

THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK



Member of COPS
California Organization
of Police & Sheriffs.

Official Publication of the San Francisco Police Officers' Association

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

VOLUME 24

SAN FRANCISCO, FEBRUARY, 1992



NUMBER 2

Membership To Vote On Union Affiliation

by Al Trigueiro, President

Approximately eighteen months ago, the POA formed a Committee whose responsibility was to consider whether we should become a part of organized Labor. After much study, analysis and deliberation, the Committee recommended that our Association join the Labor movement by affiliating with the largest Union in California, the Service Employees International Union (SEIU), provided we retain a large measure of autonomy and our identity as the San Francisco Police Officers' Association.

After discussions with representatives of SEIU, including SEIU President John Sweeney, we were offered a charter as a Local Union to be named the San Francisco Police Officers' Association Local 911, SEIU, AFL-CIO. Under the arrangement proposed, we continue to be governed by our own Constitution and By-laws.

The Committee made its initial recommendation to affiliate with Labor to your Board of Directors in October, 1990. This was in direct response to urging from Jim Ferguson, President of San Francisco Fire Fighters Local 798, and Walter Johnson, head of the San Francisco Labor Council.

The POA had been working closely with employee organizations representing other City employees, primarily through the San Francisco Labor Council's Public Employees Committee. Through the years, we established a positive working relationship with representatives of most City employee Unions. Through these contacts, we have been generously provided information regarding matters affecting City employees generally and, more significantly, were consistently provided with solid support from the Unions on Police-Labor issues.

There is no question that without the aggressive support of the San Francisco Labor community, we would not have succeeded in passing our collective bargaining/interest arbitration measure, Proposition D, over the objections of Art Agnos.

On January 21, 1992, after much discussion, your Board of Directors voted its support for an affiliation with SEIU and the AFL-CIO with a 19-2 vote. Now the issue is for the membership to decide. Under our Constitution and Bylaws, the issue must be discussed at a special membership meeting, which I have called for

February 18, 1992. Thereafter, the question will be submitted to the membership by mail ballot.

I am recommending that we affiliate with SEIU and Labor, as from any analysis, affiliation will be of tremendous advantage to our members. The POA has a long and proud tradition, and has been relatively effective in representing police officers in the past. However, if we are to be effective in the future, it's clear to me that it is to our advantage to join the Labor community. The affiliation will assist us in representing police officers locally, in Sacramento, and nationally.

Why SEIU? First, SEIU is the largest Union in California (250,000 members), and in San Francisco (approximately 25,000 members). The number of members that a Union has obviously has a direct relationship to the resources that it has to offer its affiliate Local Unions. That's because all are funded by membership dues. However, I did not arrive at a conclusion that the biggest was necessarily the best, and only determined that SEIU was the best union for us to affiliate with after learning that it is one of the best organized unions, that it allocates its resources wisely, and that it seems ideally suited to take on the task of providing services for the San Francisco Police Officers' Association.

SEIU's day-to-day operations are run by the elected President, John Sweeney, a Secretary-Treasurer, Dick Cordtz, and an International Executive Board comprised of fifty (50) members. The Executive Board members are all leaders of local unions within SEIU. They represent, cumulatively, over seventy percent (70%) of the SEIU membership. This Executive Board meets twice each year.

The International union provides forums for local unions to meet on a geographical basis, as well. At these conferences, information is shared and the various locals work together on legislative and political strategies and projects. These forums include an Eastern, Central and Western Regional Conference in the United States, and a Canadian Conference.

Finally, many SEIU locals have joined together to form State Councils to work on issues of mutual concern. In California, SEIU locals have formed the California State Council of SEIU. This State Council has a full-time staff which is located in Sacramento, whose responsibility it is to represent the interests of SEIU locals at

the Capitol and coordinate the activities of locals throughout the State. The SEIU State Council provides what is generally regarded as one of the most effective political operations in California. It also annually convenes a Legislative Conference to provide a forum for SEIU members and leaders to come together and learn about the current issues of the day. SEIU Local 790's Executive Director, Paul Varacalli, is the President of the State Council, and former SEIU Public Division Director Dean Tipps is the fulltime Executive Secretary of the Council. The Council currently has six (6) full-time staff members and one part-time political consultant.

SEIU Local 250, the Hospital Workers Union, has over 30,000 members in the Bay Area, and is the largest Local Union in Northern California. I, and members of our Legislative Committee, have worked closely with its Secretary-Treasurer, Sal Roselli, and its Political Coordinator, Larry Griffin, in recent successful political endeavors.

The Regional Conferences, as well as the State Councils referenced above, have officers elected by local unions who oversee and direct the work done by their respective organizations.

The International officers and the International Executive Board are assisted by a full-time International staff of three hundred (300) professionals.

I also learned that SEIU has five (5) "Industry" Divisions: Public, Health Care, Office Worker, Building Services, and Industrial and Allied Services. Each Division has a Director and staff. The work of each Industry Division is guided by a Division Board comprised of representatives of local unions in that particular Division. If we were to affiliate with SEIU, the SFPOA would be entitled to representation on the Public Division Board.

Because SEIU has offered the POA its own Charter, we are assured our own autonomy, particularly given the SEIU Constitution and Bylaws. The SEIU representatives we met with, including Paul Varacalli, President of the State Council; Dave Baker, Director, Public Division; John Sweeney, SEIU International Presi-

dent; and Dick Cordtz, International Secretary-Treasurer, made clear that virtually all locals within SEIU put a high premium on maintaining their autonomy. The effect of having our own charter, if we were to affiliate with SEIU, would mean that we would become an independent local union within SEIU. We would retain the right to have our own Constitution and By-laws, and to set our own local dues level. We would retain the right to determine our own structure and elect our own officers, as well as to bargain our own contracts, pursue grievances and conduct our business as we saw fit. Significantly, we would retain the right to maintain and control our own treasury and budget. We would want to retain all these functions and responsibilities for the POA.

In addition, a variety of services would be provided to the POA as a result of our affiliation. These services are paid for entirely out of per-capita tax payments to the International Union, and no additional charges are made by the International for them. They include, but are not limited to, the following:

Collective Bargaining. International field representatives would be available to the POA at the bargaining table for providing assistance with MOU campaign planning and implementation. The SEIU Research Department would be available to draft salary and benefit or other contract proposals, and provide expert witnesses to testify, for example, at interest arbitration hearings. SEIU staff would also

See *AFFILIATE*, Page 11

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 March issue:
Monday, March 3, 1992

See Pages 10 & 11
for
SEIU Affiliation Information

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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 Burton as 2:05 P.M. Wednesday January 15, 1992 in Conference Room-Ingleside.

ROLL CALL OF OFFICERS: Trustees Hardeman, Kurpinsky, Maloney, Sturken excused. All others present including Past Presidents M. Hurley and A. Quaglia.

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

NEW MEMBERS: Motion McKee/2nd Jeffery that DIRK BELJAN and the following from 169th Recruit Class be accepted. APPROVED— VICTORIA ANDRAKIN, ALEXANDRIA BRUNNER, DAVID BURNS, CLIFFORD COOK, MICHELLE CRAIG, GREGORY DARE, DAVID DOCKERY, EDDIE HAGEN, EILEEN JACKSON, TOM JANKOVIC, MICHELLE JEAN, WENDELL JONES, JOHNE KEANE, RACHAEL KILSHAW, JO-HAN KIM, PATRICK KWAN, KEVIN LABANOWSKI, MICHAEL LAU, STEVEN LEE, ANGEL LOZANO, RAYMONDLUK, JULIELYNCH, KEVIN MANNIX, DEAN MARCIC, DOUGLAS Mc EACHERN, ELIZABETH MOYER, SEAN O'LEARY, KEITH PASQUINZO, MIRIAM PENGEL, YVONNE PRATT, PETER RICHARDSON, JAMES RIORDAN, SANDRA ROLOVICH, KEITH SOVIG, JEFFERY SUNG, ANDY TING, DARRYL TSUJIMOTO, RICHARDO VALDEZ, GREGORY YEE..

SUSPENSIONS: Four members suspended for non-payment of dues.

COMMUNICATIONS: Letter from Mrs. Robert Wood thanking the Association for the service rendered upon the death of her husband.

Following donations received and acknowledged by the Secretary: FRANCIS DETERT - for courteous treatment by Officer Toni Cato-Southern; MRS. MATHILDE RAZZO - in memory of retired Sergeant Otto Elvander; JOHN KEKER AND PIUS LEE - monthly donation of Commissioners Salary; Mr/Mrs. Flade - in memory of Robert Dempsey; MALAND-ILG CHARITABLE TRUST - annual donation; MR. E.P. DONOHUE - for recovery of auto by Park Station.,

BILLS: Treas. Parenti presented usual bills, benefits, salaries, taxes, etc. APROVED. Treas. Parenti reported the following deaths: ROBERT FERROGGIARO— Born in San Francisco, Bob worked as a printer before becoming a member of the Department in 1946, age 26. He was called in 1942 but was in the service at that time. He was assigned to Mission, working there for 10 years, then to Central where he worked for 13 years. Transferred to the Property

Clerk's Office, Bob was there until his retirement for service in 1978 at age 59. He was 72 at the time of his death.

ARTHUR LITT— Born in Brooklyn in 1902. Arthur was a salesman before becoming a policeman in 1936 at age 34. His first assignment was Taraval, where he stayed for three years, Northern for 6 years, Crime Prevention a year, Bureau Special Services a year. Then back to Taraval for 2 years, to Southern for 3 years, Northern until his retirement for disability in 1959 at age 57.

Arthur received the following awards while in the department— 1940 a 1st Grade for arrest of an armed ex-con in a postal holdup; 1946— 1st Grade for arrest of man holding up a hotel; 1950— 2nd Grade for arrest of an armed taxi-cab robber. Art was 89 when he passed away.

DANIEL STAKISK— Born in Cleveland, Ohio in 1915, Dan found his way to the West Coast, worked as a grocery clerk until he became a member of the Department in 1948 at age 35. From the Academy to Taraval for 3 years, Mission for 6, Potrero for 15, Ingleside a year and then to Potrero until his retirement for service in 1973 at age 58. Dan received the following awards; 1951 C/C for arrest of 4 Narco Addicts which cleared 5 burglaries; 1954— C/C for arrest of an armed suspect who was threatening his wife and police; 1959— 2nd Grade for arrest and disarming of a man with a knife who had threatened his wife and child, Dan was 76 at the time of his death.

REPORT OF TRUSTEES: All Officers had received monthly report from Security Pacific which showed the Trust Account had appreciated \$33,00.00 No recommendations for any purchases or sells.

NEW BUSINESS: Pres. Andy Quaglia installed the following as the Officers for 1992: PRESIDENT—KEVINO O'CONNOR, V. PRES. P. MALONEY, TREASURER—WILLIAM PARENTI, TRUSTEES—WILLIAM HARDEMAN, ROBERT HUEGLE, JAMES STURKEN.

UNFINISHED BUSINESS: Motion to amend ART VI, SEC.1 By-Laws increasing Benefit from 12,500.00 to \$13,000.00, effective January 1, 1992. APPROVED.

GOOD OF THE ASSOCIATION: Pres O'Connor set next regular meeting for 2:00 P.M., Wednesday, February 19, 1992 - Conference Room, Ingleside Station. Your attendance will be welcomed.

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

Fraternally,
Bob McKee, Secretary

SFPOA Dues Paid in 1991 \$490.24

See your tax consultant for deductibility

Scholarships

Many police officers have a policy with Police and Firemen's Insurance Association (D.P. Policies, etc.). If your son or daughter is graduating from high school in the spring and planning on college in the fall, now is the time to apply for a scholarship from Police and Fire. These scholarships are available for students starting college, currently enrolled in a 4-year college or university, 2-year junior college or community college. If your children are of college age now or if you are planning for the future, don't miss out on this fraternal benefit offered by P.F.I.A. The scholarship award is for \$1,000.00 renewable 3 times for a total of \$4,000.00. For full details call Greater Bay (510) 671-4883 (leave message and number).

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The Notebook is the official newspaper of the San Francisco Police Officers' Association and is published to express the policies, the ideals and the accomplishments of the Association. It is the Notebook's editorial policy to allow members to express their individual opinions and concerns within the necessary considerations of legality and space. Submissions that are racist, sexist, and/or unnecessarily inflammatory or offensive will not be published. Contributors must include their names with all submissions but may request that their names not be printed. Anonymously submitted material will not be published. The SFPOA and the Notebook are not responsible for unsolicited material. The editors reserve the right to edit submissions to conform to this policy.

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• Letters must be accompanied by the writer's true name and address. The name, but not the street address, will be published with the letter.
• Unsigned letters and/or articles will not be used.
• Writers are assured freedom of expression within necessary limits of space and good taste.
• The editor reserves the right to add editor's notes to any article submitted, if necessary.
• Articles should be typed, double-spaced.

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AROUND THE DEPARTMENT



by Al Casciato

Respect, Courtesy, Dignity, Professionally??? Chief Casey claims that these words describe how he treats his subordinates. The words appear in General Order D-17 and in the Department's "Statement of Values". The January 8th transfer of Deputy Chiefs Lau and Murphy, and several Lieutenants sent a clear message that the Chief does not practice what he preaches — I wonder what kind of regard he holds for the public we're suppose to serve?

POA Golf Tournament

On May 18th the first ever POA Golf Tournament will take place at the Lake Merced Course of the Olympic Club. Get your foursome together — Also non-golfing volunteers are needed for the day of the tournament. For details and reservations, call Bruce Lorin at 553-1145 (Monday-Friday, 10-2) or drop a line, c/o Bureau of Investigations.

Mountain Climbing

Communications Dispatcher Frank Farraguna is looking for a committed and experienced climber to join him in scaling some of the local peaks. If you fit the bill, give Frank a call Monday-Friday between 7 a.m. - 3 p.m. at 553-1303.

Our Own Hall

The POA Hall located at 510-7th Street has taken on a new look. Thanks to retiree Gale Wright, the Hall and kitchen have been refurbished and ambitious plans by the Building Committee promise more upgrades. The Hall is available for rental by POA members in good standing. To book the Hall, contact the POA office or Layne Amiot at Mission Station.

National Champs

Arson Task Force Inspector Roy Sullivan and wife Janis are very proud of daughter Jennifer, 15 years old, who was one of the members of the Clayton Valley All-Stars; the cheerleading team which captured the National Championship on December 29th in Dallas, Texas. Congrats Jenny, we're very proud of you.

Squad Car Maintenance

Maintenance of squad cars starts with the operators — if you're not checking oil, water, and tire pressure before you go out on patrol, you're not doing your job. Can you imagine a pilot taking off in a plane that had not been pre-flighted? A recent inspection of one district station's radio cars found that 9 vehicles needed in excess of one quart of oil — Don't take your vehicle for granted — you may need it to perform to its limits and beyond in an emergency situation.

Retirees

Ray and Mary Crosat recently celebrated their 45th wedding anniversary — Mike Duffy, Bob Marsh and Frank Pannucci were among those in attendance. Sgt. Bob Crosat, Co. A says fun was had by all — "Boy, can those guys party."

Retired Captain Paul Kotta and wife Nancy have become grandparents for the

first time with the birth of Erika Kotta, 6 lbs. on October 8, 1991 in Japan to Paul and Akimi Kotta. Young Paul worked for the SFPD Fishing Program while attending S.F. State and is currently in Japan teaching English — Grandpa and Grandma are monitoring Erika's development via video tape Congrats and best wishes to all.

Do you remember the Sears Die Hard Battery commercials during the last part of the football season? Well, if you do, the actor was retired Captain Stan Cordes who got his acting break while volunteering at St. Anthony's Dining Room. Seems that the producer spotted Stan, who was wearing his favorite "Burns" hat and decided to give some down and out a break — Well he liked him so much, and the rest is history or should I say, "A 30 second spot".

Tim Auran has been elected President of the San Mateo Board of Realtors — His Home Office is Park Road Inc. in Burlingame.

Dave Toschi is head of Security at the Pan Pacific Hotel near Union Square. During Christmas one of the guests reported that an apparently "nice man" came up to her while walking through the Square and started to brush off some "bugs" which were on her coat. After he left, she realized that he had also liberated her wallet. After helping her cancel all her credit cards, Dave put out a "Bugs Thief" alert via Co. A.

Jim Sturken now heads Sturken and Associates Investigations in Millbrae and is quite busy applying his old accident investigation expertise.

Bob Donnelly has been elected to the Board of Directors of the Mariposa Hunters Point Yacht Club.

John Ryan retired Co. B was walking with his wife in Sonoma, when a would be purse snatcher grabbed her purse. John's early Mission training quickly overtook said culprit and rendered him harmless. Nice capture John.

Birth

George and Patty Fogarty of the Tenderloin Task Force became the proud parents of Brian Patrick, 8 lbs. 5 oz., 20 inches long on December 5, 1991. Brian joins older brother Timothy Ryan. All doing well — Best wishes for the future.

"I have a pair just like this at home". Inspector John Hennessey, Sex Crimes, arose early and travelled some distance to attend a luncheon of FBI Academy Graduates. Upon arriving, attendees noted that John was wearing 2 different shoes to which John quipped, "I have a pair just like this at home." Don't feel bad John, I did the same thing a few years ago. Just shows our minds don't function in the wee hours

Member of the Month

Ingleside's Jim Strange, aka "The Mayor of Mission St." was selected Member of the Month by the Prime Time Athletic in Burlingame this past December. Among the 3,000 members, Jim assumed an-

other, aka "Mayor of Prime Time" — Congrats Jim ...

More Than A Caption

Auto Detail's Inspector Ed Fowlie reports that his daughter Colleen, age 25, (member of Plumbers Local 38) has joined the Water Department as a plumber. If all goes well during the 4 year training and evaluation period, she'll be making more than a police captain. Congrats and best wishes to Colleen but as Ed points out, her situation underscores our need for strong union affiliation and progressive contracts.

Dr. Al Releases Study

Lt. Al Benner, Co. I, aka Dr. Benner, Ph.D has released an abstract study titled, "The Changing Cop, A Longitudinal Study" The last line of his overview has generated the most interest and agreement among readers — The line is: "However, officer perception of organizational disloyalty or lack of 'fair play' towards them engenders greater pain and frustration (usually longer lasting) than any 'external' trauma."

Miscellaneous Quotes

From the Roundtable

Pettiness has killed America

When the Chief's office becomes like the Pope's office, we're in trouble

When the head of a group thinks that morale is high because no one is complaining in his presence that head is only fooling himself.

Fees Up Front

Sgt. Maureen D'Amico of the Academy advises that the reason officers must advance themselves the cost of tuition, meals, and (in some cases) travel is because some presenters are unwilling to bill the City. I presented this information to a presenter recently and he replied that when they did bill, it took up to 12 weeks to receive a check. No wonder they refused to bill and the burden has been transferred to us.

B-I Battle

Mission's Lorraine Lombardo is coordinating a support group for those fighting to stay within B-I weight standards — Contact Lorraine at 553-1543 days for more information.

Mayor Jordan Seeks Suggestions

In recent meetings between former Chief Frank Jordan (now Mayor) with POA reps, the Mayor has solicited suggestions on how to improve life in the City, reduce the budget deficit, and plan for the future. If you have any ideas, they can be sent directly to City Hall or mailed/faxed (552-5741) to the POA where they will be compiled monthly and formally submitted.

No Honeymoon For Frank

The front page of the December 14, 1991 Independent Journal in Marin County quoted San Anselmo City Councilman, police inspector and former aide to Mayor Agnos, Paul Chignell as describing Frank "as a nice guy — but a lightweight." Will there be a government in exile, as another Agnos loyalist said there

would be? How many members of this Department will be part of that government? What will they do to undermine Mayor Frank? Stay tuned for more.

Candy Thief

Co. F's Captain Minassian wondered who had been eating all the candy from the jar on his desk. Finally changing his routine, the culprit was caught. His initials are RM and was turned in by RF and TC who relish the fact that RM is now refilling the jar regularly.

New Fingerprint Computer ???

Planning's Lt. Don Carlson is examining the feasibility of purchasing a fingerprint machine that is capable of taking prints electronically and transmitting them via phone. If feasible, the machine would be installed at the Youth Guidance Center, thus eliminating the time consuming trips to the Hall for processing

Boat Donation Solicited

The Hit and Run Unit has been charged with conducting a feasibility study to determine whether or not a police presence is needed on the Bay. When the study is completed, the Deputy Chief of Patrol will select the staff, but in the meantime a benefactor is needed to donate a boat in order to get the pilot program off the ground. If you know someone who might have an appropriate vessel and desires a tax write-off, contact Hit and Run at 553-1642.

Dangerous Out There

Seems that a prisoner at Co. C just didn't want to leave. The street type inebriate was about to be released, and as an officer placed the key in the cell lock the prisoner lunged forward as if to attack. When the officer stepped back leaving the key in the lock, the prisoner quickly grabbed it and muttered something about not wanting to leave. Much to the chagrin of Co. C, it was discovered that no extra key was available since the cells are circa 1920 — so after pleading with the prisoner for over an hour to no avail, DPW had to come out and remove the pins and door Sadly, the prisoner kept saying that it was better on the "inside" than out in the world — that's institutionalism at its best/worst.

Patch Collector From Spain

Requesting to become a trader of patches with San Francisco and other American officers is: Ignacio Caro Cano, Agente No. 0159, Policia Local, Maspalomas, Gran Canaria, Espana.

Common Sense

Recently an order went out mandating that the watches of officers working 2100-0700 be adjusted to 2300-0900 in order that they may qualify at the Pistol Range at 0700. Since approximately 150 officers work the 2100-0700 shift, and are usually needed more between 2100 and 2300 than between 0500-0700, wouldn't it make more sense if the Range staff came in at 0530 and qualified the officers between 0600-0700?

See DEPARTMENT, Page 7

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Hepatitis B Vaccination Program

Editor's Note: The following information is taken from Department Bulletin 92-24

The Department is immediately implementing a hepatitis B virus antibody testing and vaccination program. This program will offer hepatitis B virus antibody testing and vaccination at no cost to those officers who face an occupational risk of exposure to the hepatitis B virus.

HEPATITIS B

Hepatitis B virus is the causative agent for hepatitis B, a disease of the liver. Some individuals who are infected by the virus and develop hepatitis B show few symptoms, develop antibodies to the virus promptly, and recover quickly. In others, however, hepatitis B can be a serious or even fatal.

Hepatitis B virus is transmitted through the blood and other body fluids of an infected person. Many police officers, as well as firefighters, paramedics, and other health care workers, face an occupational risk of accidental exposure to the hepatitis B virus.

HEPATITIS B VACCINATION

Vaccination with hepatitis B vaccine has been shown to offer substantial protection against infection by the hepatitis B virus. Because of the long incubation period for hepatitis B, it is possible for unrecognized infection to be present at the time the vaccine is given. Vaccination may not prevent hepatitis B in such cases,

and will not protect against hepatitis A infection, or against other viruses which may infect the liver.

RECOMBIVAX VACCINE

Recombivax, the particular vaccine to be used in this program, is made from yeast. Unlike other hepatitis B vaccines, it is free of human blood or blood products. Recombivax has been well-tolerated, and no serious adverse reactions attributable to the vaccine have been reported during the course of clinical trials. Officers with a hypersensitivity to yeast, or who are pregnant, should discuss vaccination with their health care provider.

PROGRAM IMPLEMENTATION

The hepatitis B virus antibody testing and vaccination program will be implemented in the following steps:

1. Initial hepatitis B virus antibody test.

This test will determine whether the officer already has hepatitis B virus antibodies, and does not require vaccination.

2. A series of three vaccine injections, as follows:

- * 1st dose — at elected date
- * 2nd dose — 1 month later
- * 3rd dose — 5 months after the second dose

Officers who do not complete the injection series must repeat all injections.

3. A confirmatory hepatitis B virus antibody test.

This test will determine if hepatitis B virus antibodies are present following the injection series.

The administration of a booster dose (4th dose) may be required if an officer does not show antibodies with the confirmatory antibody test.

PARTICIPATION IN THE PROGRAM

Participation in the hepatitis B virus antibody and vaccination program is voluntary. Under regulations established by OSHA, however, if an officer initially declines the hepatitis B vaccination, the officer must sign a statement declining the offer to be vaccinated. An officer who initially declines vaccination may decide at a later date to accept the vaccination to be made available at no cost to the officer.

The Department is arranging with St. Francis Memorial Hospital for medical technicians to respond to various police work sites to collect blood from those officers wishing to be tested for hepatitis B virus antibodies. After final arrangements have been made, the units being affected by this program will be notified when the first antibody testing will take place.

Contact Officer Ned Totah, 553-1055, if you have any questions regarding the hepatitis B antibody screening and vaccination program.

Important Health Service Notice

The Health Service Board has changed the long standing open enrollment period for health benefits from the month of May to April effective in 1992. This switch has become necessary in order to allow the health service staff ample time to make the elected changes and additions requested by the members.

As mentioned in an earlier article, active HSS members must keep in mind the IRS Rule Sec. 125 regarding your pre-tax health service premiums. This is continuing to be a problem with many individuals who are requesting changes after the open enrollment period. The remainder of this article is a reprint of the earlier one. **PLEASE READ IT CAREFULLY.**

Since the implementation of IRS Sec. 125, the program which pre-taxes your health, dental and disability premiums, several problems have arisen for some of our members. Many individuals either did not carefully read the literature regarding the regulations or else did not bother to do so. Therefore, here are some very important points for your future knowledge and ones that must be remembered during the next sign-up period in April of 1992.

Once you elect to participate in Sec. 125, **YOU CANNOT CHANGE YOUR BENEFIT CONFIGURATION** for the entire plan year. The only exception would be a change in family status. The following events are examples of changes in family status:

- marriage;
- divorce;
- death of a spouse or dependent;
- birth or adoption of a child of the employee;
- termination of spouses employment.

REMEMBER, if you fail to add your spouse, newborn or dependent within the allotted 30 days after acquiring that dependent, you will not be permitted, BY FEDERAL LAW, to do so until the next April sign-up. There can be no exceptions. Therefore, the responsibility is yours. You must be aware of the laws and rules that are provided when receiving the new comparison sheets or rule books. These are either delivered to your work place or mailed to your home.

Hopefully this short memo will be remembered when the next open enrollment rolls around in April of 1992.

Fraternally,
James Deignan
S.F. Health Service Board

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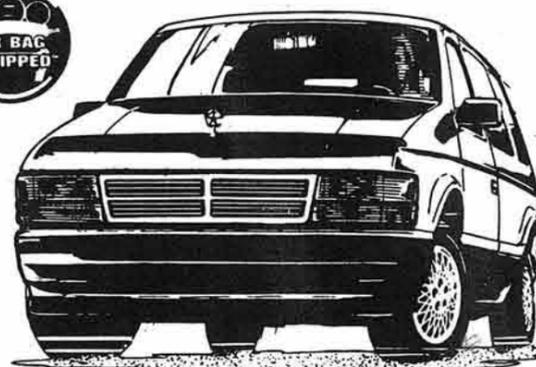
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Withholding Evidence

by Insp. Kenneth Moses

Last Monday morning, somewhere in San Francisco, Sally Citizen went out to get into her car to go to work. What she found was a busted right window, a gaping hole in her dashboard where the stereo had been, and incidental damage in excess of \$2,000. What she did not see was the signature of the thief in the form of a latent fingerprint on the rear view mirror. Later, Ms. Citizen would fill out a mailed incident report form, have her car repaired, wipe the thief's signature from the mirror, and chalk it all off to life in the big city. By Friday, twenty more vehicles would fall victim to the same thief.

SFPD could have solved this crime in one hour, arrested the suspect, produced sufficient evidence that would have guaranteed a guilty plea, and prevented those other twenty crimes. But SFPD has decided to withhold this evidence from victims in the vast majority of crimes, and he has, in effect, allowed this Department's most effective and efficient crime fighting tool to become rusty through neglect in spite of a mandate from the people.

In 1983, the citizens of San Francisco overwhelmingly approved a Proposition directing the City to purchase and operate a state of the art Fingerprint Computer for the Police Department. Within one year at a cost of \$2.4 million, a crime fighting tool unique in law enforcement was switched on and immediately began identifying criminals from latent fingerprints they had left at crime scenes.

The effect on crime of this new Automated Fingerprint Identification System, or AFIS, was dramatic. In the first twenty four months of operation, over one thousand burglars were identified and the rate of residential burglaries dropped like a stone—off 29% at a time when crime was on the increase in all other cities.

Our police department had made history: never before had an investigative technique had such a demonstrable and undeniable effect on crime. Word got around the law enforcement world, and from 1984 to 1989, we demonstrated our AFIS system to visitors from forty-three states and sixty-two foreign countries. So impressed were they by our results that over fifty similar systems were installed the following year.

From the date of installation of AFIS in 1984, the incidence of burglary in San Francisco has stayed in lock step with the rate of suspect fingerprint identifications—**when fingerprint identifications go up, burglary goes down; when identifications go down, burglaries increase.**

Identifications go down, burglaries increase.

In a very real way, the Chief of Police personally and directly controls the burglary rate in San Francisco. The greater the resources allocated to collecting evidence at these crime scenes, the greater the number of criminal identifications, and the lower the crime rate.

But investigations have fallen on hard times within the San Francisco Police Department. The collection of evidence and the identification of criminals now has a very low priority. At a time when most other cities are increasing crime scene resources to take maximum advantage of AFIS, our Department has cut Crime Scene Investigations by 25%. So thin is the manpower in CSI (one 8 hour/7 day shift has only three officers assigned) that it is not uncommon for no one at all to show up for a particular shift. Criminal searches on our \$2.4 million fingerprint system have decreased 43% in the past 24 months. Crime Scene Investigators, who should be spending one day in the laboratory identifying suspects for every one day in the field collecting evidence, have little time to spend on AFIS.

What is worse, today's policy of neglect will be felt for years to come. In the next two years, CSI manpower, already slashed 25% will lose an additional 25% through retirement. It takes two years to train a new CSI officer, and it takes five years before that person can become fully certified in Crime Scene Investigations. A sufficient number of experienced investigators will simply not be around to train a new cadre of experts.

Government-funded studies have concluded that, cost wise, there is no more efficient way to fight crime than through the use of relatively small numbers of officers using advanced forensic technology on everyday crime scenes. Unfortunately, politicians succumb to the wisdom of the man on the street who believes the only way to fight crime is to post a police officer on every block and in front of every store. No city in this country can possibly afford such a solution, but jumbo task forces are still in vogue in San Francisco, and chiefs desperately search for tiny dips on crime charts to justify the huge expense. Meanwhile, resources are drained from every other function in the Department.

We have the tools and the proven resources to successfully attack property crime in San Francisco, but for Sally Citizen, these resources simply do not exist.

Right Here In River City

by Bill Hemby, COPS Legislative Advocate



Will Your Pension Still Be There?

Last year the legislature robbed the Public Employees Retirement System (PERS) of \$1.9 Billion. This money is being taken from a fund set aside to make up losses in benefits because of long term inflation.

The Texas legislature passed a measure last August to trim the state's pension contributions to the Teacher Retirement System of Texas by \$84.9 million, while increasing retiree benefits by \$636 million, causing an unfunded liability of \$3.85 billion.

New York city's employee pension fund was tapped by city officials to bail the city out of its fiscal crisis in 1991. The city voted to delay paying into the fund, creating another unfunded liability.

Philadelphia was so strapped for cash in 1991, for several months it borrowed \$150 million from its employees' pension fund.

Politicians in over 20 states, including California, have attempted to pay for government programs by withdrawing, reducing or eliminating pension contributions.

Can a similar situation happen in San Francisco? Probably yes. With California still in the grip of recession and cities and counties finding themselves strapped for funds, a very tempting and ready source of funding is the public employee retirement

systems.

How can you fight such a raid? One way is to support the "California Pension Protection Act". This Act is intended to prevent politicians from raiding retirement funds or stacking pension boards with their "hatchet men".

Public employee organizations and retirees have banded together to pass the California Pension Protection Act by gathering 616,000 signatures to qualify the measure for the November ballot.

This initiative proposal will protect all public employee pension funds from political interference and manipulation by preventing raids on public pension funds to finance other government programs.

It prevents politicians from taking control of retirement boards, or packing boards with political appointees, it prevents politicians from controlling pension funds indirectly by hand-picking pension actuaries, and it gives the voters the right to approve changes in the composition of retirement boards containing elected retirees or employee members. The Act also gives retirement boards exclusive authority over the investments and administration of public pension funds.

The California Pension Protection Act will protect the \$64.3 Billion Public Employees Retirement System, (PERS), the \$30 Billion State Teachers Retirement System (STERS), 21 "1937 Act" county pension systems, 30 city retirement systems, 7 joint city and county pension funds, (including San Francisco), 59 special district pension systems and pension funds for the University of California.

How can you help? One million signatures must be gathered by mid-April to ensure the 616,000 valid voter signatures needed to qualify the measure for the November ballot.

Dental Info Column

by Greg Mar

I am currently assigned to Mission Station. Before becoming a member of the department, I was a practicing dentist for about four years. I had a practice in San Francisco, worked in several local offices and taught at the University of the Pacific Dental School. At present I am still teaching oral surgery at the dental school. In the future, I hope to work with the P.O.A. during the negotiation of dental benefits with the city. At present, I am interested in answering any dental related questions you may have. You may send in your questions to Mission Station, and I will have an answer for you in a column of the P.O.A. newsletter. If the question can't wait, then feel free to call me at Mission Station for an immediate response.

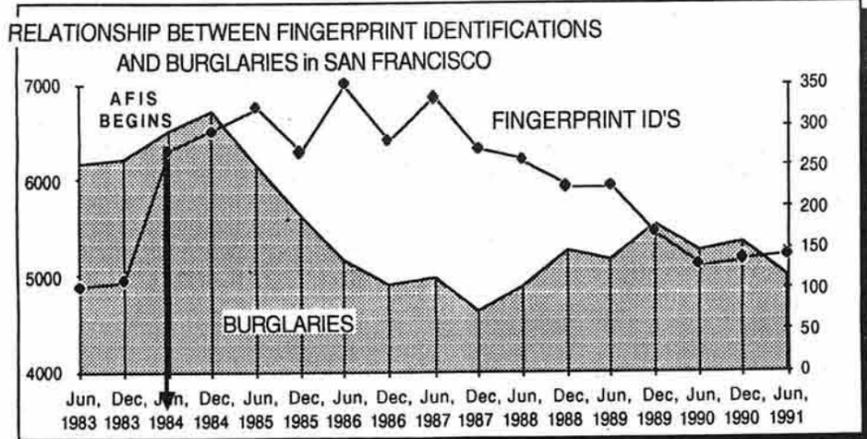
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RETIRED MEMBERS COLUMN

by Gino Marionetti & Mike Sugrue



Legend In His Own Time: Daniel Edward Shelley, Retired Dept. Secretary

I recall reading or hearing that the first impression when meeting someone for the first time, as a rule, was a true indication of the personality of that person and what he is really like. That philosophy of life was a fallacy to me until the opportunity presented itself and the pleasure I received in meeting our legend in his own time, Daniel Edward Shelley.

I vividly recall our first meeting and how impressed I was with him, as he possesses so many God gifted attributes. He is such a refined, dignified person, and the gracefulness with which he conducts himself is something to be admired. Two things that quickly surface when meeting Dan is the class and elegance of this man.

Without even realizing it, Dan did so much wonderful public relations work in rendering police service to our law abiding citizens.

It is law enforcement officers of this type who gave us many of our fringe benefits on election days.

Dan Shelley was born in San Francisco on July 21, 1920, the youngest of nine children. His father, Dennis Shelley, born in Ireland, emigrated to this country and married Mary Casey, a native San Franciscan.

He attended St. Paul's Grammar School and Mission High School. Dan's education was his primary concern; however he did participate in sports and was a member of the track & football team. Tragedy struck the Shelly family when he was a sophomore in high school. He did not attend college after graduating from Mission High School; instead he went to work to help support his widowed mother.

He worked in the many breweries in San Francisco at that time as a beer bottler.

Due to having a brother and other relatives in the police department, Dan decided to become one of San Francisco's men in blue.

He was appointed on December 21, 1942, completed twelve weeks of police training at the academy and was then assigned to the Accident Investigation Bureau, where one of his partners was Reno Piccinnini. They were a great team and received several commendations from the former Chief of Police, Charles Dullea.

Dan and his partner were responsible for one of the truly outstanding arrests made in December of 1944. Unfortunately, they were not credited for the action which they took that led to the successful arrest and conviction of two wanted felons.

Shelley and Piccinnini completed their tour of duty in the Accident Investigation Bureau at 8:00 A.M. They changed into civilian clothes and proceeded to their secondary employment as truckers for a local trucking firm. Approximately around noon time, they observed the two wanted felons who had terrorized the citizens to the extent that the citizens formed committees and demanded police protection. One subject in particular, Ray White had committed numerous rapes, robberies, burglaries and assaults. Special details were set up for their apprehension as well as photographs of the subject being distributed to all members of the department.

The break finally came when Dan and Reno observed the two dangerous wanted felons; namely Ray White and Monk Williams entering the Embassy Theater on Market Street. Remaining anonymous, many police units responded to the scene at which time the named felons were taken into custody, tried, convicted and sentenced to long prison terms in the State Penitentiary.

Even though Dan could not come forward in the Ray White case, he did receive his share of meritorious awards and Captains commendations. The one that gave him the most satisfaction was when he responded to the Customs Building. An emotionally disturbed discharged government employee returned to his office with a fully loaded automatic pistol to take revenge on the employer who terminated his services. He commenced firing at will at anyone in his line of fire. Dan disregarded his own life for his main and only concern at that moment was that many innocent persons could be injured or killed. Dan lunged at the subject and was successful in disarming him and taking him into custody. The mentally disturbed person was conveyed to the Psycho Ward at the San Francisco Hospital and subsequently was committed to a mental institution.

In 1948, Dan was transferred into the Bureau of Inspectors, he was assigned to the night crew and eventually to the Burglary Detail and had the good fortune of working with Ed McKeivitt (deceased). He had high praise for Ed, saying that he was street wise and was always one question ahead of the suspect.

In 1955 our Legend in his own time applied for consideration to attend the training sessions given by the FBI at the National Academy in Washington D.C. He was accepted and completed a twelve week course of intensive police training. He graduated among the top ten in his class which consisted of seventy nine police officers from all over the country.

Upon his return from the F.B.I. National Academy, he was assigned to the San Francisco Police Academy as an instructor and eventually to the General Work Detail where he became a partner and good friend of Joe Curtin. A conversation that I had with Joe Curtin revealed some keen insight on Dan Shelley. In all the years they were together, Dan never failed to amaze him. Joe was looking forward to his vacation with great anticipation and enjoyment but was overcome with sorrow and sympathy. It was due to Dan being assigned a most complex and intricate homicide case and he wouldn't be around to give Dan some assistance. On his return to work, Joe asked Dan how the involved murder case was coming along. Dan with composure, leaning back on his lounging chair, hands clasped, informed Joe that the case was wrapped up, tied with a pink ribbon, and all that remained

was the criminal court trial. I have previously mentioned that Dan was a self educated person and how important this was in his life. He had great command of the English language, and received a great deal of praise and admiration for the police reports that he submitted.

Joe Curtin found him to be a gentleman, an eloquent speaker and a wonderful conversationalist. He is also a linguist and on many occasions the District Attorney Deputies would call for his services as Dan spoke Spanish fluently.

As a witness in coroners inquest and homicide cases he astonished all those present in court as he was well versed in medical terms in describing the human anatomy. Our ex-Chief of Police Thomas Cahill appointed Dan a Sergeant in July of 1961, and, as his talents started to surface, he was appointed to the position of Department Secretary and retired in Feb., of 1970, due to a back injury he received in the line of duty.

Dan never regretted making law enforcement a career, as he has always been grateful for all of the friends that he made, both in and out of the department.

He has a great deal of respect for Joe Curtin. He stated that his courage and reputation were never questioned. He informed me that Joe earned the title, the prestige and respect of being named the Chief of Police of the Housing Police Unit. The last year prior to his retirement, Joe Curtin was delegated by our former Chief of Police Thomas Cahill to command the Intelligence Unit.

Dan was such an energetic person that he couldn't retire for long. He was approached and was hired by Crocker National Bank as their Director of Security.

Dan and his charming wife, Gertrude decided that the time had come to harvest the fruit and the dessert from Dan's working life and to start enjoying the so-called Golden Years. They have visited the Hawaiian Islands, the British Isles, the Middle East, Greek Islands, Europe, Mexico, the Caribbean, the Panama Canal, the Scandinavian countries, the Orient and Alaska.

Dan recently underwent orthoscopic surgery on his knee. He is convalescing at his home and we all wish him a speedy recovery

Gun Buy-Back/ Buy Our Guns

by Marty Lalor

I wish to congratulate the Police Commission and the Chief's office on the success of the firearms buy-back program. That program paid anyone \$50.00 for any pistol or semi-auto rifle. This program paid out thousands of dollars. Don't get me wrong, as a street cop I'm all for getting guns off the street.

Now, the problem arises when I look down to my right hip and stare at my Beretta-9mm which cost me approximately \$600.00 with equipment. The department stated that they could not afford to buy us — "THE PATROL FORCE" — semi-auto pistols. During my career, just like many of you, I've come up against Tec 9's, Mac 10's, and Uzi's. I was always out gunned so I jumped at the chance to try and help my chances of surviving "STREET PATROL". I believe my life is worth at least \$600.00, so I bought my own weapon.

This is just another example of how our "Bosses" forget about us, the patrol force. The buy-back program was a great P.R. program that shows the public how concerned they are about the number of guns on the street. Who do you think takes these guns off the street??? REMEMBER US!!!!!! If the department wants to help, they can buy us updated weapons and equipment. The S.F.P.D. has nearly 1700 members, they multiply this by \$600.00 per officer and they go running to the bankruptcy court. What the "Bosses" need to remember is that less than half of those officers are on the streets. I don't think an officer assigned to the Hall in one of the hundred administrative positions needs a semi-auto pistol or any pistol at all. How about that, I just saved us half the cost of outfitting our department with semi-autos. Could it be that a patrol officer could come up with an idea that can save the dept. thousands of dollars?? Well, we have lots of ideas...ask us!!!!!!!!!!!!!!

P.S. The radios still don't work in the Sunnydale.....

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FROM THE PRESIDENT

Happy Anniversary. A few days from now, on February 15th, I'll be able to wish the members of the POA's Negotiating Committee a happy first anniversary, since it will be exactly a year ago that they began their "good-faith" negotiations with the City to reach agreement over our wages, benefits, hours, and other terms and conditions of employment.

The Committee was fully aware that the bargaining process needed to be implemented for an indeterminate amount of time until a settlement could be reached. It also fully understood the political dynamics of the moment and had heard through the grapevine that Art Agnos and his lackeys would give this POA absolutely nothing. Still, we needed to make a honest attempt to settle these negotiations without resorting to the "Hammer": Arbitration. If you will recall under the conditions of Proposition D, when negotiations reach an impasse, which could be declared by either side of the table at any time, the next stage of mediation/arbitration kicks in.

Well, as it turned out, the information that we had received about Agnos not bargaining in good faith nor conceding anything to the POA was quite accurate. On the first day of our negotiations, February 15th, the POA was prepared and handed the City its affirmative proposals. Unfortunately, it wasn't until five months later after a score of frustrating ("we'll get back to you") negotiation sessions and after the City's realization that the POA would no longer tolerate anymore meaningless meetings that City negotiators brought to the table some substantive counter proposals.

However, as far as the Committee was concerned, the City's counter proposals were too little and too late. In fact, they were down right insulting; and, therefore, on June 17th, five months after beginning the process, the POA declared the negotiations to be at impasse. Some Depart-

ment personnel close to the negotiations maintained to their cronies that the POA had given up too soon and that the POA would have reaped many benefits had it just continued at the bargaining table. (If anyone believes that piece of misinformation, I have several bridges for sale')

By now most of you know the rest of the story leading up to the present. In December we began a new phase of these negotiations, mediation/arbitration. The POA was extremely fortunate that the City ultimately agreed to Arbitrator John Kagel to conduct this phase of the process. Mr. Kagel is without a doubt, one of the premier mediators/arbitrators in our country today. John Kagel's father, Sam, literally wrote the book on Arbitration. (During my labor studies at USF, my professor, Eamon Barrett, often used the Kagels as examples during his discussions on arbitration and mediation.)

Anyway, it is important that you be brought up to date on the current status of the process. Currently, John Kagel, is living up to his reputation, attempting to mediate a compromise settlement. If neither side can agree to a compromise package, Mr. Kagel will begin the formal arbitration immediately. On Thursday, January 27th, Mr. Kagel requested that the POA compile a "short" list of its most important proposals - we did - and he presented those proposals to the City. The City responded with substantive counter proposals at our meeting on Monday, February 3rd. Mr. Kagel indicates that there will be three mediation days remaining to arrive at any settlement, February 6, 13 and 14th. It is hoped that a negotiated settlement can be reached by February 14th. If not, Mr. Kagel indicates that full arbitration proceedings will begin immediately thereafter. It is my understanding that arbitration proceedings with John Kagel normally last approximately four to six weeks; which would provide us with an arbitration award by the middle of March absent a negotiated settlement in the mediation phase.

At this point, it would not be prudent to reveal the POA's short list of proposals; but, the package submitted to the City through Mr. Kagel deals specifically with our major areas of concern; wages, family health and dental, educational incentives, the employee contribution to the retirement system, retirement issues and discipline. I must emphasize that nothing of major importance has been agreed to thus far.

We're proposing a four year contract and expect to regain our rightful place amongst California's better paying Departments within that period.

I expect that the next Anniversary the Negotiating Committee celebrates will be the signing of a four year contract.

SFPD: Our Statement Of Values

These values guide the operations of the Department and the conduct of its members. These are our fundamental beliefs from which our agency sets policy, delivers services, and implements programs. Values set standards for our members in executing their public safety duties. These values guide our actions.

1. Our highest priority is the protection of human life. There is no more important priority in the San Francisco Police Department than protection of human life. This belief is reflected in every aspect of police conduct. A San Francisco Police Officer's highest priority will always be the protection of a human life. In violent situations, we are committed to using every available means to prevent injury to the public.

2. We believe that while crime prevention is our principal goal, we should vigorously pursue those who commit serious crimes. The Department's primary focus must be crime prevention. However, when crimes do occur the Department must react with vigorous law enforcement, moving aggressively toward arrest and prosecution of the perpetrator. Vigorous law enforcement is an important deterrent to serious crime.

3. We treat members of the public with respect and dignity, we maintain the highest levels of integrity and professionalism in all actions. We will treat all those we serve in a compassionate, sensitive, courteous and professional manner, regardless of sex, race, life style or reason for police contact. The integrity of the Department must not be compromised. There can be no question or suspicion among the citizenry regarding Department ethics. Professionalism requires impeccable conduct, careful protection of all citizens's rights and the maintenance of high levels of accountability from all members of the Department.

4. We recognize that the department's employees are its greatest asset and assume a responsibility to treat them professionally and support their professional development. All Department employees are entitled to respectful, fair and consistent treatment. In matters impacting employee job satisfaction and effectiveness, we seek the input of our employees and involve them in the decision-making process. The efforts of our employees are the principal means by which the Department fulfills its mission and accomplishes its public service goals.

5. We are committed to solving neighborhood problems. We care about the quality of life in the city's neighborhoods and believe that our services must answer their needs. The Department will provide a rapid and effective response to life threatening situations and other public safety emergencies. Yet we must seek new ways to address the contemporary neighborhood problems of crime, fear of crime, disorder, and physical and social decay. We are committed to providing a highly visible presence in all the city's neighborhoods.

6. We maintain open communication with all the communities we serve. Their input helps to determine police policies, priorities, and strategies. The Department recognizes the need to collaborate with the public in order to reduce crime, disorder, fear and all those negative factors lessening the quality of life. We cannot effectively deal with these by ourselves. Through open communication we strive to increase public understanding of law enforcement complexities, to ensure the certainty that Department priorities match community expectations, and to inform the public of the reasons for police actions.

7. We believe that policing strategies must preserve and advance democratic values. The law enforcement officer in a democratic country must be the living expression of the values and potentialities of democracy. Police officers must as a matter of course, know the most effective techniques for enforcing the law and maintaining order. Moreover, they must perform their duties in a manner that helps to preserve and extend the precious values of a democratic society. Thus, police must respect and protect the rights of all citizens as guaranteed by the United States Constitution. These rights include the right to move throughout the city without fear, the right to be free of harassment and discrimination, and the right to speak and/or demonstrate one's opinion in a lawful and orderly way.

8. We are committed to managing our resources in a careful and effective manner. The management of a police department is very similar to the operation of a business, with the ultimate objective being quality service delivery to clients with a minimum of costs. The police department must be managed so that there is a maximum return from the expenditure of each tax dollar appropriated. Issues such as employee productivity, fiscal planning and resource utilization will be carefully studied and addressed.

DEPARTMENT

Continued From Page 3

Department of Parking and Traffic Back to PD?

Supervisor Bill Mahar is working very closely with the Mayor's office on new legislation that should return the Department of Traffic and Parking to the Police Department sometime later this year ...

Swap

The Sheriff's Department's Swap Program is growing and has grown as a result of the overcrowding situation at the jail - Swap workers are increasingly available. Park Station's Mike Hartman has taken good advantage of the program - Northern's Al Hom found himself with one prisoner too many; officers had complained about the cleanliness of the showers and the regular janitor could not fit the assignment into her schedule. But Al could not find a volunteer to watch one of the prisoners clean a shower while he watched the other. The SWAP Program is a good

program and a lot can get done with some cooperation.

1800 Watch

The 1800-0400 Watch is being actively pushed as was the 1900-0300 under the 8 hour schedule - Steve Johnson proposed that the Chiefs and Captains advocating those schedules work that schedule for a month and every morning at 8 a.m. Steve will call and wake them for court and make them sit in the courtroom for 3 hours Until control of morning subpoenas are put in place 1800-0400 and 1900/0300 watches are torture on working officers and make absolutely no sense.

Clothes for Little Ones

Captain John Robinson, Room 400 has been collecting warm clothing for the children of farm workers who live on the coast near Half Moon Bay. John's wife drives the school bus, and many of the children she picks up are shivering. The children are dressed only in t-shirts and jeans, If you have some clothes your children have outgrown, please donate

them to John in Room 400 or leave clothes at the POA office, c/o John. The children are from grades 1 through 5. Thanks in advance for your donations.

Hibernia

Ray Ragona answered the phone at the Tenderloin Task Force and heard a citizen nervously ask why all the police cars were at the Hibernia Bank. Seems that the citizen had been out of town for several years and thinking that #1 Jones was still a functioning bank proceeded there to cash a check. When he rounded the corner and saw the police cars of the TTF'ers; (thinking there had been a bank robbery) he proceeded to a phone in order to call and ask when it would be safe to cash the check. Ray patiently explained that the bank was now a police station and that everything was ok' ...

... Thank You It's hard to believe that this column has been in existence for 17 years. When I started writing in 1975, I never dreamed it would last this long. I would like to thank all of you who have contributed - Bob Fitzer and Don Carlson,

for writing the column the 2 years I was on leave to the POA - and a special thanks to Jack Rosenbaum of the S.F. Independent who for these past 17 years has been a teacher, mentor, and most of all "a good friend." Thanks to all and keep sending the tidbits ...

Courtesy
Of A
Friend



POLICE POST #456 NEWS

by Greg Corrales

"Let no guilty man escape, if it can be avoided...No personal considerations should stand in the way of performing a public duty."

Ulysses S. Grant

Once again, it's Boys State time. The American Legion believes there is no better way to assure the survival of our republic than to train our young people in the ideals and objectives of American government. By teaching youth to understand and appreciate the basic principles involved in the successful management of a democratic society, we can keep America strong and ensure freedom for future generations. These are the long-standing objectives of American Legion Boys State.

As a program of the American Legion, Boys State developed from the concept that youth should be offered a better perspective of the practical operation of government; that the individual is an integral part and commensurately responsible for the character and success of his government. As such, it is an activity of high educational value, born out of a need for youth training in practical citizenship.

A program of this scope encompasses many important objectives. Those which we, The American Legion, feel are most important and for which we strive the hardest are: (1) To develop civic leadership and pride in American citizenship, (2) To arouse a keen interest in the detailed study of our government, (3) To develop in the young citizens of Boys State a full understanding of our American traditions and belief in the United States of America, (4) To arouse in the young citizens a determination to maintain our form of

government.

The final two objectives are taken from the Preamble of the Constitution of The American Legion: (1) "To inculcate a sense of individual obligation to the community, state, and nation..." and (2) "To safeguard and transmit to posterity the principles of justice, freedom and democracy..."

This year's Boys State will be held June 20 to June 27, 1992 at California State University, Sacramento. Police Post 456 will sponsor two young men for the 55th Boys State. Prospective Boys State citizens must be males who have successfully completed their junior year of high school (June), and are young men with outstanding qualities of leadership, character, scholarship, loyalty and service to their schools.

Anyone that would like to recommend a candidate for sponsorship by Police Post 456 to Boys State, please contact me at work 553-1563, or at home 759-1076. Don't hesitate to call with any questions regarding Boys State! It's an outstanding program and everyone we have sponsored has found it a rewarding experience.

President Bush has signed P.L. 102-179, which expands American Legion membership eligibility to include Persian Gulf War veterans. "I proudly welcome Desert Storm era veterans to the ranks of the Legion," National Commander Dominic D. DiFrancesco said after hearing that President Bush had signed the law on December 2.

P.L. 102-179 allows members of the U.S. Armed Forces to join the American Legion if they served at least one day on active duty from August 2, 1990, to the date of cessation of Gulf War hostilities. The government has not yet announced the cessation date. At the 73rd National Convention in Phoenix, Legion delegates unanimously passed Res. 1, which was the first step to expanding Legion membership eligibility, to include Desert Storm veterans.

Reports that the government and industry are involved in a massive cover-up

of the hazards of dioxin continue to flourish. This time it's Liane C. Casten who works with the Fund for Investigative Journalism. In her upcoming book, *Lies and Contempt: Dioxin and Agent Orange*, she charges that federal officials have teamed with chemical industry representatives in a sophisticated public relations campaign designed to play down the harmful effects of dioxin. Casten said the much publicized federal rethinking of the dioxin threat is being encouraged by the pulp and paper and lawn care industries. They both use or produce material that leaves dioxin in the environment.

"Their new 'findings' are based on no more than...three spurious sources, one of which is a fraudulent Centers for Disease Control study," she said. "Their 'proof' flies in the face of years of peer-reviewed studies of both animals and humans that identify a number of dioxin's toxic effects." She cautioned that some of the nation's big newspapers are publicizing the campaign because they may own paper mills and have a vested interest in seeing the threat minimized.

Casten, whose book will cite *AMERICAN LEGION MAGAZINE* reports on Agent Orange, said veterans of Agent Orange spraying in Vietnam constitute just one group of victims of dioxin, those most heavily affected. Yet, she said the federal government has resisted granting compensation to most of them. Now, future health benefits may be in jeopardy.

A Black WWI soldier who single-handedly turned back a German raid but died a pauper without decoration from the U.S. government was honored by his countrymen on 11 November. Veterans' groups, hoping to correct what has been called a glaring racial injustice, unveiled a monument on Veterans Day to Sgt. Henry Johnson, 73 years after the end of the war in which he fought so gallantly.

Johnson was the first American soldier to be awarded the Croix de Guerre, the French government's highest honor for heroism, but never received so much as a Purple Heart from the U.S. government.

The wounded soldier returned from the war unable to work, and died a penniless alcoholic. He is believed to be buried in a pauper's graveyard in Albany,

The Veterans' Day Parade was marched in his honor, and the main street of his hometown's largely Black Arbor Hill neighborhood was renamed Henry Johnson Boulevard. Johnson served in the all-Black 369th Infantry Regiment, sometimes known as the "Harlem Hellfighters," which was attached to the French Army. He was on duty at a forward observation post on 14 May, 1918 when he saw 28 German soldiers readying a raid on a POW camp. Sergeant Johnson stopped the raid using his rifle and knife, killed at least four Germans and saved a wounded comrade's life. He was shot twice and his leg was shattered.

President Theodore Roosevelt, in his book, *Rank and File: True Stories of the Great War*, called Johnson one of the nine greatest heroes of the war. The other eight, all of them white, received the Congressional Medal of Honor. Legislation in Congress to award Johnson the U.S. Military's highest honor for bravery in combat has never made it out of committee. U.S. Representative Michael McNulty (D-NY) said the reason Johnson and other Black war heroes were never awarded the nation's highest honor was "pure and simple, the racism of the time." It seems that it would be very difficult to argue the point!

Remember to try to make a Post meeting on the second Tuesday of every month 2000 hours, at the POA Building, 510 Seventh Street. At the conclusion of business, refreshments will be served. ALSO, if you haven't paid your dues, it's that time of year.

Writing about a hero like Henry Johnson reminds me of Ralph Waldo Emerson's "A Nation's Strength."

Brave men who work while others sleep,

Who dare while others fly —

They build a nation's pillars deep
And lift them to the sky.

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Now Is The Time To Buy

Home Ownership — 1992

by Duane Collins, Tax Consultant

There is an old adage in real estate that says "The best time to buy is now" no matter what time now is. This adage could not be truer than in today's real estate market. If you follow the market or just read the real estate section of the Sunday paper you hear how soft the market is for selling your home. Bad news if you are selling. News flash, the reverse is also true. If you are in the market for a home, now is a great time to BUY.

Everyone should by now know the advantages of home ownership. You can write off your mortgage interest and property taxes, a savings of about one third of the pay in tax refunds. Appreciation, the value of the property will go up, even with the downturn we have today, prices will go back up, believe me. And eventually, if you wait long enough and finance it right, you will own the property free and clear, and never have to pay rent again.

The question always come up how do I break into the market with my first home, haven't I been priced out? The answer is NO. The market is soft and many sellers are very receptive to any legitimate offer that comes along, many houses have been on the market for months with no offers at all. Prices are down. You should look at new homes, builders are offering great incentives to first time buyers, including low down payments, stoves, refrigerators, washers and

dryers, some builders, far out of town, are offering new cars!!!

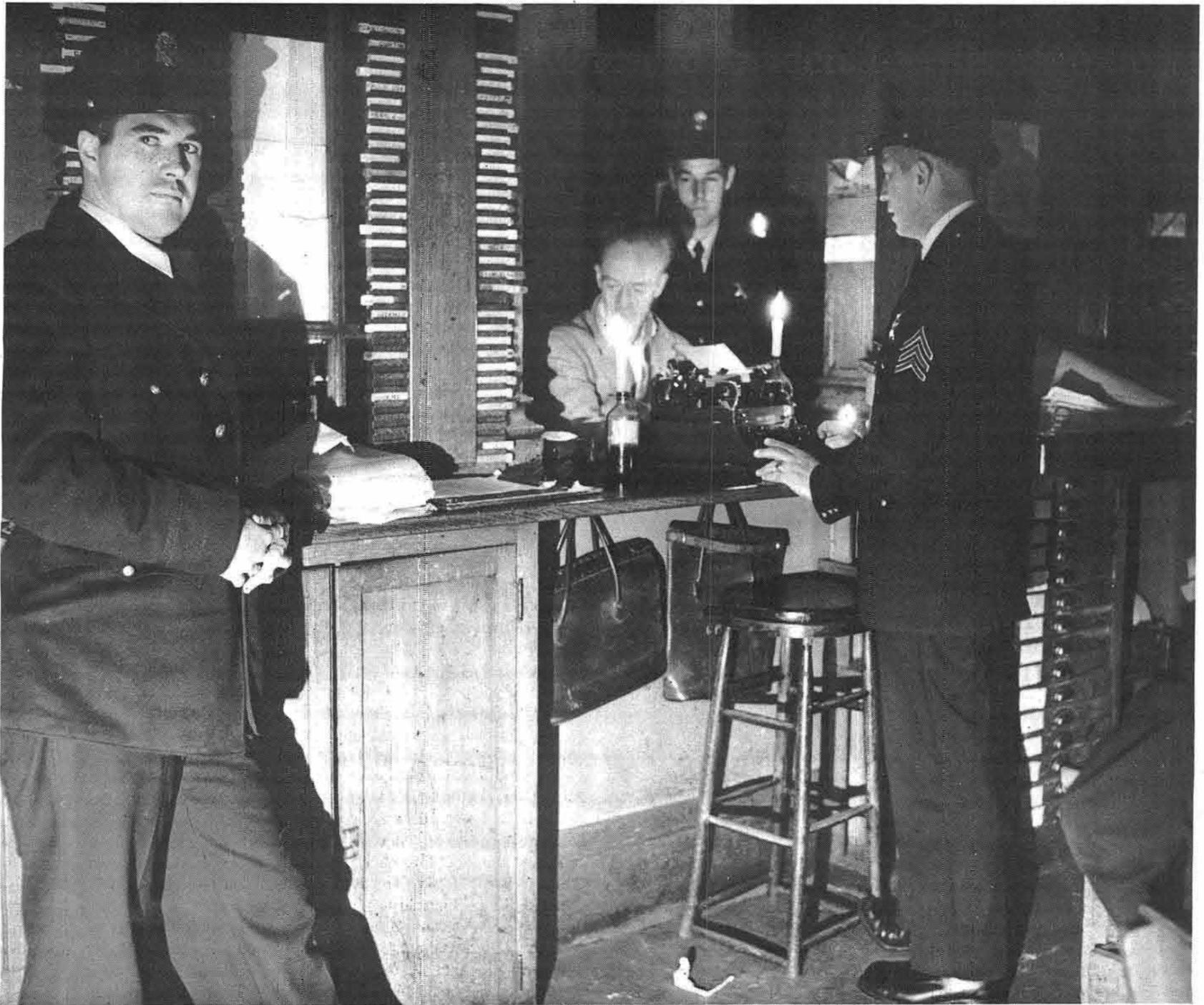
There are some things you should consider before you go looking for a home. You should be debt free, that means pay off all your credit cards, car loans and start working overtime or side jobs to get your income up to qualify for your mortgage loan. A good method to pay down debt is start with the smallest bill and concentrate on paying it off, then move to the next smallest bill and do the same thing. In a very short time you will have no bills at all.

Next you will need a down payment. In today's market you may not need as much as you think. You can buy a home for as little as 5 or 10 percent down! There are many ways to do this, usually with the owner carrying back a second mortgage, a common practice a few years ago and the technique is making a come back. Your real estate agent should help you with the finer points of how this works. Make him or her earn their commission. If they don't make a sale, they don't get paid...they will work for you. One way of buying with no down payment is with a lease/option to buy. Using this method you lease the property, usually 2 to 5 years with the option to buy anytime during that period. The advantage is you secure the property at today's depressed price. You can fix it up and increase its value, then buy it later. This is an especially good technique when you find an owner who has bought a new house and

not sold the old one yet. The owner must sell the old property within two years of close of escrow on the new property to qualify for a tax deferred exchange. If they can lease it to you with an option, they are not paying two mortgages. Another incentive to give a seller for a lease/option is a couple thousand dollars in cash, non refundable, up front, for the lease. This deposit is applied to the down payment, of course. But, if you don't exercise the option, you lose the money, if you do exercise, it's part of the down payment. You should also get a portion of the rent to be applied to the down payment. Risky, but a way in with little or no cash.

A third way to buy a first home is with a shared equity arrangement with a partner. This is done usually between parents and children but it can be done by anyone, you don't have to be related. You retain 75% interest in the home and live in it, your partner retains 25% (It can be any percentage you agree upon), the partner puts up the down payment. With parents it is usually a second mortgage on their home, tax deductible of course, and you make the house payment on your home and your parents/partner writes off their portion of the property, as rental property, all expenses tax deductible again. The security of this type of deal is the partner is on title and will be notified if you are late in making payments, and you cannot sell or take out a second mortgage without their consent. In the case of parents, down the road when you show them how responsible you are they can forgive the debt as a gift and sign off the title giving you full control. Thanks, mom!!

This year is a real window of opportunity for first time buyers, don't miss out, good luck.



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

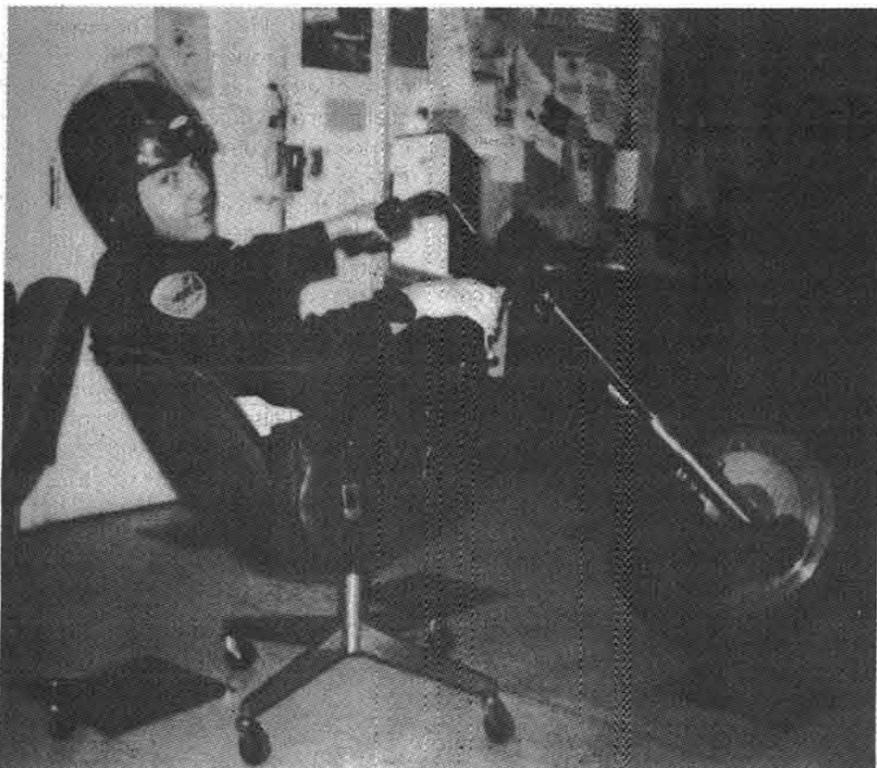


photo submitted by the guys at Co. F

Well . . . It's time to beg again! The photo caption contest relies on you readers and your inventive captions . . . but it also depends on having photos to write captions for. I need humouress . . .humou. . . funny photos! Old-time photos are fine, but so are funny pics that you guys are taking (using the PD's polaroids and film no doubt).

Caption Contest Winner

And the winner is...

Seen here displaying the equitable balance of career development, the officer demonstrates the ability to ride a desk and a "duckpond" at the same time.

Submitted by John Geraty, Co. F.

Runners-up...

The numerous entries submitted regarding Honda training and training wheels.

John Payne (Co E) of
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The following resolution was adopted by the Board of Directors at the January 21, 1992 meeting. It contains an amendment to the resolution, made by Director Jim Deignan of Co.A.

A Special Membership meeting will be held on Tuesday, February 18, 1992 at 2:00 p.m. at the POA.

Before any proposed By-Law changes are enacted, there will be a vote of the membership by mailed ballot. A date and time for the vote of the membership is yet to be determined.

RESOLUTION OF THE BOARD OF DIRECTORS OF THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

The Board of Directors of the San Francisco Police Officers' Association resolves that the San Francisco Police Officers' Association shall affiliate with the AFL-CIO and with the Service Employees International Union. Pursuant to Article VIII of the Association Constitution and Bylaws, the Constitution and Bylaws are to be amended to provide:

1. That Article I is to be entitled "NAME, JURISDICTION", and shall include the following, which shall supersede any and all inconsistent language contained within this Article:

Section 1 This Association shall be known as the San Francisco Police Officers' Association, Local 911, Service Employees International Union, California Organization of Police and Sheriffs. The principal place of business of this Association is San Francisco, California.

Section 2 The jurisdiction of the San Francisco Police Officers' Association, Local 911, shall cover all peace officers with full peace officer status as defined by the California Penal Code, employed in the San Francisco Bay area, who are not embraced within the jurisdiction of a presently existing and operating Local Union that has been chartered by an AFL-CIO Union.

2. That Article II is to be entitled "AFFILIATION", and shall include the following in its entirety:

Section 1 The Association is affiliated with, and is a Charter Local of, the Service Employees International Union (SEIU, AFL-CIO) with all the rights, privileges and obligations of membership. This affiliation shall be governed by the Affiliation Agreement between the Service Employees International Union and the Association.

Section 2 This Association shall also be affiliated with the California Organization of Police and Sheriffs (COPS).

3. That Article III be amended:

a. To substitute for Article III, Sections 1 and 1.1, the following:

Section 1 Membership in this Association shall be limited to sworn peace officers with full peace officer status as defined in the California Penal Code, who are members of the San Francisco Police Department.

In addition, membership may be extended, but only to other sworn peace officers with full peace officer status and only in accord with Section 1.1 below.

Section 1.1 Membership in the Association may be provided sworn peace officers with full peace officer status, as defined by the California Penal Code, who petition for membership if they are within the jurisdiction of this Association. Any such petition for membership will be granted if approved by a seventy-five percent (75%) vote of the Board of Directors and, subsequently, by a seventy-five percent (75%) vote of the members present at a membership meeting.

4. That a new Article be added to the Constitution and Bylaws, entitled "COLLECTIVE BARGAINING", which shall read:

Section 1 Negotiating Committees. Negotiating Committees are to be appointed, as needed, by the President, subject to the approval of the Executive Board. Appointments to Negotiating Committees are to be made from amongst the members of the bargaining unit being represented, except that the President may serve on any Negotiating Committee and/or appoint thereto any member of the Board of Directors. Joint negotiations by more than one Negotiating Committee are not precluded by this Section.

Section 2 Collective Bargaining Process. Each bargaining unit is to have the authority to have its own Negotiating Committee, subject to Section 1 above and, through its own processes, to decide what proposals to make and how to pursue them. The Association's role is to provide service and support to each unit and its Negotiating Committee, and to approve or reject any tentative agreements.

Section 3 Ratification. Agreements negotiated by Association Committees are subject to a ratification vote of the members of the bargaining unit covered by the agreement and do not become binding on the Association until approved by the Board of Directors. Ratification votes shall take place at a meeting called for that purpose or pursuant to a ratification procedure approved by the Board of Directors.

Section 4 Board of Directors Approval. The Board of Directors has the authority to approve or reject any agreement reached by an Association Negotiating Committee. However, rejection of any tentative agreement reached by an Association Negotiating Committee shall require a seventy-five percent (75%) vote of the Board of Directors and must be based on a showing that the terms rejected are inimical to the interests of this Association and its members.

Section 5 All Association Negotiating Committees shall report to the Board of Directors of this Association and give a full account of those activities reasonably related to their negotiations when called upon to do so.

SEIU In California: The Largest Union in the Golden State

A Dynamic History of Growth

SEIU's first local union in the Golden State was organized in 1902 by a small group of theater janitors in San Francisco. In less than a century, SEIU has become the largest union in the state today, with nearly a quarter of a million members.

SEIU made health-care labor history in 1941 when our Local 250 organized health-care workers and won a master contract from the San Francisco Hospital Conference, an association of San Francisco's non-profit "voluntary" hospitals. This landmark victory paved the way for our union to become the largest health-care workers' union in the state and in North America.

SEIU became prominent in the public sector early in California. By 1960, SEIU already had 11,600 public employee members, two years before President Kennedy's Executive Order 10988 set up a framework for federal labor management relations for the first time. Today, we are the largest public sector union in the state and still growing.

SEIU organized and affiliated public employee associations throughout the 1960s, culminating with the affiliation of the Los Angeles County Employees Association in 1970, representing some 50,000 county employees. Since 1970, nearly 20 independent public employee associations in California have successfully affiliated with SEIU.

Services

The International union provides a broad range of services to all of its locals. These services are paid for entirely out of per capita tax payments. No additional charges are made by the International for these services, which include, but are not limited to, the following:

Training

We provide a full range of leadership, steward, collective bargaining, organizing, research, health and safety, communications, new staff and union administration training to local unions. Our Education Department conducts an ongoing program of training for local union staff, elected officers and members through Regional Training Institutes and regular

sessions at the George Meany Center in Washington, D.C.

Health and Safety

Our Health and Safety Department, the largest professional department of its kind in the labor movement, has staff nationwide providing training and on-site analysis and inspection on issues affecting our membership. The department administers six grants from such agencies as the Centers for Disease Control and OSHA to work on stress, asbestos (particularly in schools), communicable diseases, VDTs, toxic material, AIDS, needlestick injuries, and indoor air pollution.

The department also works politically on issues. We successfully sued the EPA, forcing them to conduct asbestos inspection and cleanup in the schools. SEIU is now moving the fight to commercial and office buildings.

Research

Information on contract clauses and language, wage surveys, career development, and pay equity are available on computer and on file in our Research Department. We have a separate department for public policy research as well as a division for doing strategic research used in "corporate" employer leveraging campaigns.

Budget Analysis and Economic Forecasting

The SEIU Research Department provides information to local unions that is comparable to or better than that of the employers who create the budgets. We do full budget analysis and revenue projections when requested. We provide wage and benefit survey information, cost comparisons, benefit analysis, and other technical and statistical information requested by local unions.

Polling

The International retains a top national polling firm and their consulting services are available to local unions for membership attitude, organizing, and bargaining polling and research.

Health-Care Cost Containment

Staff experts on health benefits are available to analyze existing plans and health benefit programs and to help local

unions negotiate for the preservation and improvement of benefits with management and industry representatives.

Media and Public Relations

The SEIU Communications Department, staffed by a dozen editors, writers and artists, specializes in the development of local union communications programs, special videos, literature, direct mail, radio and television ads and programs, and contract bargaining. The International also retains and makes available to local unions the services of public relations agencies.

Printing

Our modern in-house printing plant is the finest in the union movement and turns out reams of materials ranging from simple flyers to high-quality four-color work. The Communications Department is responsible for publishing Union Magazine, SEIU's membership publication for SEIU members and their families. It also publishes industry division leadership newsletters known as Updates. This newsletter goes to SEIU local union leaders and activists.

Organizing

The SEIU's Organizing Department conducts and consults on both internal and external organizing campaigns, assisting local unions with money, materials and personnel.

Collective Bargaining

Whether it is using our International field representatives at the bargaining table or assisting in contract campaigns from planning to implementation, or our Research Department services to craft budget, salary and job classification proposals or lobbying public officials for raises and benefits, SEIU places a major emphasis on its collective bargaining activities.

We continue to provide the widest range of support to the collective bargaining process.

Legal

SEIU has a full-time Legal Department with six staff attorneys under the direction of our Washington general counsel. We also have retainer arrangements with firms throughout the country.

Our department provides consultation and representation to the International

union and to local unions on a case-by-case basis. Generally, the International does not provide routine legal representation to local unions. However, our Legal Department regularly issues legal bulletins and guidelines on issues such as drug testing, pay equity, and fair share requirements to all our local unions and conducts frequent workshops and training sessions for union attorneys.

Financial and Administrative Services

The SEIU's Local Union Services Department works with local unions on planning, budgeting, money management, automation, office management, and efficient purchasing. At their request, we have recently assisted a number of locals in a complete redesign of their financial and administrative operations. The department has conducted financial officers training, desktop publishing, and office management instruction.

Civil and Human Rights

We develop, implement and coordinate programs to enhance our local unions' ability to effectively organize and represent our multi-cultural and multi-ethnic workforce. We target specific areas of discrimination and devise strategies to eradicate discrimination policies and practices, especially as they affect workers. Our Immigration Assistance and Education Program educates and helps members with amnesty and visa problems.

Member Benefits

The SEIU Edge Program provides a wide range of benefits and services available to local union members only, including a low-interest MasterCard with no annual fee, a legal services program, a travel club, and low-cost life insurance. The SEIU Scholarship Program awards eleven \$3,000 scholarships annually to members and their children.

Retired Members

We work with local unions to provide programs and services such as retirement planning to retired members, and to keep these experienced and talented members involved in union activities.

We provide information on issues that

See next page

SEIU, YES

Al Trigueiro, President
SFPOA
510 Seventh Street
San Francisco CA 94103

Dear Mr. Trigueiro,

We would be proud to have the San Francisco Police Officers' Association affiliated with the AFL-CIO.

Our California Labor Federation represents two million AFL-CIO members in the state. Among our major functions is both the protection and advance of the working rights of all public employees in California in legislation affecting state, county and municipal employees including peace officers. Peace officers face the same problems in working conditions as do all public employees. The Service Employees Union represents some two-hundred thousand public employees in California and is vigorous at both local, county and state levels of government. Please be assured that our state AFL-CIO movement will be at your service whenever we hear the request for help.

Faternally,
John F. Henning
Executive Secretary-Treasurer

Al Trigueiro, President
SFPOA
510 Seventh Street
San Francisco CA 94103

Dear Al,

Today, more than ever, we from within the Labor Movement need to develop a unified force to meet the many challenges we face now and in the future. With this in mind, we strongly urge POA members to approve affiliation with Service Employees International Union.

Serving as officers of the San Francisco Labor Council is an on-going learning

experience, especially regarding City employees. We are all well aware of the City's negative negotiating process and the lack of decision making. This process places extra demands upon Labor Organizations as we pursue Equity and Justice regarding working conditions and benefits.

We are supremely confident affiliation with SEIU will prove to be beneficial to your members, especially because of SEIU's broad experience in representing workers employed in the public sector. The existence of such representational needs and responsibilities has caused the International to develop a cadre of individuals with expertise in many different areas. Equally important is the fact their expertise is shared with the Local Unions. Basically, if a problem develops... Call headquarters, and help is on the way!!

Naturally, our Council has an interest in the matter since it would allow the POA to become a fully participative partner in the San Francisco Labor Council, thereby adding voice and vote to our 80,000 members. We certainly feel that our joint efforts to move forward will become more effective with the affiliation of the POA under the banner of SEIU 911.

Our combined years of service to the Labor Movement has well taught both of us the need for Unity. We have witnessed victories and sometimes defeats. Victories were won because Labor moved forward as a united army of workers whose voices became one voice. A voice that demanded rather than resort to begging. Defeats came about because individuals or organizations traveled along, on a lonely highway. By putting it all together, we will bring about a string of victories.

Once again, we urge a strong meaningful vote for affiliation. Good luck to you and all of your membership.

Sincerely,
Walter L. Johnson,
Secretary-Treasurer
Paul Dempster
President

Al Trigueiro, President
SFPOA
510 Seventh Street
San Francisco CA 94103

Dear Al,

It is my understanding that the members of the San Francisco Police Officers' Association will be voting soon on whether to affiliate with the Service employees International Union. I encourage the POA to vote in favor of that affiliation.

The benefits to the POA from this affiliation would be enormous. You would gain strength from solidarity with other SEIU locals in San Francisco who are eager to work with you on matters of common concern. You would be in a position to share the vast store of knowledge from SEIU locals across the nation, to use the International's considerable research capabilities, to benefit from our political activity in Sacramento. In addition, your members would have access to special discounts on personal services such as credit cards, lawyers, mortgages, vacation travel, etc.

I would be happy to discuss any questions or concerns you may have. Please don't hesitate to contact me.

Sincerely,
Sal Rosselli
President, SEIU Local 250

Al Trigueiro, President
SFPOA
510 Seventh Street
San Francisco CA 94103

Dear Al,

It is my understanding that the San Francisco Police Officers' Association is considering an affiliation with an AFL-CIO union, namely the Service Employees International Union. ("SEIU").

As a friend of labor I was pleased to learn of this possibility. This affiliation, I believe, would strengthen organized labor in San Francisco and encourage working people in our community.

I have had the opportunity to work with SEIU for many years, and its commitment

to preserving jobs and protecting workers' rights is recognized and respected.

Knowing of the leadership and dedication of your union to its members, I believe that the affiliation would be compatible and successful.

Good luck to you in your decision

Sincerely,
Nancy Pelosi
Member of Congress

Al Trigueiro, President
SFPOA
510 Seventh Street
San Francisco CA 94103

Dear Al,

It is with pleasure that I learned about the proposed affiliation of the San Francisco Police Officers' Association with the Service Employees International Union.

S.E.I.U. has always played a responsible and progressive role in San Francisco's labor relations. If the Police Officers' Association decides to affiliate with them I believe that you will find them to be congenial partners as you work to advance labor's agenda together

Peace and Friendship,
John L. Burton

Al Trigueiro, President
SFPOA
510 Seventh Street
San Francisco CA 94103

Dear Mr. Trigueiro,

I am writing to support the San Francisco Police Officers' Association's intention to join with an AFL-CIO union.

I believe this move will benefit both labor and the police officers, as well as the City at large.

I look forward to working with the new police officers' union on issues important to the citizens of San Francisco.

Thank you for your consideration.

Sincerely,
Supervisor Angela Alioto

SEIU in California *continued from previous page*

affect older people such as Social Security and health issues.

Major Issues

We work constantly with affiliates on major issues of importance in bargaining as well as advocacy efforts — contracting out, pay equity, new classification systems, pension, and health and safety problems.

In addition, SEIU works at all levels inside and outside of government on issues affecting the vast majority of our members. These include federal budget and tax reform, education reform, part-time and temporary work, preservation of health insurance benefits, the needs of working parents, drug and alcohol testing, and the effect of new technologies.

Affiliation With SEIU

The Service Employees International Union has a proud tradition of growth through affiliations. Between 1971 and 1990, we successfully added more than 380,000 members through the affiliation of some 70 independent public employee unions and associations as well as mergers with other AFL-CIO unions.

Affiliation With An Existing SEIU Local Union

Many smaller independent associations have successfully affiliated with existing SEIU local unions which represent similar workers, or in some cases, different units of the same employer.

The independent association and SEIU local union work out all the terms and arrangements of the affiliation without interference from the International union.

As part of an SEIU local union, the newly affiliated association receives all the rights, benefits and services of both the SEIU local union and the International.

Affiliation As a New SEIU Local Union

When a larger independent association affiliates with SEIU, it becomes an autonomous local union with full rights and responsibilities for running its own affairs. These include:

- The right to set its own constitution, bylaws, and local dues level.
- The right to determine its own structure and elect its own officers.
- The right to bargain its own contracts, pursue grievances, and conduct its own business as it sees fit.
- The right to maintain and control its own treasury and budget.
- The right to its own identity, continuing its name, traditions and practices.

The new affiliate will have available at no cost the full range of services provided to all local unions. In keeping with the principle of autonomy, our services are provided only at the request of local unions.

In addition, subsidies to support organizing, contract campaigns, or communications programs are frequently made available to new affiliates as part of an affiliation agreement. This support is tailored to the needs and goals of the new affiliate.

SEIU is sensitive to the need to provide a phase-in to full per capita tax in order to allow new affiliates to adjust their finances. This phase-in period is accomplished by a rebate mechanism in which the new local pays the full per capita tax and a portion is rebated according to an agreed-upon schedule. According to the AFL-CIO rules governing affiliations, the rebate schedule cannot exceed four years duration. A specific rebate schedule can be negotiated and included in the affiliation agreement.

AFFILIATE

Continued From Page 1

be available for lobbying public officials for raises and benefits.

Research. Information on contract clauses, wage and benefit surveys, health and safety, career development, and other issues is available.

Health Care Benefits. SEIU has staff experts on health benefits who are available to analyze existing plans and health benefit programs and to help local unions negotiate for the preservation and improvement of benefits with management and industry representatives. SEIU is the leading union in the AFL-CIO in a grassroots campaign for national health care reform and its President, John Sweeney, is Chair of the AFL-CIO Health Committee.

Health and Safety. The SEIU Health and Safety Department has field staff based in its regional offices and in Washington, who provide training in on-site analysis and inspection on issues such as stress, asbestos, communicable diseases, VDTs, toxic materials, and indoor air pollution.

Political Action. SEIU offers assistance in fund raising and voter registration, as well as campaign contributions to elected officials at the recommendation of the local unions. Most public sector locals are involved with SEIU in politics, although each local makes its own endorsements.

Legislative Program. SEIU has a Department of Politics and Legislation with a staff of experienced lobbyists. It is regarded as one of the most influential unions on Capitol Hill. SEIU provides a

wide range of support services to its unions at the state and local level, and maintains a staff of fourteen (14) legislative action coordinators around the country to assist local unions. Because of the level of SEIU membership in California, the activities of the State Council provide an effective voice in Sacramento for all SEIU locals and members.

Media and Public Relations. SEIU has a Communications Department which is staffed by more than a dozen editors, writers, and artists. It specializes in the development of local union communications programs, special videos, literature, direct mail, radio and television ads and programs. The International also retains and makes available to local unions the services of one of the top labor advertising and public relations agencies in the country.

Printing. SEIU has a modern, in-house printing plant which it considers the finest in the labor movement, and it turns out reams of local union materials, ranging from simple flyers to high-quality four-color work.

SEIU also provides polling services, legal services (a full-time Legal Department with six [6] attorneys), training for local union administration as well as training for local leadership in such areas as collective bargaining, organizing, research, health and safety, communications, etc.

You will be receiving a great deal more information on this very important decision. I am confident that the more information our members get, the more solid will be the support to affiliate with Labor in San Francisco and with SEIU and the AFL-CIO.

1971-1990

Peace Officers Murdered In California In Vehicle-Involved Incidents

by Charles Moorman

**A TACTIC NOT LEARNED...
A LIFE LOST UNNECESSARILY —**

The Author

In preparation for a recent court case as an expert witness, the Author was asked to give reasons why peace officers practice caution in making traffic stops and vehicle approaches. The following materials were partially presented in the successful defense of the involved officers.

DATA

During the 20 years from 1971 to 1990, the number of peace officers murdered in California were 167. Forty-six of those 167 killings, or 28%, were vehicle stops, approaches, or vehicle-involved activities. In 17 of those 20 years peace officers were killed in vehicle-involved incidents. For the 20 year period California averaged 2.3 peace officers murdered each year in vehicle-involved incidents. There is a significant consistency of 25, and 21 officers murdered in each of the two 10 year periods, 1971-80, and 1981-90, on vehicle-involved incidents; however, even more remarkable is that the percentage of officers murdered in vehicle-related incidents (as measured against the total murders) increased from 24% in 1971-80 to 34% in 1981-90.

The 25 victims' average age and years of law enforcement experience was 32.2, and 6.9 in 1971-80. Those figures increased for the 21 victims in 1981-90 to 34.1, and 9.7 years. Footnoted items indicate overall that in 21 cases (46%) the murder victim did not have a partner or backup officer(s) at the scene. Five of the victims (11%) were sergeants. In 10 cases (22%) the victims were killed with their own or another peace officer's weapon or equipment.

In 1971-80, December, and August were the deadliest months with five, and four murders, closely followed by three slayings, each, in September, October, and November. In 1981-90, September was the most lethal month with five killings, but unlike the earlier 10 year period, the winter months of January, February, and March, with three murders, each, were the next deadliest. When considered over the 20 years, every month accounted for at least one peace officer murder, and September accounted for the most murders-eight. September also accounted for two of the three incidents of double-homicides. In the first 10 year period, Satur-

day, and Friday with seven, and five killings accounted for almost half of the 25 murders. In 1981-90, Wednesday with five killings was the most dangerous, closely followed by Friday, and Saturday with four murders each. When viewed over the 20 year period, Saturday (11 murders), Friday (9 murders), and Wednesday (9 murders) were the most lethal days, however, peace officers were murdered every day of the week. All three incidents of double-homicides occurred on Fridays.

The 46 murders are listed the two 10 year periods by hour of day according to the 24-hour clock, by hours of light (0600-1759), and **hours of darkness (1800-0559)**. The hours of darkness accounted for slightly over two-thirds of the peace officers murdered (31). The 2300 hour was the deadliest with six murders, followed by four murders, each, in the 1800, 2000, and 0200 hours. The deadliest daylight hours were 1200, 1600, and 1700 with three murders, each. In five of the daylight hours, and three of the darkness hours there were no peace officer murders. The safest continuous hours were 0400-0759 with no slayings. Two of the double-homicide incidents occurred during two different hours of darkness, 2300 (San Diego PD), and 0300 (CHP). The double-homicide of the Federal Drug Enforcement Agents occurred during the 1200 hour. One sergeant was murdered during daylight hours (1000), and four supervisors were killed during hours of darkness (one during the 2300 hour, two during the midnight hour, and one during the 0300 hour).

Police departments experienced 28 of the 46 murders (61%), sheriffs departments eight murders (17%), California Highway Patrol seven murders (15%), and federal agencies three murders (7%). The California Highway Patrol reduced their number of murders from six to one for the two 10 year periods, while sheriffs department murders increased from three to five slayings. City police, California Highway Patrol, and federal agencies each experienced a double homicide incident. One sergeant was murdered in 1971-80, however, this figure increased to four sergeants in 1980-90. Three of the slain sergeants were city police (Calipatria, Inglewood, and Stockton), and two were sheriffs departments (Lake, and Sacramento Counties).

The type of activity the victims were involved in at the time of their murders is

given. Also, the activity is identified as to the two 10 year periods, and whether it occurred during hours of light or darkness (night). The activity that accounted for the greatest number of the 46 killings was traffic stops with 17, or 37%. Suspicious vehicles murders totaled nine or 20%. Stolen vehicles, and drunk drivers accounted for three killings, each, while traffic pursuits, vehicle assists, gun-in-vehicle, robbery pursuits, and narcotics sales had two murders in each category. Four peace officers were murdered handling calls of an assault-with-deadly weapon, disturbance, vehicle burglary, and the purchase of illegal alien labor. Over two thirds of the murders occurred during hours of darkness. All seven suspicious vehicle murders, and both gun-in-vehicle killings took place during darkness. Twelve of the 17 traffic stop murders (71%) occurred at night. Both of the robbery pursuit, and narcotics sale murders happened during daylight hours. Two of the three double-homicide incidents took place at night. Four of the five sergeants were murdered at night with the categories of traffic stop, and suspicious vehicle accounting for two killings, each. The sergeant killed during daylight hours was during a robbery pursuit. In comparing the two 10 year periods for traffic stops, the victim numbers was reduced by almost half, from 11 in 1971-80, to six in 1981-90. However, this trend was reversed for suspicious vehicle incidents with the numbers increasing from two to seven.

Information on the 46 victims' ages in five year increments beginning with 21-25 through 51-55 years is also listed. Overall, the average age was 33 years with the average for the first 10 year period (25 peace officers) being 32.2 years, and the second 10 year period (21 peace officers) rising to 34.1 years. As expected from the averages, the 31-35 years increment contained the most victims, 14 or 30%. This was closely followed by the 26-30 years increment with 12 victims or 26%. Among the six double-homicide victims one was in the 21-25 year increment, three were ages 31-35 years, and two were in the 51-55 year increment. Two of the sergeants were age 31-35 years, and one, each, were in the 36-40, 41-45, and 46-50 year increments.

Thirty-two of the 46 peace officers (70%) were assigned to uniform patrol. The second greatest number of killings occurred within the category of detectives with eight murders (17%). Three motorcycle officers, two off-duty officers, and one special enforcement sergeant accounted for the remaining murders. The other four slain supervisors were three uniformed sergeants, and one detective sergeant. Two of the three double-homicide incidents involved uniform officers, and one involved plainclothes officers. In comparing the two 10 year periods, the changes were a reduction in uniform officer deaths from 19 to 13, off-duty officers

from two to zero, and an increase in detective murders from two to six.

The overall average years of experience for the 46 victims was 8.1 years. The average for the first 10 year period was 6.9 years, which rose to 9.7 years for the second 10 year period. The 0-5 year increment contained the most victims with 17 murders (37%), closely followed by the 6-10 year increment with 15 murders (33%), and the 11-15 year increment with 10 murders (22%). Three victims had 16-20 years experience, and one victim had 21-25 years experience. The most significant differences in the two 10 year periods was the reduction from 13 to four victims with 0-5 years experience, and the increase from three to seven victims in the 11-15 year increment. The six double-homicide victims were represented with one in the 0-5 year increment, two with 6-10 years experience, two with 11-15 years experience, and one with 21-25 years experience. The supervisors ranged from one, each, with 0-5 years, 6-10 years, 16-20 years experience, and two sergeants with 11-15 years experience.

Firearms accounted for 41 killings (89%), while the cause of death was vehicles in three cases (Los Angeles PD, Kern County Sheriff's Department, San Bernardino PD), the sergeant's flashlight in one case (Stockton PD), and a knife in one case (Hayward PD). Handguns were used in 36 of the 41 firearms murders with the majority of the handguns being revolvers (29). Seven semi-auto loading handguns were also used as murder weapons. Three rifles, and two shotgun incidents accounted for the remaining firearms murders. Three of the six double-homicide victims were killed with revolvers, and three were murdered with semi-automatics. The five sergeants were killed with revolvers (two), semi-automatic handgun (one), rifle (one), and flashlight (one). Ten of the victims (22%) were murdered with their own police weapon or equipment. Nine of those peace officers weapons were service revolvers, and one was a flashlight.

SIGNIFICANT POINTS

- Forty-six peace officers out of 167 murdered (28%) in California from 1971-1990 were killed in vehicle-related incidents.
- Murders of peace officers in vehicle-involved incidents increased 10% in the period 1981-90, when compared to 1971-80.
- An average of 2.3 peace officers were murdered each year in California on vehicle-involved incidents.
- Over half of the peace officers murdered (54%) on vehicle-involved incidents had a partner, or backup(s) officers at the scene.
- Six of the slain officers were murdered in three double-homicide incidents.
- Five of the slain victims (11%) were sergeants.
- Ten of the murder victims (22%) were killed with their own police weapon, or equipment.
- While peace officers were murdered every month of the year, the months of August, September, and December were the deadliest.

See MURDER, Page 13

JACK RIORDAN

Attorney At Law

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My View From The Bottom Of The Barrel

by Jerry Donovan

Department Rotation

Recently rumblings and grumblings have been heard about how some officers have been on lists for 10 years and are still not close to getting the desired position. There is a reason for the lack of movement and I feel it can be shown that the present promotional system, as it now has been altered, directly affect departmental movement.

Up until the late 1970's, department seniority was counted as points on your exam score. The more seniority you had the more seniority points...I believe up to 150 points for 15 years service. Then the new hires felt that they were being held back by this unfair system, since it only helped someone who already worked the streets and beats for years and years. The new hires got their way and seniority points along with veteran points and meritorious points were done away with. The logic (?) was apparently that an officer with years of experience, who served their country and has already been decorated for heroism in the line of duty, would not be any better of a supervisor than some

new hiree after their probation was passed.

An overstatement for sure, but what you used to see on the promotion list were veteran officers getting promoted. When these veterans were promoted they were transferred to their new assignments and their old positions filled by younger officers. Many of the positions filled were in the Solos, Dogs, Tactical and Mounted Units which took seniority to get on in the first place. Then the veterans would retire in a couple of years and the rotation would occur again after the next promotional, continual rotations.

The new system does get new and younger supervisors promoted but with the veteran officers not being promoted, the veterans stay in their current positions and officers not being promoted have no place to move around in the department. Ironically, many of those new hires of the late 70's, are now decorated veterans who could really take advantage of the "old system" for promotion and retirement and give the "new" new hires a chance to move around the department, something the "old" new hires missed out on due, in part, to the shortsightedness of the few who pursue these changes.

MURDER

Continued From Page 12

9. Peace officers are murdered every day of the week, but Saturday, closely followed by Wednesday, and Friday were the most lethal.

10. Over twice as many law enforcement officers were murdered on vehicle-involved incidents at night as compared to daylight incidents.

11. All seven moderate-risk suspicious vehicle approach murders, and both high-risk man-with-gun incidents occurred during hours of darkness.

12. Peace officers from jurisdictions at the local, state, and federal levels are murdered on vehicle-involved incidents in California.

13. Traffic stops, and suspicious vehicle approaches are the leading killers of peace officers (57%) on vehicle-involved incidents, however, an assortment of other incidents involving vehicles accounted for peace officer murders when dealing with suspects in, and around vehicles.

14. The low-risk vehicle incidents of traffic stops, drunk drivers, and assisting disabled motorists accounted for 22 of the 46 murders (48%).

15. Peace officers average 33 years of age, and 8.1 years of law enforcement experience that are murdered on vehicle-involved incidents.

16. The majority of victims, 32 or 70% were assigned to uniform patrol, however, eight victims (17%) were assigned to detectives or plainclothes.

17. Easily concealed handguns were utilized in 36 of the murders (78%), and five killings were committed with shoulder firearms.

LEARNING CONSIDERATIONS

1. We must continue emphasizing good, traffic stop, and vehicle approach techniques (maintain position of advantage,

observation techniques, cover and concealment), and practical application of those techniques in training exercises.

2. We must continue emphasizing communications, and coordination with partners, and backup officers (have a plan, know what to expect from each other, stay close enough to help one another, use silent communications as applicable).

3. Vehicle-involved practical application training exercises must include supervisors, and not only from patrol, but from detective, and other sections of the agency.

4. Weapon retention techniques, restraining holds, and good handcuffing techniques must be emphasized in dealing with suspects being taken into custody in all types of physical resistance encounters.

5. Techniques, practical application exercises, and field training officers must emphasize the added dangers in dealing with potential and actual suspects during the concealment of darkness hours.

6. Vehicle-involved encounters from the obviously high-risk (gun-in-vehicle, robbery pursuit) to the mundane traffic stop must be approached with mental alertness, observation of details, and attention to danger signals.

7. As peace officers advance in age, and experience, they must diligently remind themselves of attention to details, and avoid being bound by "routine" actions, and "routine" thinking.

8. If handguns are easily concealed upon a person, be aware how much easier it is to conceal a handgun, or other firearm in a vehicle. Keep subjects' hands in sight,

SF Police Credit Union

1991: A Successful 38th Anniversary Year

The SF Police Credit Union which serves San Francisco Police Department, Airport and City College police, Sheriff's, District Attorney's and their families, celebrated its 38th anniversary in 1991 with record assets, a record number of members, and the introduction of a highly successful Visa credit card program.

This state chartered credit union was founded in the 1950's by 15 police officers, each of whom made a five dollar initial deposit. Today, more than 13,300 active police officers, SFPD employees, deputy sheriffs, district attorneys, DA investigators and community college police officers, retirees and their families are SFPCU members.

With assets totalling \$164,703,573 at year-end 1991, and a capital-to-total assets ratio of 10.25%, the SF Police Credit Union is among the 10 largest credit unions in the San Francisco Bay Area and in the top five percent of all credit unions nationally.

According to Ed Summerville, President, General Manager since 1987 and a veteran Wells Fargo retail banker, "SF Police Credit Union's success has been

achieved as a result of member loyalty, a staff committed to friendly, personalized service, and a track record of cooperative expense control. The essentials of outstanding member service and sound financial management have enabled SFPCU to continue to achieve excellent financial performance to the benefit of its members who share a common bond."

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Thanks

San Francisco Police Officers Assn.
Community Service Fund
510 - 7th Street
San Francisco, CA 94103

Dear Mr. Trigueiro:

On behalf of the Board of Directors, staff, and patients of Mission Neighborhood Health Center, thank you for your very generous donation to the 1991 Children's Christmas Party.

As you are aware, this event requires tremendous organization, volunteer participation, and most importantly, sufficient funds to ensure its success. Thanks in part to your contribution, we were able to provide food, entertainment, and gifts for over 800 children attending the festivities. For many of the newly arrived and /or below poverty income families, the MNHC Christmas Party may be their only Christmas celebration.

The Board of Directors, staff, and patients commend you highly for your holiday and community spirit. Please accept our heartfelt appreciation for your assistance in brightening the holidays of the children of the Mission District of San Francisco.

Sincerely,
Gladys Sandlin
Executive Director
Bayra Matias
Christmas Party Chairperson

January 7, 1992
SFPOA
570 - 7th St.
San Francisco, CA 94103

Mr. Trigueiro:

Just a short note of thanks from the parents of Support for Parents of Special Children for the basketball tickets. A good time was had by all the families able to attend. I have enclosed a brochure and list of groups and services for your files.

Sincerely,
Elaine Butler
Resource Coordinator

San Francisco Police Officers Assn.
510 -7th Street
San Francisco, CA 94103

The NAACP Legal Defense and Education Fund has hope that one day the dream of equal rights and equal opportunities will be a concrete reality. On behalf of our Board and Staff, and the citizens of all races benefited by your support of our battle in courts, we gratefully acknowledge your tax-deductible contribution of \$100.00, for education only.

William K. Coblenz
Charles B. Renfrew
Co-Chairs,
Northern California Committee

Willis Casey, Chief of Police
San Francisco Police Department
Hall of Justice

Dear Chief Casey,

On Sunday, December 15, 1991, the parishioners of St. Cecilia's Catholic Church donated in excess of 600 Christmas gifts to the parish's St. Vincent de Paul Society. The gifts were for the poor and disadvantaged children of our City. However, transportation to major points of distribution posed a problem for the St. Vincent de Paul Society.

The San Francisco Police Officers' Association was contacted for assistance. The POA was very accommodating and put us in contact with Officers Dan Lawson and Heather Fong of the Crime Prevention Unit. These two officers were able to provide a Crime Prevention van, and officers Brian Danker and Bruce Fairburn to help in the distribution of presents. Their assistance was invaluable, and greatly appreciated.

I wish to bring this act of public service to your attention. This is but another example of the cooperation and service provided to the community by our San Francisco Police Department.

Sincerely Yours in Christ,
Rev. Monsignor Patrick J. O'Shea
Pastor, St. Cecilia's Parish

SFPOA
510 - 7th St.
S.F. CA 94103

Dear Members:

This communication serves as an expression of thanks and appreciation for your generous support of the November 21, 1991 San Francisco Labor Council C.O.P.E. Dinner.

Because of you and many others we are prepared to face the challenges of the 1992 political season in a strong, confident manner. Your participation and contribution created a warm family-type atmosphere thereby spreading an umbrella of friendship and unity over all who were present. YES . . . November 21, 1991 truly "A Night To Remember" . . . once again . . . Many Thanks!!

We know what to do in '92 . . . ON TO VICTORY!!

Paul E. Dempster,
President
Walter L. Johnson,
Secretary-Treasurer

Al Trigueiro, President
SFPOA
510 - 7th St.
S.F. CA 94103

Dear Mr. Trigueiro:

I want to personally thank you for your help in making our tribute to the Economic Opportunity Council (EOC) a success, both socially and financially.

Each year we plan to salute a person or persons, or organization who has made significant contributions to our community and city as a theme for our annual fund-raiser. By your participation and contribution to the November 1st event you recognize the importance of the role EOC has played in the general community, and how community groups like ours also benefit from EOC.

Again, thank you for your support.

Sincerely,
Enola D. Maxwell
Executive Director

Letters

Al Trigueiro, President
SFPOA
510 - 7th St.
S.F. CA 94103

Dear Mr. Trigueiro:

Thank you for the tickets you sent to the Diamond Senior Center for the basketball game Police vs Firefighters, on Sunday evening, January 5. It is seldom that the basketball buffs in our group have occasion to see such spirited teams and they are looking forward with pleasure to the occasion.

Your generosity is much appreciated.

Sincerely,
Betty Garvey,
Director

Correction

Sports Editor
Dennis Bianchi

Dear Dennis,

About Steve Ortiz's Roundball Report. I would appreciate you informing Steve that my son Ed's last name is Del Carlo, **not** Delcarlo. The spelling of my last name is one of my pet peeves.

Sincerely,
retired Lieut. SFPD Eugene Del Carlo

Editor's Note: Well, Loot, the fault is probably mine. Ortiz's basketball reports come in handwritten, are set in type and are proofed by me. Spelling of names is one of the things I take particular care with, but sometimes I goof . . . sorry!

1992 PAL ACTIVITIES SCHEDULE



POLICE ACTIVITIES LEAGUE

For additional information,
phone PAL at 695-6935

SOCCER

For ages 6-18, season is April, May and June. For sign-ups of individual players, please call 1st week in February for placement on waiting list. This waiting list is for coaches who do not have enough players or for volunteer coaches without a team. Coaches who want to enter a team should call as soon as possible to be placed on the coaches mailing list. Soccer team registration is in March. Guy Milano, recently retired from Pacific Bell, continues to direct this program.

FOOTBALL

For ages 8-14. Sign-ups in April & May; Practice & Conditioning in August; Games are in September, October and November. Inspector Kelly Waterfield, with his able volunteer coaches, organizes this sport for PAL.

CHEERLEADING

For ages 5-15. Sign-ups in April & May; Practice & Conditioning in August; Games are in September, October and November. (This program runs with the football program). Sophia Isom continues to direct and expand this program.

BOXING

(Year-round program) Ages 8-14, Wednesdays, 4 PM - 6 PM at Ella Hutch Community Center (1050 McAllister); and

on Mondays, Tuesdays and Thursdays, 4 PM - 6 PM at Oceanview Park (Capitol and Montana). Officer Ben Vigil is director, coach, and over-all supervisor.

JR. GOLF LESSONS

For ages 7-18, 1-day clinic or 6-week lessons (one day per week). Call for sign-ups. Paul Murillo began this program in 1990 with tremendous success.

RIFLE TEAM

(Boys and Girls ages: 12 and older) Sign-ups 1st Friday of every month, Sessions 6 PM - 7 PM at Ft. Scott Indoor Range. Rifles, ammo, targets provided at no charge. Rifle program session is every Friday starting January 3rd through Friday, June 19th. Officer Janet Scarborough directs and maintains this program.

JUDO

(Year-round program) For boys and girls ages 7-18. Monday, Wednesday and Friday Sessions at 5 PM, Hall of Justice, 850 Bryant St., 5th Floor Gym. NCJA Affiliation Fees: ages 7-16 \$60.00/year, ages 17-18 \$100.00/year. The program's instructors are George York, Bill Wong and Tom Morris.

BASKETBALL

Basketball is for 6th Grade, 7th Grade,

8th Grade (teams only). There are separate leagues for boys and girls. Season is October and November with the playoffs in December. Officer Mark Ballard continues to run this program.

If you would like to sign-up for one of the above activities or would like information, please call us at **695-6935 (Please note this is the new PAL Phone number).**

PAL CADET LAW ENFORCEMENT PROGRAMS

by Lt. Tony Balzer

Regular Cadets. For high school students ages 15-18. Provides instruction and supervised activities to introduce cadets to law enforcement and corrections as careers. Cadets meet on Thursday nights 7-9 p.m. at the Police Academy. Police officers representatives of other criminal justice agencies serve as instructors. Cadets wear a distinctive uniform and learn some military drill. Voluntary social and community service activities are offered, mostly on weekends.

Senior Cadets. For persons 18 or

over (or who have completed the Regular program). Similar to the Regular Cadet program, but more career oriented. Classes are organized to cover the curriculum specified in Penal Code Section 832.

Both of these programs are presented primarily as a school class, with a course outline, attendance record, lesson plans, and examinations. City College of San Francisco offers college units for completing the Senior program. The young men and women in these programs reflect San Francisco's racial and ethnic diversity. Importantly, these programs are designed to be "social" and "fun" as well as educational.

For further information about these programs, or to obtain an application to join, please contact:

Lt. Tony Balzer 695-6925 or
Sgt. Jim Leach 695-6921 or
Off. Doug McConnon 695-6935

Parents and other visitors are welcome to drop in and observe cadet meetings. Both groups meet on Thursday evenings from 7 to 9 p.m. at 350 Amber Drive, S.F., CA 94131 (the former Diamond Heights Elementary School).

Homelessness & Criminality

by Mitch Grobeson, Co. D

(NOTE: In June 1987, over 250 homeless people took over Venice Beach in Los Angeles. As the Los Angeles Police officer assigned to resolve the situation, Officer Grobeson became the first police officer in California to successfully resolve a homeless crisis.)

"Honey, give the poor, innocent, homeless man a dollar."

How many times have we, both on and off duty, heard a similar phrase uttered from the mouths of unwary civilians.

Is this "homeless" person as innocent as he/she appears?

The Community Mental Health Journal estimated in 1987 that there were 50,000 - 100,000 homeless people in California. In a population of this size, if a sizeable portion are involved in criminal activity, then a large segment of police resources would have to be dedicated to this problem.

In 1987, over 250 "homeless" people erected over 70 tents and structures on the sands of Venice Beach, a popular Los Angeles tourist area.

As the officer in charge of the Beach Detail, I postulated that the degree of criminal activity of a homeless population could be estimated by the prior arrest records of the individuals living within that population (minus status offenses such as drinking, begging or trespassing.)

I felt that this information would assist the police administration in determining if police intervention was necessary in areas with a growing homeless population.

Names and birthdates were obtained from each person contacted living within the population.

First, a daytime population of 47 people was contacted. Second, a two month compilation of 135 people was analyzed. Third, after the population was moved off the beach, 25 "homeless" returned. The criminal histories of these 25 were also examined.

Criminal history checks through the Los Angeles Police Department and the state Department of Justice revealed the prior arrests, probation and parole statuses, and if the persons were wanted in another state.

It must be noted that many of those contacted were from outside California. Additionally, very few had positive means of identification. Criminal records for these people were unattainable.

Daytime Population

Of the 47 individuals within the population, nine of those identified had out-

standing warrants for a total of 14 warrants. Those identified had the following criminal histories:

Car Theft — Five individuals had been arrested a total of 13 times (including one who had six arrests.)

Vandalism — Five individuals had 12 arrests (including one with five separate arrests.)

Theft/ Receiving Stolen Property — Eight individuals with a total of 32 arrests (including two with seven each.)

Burglary/Auto Boost — Five individuals with 24 arrests (including one with 11 separate arrests.)

Robbery — Six individuals had been arrested a total of 19 times (one man had 11 arrests.)

Assault — Seven individuals had been arrested 23 times.

Carrying Concealed Weapon — Two individuals had a total of five arrests.

Narcotics Possession & Sales — Nine individuals had a total of 51 arrests (including one with 22 priors.)

Prostitution — Three individuals with 22 arrests (including one with 16 prior arrests.)

Total Population Study

During a one month period, 135 individuals living within the structures on the beach were contacted by officers. Almost 45% of those individuals identified had serious criminal records. More than 50% of these persons were on active probation for recently committed crimes.

Below is a breakdown of the criminal histories of these 62 people, for serious offenses:

NUMBER OF OFFENSE	ARRESTS
Assault With A Deadly Weapon	17
Rape	5
Robbery	40
Arson	2
Burglary	16
Carrying A Concealed Weapon	5
Lewd Act Upon Child	1
Cruelty To Children	4
Contributing to Delinquency of Minor	3
Prison Escape	1
Extortion	1
Car theft	28
Grand Theft	20
Receiving Stolen Property	16
Petty Theft	4
Battery	9
Battery On Police Officer/Interfering	10
Vandalism	10
Sales of Narcotics	22
Cultivating Marijuana	2
Possession of Narcotics	30

Under-the-Influence of Narcotics	11
Driving Under-the-Influence	14
Indecent Exposure	3
Prostitution	21
Forgery	6
Lewd Conduct	7
Disturbing the Peace	15
Violation of Court Order	2
Illegal Dumping	2

Below is a listing of some chronic offender histories:

- 1 — Five under-the-influence/eight prostitution
- 2 — Five receiving stolen property/Nine sales of narcotics
- 3 — Three burglaries/Five prostitution arrests
- 4 — Once escape/Nine grand theft auto/seven robberies-pursesnatches
- 5 — Five robberies-pursesnatches
- 6 — Four robberies
- 7 — Three robberies/Three sales of narcotics
- 8 — Two concealed weapons/Five burglaries/Two receiving stolen property/Seven driving under the influence/Three grand theft auto/Seven robberies/Ten possession of narcotics
- 9 — Three assaults with deadly weapons
- 10 — Five prostitution arrests
- 11 — Two burglaries/Two grand theft autos
- 12 — Four thefts/Two car thefts/Two robberies

In total, the population had 293 prior arrests by police officers.

After Enforcement Profile

Following the movement of the encampment by officers, 25 people returned and were subsequently arrested. Of the 25 arrested, five were new immigrants from Mexico, one of whom had an active traffic warrant. Of the remaining 20, 13 could be identified as having criminal records. Of those 13, eight had prior arrests for serious offenses ranging from car theft to murder. Their profiles are listed below:

- 1 — Robbery/Car Theft/Narcotics in Prison
- 2 — Murder/Receiving Stolen Property/Narcotic Possession
- 3 — Grand Theft Auto
- 4 — Marijuana Transportation
- 5 — Robbery/Narcotics Possession
- 6 — Injury Inflicted to a Child/Under-the-Influence of Narcotics
- 7 — Assault with Deadly Weapon/Robbery/Under-the-Influence of Narcotics
- 8 — Robbery/Burglary (Fugitive from Texas)

Conclusion

This article demonstrates that there are a large number of people engaged in criminal activity living among the homeless and identifying themselves as homeless.

However, this should in no way be interpreted to mean that truly homeless

people are involved in criminal activity. To the contrary, in my experience the primary goal of a truly homeless person is to avoid police contact at all costs - so they engage in only lawful actions (with the exception of status offenses). This article profiles opportunistic predators. The truly homeless need the assistance of the police. They are the ones who are the primary victims of the criminals listed in this article.

It must be realized that those truly homeless are in dire need of social services and assistance. This assistance must be given with compassion and care, in any society which claims that they care for their own.

It is only those opportunistic criminals that are living under the guise of homelessness that require police intervention.

This profile has aptly demonstrated that in any community with a growing homeless population, criminal activity will increase. This activity, along with burgeoning calls for service due to the mentally disturbed and substance abusers within this population, will greatly tax the already limited resources of a police department.

This must be realized by police administrators in the assignment of their personnel. More importantly, city officials must realize the growing demands on the limited resources of the police department.

Any community with a growing homeless population will require additional police personnel to be dedicated to this arena.

It is for the sake of the homeless, as well as for the safety of the greater community, that police intervention in any homeless population is a necessity.



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Update 459 P.C.

by M. Paganini, Co. D.

People v. Nicholas Salemme, 92 C.D.O.S. 446 (Filed January 13, 1992).

Question: Has a burglary been committed when the defendant enters the home of an intended victim for the purpose of selling fraudulent securities?

Answer: Yes.

Facts: The defendant, on two occasions, entered the home of William Zimmerman with the intent to sell him fraudulent securities, and the defendant twice succeeded in convincing Zimmerman to purchase the securities. The victim initially invested \$9,900. He later spent an additional \$1,100.

The defendant was charged with two counts of burglary (PC 459-460), two counts of selling unregistered securities (Corporations Code 25110), and two counts of selling securities by means of misleading statements and omissions of material facts (Corporations Code 25401).

Discussion: The appellate court deci-

sion noted that penal code section 459 provides in part: "Every person who enters any house... or other building... with intent to commit grand or petit larceny or any felony is guilty of burglary..."

The defendant argued that his entry did not constitute burglary because the act posed no physical danger to the victim who had invited him in to negotiate the sale of securities.

The appellate court held that our state's burglary statute is designed to protect the possessory right to property regardless of the nature of the theft of felony that the intruder intends to commit inside the structure. Consequently, defendant's entry constituted burglary regardless of whether his intent "to swindle the victim out of money by misleading him into buying unqualified securities" posed a physical danger to the victim. In conclusion the defendant committed burglary when he entered the victim's residence to commit a felony: the sale of fraudulent securities (Corporations Code 25110 & 25410).

The Good Old Days

by Tom Flippin, Editor

My thanks to Lt. Gene Haudbine for sending me a copy of *The Police Signal* from February, 1940, and my thanks to Sgt. Ed Dullea who supplied the paper to Gene. Ed's grandfather, Charles Dullea, had just been appointed Chief of Police.

Those were the good old days...well, maybe. Things in the good old days were not always so great from a cop's standpoint. Especially, when the cop started looking at his working conditions.

I recently had the chance to go over an old edition of the *Police Signal*. The *Police Signal* was a newspaper published in the '40s by policemen (at least the copy I got to read is the February 1940 issue). The editor was R. B. Laing...assisting were Harold Brown, J. Francis Shirley, Arthur Hextrum, and George McLaughlin.

I'm not too sure how official the paper was; that is, if it was the voice of the PD. After all, the lead article is about Charles W. Dullea taking over as Chief of Police and how much the men welcomed the takeover (just kidding, Ed). However, much of the paper is devoted to listing the woes, the poor working conditions and the terrible state of their benefits...kind of like our paper today.

One of the interesting stories concerns a problem that we face to this day. It seems an enlightened legislature (now there's a contradiction in terms) passed a bill which created an assumption that heart disease and pneumonia contracted by policemen and firemen would be considered line of duty illness. However, the Honorable John J. O'Toole, S.F. City Attorney, ruled that these benefits didn't apply to the City's personnel since the City operates under a charter from the State, making the law invalid here. John J. started a tradition of goofy opinions from goofy City Attorneys which we haven't shaken yet.

Fortunately for the cops and jakies back then, D.C. Riordan got the Board of Supervisors to pass a law similar to the state law which invalidated O'Toole's opinion. Too bad they couldn't have invalidated O'Toole...and all the goofs in the City Attorney's office since.

Another familiar plaint sounded in the *Signal* concerned the terrible problem of understaffing of the Department. According to the Editor's figures, there should have been 1508 cops working...but there were only 1273, in fact. Jeez, that sounds familiar...I think that's about the same number down that we're down today. The more things change, the more they stay the same.

A recent bulletin in our present day called for a big increase in traffic enforcement, since accidents and flagrant violations are increasing at a horrendous rate. An article by Kansas City's Chief of Police, L.B. Reed, pointed to the same problem in those days...and columns on other pages illustrated that the same problem existed in the City in 1940. According to the *Signal*, hundreds of the 1273 active policemen were assigned to the Traffic Bureau, but the problem was so bad that the Police Commission was calling for an additional 50 men to be assigned traffic

duties. Yeah, but their drug problem wasn't as bad as ours is.

Other big news items from 1940...promotional problems: Civil Service was saying promotional exams for the Fire Department would include an oral hearing worth 20%, and the cops were joining with the firemen to stop that ruling in its tracks...salary and pension changes were being discussed: fourth step cops were going to jump up to the magnificent sum of \$222 a month...health system worries: to curb "abuses" and allow more money for the doctors, office visits and "unnecessary" service were being cut back...it seems like we haven't gone very far in 50-some years!

For those of you who skip the front page news and go right to the sports section or the cartoon page, there plenty of high-jinks to report...and most of them sound familiar to me: Patrol Driver Frank Smith (I guess that's the wagon), who must have been a bit of a know-it-all, responded to a call in Portsmouth Square with another officer. Frank found a man on the ground with glassy eyes, rigid arms and very cold skin. Making an "expert" diagnosis of death "with rigor mortis setting in", he called the Coroner. When he returned to the scene, he found the other cop, Jack O'Neill, in conversation with the "corpse". A doctor explained to Officer Smith about epileptic seizures combined with alcoholism and sent him on his way.

Another Patrol Driver, Paul Sullivan, was said to be looking for a can opener...seems he was measuring the gas in his vehicle's tank with his billy club and...you guessed it...the club remained in the tank while Paul went looking for a "church key".

One of the classic stories from Central Station is repeated here as it appeared:

"Sergeant John J. O'Brien has been having a little canary trouble lately. The other evening a citizen phoned that a canary was caught in the wires of its cage in the window of a bird store on O'Farrell street. Everyone who passed the store from then on apparently rushed to a phone because John heard nothing for the next several minutes but more news about that d---d canary.

He was frantically trying to locate the Special on that beat who had keys to the store, and had dispatched a radio car to help hunt for him. The SPCA was also its way to the scene.

When John's blood pressure was tipping his hat, without he having to take his hands from the phone, a final call came in which gave him a classical bawling-out for not having keys to all the shops in the business area.

As he hung up, the last two words hit a familiar chord in his memory. He slipped out the door of Central's office in time to catch Jim Gleeson coming out of the Traffic office. Gleeson sprinted for the outer door but not fast enough to miss one well place punt from O'Brien's toe in his southern exposure.

The blotter read, 'Bird caught in cage. Bird released.' Which is a prize-winning under statement."

Even the names sound the same as today...and cops haven't changed at all! The Good Old Days.

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SPORTS



by Dennis Bianchi

One of the benefits of writing this article each month is that I create a trap for myself, from which I cannot escape, in good conscience; I too, must go do it. What kind of running writer would I be if I didn't lace up the sneaks, toe the start line, and answer the demand of the starting gun of a race, at least now and then? A hypocrite at best. With this handy, self-created guilt-trip arranged (those Catholic schools are so efficient) I knew I had to answer the call of this year's San Francisco-Nike Half-Marathon. January 26, 1992, a day that won't soon be forgotten in Buffalo, to be sure, was a day made for a distance race in San Francisco.

The winter months had demanded that my body take on the protective layer of at least one inch of new fat, to keep my body-core temperature normal, no doubt. Running 13.1 miles requires several push-offs and landings (read, "steps") and when you run those steps your body lands with three times your weight. My back and knees, if they could speak, would scream this scientific thesis in convincing terms. I was definitely not cold, and definitely not fast. The next morning, I was also definitely not comfortable, either. But what a perfect event and a perfect place for such an event. Golden Gate Park is the world's largest man-made park (I have no idea if women assisted in its creation. I'm just quoting a local expert.) It must be among the world's most scenic places, as well. Eight o'clock in the morning is one of the park's most beautiful moments and when the gun fired to begin the race at that hour the miles ahead were nowhere to be found in my mind. Only the beauty of the park and all of these happy people surrounding me, most wearing what resembled underwear. If any non-runners are reading this, see what you are missing. Live Macy's advertisements! I carefully eyeballed the crowd, looking for other San Francisco Police Officers and espied Stan Buscovich, looking very confident and cool. That was the next-to-last time I was to see Stan that day, as he took off with a determined jaw and quick feet. The last time I saw him was at the turn-around point and he was leading me by almost three-quarters of a mile. He finished more than a half-mile ahead, due to a late surge of energy that allowed me to finish the second half of the race faster than I ran the first half.

Unfortunately, no other San Francisco Police Officers were seen running, except those hearty solo officers providing traffic control and safety for us half-naked challengers. Come to think of it, those solos weren't running, either, but they were there. Thank you for a job well done. I managed to see Sergeant Marty Walsh at an intersection, doing his job and missing this opportunity to join the race. I could tell he really wanted to be running with us by the expression on his face. Right, Marty?

It occurs to me that one of the reasons that more of you haven't been showing up for such health challenges as described above is that I haven't been giving you enough notice of future races. To make up for this fault, and to eliminate one of your future excuses, here is the line-up for February and March, or at least, some of the line-up. Remember, the Summer Games will be in San Diego this year in July. Now is the time to start preparing. Step by step, you can do it!

Sunday, February 9 is the San Francisco Chinatown 8K run. I have never run this race, sad to say. Sad because this race has always had some of the most artistic t-shirts of any race in California. February 16 is the Valentine Day Run/Walk, 5K or 10K, in Oakland. Show up for the race with your Valentine. For you more versatile athletes, on February 22, in Novato, there is the Indian Valley Biathlon. First you run 3 miles, then cycle 10 miles, and then finish with a two-mile run. This is a perfect entry-level event for future biathletes. If you're in shape, March 1 is the Los Angeles Marathon. If you run it, please let me know how you did, and Good Luck! On Saturday, March 14 the Irish Sprint will be held at Lake Merced. I can't believe Chief Galvin of Vallejo sent out his usual challenge to this Department again. This is a man who must love losing. With Lou Perez and Steve Mulkeen leading the way, we'll be there, and hopefully so will you. I didn't get everyone's name that showed up in 1990, and I didn't show up in 1991, but this year will be different. Let Chief Galvin know just how empty his threats are when he writes "I look forward to your team eating the Vallejo Police Department's teams' dust." Right, Chief Galvin. Just be there.

For those well-heeled runners reading this column, who like to find new and exotic places to race, March 29 is the date of the Paris, France Marathon. Oui, oui to those of you who run. Isn't that the place Wendy Nelder went to study public toilets? On the same day, us locals can line up for the Houlihan's to Houlihan's, a 12K from Sausalito to San Francisco.

Pick one out, or pick something else out, (now cut out the wise remarks) and Go Do It. The Summer Games are closer than you think!

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SPORTS



Planning Meeting For Sgt. John Young Family Picnic

For the past 25 years this picnic has been sponsored by members of Our Lady of Fatima Group and has become a tradition within the department. This has been and will continue to be an *old fashioned family picnic*.

This year the date has been set for June 6th 1992 at Morton's Warm Springs in Sonoma. So, mark your calendars. More information will follow in the months to come.

A committee meeting is being planned for March. If you would like to assist in the planning of this picnic you are more than welcome as most of us on the committee are getting old and some have to be brought out from retirement. Please contact Dan Foley, 553-1401 or leave your name with Marie.



The initial start is a crucial factor in this olympic sport.

Taking It To The Limit

Bob travelled to Canada on 12/2 to train and compete in the Alberta Cup Race. During this week of training he was coached by one of the world's top bobsled champions, Ralph Pichler (former world champion and Swiss Olympic Medal winner).

With the assistance of world class coaching, Bob continued to improve his driving skills. He was now learning to take each run down the mile-long track "to the limit."

moving at 75 mph, one slight error and you're on your head. It's no picnic upside down for 3/4 of a mile doing 70 mph." Talk about living on the edge!

Alberta Cup 2-Man Race 12-7-91

The race consisted of 20 teams. Bob placed 19th (20 teams) in last years competition.

Bob and brakeman Steve Patton trained hard for this race trying to prove they could compete with the best of them. They really put it together on race day — an impressive 6th place finish!

The 3rd place team beat them by .8 of a second and the first place team edged them by only 1.2 seconds.

Labatt's Cup 2-Man Race 1-4-92

Bob's third trip of the season to Canada was for 10 days. After two days of racing in the trials, he and Steve Patton qualified to race in the Labatt's Cup Race. This race had 26 teams entered.

Bob piloted his sled on race day with two of his fastest runs of the season. The key to the speed the sled was travelling (76 mph), was attributed to the explosiveness of is brakeman Steve Patton. Steve is 6'1" and 200 lbs. and is extremely powerful and quick in the start. After the driver runs and jumps in (after about 25 yards) the brakeman continues to push and run for another 25-39 yards, then jumps in.

Their teamwork paid off. They placed 9th of the 26 teams!

Canadian Championship 1-9-92

This race is the top race in Canada. 31 teams entered the race which included the Canadian Olympic teams, Canadian National teams, Alberta Provincial teams and a host of several former national teams.

Bob qualified for the race after two successful days in the trial races. Simply qualifying is a feat in itself. Bob's goal for his team was to get in the top 20. He fulfilled his goal — an impressive 18th place ranked him 18th in the country (Canada).

ATTENTION BOWLERS!!!

The California Police Summer Games are sneaking up on us real fast-like. Those of you who are interested in bowling in this year's competition should contact either Ed Santos at Southern Station or Les Adams at the Police Gym. Let's get together and give Southern California our best shot.



Brakeman Steve Patton (left) provides the power while driver Bob Del Torre is the pilot of their 2-man bobsled.

The driver who drives the least wins the race is the key to be successful. Of course, the less you drive and the more you "let the sled go" — the more dangerous it becomes. Steering the sled constantly cuts ice, thus slowing the 500 lb. sled down. A "slow" sled travels at 72-74 mph while a "fast" sled is hauling at 76-80 mph.

Bob adds, "You got to take it to the limit on every turn if you want to be competitive. When your hitting 5 G's and



USA's team crossing the finish line placing 6th in the Alberta Cup Race.

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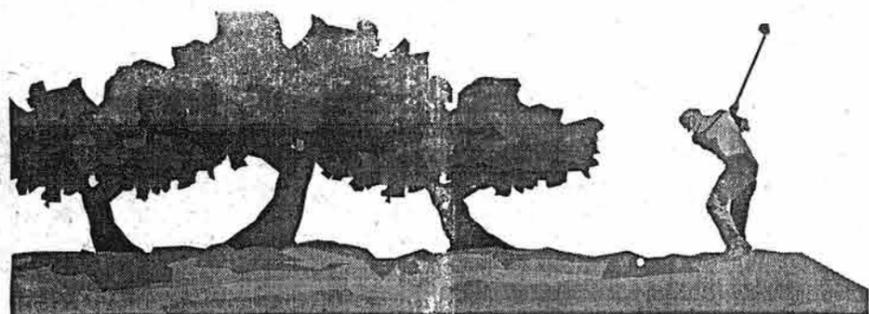
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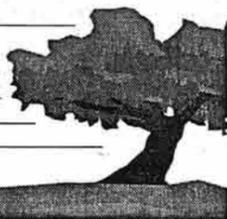
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ON THE STREET/Tom Flippin



Funny . . . But True

by Tom Flippin, Editor



SHORT AND SILLY STORIES: In New York (Brooklyn...to be exact), yes, it's another "only in New York" story, thieves came back day after day until the theft was completed. Just what did they get away with? A 600-foot-long aluminum roof at a subway station. The theft, which took several weeks to complete, went unnoticed until the whole roof was gone.

In Salt Lake City, two goofs were charged with forgery after they wrote \$300,00 in bad checks. They used the checks to make court-ordered restitution to the victims after a previous conviction for passing bad checks.

Florida teachers are awaiting passage of a bill in the legislature that will allow them to use stun-guns in the classroom for self-defense.

A Norwalk, Connecticut bank teller was convicted of bank robbery. No, not his bank...he robbed another, near-by bank while on his lunch hour.

FORE!...I MEAN, FIRE!...I MEAN... Bill Biehl, of Fresno, had a really bad day on the links recently...he got shot.

He and his partners were just finishing the 14th hole when a bullet hit him in the chest. Apparently the bullet was nearly spent since it only broke the skin and drew a little blood. The 22-caliber round was possibly fired by a hunter along the San Joaquin River, which adjoins Riverside Golf Course.

Mr. Biehl reported the shooting to police...right after he finished the last four holes. I wonder if this affects his handicap.

FATAL ATTRACTION? NO, FATAL PULVERIZATION: A woman in Milwaukee may escape charges of killing her husband because officials say she killed him after being the victim of spousal abuse.

During a family quarrel, the woman and two of her children were attempting to restrain her husband when he stopped breathing. Police said the man stopped

breathing because the two kids held him down and the woman sat on him. The wife weighs 300-pounds, while her husband weighed only 160-pounds.

Details of how he was abusing her were not made available.



FATAL DISTRACTION: Elizabeth Broderick admits killing her ex-husband and his new wife but insists she is not guilty of murder. Her first trial ended when the jury couldn't agree on the extent of her guilt; two members said manslaughter and ten said murder.

Broderick's husband divorced her in 1986 after she burned his clothing, ruined their house by spray-painting graffiti throughout it and smeared cream pie on his custom-designed sweaters. After the divorce he bought a new home...she rammmed a car through the front door. Because of his complaints she went to jail three times and was committed to a mental institution for three days. He was awarded custody of their children. He was paying her \$16,000 a month support.

In a unique defense, Broderick's lawyer will claim that she was provoked beyond endurance by her husband's behavior and killed him and his new wife "in the heat of passion"...more than three years after their divorce was finalized. Don't you just love defense lawyers?



TAKE MY CAR...PLEASE! When Gloria Clyne's '79 Cadillac was stolen, she was upset for days. She figured it was gone for good...broken up in a chop shop. Although some people wouldn't think the car was worth stealing...after all, the chrome was gone, a headlight was gone, the engine was on its last legs and it had a slight case of rust-out... it was 'Baby' to Gloria.

Five weeks later, when NYPD called and told her they had recovered her car, Gloria just knew it was going to be a wreck, maybe even a burned-out total loss. Instead, to her amazement, the Caddy hadn't looked so good since it rolled out of the dealership.

The thief had given 'Baby' a complete tune-up, put in new air conditioning, new shocks, new chrome, a new headlight, and even installed two new speakers in the rear. Gloria says the only thing she can't forgive is that the thief threw out all her show tune tapes and left her his collection of rap music!



I CAN'T HEARRR YOU: Patrick Neary must be wondering if he's a lucky guy or an unlucky guy. Patrick was involved in a fight and was unlucky enough to have his opponent bite his ear off.

However, he was lucky enough that someone saved the ear so that it could be re-attached. But he was not so lucky after all, because surgeons told him the ear was

Rebecca Fund Meeting

by Bruce Marovich, Ingleside

On Tuesday, 02/25/92, there will be a meeting at Ingleside Station Community Room at 1300 hours. It is necessary that all units and details of the police department become a part of, and involved in, this committee for it to be successful. On February 25th, a committee to head the Rebecca Fund will be nominated and elected by those in attendance.

This fund was set up to assist any member of the San Francisco Police Department sworn or civilian who has a need. The committee will be representative of all employees of the police department.

At the present time if an emergency arises it is necessary for friends of the employee who is injured or suffers a tragedy to start some sort of fund raiser to assist in the emergency.

Hopefully, if the Rebecca Fund is successful, there will exist a vehicle through which immediate help can be given, to any present or prior member of the department, when the need presents itself.

Presently, assistance is sporadic and parochial. What we need is guaranteed department wide assistance, and this would be possible through the Rebecca Fund. The proposed goal of the Rebecca fund would be: having resources at hand to provide immediate short term financial and family support services for sworn and non-sworn members of the San Francisco Police Department, current and retired, who have suffered tragedy, and are in need of such assistance.

Support can be financial or otherwise. It will be up to the elected board to decide parameters for distribution of funds or any other assistance which might be of help.

A tax exempt account will be set up at the Police Credit Union, and anyone can donate simply by mailing a check to Credit Union made out to the Rebecca Fund. How many times have you assisted people and they wanted to do something to thank you and the department and we say, "No that's alright; it's our job." If people insist you can tell them they can donate to the Rebecca Fund.

If we try payroll deductions (something like a \$1.00 a paycheck from every police department employee) we would have about \$60,000.00 a year in the account. Really what you are buying for

too badly mangled to be re-attached to his head.

On the other hand his luck was holding...sort of...since the surgeons were able to attach the ear to his right thigh, where it will "live" and will have a better chance of surviving to the point that it can be attached to the proper place. Patrick will know in about five months just how lucky he really is.

\$26.00 a year is an insurance policy against any tragedy which might occur, or you might be giving assistance to a member of our family who runs into a unforeseen tragedy. I realize that not everyone likes to have automatic deductions taken from their check but it certainly would be the easiest and most expeditious way of quickly generating revenue for the Rebecca Fund.

In prior meetings many different ideas for fund raising have been suggested. Black and White Ball, Charity Golf Tournaments, Softball and Basketball games.

All of the ideas have merit and could be very profitable, but nothing is going to work unless we all support it. This fund is to benefit us. It is sorely needed and long over due.

If the public became aware of it they would know they could render assistance to department employees or their families through the Rebecca Fund.

How much assistance shall be given, to whom and how has not been decided. Until we elect a board of directors and establish committees, this can't really be accomplished. On February 25th the process will start. Please plan on attending and help in setting up the fund.

It will take work and dedication from those who volunteer but we will reap the benefits.

We have to look to the future, now. The past tells us that regretfully the need will arise again and again.

"THANK YOU..."



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