's fitness to perform the tasks of Inspector and/or Sergeant.

Surely there would be no controversy if we were talking about an athletic team and not a police department's promotional examination. Is there a person alive so silly as to contend that a college basketball or football team should take into account anything other than a player's ability, skill, drive and energy in playing his sport? Let me draw perhaps a simpler analogy. Imagine the turmoil if our National Basketball Association (NBA) was suddenly besieged by white Americans bemoaning the fact that white players were grossly under-represented on the Pro courts. Ponder for a minute what would happen if rather than 80% of the players in Pro basketball being black, their numbers were reduced to approximately 20% (a figure which more closely parallels society at large). One thing that would happen, I'm sure we will all agree upon, is that the quality of the game we are used to watching would drop drastically. But apparently we lack the internal fortitude to reverse the analogy and suggest basing a test on an individual's skill, ability, and knowledge. It is not that athletic teams are exempt from general societal principals, it is just that they vividly illustrate the limited applications of what were thought to be general principals. It would seem that the aim of the venture often determines the relevant principles. But, undeniably, the aim of the exam should be to produce the highest caliber and most qualified Inspectors and Sergeants available from the candidate pool.

Once the department, and the Consent Decree have passed through their identity crisis, they will be better able to focus on the crucial task before them. That task is to be the primary source of the best law enforcement we can offer our citizens. Seen against the magnitude of that task, quibbling over the place of affirmative action in our promotional practices shrinks in significance; while at the same time, it saps energy and thought away from larger duties.

And please don't think that I adjudge myself better qualified than most of my colleagues. Nothing is farther from the truth. I've met a great many whom I consider far more qualified than myself. All that I am asking for is a chance to compete against them fairly.

Merry Christmas To All

PROP. K

(Continued From Page 1)

the November ballot. Not every supervisor agreed with the proposition. Supervisors Britt and Walker opposed Proposition K, as did Supervisor Nelder who was unable to attend that board session.

Facing an uphill battle, the POA administration, under the direction of legislative chair Ray Benson, began to formulate its defensive strategy. Supervisor Wendy Nelder, our staunch supporter and friend, was very instrumental with her constant guidance and political insights.

Part of the POA's overall strategy was to contact and make appointments with the neighborhood associations, business groups and political clubs throughout the City.

The strategy paid off, as the anti-K message delivered by our volunteer speakers was, for the most part, well received. Chief Frank Jordan and Officers Ray Benson, Lea Militello, Frank Machi, Sally Dehaven, Dave Herman, Jim Deignan, Dennis Tomasson, Steve Johnson and Gary Delagnes to name just a few must be thanked as they effectively carried our anti-Proposition K message to the citizens night after night.

Also instrumental to our defense were the key endorsements gathered by our anti-K team. The endorsements of Assembly-Speaker Willie Brown, Assemblyman John Burton and State Senator Quentin Kopp were vital in defeating Proposition K. These individuals must be heartily thanked and remembered for their support and endorsement of our position. We shall not forget.

In October, Notebook Editor Tom Flippin put together a masterful, special edition anti-Proposition K Notebook which was mailed to 100,000 Democratic households throughout the City. This special edition Notebook carried with it the messages of the aforementioned endorsees and a host

of other influential supporters, including Chief Frank Jordan, Police Commissioners Lou Giraudo and Al Nelder, Supervisors Harry Britt and Wendy Nelder, Chuck Ayala of the Community College Board, Mary Burns of Park and Recreation, William O'Keefe of the San Francisco Taxpayers' Association and Dr. Edward Chow of the Department of Public Health. The POA acknowledges that without our friends' support, Proposition K would surely have passed. Instead, due to their support and to the efforts of the many active and retired POA members who volunteered their time to speak against the measure and/or to hand deliver anti-K brochures in key voting districts, Proposition K was soundly defeated.

Special recognition must be given to Supervisor Wendy Nelder for her inexhaustible help throughout the campaign and to supervisor Harry Britt for allowing the POA to use his anti-K position in our brochures and in our special edition Notebook as well as in political advertisements in influential Gay newspapers.

All in all our campaign was a collective team effort which defeated the Sheriff's latest grab for power; and provided valuable political experience to a novice POA administration, as Ray Benson's Legislative Committee renewed relationships with past POA allies and even paved the way for continued dialogue with politicians who, in the past, may have been incorrectly portrayed as our Association's foes.

Despite the positive aspects of our win, there are a host of negatives. The Association spent approximately \$30,000 to defeat an issue which should never have reached the electorate. Additionally, nothing substantial, except for experience, was gained from the campaign. In other words, we ain't got nothing to show for our money and efforts.

Hopefully, in the not too distant future, campaigns can be waged to provide substantial benefits to our members.



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St. Anthony Foundation

Each year St. Anthony Foundation anticipates the holiday season with a mixture of concern and gratitude. Those emotions are heightened in 1989 as the result of two recent events. On October 4, the feast of St. Francis, the Foundation commenced its 40th year of service. Thirteen days later it shared in the trauma of the earthquake. Remarkd Executive Director Jeanne Zarka Brooks, "As we continue our work in this 40th year, the human toll taken by the recent earthquake brings into greater focus our mission of service to the poor."

The earthquake brought into focus that fact that St. Anthony's is "home" to thousands of poor people. Being fortunate to sustain no major damage, it was able to continue its daily meal service and shelter with no interruption even during the power outage.

The concern of the staff of St. Anthony Foundation is that each of the past few years has seen ever more people coming to them for the basic needs of food, clothing, shelter, and health care. They are especially alarmed by the fact that many of these folks are women and children, the disabled, and the elderly. The aftermath of the earthquake has the potential to compound the problems. Many units of low-income housing have been lost due to the damage to buildings in the Tenderloin and South of Market areas. Funding for the Foundation and other non-profits serving the poor may be diverted to needed earthquake relief and repair.

Yet in the face of this tremendous need, St. Anthony's gratitude comes from the continued generosity of over 50,000 donors who insure that the staff can continue to respond to this increased demand for services. Having fed 400 people the day the Dining Room opened its doors in 1950, it now serves as many as 2,200 people in one day. This past summer the 20 millionth meal was served. Each of the eight programs which comprise the multi-service approach of St. Anthony Foundation has experienced a corresponding increase in demand.

On Thanksgiving Day St. Anthony's offered special thanks for its history of meeting the needs of those who live in poverty. As it does every year, the Dining Room served a turkey dinner with all the trimmings to all who came from 10:00 AM

until approximately 4:30 PM. (A similar meal will be served during the same hours on Christmas Day.) In honor of the 40th Anniversary, the thanksgiving will be extended throughout the coming year through a variety of celebrations with the Foundation's clients and supporters, and with the City of San Francisco.

And as St. Anthony's honors the spirit of birth in the Christmas season, it also rejoices in the birth of new service. One million dollars has already been put forward to launch a Women's Housekeeping Project. This facility, to be located outside the central Tenderloin area, will provide stable, transitional housing, meals, and case management for women like those who currently must sleep in the Foundation's emergency shelter.

Concerned about the growing disparity between income and housing costs, St. Anthony's is grateful to be able to make this small contribution to the city's limited supply of transitional and affordable permanent housing. In California, 1.5 million households (over 4 million people) earn less than \$7,050 a year and pay more than 60% of that income for housing. In order to assist families who are in danger of losing the housing they already have, St. Anthony's will be contributing to an Emergency Housing Retention pool that is being established in the city.

How To Bring Holiday Donations To St. Anthony's

December 18-26, 1989

Food and Clothing Donations:

7:45 AM - 6:00 PM — 119 Golden Gate Avenue — Special Curbside Service* this period

Monetary Donations:

7:45 AM - 6 PM — 121 Golden Gate Avenue, Second floor

After 6:00 PM donations can be brought to 165 Guerrero Street (near 14th Street), Residence of St. Anthony Dining Room Crew, or to 45 Jones Street.

*Curbside Service — Authorized staff of St. Anthony Foundation will be wearing easily identifiable blue jackets. As the donor drives up to 119 Golden Gate they will direct and assist and receive the donation.

By-Law Change Of Article I (Finances)

by Al Trigueiro, Treasurer

Historically, the annual dues of the Association are collected through a system of payroll deductions; and, presently, active members contribute one percent (1%) of fifty dollars (\$50.00) less than the fourth year police officer's monthly salary, which translates into \$402.72 yearly per member. This practice was last amended in January of 1977, over 12 years ago.

As part of the present by-law changes, which must be voted on by the membership in January 1990, both active and retired members will be asked to decide whether or not to substantially increase the amount of their Association contributions.

Active members will be deciding on whether to increase their contribution rate to one and one-quarter percent (1¼%) of a fourth year police officer's monthly salary, while the retired members must decide whether to increase their monthly dues from nine dollars (\$9) to fifteen dollars (\$15).

How will these possible changes affect us and why are they necessary, are critical questions that need to be addressed.

Should this rate change take effect, active members could expect an increase of approximately \$4.50 per pay period, which translates into \$42.58 per month (it is presently \$33.50 per month) or \$570.96 per year (it is presently \$402.72 per year).

The POA administration critically assessed the current financial picture and concluded that costs are skyrocketing and the annual pay increase is not adequately keeping abreast of expenses. As an example, during the present fiscal year the Association will pay in excess of two hundred fifty-five thousand dollars (\$255,000) in attorney's fees and associated costs, nearly 40% of our annual income generated by dues.

Conflict attorney's fees will cost in excess of eighty thousand dollars (\$80,000), and our competent defense attorney firm of Bley and Bley, is requesting to renegotiate its contract and is asking for a retainer increase of approximately forty

thousand dollars (\$40,000) annually.

Our supplemental income of approximately ninety thousand dollars (\$90,000) in fiscal year 1989-90 was derived primarily from the variety shows of Thomas Neece Productions. In the past, this tentative income was used to finance political campaigns, however, recently, more of it was used to defray escalating attorneys' costs and a host of other unanticipated expenses.

The Association recently signed a three year contract with Thomas Neece Productions, but this income should be viewed as tentative and must not be relied upon to augment everyday expenses.

Finally, in defense of the rate increase, the Association is hopeful that the June 1990 ballot will contain at least one proposition such as interest arbitration which would substantially affect our wages, benefits and other working conditions. Whatever ballot measure is decided upon by the membership, campaign funding to ensure its passage must be more than adequate, but, as it presently stands, funding is insufficient to be genuinely effective. Without the increase, the Association will not be able to mount this type of campaign which would ensure passage.

It should be noted that Local 798 (Firefighters' Union) is currently in the process of assessing each of their members two-hundred dollars (\$200.00) to defray anticipated campaign costs for the June ballot.

Please help to benefit our entire Association by voting to increase the current rate.

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A Cop's Christmas

by A. Noni Mousse

*'Twas the night before Christmas, and out on the street
not a darn thing was moving the length of my beat.
The victims were home now, their gifts to prepare,
and all of the suspects had left in despair.*

*The lieut had just caught me not wearing my hat.
He chewed me out royally. Right after that,
from just down the street there arose such a flap
I spilled half my coffee right into my lap.*

*I drove down the street to see what I had missed
— (by now you just know I was thoroughly p—) —
and to my amazement, the cause of the fuss:
some clown in a sleigh had crashed into a bus!*

*The little old driver was reeking of juice:
I knew in an instant he must be a "deuce."
The scene was a mess, like the end of a chase,
with sleigh-parts and reindeer all over the place.*

*And right in the middle this little old lush
with booze on his breath and his cheeks all a-flush
was wandering around in a kind of a daze,
his brains all adrift in an 80-proof haze.*

*The first thing I thought, as I surveyed the wreck,
Dumb luck the old fart hadn't broken his neck.
He was laughing like crazy and holding his gut —
by now I just knew he was some kind of nut.*

*His clothes were a mess, from his boots to his scarf;
his pants were all wet, and were covered with barf.
He was tubby and bald, with a pink shiny pate
and a belly that said eighty pounds overweight.*

*His eyes were all bloodshot, this figure of glee,
his nose like a bulb, and a heavy A-B.
And as I approached through the wreckage and noise
the crazy old gaffer was picking up toys.*

*"Hey, let's see your sleigh-driver's license," I said.
He just glared at me, and his face turned real red.
"I ain't got one, sonny," he cracked, and then
he went back to picking the toys up again.*

*"What have you been drinking, old-timer," I said.
"I ain't," he said rudely, and my face turned red.
"Just what are you full of, then, whiskey or gin?"
"Just holiday shpirits," he said with a grin.*

*"Now see here," I said. "I'll take no crap from you:
"You're under arrest for a 152."
"You can't arrest me," he said, offering to fight,
"I've gotta deliver all this shtuff tonight."*

*"Oh, yeah? Who sez so?" I said, grabbing his arm,
before the old gaffer could do any harm.
"All the kids in the world!" he said, after a pause,
"You can't arrest me, becush I'm ... Shanta Claus!"*

*"And I am the Pope," I said, now in a huff —
by now I'd decided I'd had quite enough.
I took him aside — and, well, you know the rest:
the old geezer flunked the sobriety test.*

*I should'a gone "deuce" on the guy in the sleigh
and taken him straight down to Company K,
but I took him instead to the station, and yes,
booked him 647F — R.W.S.*

*Oh, he squawked at the counter, and started to yell
I was ruining Christmas, and I'd go to hell.
Got him back in the tank, and then I heard him say*

"MERRY CHRISH-MUSH, YOU A—,

AND HAVE A GOOD DAY!"

ARBITRATION

(Continued From Page 1)

judgment for the judgment of the parties themselves.

What issues should be included in the arbitration process? The answer to that question is "whatever the framers of the arbitration initiative determine and the voters approve". But, as we mentioned earlier, the voters do understand arbitration — and what they are looking for is fairness to everyone. As a result, most arbitration laws have language that includes all "wages, hours and working conditions" as the subjects of arbitration. Fifteen years ago, a unanimous California Supreme Court

determined that "working conditions" included the subject of "staffing levels" in the Vallejo City Fire Department.

Does that mean that salary formulas, retirement benefits, discipline and other working conditions now covered by the Charter will be the subject of the arbitration process? Not necessarily. Certainly, retirement benefits that are vested could not constitutionally be modified by a Charter amendment that provided for binding arbitration any more than they could be modified by any other Charter amendment. But, as a practical matter most other salary and benefit formulas that are now covered by the Charter should be the subject of arbitration. That's not only of immediate benefit to police officers and

firefighters — considering such currently unresolvable issues as salaries and shift scheduling and staffing — but it is in their long term benefit as well.

Many of our readers may be aware of the ridiculously high costs of the current city funded retirement plan. (It exceeds 50% of current payroll.) The current Mayor and his administration would probably like to reduce benefits and thereby reduce costs. But there is probably a far better way to guarantee continuation of existing vested benefit levels, convert to a PERS program, and cut taxpayers' costs substantially. (The current costs of PERS for the LCHP 2% at age 50 program runs approximately 15% of payroll.) Just such cost saving ideas were raised by the firefighter

negotiators this year and were ignored by the Mayor's staff.

The point is that whether the issue is salaries, the 4-10 work schedule, staffing, safety or a cost effective retirement plan, the public, the police officers and firefighters are better served by including such issues in the wage and benefit arbitration process. Clearly, no one — not the labor organizations or the City — gets everything they want during arbitration. Compromises are part of the process just as they are part of the process of good faith negotiations. Therein lies the problem. In San Francisco, there are no 'good faith' negotiations and no meaningful remedy available to undo the 'bad faith' conduct of the city's negotiators.

No Fair Deal For POA From Agnos

The POA Negotiating Committee reported in the last issue of the *Notebook*, that despite the fact that Police Officers in San Francisco are far behind their counterparts throughout the State in wages and benefits, the Mayor's office offered no economic improvements whatsoever for fiscal year 1990-91 in the negotiations that just concluded. We made the point that other City employee organizations were treated quite differently, and promised to show that in this issue of the *Notebook*. Below is a table that indicates that four of the major public employee organizations in San Francisco receive substantial economic offers in their recently-concluded negotiations, most of which are to take effect beginning July 1, 1990. The POA does not begrudge these employee organizations any of the wages or benefits that they negotiated. We are simply demonstrating objectively how Mayor Agnos' hostility towards the POA translates into adverse economic realities for each and every member of the San Francisco Police Department. Despite the POA's strong objections, and despite all of the reasonable efforts that we have made to foster and maintain a cooperative relationship with Mayor Agnos, he has used his ability to control the City's purse strings to determine not that monies would be distributed to employees on the basis of need, but rather to unfairly deny Police Officers the wages and benefits that they are entitled to, because of the political differences that he erroneously perceived us as having.

SEIU/GENERAL*

SEIU's jurisdiction includes, other than nurses, secretarial and clerical classifications, various professional classifications, parking and traffic control officers, and miscellaneous other classifications. SEIU represents approximately half of the City's employees.

Agreement reached on following economic items:

1. **Comparable Worth** Pay equity or comparable worth payments in excess of \$35 million per year have been made to SEIU's jurisdiction previously. However, this last year SEIU negotiation an increase in the pay equity of three percent, beginning July 1, 1990, and additional three percent beginning July 1, 1991. These increases provide approximately \$6 million to SEIU-represented employees for the fiscal year beginning July 1, 1990, and \$12 million for the 1991-92 fiscal year.
2. **Protective clothing** for storekeepers.
3. **Uniforms** for coroner's investigators; for transit car cleaners; and porters at San Francisco General Hospital and Laguna Honda Hospital.
4. **\$400 per year** allowance for uniforms for watershed keepers.
5. **Bilingual premium:** increased from \$26 to \$35 biweekly.
6. **Out-of-class pay:** 5% premium after 20 days working in a higher classification.

*IFPTE Local 21, which represents approximately 1,000 City employees in various classifications, has several classifications in its jurisdiction that also share in the comparable worth payments.

SEIU REGISTERED NURSES

Agreement reached on following economic items:

1. **2% Mid-Year Increase** In addition to a 13% increase on 7/1/89, nurses negotiated an additional 2%, effective January 1, 1990.
2. **Longevity Pay** An additional 3% longevity increase that approximately 70% of the nurses employed by the City and County of San Francisco will receive.
3. **RN Practitioner Premium** A 7% premium for nurse-practitioners.
4. **A Minimum Staffing Level** for the duration of the contract.
5. **Child care:** \$300,000 for child care over a 3 year period.
6. **Minimum Salary Guarantee** A guarantee that RN salaries will be no less than 2% below the highest in the area in 7/1/90 and 7/1/91.
7. **Increase PM Differential** The p.m. shift differential was increased from 15% to 20%.
8. **Increase Standby Pay** Standby pay was increased from 25 to 50% of straight time.
9. **Weekend Premium Improved** Weekend premium was increased to 10%, and eligibility requirements were liberalized to permit broader application of this benefit.
10. **Holiday Pay Improvement** Employees working 10 or 12 hour shifts will get full holiday pay for these shifts, rather than only 8 hours.
11. **Dental Plan Improvement** Orthodontic work is now included in their plan. (Yes, their plan is City paid.)
12. **New Salary Step: Accelerated Steps:** In their new contract, nurses negotiated an extra salary step and, in addition, accelerated the time required to proceed through the salary steps.

FIREFIGHTERS OFFERED:**

1. **5% Premium For Engineers, Drivers and Tiller Operators** Firefighters were offered beginning in fiscal year 1990, a 5% premium for engineers, motor drivers, and tiller operators.
 2. **5% Premium for EMTs** A 5% premium for emergency medical technicians (this would be effective 7/1/91).
 3. **Protective clothing and equipment** was to be provided by the Department.
 4. **A tuition reimbursement fund** of \$50,000 was to be established for 1990-91.
- ** Firefighters Local 798 voted against the contract. These terms are set forth only to show that Local 798 was offered some economic improvements.

TRANSPORT WORKERS

Agreement reached on following economic items:

- New money negotiated in 1990 by the transport workers union for their jurisdiction included the establishment of 3 separate funds. First, they negotiated \$110,000 to go into a fund for child care; second, they negotiated \$200,000 for a preventive health care program; and they negotiated an additional \$356,000 for a program regarding job stress.

POLICE OFFICERS

POA gets "AGNOSED" (i.e., ZERO. NO economic improvements offered for Police Officers, 1990-91.)

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