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POA NOTEBOOK

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION
To Promote the Ideals, Policies and Accomplishments of the Association and its Members

VOLUME 29

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NUMBER 7

SFPD/SFO-PD Consolidation Flying High

Notebook Staff Report

The long awaited SFPD/SFO Police Department merger has finally taxied down the bureaucratic runway and taken off from SFO. The destination: 850 Bryant Street, 94103. The Pilot: Deputy Chief Melinda Pengel. Her Second Officer: Commander Gary Pisciotto. Navigator: Chief Fred Lau. Air Traffic Controller: Mayor Willie Brown. The passenger list: 150 sworn police officers and 108 non-sworn employees. The type of aircraft: Union Made.

Big Send-off For Inaugural Flight

The merger was celebrated in a well attended reception hosted by the former Airport Police Officers, the POA, and supporters of the consolidation. The festivities were held at the Airport Hilton Hotel and all of the department's top brass were on hand to welcome the new San Francisco Police Officers on board.

Also conspicuously present were San Francisco Police Commissioners, San Mateo County Sheriff Don Horsley, and members of his staff, Director of the Airport John Martin, San Francisco Airport Commissioners, and family and friends of all personnel now officially assigned to the newly created Airport Bureau of the police department.

Following a presentation of the flag by SFPD mounted color guard, SFPD Chaplain Monsignor Heaney gave the invocation. This was followed by a string of short speeches by key dignitaries.

DC Pengel led off with a short history of SFO and the policing of it since its groundbreaking in 1927. She welcomed the opportunity and honor to be the first Bureau Chief of the consolidated department.

Chief Fred Lau spoke of the family theme that is the catch phrase of his administration. The merger solidifies the San Francisco police family and all of us are the better for it.

POA President Chris Cunnie stood and credited the hard work and long discussions that went in to the consolidation effort, making special mention of former POA President Al Trigueiro whose administration initiated the idea of a consolidation several years ago.

Regardless of the approach the central theme was embraced by all: A commitment to unity of manpower and resources in order to deliver the best possible police services to SFO,

San Francisco and, peripherally, San Mateo County.

Brown Keeps Campaign Promise

The final speaker was San Francisco Mayor Willie Brown, who arrived at the podium fashionably late. Nonetheless, POA kudos go out to His Honor for fulfilling a campaign pledge he made at our Candidates Night back in 1995. It was at that forum that then Assembly Speaker Brown affirmatively stated that when he was elected Mayor "my Airport Commissioners will vote to consolidate the two police departments." True to his word, that merger became official July 1 of this year. (Side note: Apparently very much in the merger mood that day, the Mayor also announced at the SFO party that he had personally hammered out the rough spots in the Paramedic/SFFD consolidation just a short time prior to his appearance at the Airport Hilton.)

Seatbelt Sign Remains Lit

Some bumpy weather lies ahead. Several issues relating to the mechanics of the merger remain to be worked out. Primary among those are pension system differentiations and special transfer glitches. DC Pengel expects eventually to level out above the rough weather, but until then talks will continue and the nuts and bolts of the problem issues will be wrenched tight one at a time by merger mechanics Commander Pisciotto, Jim Millet, John Scully, David Ross, and Chris Cunnie.

Roundtrips Not Yet Available

The transfer of personnel in and out of the Airport Bureau will be subject to a two year moratorium. Exceptions will be made for Chief's transfers made on the basis of articulable need. As vacancies occur



Mayor Brown with department brass and VIPs at the podium during reception

at the Airport, officers from the city bureaus and divisions may request transfer into the Airport Bureau. Airport Bureau personnel, however, may not request transfer into the city until the two year moratorium is expired.

Questions arose regarding the placement of Airport personnel transfer requests onto existing P-1 lists, such as the Solo's or the Dog units. A tentative date of August 1st has been set for the submission of transfer requests by Airport Bureau personnel. They will be placed at the bottom of any P-1 list they apply to. Their individual department seniority (based upon SFO time) will be the tie-breaker if two or more SFO people apply for the same list.

According to a decision made in the Auditor Monitor's office, Airport Bureau personnel will not be eligible to take the up-coming Assistant Inspectors test.

SFO No Easy Stop Over

The new Airport Bureau will not be a pre-retirement stop for curious San Francisco officers. The airport is a major city unto itself. On an average day 106,000 passengers arrive or depart through its terminals. These

travelers are brought into and out of the airport by a combined number of 134,000 taxi, limo, bus drivers and/or family and friends. The timely and regular departure and arrival, feeding and baggage handling, security and service to these folks is facilitated by 32,000 airport employees. No less than 56 airlines have terminal facilities at SFO, and all of this commotion and controlled chaos happens on 2,700 acres of bayshore tarmac.

The airport has its own fire department, a US Coast Guard station, and FAA offices, maintenance yards, training facility, and police pistol range. It was the first US airport to establish and deploy a counter-terrorist unit. Overall, SFO is considered to be among the safest airports on the entire globe, and this is in no small thanks to the hard working and committed men and women of the airport police.

To those good people, both sworn and non-sworn, the San Francisco Police Officers' Association, on behalf of our members, all SFPD officers and command staff, and the people of this most-favorite-tourist-destination-in-the-world, we graciously say: Thanks For Having Us!

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INSF. BOB CARDINALE

Widows and Orphans Aid Association

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by President R. Kurpinsky at 2:02 P.M., Wednesday, June 19, 1997 in Conference Room, Ingleside.

Roll Call of Officers: Secretary McKee excused all other Officers Present with members R. Crosat and Past President L. Duffy.

Minutes of Last Meeting: Approved as presented, in writing, to the membership.

Suspensions: One member dropped by President at his own request.

Treasurer Parenti presented the usual bills—benefits, salaries, legal-Erisa, etc. Approved.

Treasurer Parenti reported the following deaths: **Loel C. Cook, Jr.** Born in San Francisco in 1915, he worked as a conductor for Muni before joining the Department in 1942, age 27. From the Academy, Joel was assigned to Co. K., but instead of going there he was granted Military Leave, serving in the Armed Forces for 4 years. When he returned, he was once more assigned to Co. K., remaining there for 12 years. Joel then went to Mission for 5 years, then back to Traffic-Warrants for 3 years, Central Warrants until transferred to Planning and Research, remaining there until his retirement from Service in 1971, age 55. Joel received the following awards—1958 C/C for assisting in the arrest of four felons who had shot and killed an Officer. Joel was 81 at the time of his death.

Albert Hager, Jr. Another San Franciscan born in 1928. Al served as a Temporary Officer from 1947 to 1952 when he relinquished to work as a television technician. He re-joined the Department in 1958 at age 33 and after the Academy training was assigned to Northern where he stayed until transferred to Criminal Information until his retirement on Disability in 1966 at age 40. Al received the following awards; 1961 2nd Grade for disarming a man who had fired two shots at a woman; 1961 2nd Grade for the arrest of two armed men who had held up a liquor store; 1962 C/C for the arrest of a suspect who had committed a hotel robbery. Al was 71 when he passed away.

Report of Trustees: Board of Trust-

ees presented from B of A, Mr. Bricker-Portfolio Manager, Mr. Joe, Trust Manager. Mr. Bricker reported on our investment portfolio. Present asset allocation is 35.5% stocks, 53.5 % bonds and 1.5% cash. He recommends the sale of several stocks taking a profit, but still giving us a holding in those stocks, but reducing out stock allocation to 30%. Further recommended the purchase, from above proceeds to be invested in U.S. Treasury Notes, one due 1999 at 6% and the other due 2002 at 6.25%.

Mr. Bricker went on to caution that even though the economy appears to be in a Nirvana State with better than expected corporate earning, an inflation rate less than 3%, and unemployment less than 5%, the price to earnings ratio of various stock indexes is a historical high of 20 to 1. The Board of Trustees unanimously approved the above recommendations.

Report of Special Committee: Treasurer Hurley reported on meeting with Airport Police who are to be taken into the SFPD July 1, 1997, and desire to become members of W/O. They have 145 members (5 already members) and 79 members who are 45 years of age or younger. Under ART III, Sec. I of our Constitution upon becoming members of the regular Police Force of San Francisco they would be eligible to become members of W/O if they meet the age requirement. Dues would begin with the date of their appointment to our Department.

Good of the Association: Special Trustees meeting with Bank of America set for Friday July 11, 1997 at 6:00 P.M. at 50 California Street, 2nd Floor.

Next regular meeting of Widows and Orphans set by President Kurpinsky for 2:00 P.M. Wednesday July 16, 1997 at Conference Room Ingleside Station. Treasurer Hardeman and V.P. Forencic excused.

Adjournment: There being no further business to come before the membership, the meeting was adjourned at 3:00 P.M. in memory of the above departed Brothers

Respectfully Submitted
James Sturken, Acting Secretary

Member's Son Needs Help

by Chris Cunnie, SFPOA President

Greg Perini, son of retired police Lt. Al Perini and a long-time member of Local 38, and a City Employee working as a City Inspector, is currently receiving treatment again for cancer. Greg, who is 35 years old and has a wife and three small children to support, is presently unable to work. As of the end of May 1997, he used all of his sick

time and will have no income to support his family.

Because of the above circumstance, we are asking all City Employees to donate time to his Account #000412 with the City Catastrophic Illness Program.

Please ask your supervisors and shop stewards to post this notice.

Greg, his wife and children are greatly appreciative of any help that you can give to them at this time.

CEO, SF Police Credit Union To Retirement

Ed Summerville, President, General Manager of the SF Police Credit Union announced at June's Board of Directors meeting his intention to retire on September 30, 1997.

Mr. Summerville, who has guided the 16,000 member, \$230,000,000 credit union since June, 1987, said, "We have worked together to achieve the major goals which we set out to accomplish at the beginning of my watch. I feel that my work her is completed and that other challenges beckon."

A resident of San Francisco, Mr. Summerville was a Vice President of Wells Fargo Bank before joining the SF Police Credit Union in December, 1985. Before becoming President, General Manager, he served as Controller of the Credit Union.

The SF Police Credit Union was chartered in 1953 and serves the men and women of the San Francisco Police Department and their families as well as other law enforcement and judiciary related organizations.



San Francisco Veteran Police Officers' Assn.

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On the second Tuesday of every month, you can visit and have lunch with your police friends at the ICA Hall, 3255 Folsom St. Parking is good. Annual dues of \$15 includes a monthly Bulletin.

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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.

The San Francisco Police Officers' Association

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Around The Department

by Al Casciato



Welcome Aboard: On July 1st the San Francisco International Airport Police was formally merged into the San Francisco Police Department. We extend a warm welcome to all the new members of the SFPD family...

...Mayor's Conference:

Central Station's **Sgt. Ron Parenti** was assigned to coordinate a variety of dignitary events, one which involved **President Clinton**. Several hours prior to the presidential visit several officers from various stations reported for assignment. Noting that there was a particularly unpleasant post, Ron looked for the junior officer. Finding a new recruit Ron asked "Do you like oysters?" After receiving an affirmative answer, Ron told the officer "Good, you'll be the official taster, follow me." "Great" Responded the new guy.

After waling about 50 yards, the officer asked/said "Sarge; I think you're taking me to a s_____y assignment." He was right — no oysters...

...Update:

Last month I mentioned six members of the Sacred Heart H.S. class of 1943 who had been members of the SFPD. Retired **Sgt. John Lahane**, a class member, called to say there were another six SFPD members of that class: **Inspector Peter Cappadona, Officers Kevin Barry, Joe Daly, Daniel Kelleher, Martin Roddy and James Ward**. A great contribution to the SFPD...

...Rookie Tale:

Taraval Station's **Sgt. Don Woolard** sends in this tale about the rookie cop from Co. I who was signing in the residents up on Knockash Hill. Up came one resident and he asked "Name Sir?" The response was "**Fred Lau**." Officer, "Oops, sorry Chief, didn't recognize you with your glasses on." Aren't Sergeants nice.

...Births:

Bayview Station's **Malcolm and Donna Fong** welcomed their fifth child, **Jade Valentina**, 8 lbs. 14 oz., 22 inches, on February 21, 1997 (their wedding anniversary) at 0430 hours at the California Pacific Medical Center. Jade joins brother **Justin**, 10, and sisters **Alexis**, 9, **Dominique**, 6 and **Emerald** 3. All are doing very well.

Taraval's **Sgt. Don Woolard** and wife **Renee** were presented with their first grandchild January 6, 1997 at 1925 hours. Lil **William Kenna Canfield**, 8 lbs. 11 oz. 21 inches, born to Don and Renee's daughter, **Donee** and husband **Greg**, joins a large S.F. Law Enforcement family, with Grandpa, Aunts **Rosalinda** (sheriff), **Superior Court Judge, Charlotte**, and **Uncle Len**, DA's of-

Welcome

by Mindy Pengel, Deputy Chief Airport Bureau

July 1, 1997 means history. It is the welcoming of the former Airport police officers, the police services aides, the security guards and the administrative staff into the San Francisco Police Department. Over the past year I have had the pleasure of meeting and working with many of these dedicated individuals and I've been fortunate to be able to share in the anticipation and excitement of what July 1, 1997 has come to represent.

I have listened and watched as the patches and stars changed and our new members smiled as they talked about how good it felt. I stopped for a moment to enjoy that renewed sense of pride in being a part of a progressive and innovative organization that provides the highest quality law enforcement and community service in the United States. I also smiled as I watched the transformation and creation of the Airport Bureau.

The first hand knowledge of the quality of individuals that are now a part of SFPD has provided me with the personal and genuine respect with which I say to each police officer, police services aide, security guard and the administrative staff: Welcome to the SFPD. It is a pleasure to have you join us.

...**Hartford Stats:** As of 3/31/97 the city's Deferred Compensation program had 13, 675 participants for a total account balance of \$446,160,867.23. It's this type of savings program which is driving the economy and Wall Street.

...**Catastrophic Sick Leave:** Several City employees are catastrophically ill and need our help. Contact your payroll clerk for the necessary forms. Upon completion please send to the Behavioral Science Union c/o **Officer Jennifer Lee**. Your contribution will be greatly appreciated...

...**Recovering:** Northern Station's **Sgt. Phil Lee** is slowly recovering after a severe bout with pneumonia that required surgery. Keep Phil in your thoughts and prayers as he recovers...

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Al Trigueiro, Jim Millett, John Scully and Chris Cunnie — original masterminds behind merger proposal

Airport Merger Complete

by Jim Millett

On July 1, 1997 the merging of the San Francisco Airport Police into the San Francisco Police Department became a reality. This merger was commemorated at a ceremony held at the Airport Hilton Hotel. Mayor Willie Brown, Police Chief Fred Lau, the Police and Airports Commission, the Airport Administration were in attendance along with a list of the whose who in the San Francisco Police Department. The merger added four captains, nine lieutenants, twenty-two sergeants, and one hundred-eight officers to ranks of SFPD. It also brought in one hundred non-sworn members. The SFPD Airport Bureau, as it is now called, will come under the leadership, of Deputy Chief Pengel and Commander Pisciotto.

The Airport Merger has added more then just manpower to the Department, it brings with it the notoriety that goes with policing one of our nations largest and busiest airports. As tourist enter the country the first impression of U.S law enforcement will be the professionalism of SFPD at San Francisco Int'l Airport. Additionally, members who live south of the City will have the convenience to qualify at the Airport's Range and avoid the drive to Lake Merced. The Range is located at the north end of the Airport just south of the North

Access Rd. from Highway 101.

In the next month or so a P-1 list will be established for those members wishing of transferring to the Airport. Currently we have about six openings and look forward to seeing new faces patrolling the Airport's terminals and roadways. The Airport Bureau's Administration Office is located in the North Terminal above the United Airline's ticket counters. Field Operations is located in the International Terminal adjacent to China Airline's ticket counter. If you're in the area stop by and see what the Airport Bureau is all about.

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A Message From the Treasurer

by Jack Minkel

I was recently appointed to the office of Treasurer by President Chris Cunnie. By accepting the job, I thus vacated my seat on the Board of Directors as the representative from Co. K. * Like the rest of the Board, I was very sorry to see Chuck Limbert resign. He did so for personal reasons, but not before playing a major role in the steering of this organization in a new direction.

Like Chuck, I am committed to the theme of unity and progress that is the foundation of this POA administration. I assure all of you that the new spending policies put in place by this executive board will be strictly adhered to. These changes have been implemented to insure that we can continue to provide our members with the quality representation and service that they have come to expect.

Former Treasurer Limbert was instrumental in modernizing our computer accounting system. His selfless contribution of time and effort has proven to be one of the invaluable dynamic efforts that has resulted in accelerating this organization down the road of fiscal responsibility and sound management practice.

I have the luxury of assuming office at a time when the POA has reset its course. I enjoy working with a fiscally conservative board of directors that is led by a cautious and inspective Executive panel. This is a group of informed and dedicated individuals who does not unnecessarily defer management decisions to attorneys and advisors, and that assumption of responsibility has resulted in substantial cost savings.

This association has always provided an uncommonly high level of comprehensive representation to its members. Coupled with that is the fact that few other police departments are more scrutinized or reviewed by their community than is the SFPD. That adds up to inordinately high legal expenses, yet the

cost per POA member for providing such extensive and necessary coverage is among the lowest of any dues structure in the State. In fact, many POA's do not provide any legal defense to their members. But we do, and we shall continue to do so.

Comprehensive representation also includes negotiating labor and contract issues. But this executive board has already saved this association thousands of dollars in legal expenses in the last six months by entering into the contract re-opener with a spare and prudent use of legal counsel. I served on that committee that negotiated the very attractive benefits package that went into effect this month. We saved on legal expenses by conducting the preliminary and follow-up negotiations without counsel. Only the final binding of the agreement was facilitated by attorneys.

Even though we are an association of individuals with different needs, we have a common goal — to attain the best compensation package and create the best work environment of any police organization in the country. The Tier II retirement upgrade remains the most pressing issue of this association, and I will continue to strive for a fair resolution to that inequity.

I also want to welcome the fine men and women of the SF Airport Police into our ranks. A move that should have been made years ago, this merger can only enhance the working conditions and benefits for both organizations.

In my twenty-plus years as a member of this association I have served in a variety of capacities. I was the station rep for both the Ingleside and Traffic companies. I have served on committees and worked in campaigns. Now, as your new treasurer, I will continue to work earnestly and in unity to achieve all the goals of this administration. Thank you for your confidence and support.

* John Flaherty was appointed as the new rep for Co. K. — Ed.

Vice President's Report

by Gary Delagnes

To say the least, I have been shocked by the response that some of our retirees have had to our reopener agreement.

I have read the retiree newsletter that has accused the POA of intentionally excluding them from the agreement by inserting a "poison pill" stipulation in the contract. The retirees have gone so far as to threaten to stop the agreement at the Board of Supervisors, if they are not satisfied.

We wanted to attend the retirees luncheon on July 8, 1997 to clarify our position but were asked not to attend because of the hostile environment we might encounter.

Since we will not get the opportunity to explain ourselves at the luncheon, perhaps many of you retirees who have been hearing the other side of the story will take a few minutes to read this article.

I am the lead negotiator for the SFPOA and I am the one who developed the strategy for our contract reopener and these are the facts.

We negotiated a 5-year contract with the City that commenced on July 1, 1996 and ends on June 31, 2001. The agreement calls for a 10.5% raise over the first 3 years of the contract and also raises the POST certificates to 4% for an intermediate and 6% for an advanced. One of the biggest reasons we had to take the POST increases rather than a higher raise was due to the fact that then Mayor Frank Jordan had inserted a "me too" clause in the firemen's contract which meant that they would receive any additional money we would receive over and above the 3.5% per year that they had agreed to.

Mayor Willie Brown did not want to give the firefighters any more than they had settled for hence we were stuck with the 3.5% per year and had to negotiate the POST increases that are unique to our Department.

Two reopeners were put into our contract:

(1) If Proposition E failed in November of 1996 which would have given us the ability to re-negotiate our woefully inadequate Tier II pension, we would reopen in the early part of 1997 on an alternative benefit for our Tier II people.

(2) We would reopen on a salary increase for the final 2 years of the contract in the early part of 1999.

As we all know, Proposition "E" lost. In February of 1997, we opened discussions with the Mayor's office on an alternative benefit for Tier II

members. That was the spirit of the reopener.

It was not about salary increases nor was it about Tier I retirees who by all accounts enjoy one of the best police pensions in the United States that was even made better by the passing of Proposition "C" in November of 1996, which now guarantees them a 3% cost of living increase every year.

One of our proposals was to swing the POST certificates into the base pay for purposes of retirement. Our main reason for doing this was that in the event that we are never able to obtain a Tier II upgrade, this would at least help our Tier II members at retirement. The Mayor and his people told us that if they agreed to our proposal they did not want to deal with a retiree coming forward and claiming that this was an increase in base pay and therefore they would receive half of it. I responded to the Mayor that, in our opinion, this was not about the retirees because there was no increase in total compensation for our officers, therefore how could the retirees claim half of nothing. We went on to tell the Mayor that we would be back in 1999 looking for salary increases at which time the retirees would realize an increase based on our salary increases. The Mayor's office conveyed to us that the only way they would give us the benefit would be if we agreed to language that nullified the benefit if a retiree went to court claiming he was entitled to the raise.

I responded to the City that due to the fact that we were not talking about a salary increase, or an increase in total compensation, and also due to the fact that the language in the reopener was very specific that this was about Tier II people, I did not feel that the retirees coming forward was an issue so we would have no problem signing that agreement.

Now it appears that the retirees feel we intentionally cut them out of the deal, and that is not the case! The reason that we agreed to the language is because we never envisioned the retirees coming forward and claiming that this was an increase in wages because IT IS NOT.

We are very sorry for the mix up but these were the facts. If some of you are still angry with the POA, I am sorry.

We would never do anything to hurt our retirees but conversely, the retirees must understand that we have a responsibility to improve lives of our Tier II retirees, and that is where our immediate goal is directed.

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Late Bulletin

July 8, 1997

TO: ASSOCIATION MEMBERS
FROM: CHRIS CUNNIE, PRESIDENT

CONTRACT UPDATE

At the July 8, 1997 meeting of the San Francisco Veteran's Police Officers' Association, a motion was passed with near unanimity to notify the Board of Supervisors that the Veteran Police Association has withdrawn its opposition to the creation of additional ranks within the SFPD.

This vote followed explanatory comments by retired Deputy Chief George Eimil and POA Welfare Officer Mike Hebel. Other Veteran Police leaders expressed their opinion that the additional ranks, based on POST certificates, did not effect vested retirement rights and benefits.

The Veteran Police Association does not desire nor intend to interfere with the upgrade of the Tier II Retirement System. Their interest is to protect retirees' pension and health service system benefits.

President's Message

by Chris Cunnie

The POA Board of Directors has overwhelmingly approved a motion to increase membership dues by approximately \$7.00 per pay period to ensure the long-term financial health of the Association.

The change will bring the POA in line with the dues structure of most of the larger police jurisdictions throughout the state. Under the proposal approved at the June Board of Directors meeting, the dues structure will be increased from the current 1 1/8 percent of the base pay of a senior G-2 police officer to 1 1/2 percent of that base pay. The proposal will be presented to the full membership for a vote in August.

We believe the dues increase will help us to pay off our legal bills and allow us to continue to provide our members with the top legal defense available in this ever-changing and increasingly expensive world.

We also believe that the increase, along with the other changes we have outlined at our monthly board meetings, will enable us to finance a successful ballot measure in 1998 to upgrade our Tier 2 pension without assessing our members any additional costs.

In 1996 and early 1997, the POA was faced with the "Aaron Williams" and the "Harrison Street" cases.

These cases constituted four separate Police Commission hearings that involved 15 members of our Association. The outcome was extremely favorable for most of those involved because of the outstanding lawyers we employed.

Over the last few years, we also supported five of our members who faced criminal charges over job-related incidents. Again, with the exception of one case, we were very successful in our defense of these officers. And again the cost was not cheap.

We waged a costly campaign to pass Proposition E in 1996. Even though we were told in 1990 that we didn't have a chance at Proposition D, we won. This time we lost, but we will be back again in 1998. That's the way the game is played. Proposition D allowed us to increase our members' total compensation package by more than 50% in the last seven years. Find another police agency that attained that success in the financially troubled early 90's.

We have made great strides over the last several months to alleviate our financial burdens.

Our commitment to you remains the same — to continue to pursue better wages, benefits and working conditions for our members and at the same time provide you with the best legal defense possible.

Open Letter to the Membership

I have been a police officer for nearly 25 years. I have made numerous drug arrests and I feel I have contributed a lot to the community. September 28, 1995 was probably the worst time I have ever experienced both as a human being and as a police officer. **I was indicted by the Grand Jury.** I was extremely upset, confused and hurt. I could see my career and my life start to drift away. But it didn't. Why didn't it? Because of my innocence, and the moral support I received from my family, friends, the POA, and James Collins.

I want to thank Chris Cunnie and Gary Delagnes for assigning me James Collins as my attorney. Mr. Collins' countless hours of preparation for the case were evidenced by his brilliance and success in the courtroom. His expertise, demeanor, and communicative skills are unparalleled. His knowledge of our judicial system

was won in the courtroom, earning him respect and admiration. He stood by and guided me through this nightmare from beginning to end. He is a human being who really cares. We became close during this ordeal and I expect we will be lifelong friends.

Chris Cunnie and Gary Delagnes, thank you from the bottom of my heart for your support and trust in my innocence. The moral and financial support of the POA is something I will never forget. The enormous financial burden assumed by the POA is something I will never be able to thank you and my fellow police officers enough for. It was very reassuring to know that I could count on the POA in my hour of need.

Thank you all and it feels great to be back.

Your brother,
James S. Acevedo

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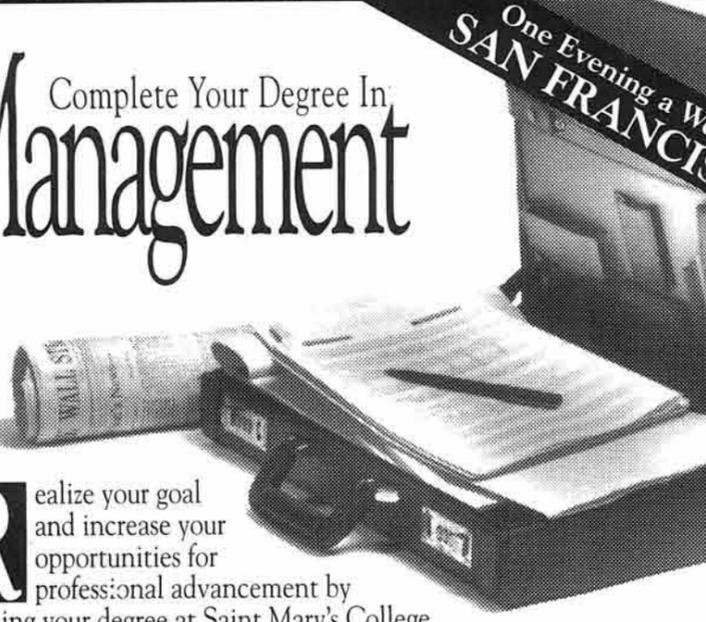
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CHOOSE FROM A LARGE VARIETY OF TOPPINGS

What Is Happening With 'PLES'

by Jack Ballentine

Section 10-B of the San Francisco Administrative Code enables the Police Department and other city agencies to recover the cost of police services for a variety of activities such as film productions, sporting events, and construction projects. For Police department purposes, this program is commonly referred to as Police Law Enforcement Services or P.L.E.S. (Formerly Special Law Enforcement Services)

In April of this year I was placed in the Fiscal Unit by the Chief and tasked with forming a Unit for the purpose of...

"Ensure that the services of the 10-B program (PLES) are delivered in a fashion consistent with the professional standards and mission of the San Francisco Police Department, while benefiting the residents of the city and the program's clients"

"Develop capabilities within the unit to monitor and gather information from those using the services and members participating in the program, keeping the quality of services high while meeting user needs"

"Bring the program under one standard set of accounting principles with the emphasis on the ability for total cost recovery for the San Francisco Police Department."

"Address the need to increase the base of members participation in the program so that services continue to improve while increased demands of services are met with ease."

"Maintain and increase the support and cooperation of the San Francisco Police Officers' Association."

Additionally, the goal of identifying new projects for PLES and expanding the PLES services in areas we are already working is being explored. A survey has been developed for both clients and members and will be distributed soon. The potential for more jobs in the PLES framework seems good.

Several areas of concern have been discussed with the Department and the POA as well as some potential new clients. The need to upgrade the language in the current ordinance is a high priority, and the City Attorney has been contacted and some preliminary drafts have been made for the Police Departments' legal office. **However, last year the San Francisco Board of Supervisor asked the Budget Analyst to conduct a**

Management Audit of the San Francisco Police Department. The first phase was given to the Board in December of 1996. The report is 130 pages in length and makes many suggestions to the Board of Supervisors and the Police Department.

The following are some direct quotations from the report and should be of interest to all our members:

[Excerpts from the Management Audit of the San Francisco Police Department Phase 1. Prepared for the Board of Supervisors City and County of San Francisco by the office of the Budget Analyst December, 1996.]

"High Overtime Earnings By Individual Officers"

According to SFPD management, many police officers who earn high amounts of overtime are regularly scheduled to work on the night shift and weekends. As a result, these officers can earn significant overtime when required to attend weekday and daytime court during their off hours. Individuals who are scheduled on holidays, work special duty, volunteer for a significant number of special events (including Special Law Enforcement Services funded events) or are assigned to grant activities can also earn high amounts of overtime. Based on our review of overtime records, special event overtime (or Extended Work Week—EWW), is the largest singled reason overtime is paid to police officers, representing approximately 36 percent of all overtime paid in FY 1995-96. Also, over \$3.1 million annually is paid in SLES overtime using non-city funds and such funds are the source for many high earners of overtime.

Although specific records are not maintained by the Department, is also likely that Investigative overtime and EWW is a major contributing factor to high overtime earnings paid for City Funds by individual officers. Our review of this area found that:

Police officers who work a high number of overtime hours can become fatigued, increasing the potential for using poor judgment during the performance of their duties. Using poor judgment can impact the safety of the police officer, his or her co-workers and the public, and can result in increased officer injury and worker's compensation costs of the City.

In calendar year 1995, 403 sworn employees regularly worked in excess of 48 hours per week. Of these, 61 sworn employees earned between \$30,000 and \$40,000 in overtime wages. 18 sworn employees earned over \$40,000 in overtime wages, for a total of 79 employees earning in excess of \$30,000 in overtime wages in one year."

From page 71 of the report:

"Establishing and Monitoring Individual Limits on Overtime"

The San Francisco Administrative Code establishes the maximum number of overtime hours that can be worked by miscellaneous employees and 16 percent of regularly scheduled hours (approximately 334 overtime hours per year). There is currently no limit on overtime for sworn employees. Upon examining the Controller's overtime report, the Budget Analyst identified 580 sworn employees (28.5 percent of the workforce) and ten miscellaneous employees with overtime hours in excess of 16 percent of regularly scheduled hours, or more than 334 overtime hours per year.

The Police Department may wish to consider establishing limits of voluntary over time (such as SLES, and in contrast to EWW or Court overtime where limits cannot be enforced) for individual sworn employees. For example, the Police Department could establish an overtime limit for sworn employees at 20 percent (418 hours per year) of regularly scheduled hours. This would provide for a more equitable distribution of overtime hours throughout the Department, reducing the likelihood that a small percentage of police officers would work excessive hours and become fatigued. Additionally, individual sworn overtime limits could potentially result in a reduction in overtime expenditures.

A portion of this overtime cost would likely be shifted from sworn employees who currently work more the 120 percent of their regular hours, to sworn employees who currently work fewer overtime hours than would be permitted under a 20 percent cap on voluntary overtime. However, if some of the overtime hours currently worked by sworn employees are not essential, such non-essential hours could potentially be eliminated by establishing individual overtime limits. However, because of a lack of available data, we cannot estimate overtime saving which may result from establishing overtime work limitations at this time.

Additionally, the Police Department should more closely monitor high overtime use by miscellaneous employees. As noted above, despite the 16 percent limit on overtime established by Administrative Code, there were ten miscellaneous employees who worked more than 16 percent of their regular hours in overtime in CYT 1995. These ten employees resulted in an excess overtime wage expense of \$32,254 for the Police Department. However, whether the enforcement of the 16 percent overtime limit for miscellaneous employees would result in a reduction in overtime expenditures depends of what portion of the excessive overtime hours are shifted to miscellaneous employees who work less than 16 percent of their regular hours in overtime.

Conclusions

Police officers who work a high

number of overtime hours can become fatigued, increasing the potential for using poor judgment during the performance of their duties. Using poor judgment can impact the safety of the police officer his or her co-worker and the public, and can result in increased officer injury and worker compensation costs for the City." ...

"The Police Department should establish limits on voluntary overtime for sworn employees. By establishing overtime limits, the likelihood of police officer fatigue and overtime expenditures would be reduced.

Recommendations

The Chief of Police should:

3.4.1 Establish a voluntary overtime limit for individual sworn employees of 20 Percent of regularly scheduled hours.

3.4.2 More closely monitor overtime earnings by civilian employees in order to ensure that individuals do not exceed the current overtime limit of 16 percent of regularly scheduled hours.

Cost and Benefits

There would be no cost to implement the recommendations.

By establishing overtime limits, the likelihood of police officer fatigue would be reduced, and police officer and public safety would be enhanced. Additionally, potentially unnecessary overtime would be eliminated.

Establishing and enforcing individual over time limits could also result in a reduction in overtime expenditures, a modest two percent reduction in General Fund overtime expenditures would amount to a \$220,000 Savings annually."...

From page 79 of the Budget Analyst report:

"Conclusions"

The Police Department has many policies and practices that result in a higher use of overtime than is necessary given current practices in other City departments, other jurisdictions, and Federal Fair Labor Standard Act (FLSA) provisions." ...

... "Although not required by the Fair Labor Standards Act, officers are often paid overtime wages on the same day or in the same week during which they take leaves of absence."

Recommendation

Overtime and Leave in the Same Week: High Estimated Savings, \$1,261,375. Low Estimated Savings, \$1,186,993

... "Recording overtime usage and absences on the same document would make it easier to identify when overtime and authorized leave occur on the same day or in the same week"

The Police Department is in the process of evaluating the recommendations and has begun the meet and confer process with the POA on several of these and other changes. A copy of the report is at the POA office and you may want to see the other recommendations and conclusions that the Budget Analyst has made. **This is just the first part of the Audit, the second part is due in the early fall of 1997.** I am sure that it will contain more conclusions and recommendations that will be of interest to the members of the department. While the audit may seem onerous, it is also an opportunity to improve the system for the benefit of both the City and POA. Being proactive now at both the State and City level is essential if we want to preserve the benefits we have and enhance them for the future.

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Was Welcome Mat Yanked On Dr. Dolittle?

Film Company Snubbed By 10-B Policy

by Kevin Gotchet and Alan McCann, Co. K

A crisis in leadership jeopardized a multi-million dollar film production when SFPD 10-B Coordinator Jack Ballantine dismissed a trio of conscientious officers and single-handedly assumed police responsibilities at the scene of an all-night shoot. We are two of those officers, and the story of our summary dismissal is not only odd and unorthodox, but may be the result of a seized opportunity to pay us back for recent criticisms of the Department's overtime policy.

Commentary

On the night of June 23, 1997 we were facilitating the production of "Dr. Dolittle" in the area of Aquatic Park. This was a huge and elaborate production involving dozens of large trucks and specialized equipment. We had entire blocks of street postings and closures. There were wild, exotic animals, scores of crew and extras, and hordes of curious, star-struck tourists.

The work was non-stop and more hectic than usual, but we were working closely with the location managers, production assistants, and transportation coordinators. Despite the enormity of the production and the confusion that comes with a project of that size, we had things well in hand and were doing an excellent job of orchestrating the parking, set-up, crowd and traffic control.

The late night grew into the early hours of the next morning. In truth, we had barely noticed the ticking of the clock because we were busy with a myriad of tasks and duties. However, the issue of time was abruptly brought to our attention when Lt. Ballantine arrived on the set unannounced and visibly perturbed.

The Lieutenant confronted the production representative and accused her, among other things, of breaching the rules that govern the

scheduling of police officers. The woman tried to explain that the production was running behind schedule because of unforeseen problems that had occurred early on, but added that the shooting was back on track and things were going smoothly, albeit into extra hours.

Unaffected by excuses, Lt. Ballantine advised the company that we three Solo officers were in violation of the rules, would be relieved of duty at 0200, and replaced with fresh troops. Initially the production rep balked at the prospect of bringing new officers up to speed on the workings of the set and location when only one or two hours remaining in the days schedule. But seeing that Lt. Ballantine was clearly not in the mood to accommodate their needs, the film rep backed off and began making contingency plans for anticipated delays. Thus acknowledging his authority she was still perplexed and at a loss to understand the inexplicable rationale for his hard-line position.

What was the rationale? Well, as Lt. Ballantine pointedly explained, we three officers—we three, healthy, alert, and reasonably sane adults—had exceeded the number of consecutive work hours established by an arbitrary 10-B rule (14), and had done so by working two hours past our department mandated bedtime.

The 14 hour cap, as it is known, was a number plucked out of some administrator's cap up on the fifth floor and deemed to be the appropriate cut-off point for working officers in order to spare them from fatigue, anxiety, and undue stress—and, of course, from earning more than does that same administrator.

Never mind that we were required to work more than 14 hours per day during the Mayors Conference. None of us complained about that. We respond to needs of the department and do so in the spirit of accommodation and need. We realize that there are situations and times when rules need to be bent in the interest of the department and extraordinary circumstances. But we see no reason

why a similar attitude of consideration shouldn't also be extended to a visiting film company. After all, our police mission is to facilitate people's lives and business, not to impede them. Nonetheless, we were told that we were going to be relieved and that was that.

At 0200 hours Lt. Ballantine returned to the set and ordered us off. He did not bring any replacement officers with him and informed the production company that they would "just have to do without" any more officers that morning. This was hardly good news to the film crew, for they rely on the assigned officers for a variety of things, not the least of which is their pure function as a uniformed presence.

But even more astounding to the veteran production people was the Lieutenant's declaration that he was going to serve as our replacement. He was going to run around in his suit and tie (hardly a distinctive and recognizable uniform) and control the crowds, parking, traffic, etc.

This raised more than few eyebrows, including our own. Did the SFPD film coordinator actually believe that it was both more efficient and more effective to replace three uniformed officers with one, inexperienced, immobile, plain-clothes officer? Did the primary SFPD film coordinator actually believe that he was facilitating the production by reducing their police presence? Did the primary SFPD 10-B administrator actually believe that he had our

personal best interests at heart?

More to the point, was it more than a mere coincidence that we three are among the most outspoken critics of the 10-B policy and of those who administer it?

In the end we ask what was gained, and what was lost by this inflexible display of power and will? The gain was the sour triumph of an arbitrary and capricious 10-B policy. Although never challenged by anyone on the set, Lt. Ballantine, either intentionally or not, succeeded in asserting his authority over us and over a compliant and professional film company.

The loss was more significant. The loss was the credibility and prestige of a special unit in the department that was created to court film production in San Francisco. The loss was the working relationship established between the film coordinators and the regular officers assigned to help them conduct their specialized business on the streets of our City. The loss was in the faith and confidence between officers and the command staff of this department. The loss was the replacement of faith and facilitation as a 10-B movie policy with that of political agendas and empire building.

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OFFICIAL NOTICE

Proposal to Amend POA By-Laws

The POA's Board of Directors has proposed an amendment to Article XI, section 1(a) of the Association's By-Laws. This proposed amendment must now: (1) be published in the *Notebook*, the Association's official publication, (2) be read at and voted on at the July Board of Director's meeting, and (3) then be submitted to the general membership, via mailed ballot, for approval or rejection.

The proposed amendment would raise the membership dues for active members effective October 1, 1997.

Article XI, Finances, section 1(a): Active members: ((One and one-eighth percent (1-1/8%)) **One and one half percent (1-1/2%)** of the fourth (4th) year police officer's monthly salary, per month, commencing ((July 1, 1990)) **October 1, 1997.**

(()) deleted; **bold** added

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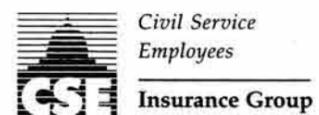


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Retired Members Column

by Mike Sugrue



"Doctors Say Exercise, Exercise"

Thirty minutes a day for every one is experts' recommendation.

Warning that sitting around the house or office can be bad for your heart, a federal advisory panel recently called for fundamental societal changes, such as new policies at work sites and in schools, that would enable all Americans, starting with young children, to get at least 30 minutes of exercise every day.

The panel of outside medical experts convened by the National Institutes of Health said that studies have shown indisputably that regular physical activity can help stave off heart disease, the leading killer of men and women in the country, and related conditions that contribute to heart attacks and stroke, such as hypertension, obesity and high blood cholesterol. Physical activity also is related to increases in HDL, the so called good cholesterol.

Furthermore, lack of exercise has been associated with other disorders, such as diabetes, osteoporosis and certain cancers. Heart disease and stroke—the nations' number three killer—result in about one million deaths annually in the United States.

"We now are saying that physical activity is not just an individual responsibility but also a societal one," said Dr. Suzanne Bennett Johnson, director of the Center for Pediatric Psychology Research at the University of Florida and a member of the panel.

Noting that increasing public policies on the national, state and local levels in recent years have had significant effect on smoking, another

major risk factor for heart disease, she added: "We must do the same for physical activity."

The panel said that individual and societal factors have a strong influence on motivation and the ability to begin and maintain a fitness program. To that end, the group urged that schools and workplaces begin to offer "opportunities, reminders and rewards for doing so".

On the job, for example, "An appropriate indoor area could be set aside to enable walking during lunch hours," the panel report said. "Signs placed near elevators can encourage the use of the stairs instead. Discounts on parking fees could be offered to employees who elect to park in remote lots and walk."

The panel called on schools to lay the foundation for a lifetime habit of fitness by scheduling physical activities for children daily, rather than at weekly or wider intervals. Such activities should "appeal to girls as well as boys," and should be "enjoyable for children of all skill levels and not be limited to competitive sports," the panel said.

The panel also recommended that physicians encourage their patients to exercise, saying that "it is highly probable that people will be more likely to increase their physical activity if their health care provider counsels them to do so."

Studies have shown that only about one in four adults engage in regular exercise. An additional one-third of adults do not exercise enough to achieve a "healthful level" of fitness, the panel said.

This article appeared in the S.F. Chronicle on 12-21-95 by Marlene Cimonis, L.A. Times.

Right Here In River City

by Bill Hemby, COPS Legislative Advocate



John Burton is a liberal democrat. He is a liberal democratic senator. According to John's biography, he is an outspoken advocate of civil rights. Observing John over the years, I can attest to the fact, he is a great defender of civil rights.

The ACLU is a great defender of civil rights too. It says so in their literature. Observing the ACLU, over the years, I can attest that the ACLU is a great defender of civil rights.

John Burton and the ACLU think much alike.

There is a difference though.

The ACLU's defense of civil rights does not extend to police officers. As a police officer, your civil rights are protected by the Peace Officers Bill of Rights (POBRA). The ACLU does not support POBRA. After many years of listening to testimony from ACLU lobbyists, I can attest to the fact, the ACLU is not enamored of police officers. They do not trust you, and feel you have too much power, and misuse that power consistently. That's

why, I can always count on opposition from the ACLU, for any bill that offers civil rights for police officers.

John Burton, on the other hand, does trust police officers. You see, John is a realist. He know we can fail. He knows we can make mistakes and even break the laws we are sworn to protect. But, he also knows, by and large, we are the good guys. We join the profession to serve and protect. No one in his right mind goes into police work to get rich, or become famous.

I say this because in my observations I have seen Burton side with the ACLU against law enforcement legislation, but I have never seen him vote against a police officer. Not when that vote affects the rights, working conditions, or family of a police officer.

This is not to say John is a solid "no" vote against crime legislation. He just wants to make sure when we put the bad guys away, we aren't throwing in someone who happened to be standing around at the time.

For my money, I can live with that. There are literally hundreds of bills each year dealing with crime and penalties. If all of them passed, I don't think you or I would like to live here anymore. Our kind of government is built on checks and balances. John Burton is one of those checks and balances.

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Consensus on Three Issues

Discipline Reform Panel Adjourns

by Ray Shine, Discipline Committee

In a markedly drained anticlimax, the Roundtable On Police Discipline Reform adjourned indefinitely after consensus was reached on only three issues. From the POA perspective it was a worthwhile experience with an underwhelming outcome.

These talks were launched some eight weeks earlier at a time when police/community relations were tense and strained. Spurred by a series of sensational Police Commission hearings and dissatisfaction with the current discipline process, and despite a mistrust of motives by opposing groups, many community and police labor organizations came to the table with a unity of purpose. All were resolute on reforming the system and reaching a consensus as to how that could best be accomplished.

Each meeting was adroitly directed by cofacilitators Jill Tregor of the Intergroup Clearinghouse, and Mike Hebel of the POA. The initial meetings produced a long list of issues and concerns, only a handful of which ever became a topic of discussion. And of those, a major impasse quickly developed over the issue of "openness" of officer files.

It was during that stalemate that a few dominant voices rose above all others and the table polarized into two primary factions: Those who sought access to police personnel files (the ACLU, et al), and those who did not want any forfeiture of their legal rights (the POA and satellite labor groups).

As reported in the last issue of the Notebook the impasse was never resolved and the talks lost momentum. Participation dwindled until only a handful of representatives remained at the table. But those persons managed to arrive at a consensus on three discipline issues: timeliness, mediation, and reinstatement of overtime pay for OCC responses. Jennifer Rakowski of the Community United Against Violence, one of the few community interest groups that

remained committed to the process, framed the consensus into proposal language. In part, it reads as follows.

Timeliness

1) *Delay and lack of timeliness lead to miscarriages of justice or the perception of injustice. The process needs to be sped up. We recommend the following goals:*

1 year to complete MCD and OCC investigations

90 days to move a verified complaint to a Commission hearing

60 days for MCD to review and return complaints to the OCC

60 days for MCD from the return of the complaint to filing charges

90 days for OCC, after an investigation, to filing of charges

OCC did submit a list of exceptions to these goals and other agencies may also have exceptions. To keep track of these goals we recommend quarterly reports by MCD and OCC to the Police Commission during regular commission meetings. The reports would include the number of cases and how long they have been pending.

Overtime

2) *Cooperation between the different parties in the discipline process needs to be improved, not further strained. We recommend that the Department reinstate its practice of allowing overtime pay for officers when it is necessary for them to respond to OCC investigations at other than normal work times.*

Mediation

3) *We encourage all parties to use mediation to resolve cases which don't involve major infractions, physical harm, or offensive slurs.*

I will recommend an endorsement of this proposal to the POA Board of Directors at their July 15 meeting. If so endorsed we will join the other interested parties in presenting these recommendations to the Police Commission on July 16.

POA Position Piece

Mediation Recommended For OCC Cases

by Ray Shine, Discipline Committee

Mediation is an interesting but seldom used avenue for resolving OCC complaints that deserves careful consideration by any officer that is offered participation in the process. Agreed to in the 1994 MOU, mediation is available for use in just a few types of OCC cases. Generally those are cases involving discourtesy, policy misunderstanding, and cases most likely to be deemed as proper conduct and which are one-on-one situations involving no witnesses. Any complaint of unnecessary force, racial bias, or questions of law are not qualified for mediation.

Senior Investigator Barbara Attard says that officers may request that a complaint lodged against them be mediated, but the final decision will always remain with OCC. However, one of the few points of consensus reached at the recent talks at the police discipline was that an increased use of mediation would be recommended to the OCC, the POA membership, and the Police Commission. Attard assures me that her office wants to see the process used more often than it is and encourages any officer with questions to contact her office or their POA rep.

How it works

OCC supervisors will identify a complaint that qualifies for mediation. No case can be forced into the process, and both the complainant and the officer must agree in writing to allow the case into this kind of settlement.

The complainant is contacted first, the process is explained, and they are encouraged to participate. If they agree, the OCC then contacts the officer. If both parties agree two mediators are chosen from a qualified pool of trained persons and a date for the event is set.

When the the complainant, the officer, and both mediators sit down at the table — sessions are con-

ducted at the OCC office — the situation is explained from both perspectives and, hopefully, an amicable resolution reached. If the mediators are unable to overcome the issues at hand and strike a mutual resolution, for whatever reason, the case nonetheless is over and filed, reflecting in the officer's OCC file as a mediated case.

Advantages?

Several. First, most of the cases that end up in mediation involve old fashioned misunderstandings and, like in any aspect of social interaction gone awry, are often best resolved with an apology, a handshake, and empathy. For an officer, this translates to an experience that is learned from and which enables he or she to become a more effective officer.

Secondly, mediation does not adversely effect the officer's OCC record. Win, lose, or draw, a mediated case is always catalogued as just that, a neutral, innocuous non-finding. Unfortunately, there are restrictions also on the number of and frequency of mediations that any one officer may enjoy, but one is better than none.

Thirdly, a mediated case will be resolved quickly. Unlike most OCC cases that seem to drag on indefinitely, mediated cases are not investigated by anyone. Therefore, those cases will by-pass the stacks of cases waiting the attention of an investigator and move quickly into the process. Officers will not wonder what became of that troublesome OCC case from months before.

Use Mediation

If OCC offers to send your case to mediation accept the invitation. You will enjoy a quick and painless resolution and suffer no adverse impact to your personnel file. If you have any questions about mediation contact your unit/station representative, the OCC, or me at Co. K.

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More Williams/Andaya Fallout

Human Rights Commission Investigates POA

Notebook Staff Report

POA executive officers appeared before a fact finding committee of the Human Rights Commission to refute allegations made to that panel by persons associated with the Marc Andaya case. President Chris Cunnie, Vice President Gary Delagnes, Treasurer Jack Minkel, *Notebook* editor Ray Shine, and Staff attorney Kathy Mahoney spoke on behalf of the beleaguered association.

The July 2 hearing was convened by the HRC Issues Committee. Commissioners Martha Knutzen, Agar Jaicks, and Antonio Salazar-Hobson conducted the inquiry. Also present were various committee persons, most notably Jill Tregor (Inter-group Clearinghouse, and cofacilitator of the Police Discipline Roundtable) and Barbara Attard (Office of Citizen Complaints). At issue were the conduct of POA members at a notorious Police Commission meeting, and the context and significance of an article that appeared in a past issue of the *Notebook*.

The HRC had, weeks earlier, compiled a body of complaints against the POA. Our executive officers appeared in response to those accusations, most of which were made by persons who claimed to have been victims of, or witnesses to, unruly disruptions perpetrated by off-duty and/or non-uniformed POA members at the March 19th Police Commission meeting. That particular session — a marked low point of Police Commission decorum — was convened in the 6th floor auditorium and attended by scores of POA members, community activists, and private individuals. The focus of concern by nearly all who attended was on one man: indicted POA member Marc Andaya.

Did POA Ruffians Bully Meeting?

The picture painted for the HRC by the complainants was of a mustered brigade of POA regulars who blitzed that Police Commission meeting and fell-in at the back of the hall in a raucous pack intent on intimidating and deriding all Andaya critics. Individual allegations referred to heckling, barked threats, and racial epithets emanating from the POA section of the audience, directed at speakers making public comment and their supporters.

Some complainants told the HRC they felt physically threatened by the POA contingency, even describing how they were forced to pass through a "gauntlet" of hostile officers as they left the meeting. Barbara Attard, who was in the auditorium that evening, told her HRC colleagues that the meeting had degenerated to the point where she also feared there would be a sudden eruption of violence between POA members and Andaya detractors.

Delagnes Responds

Not So! declared POA Vice President Delagnes who sprang quickly — even ahead of President Cunnie — to pick up the POA banner. Taking responsibility for rallying POA attendance at that Police Commission meeting, he denounced the allegations, describing them as misrepresentations, exaggerations, or outright lies. He was adamant: POA members did not use catcalls or attempt to yell-down any speaker; they formed

no gauntlet; they threatened or challenged no one.

In point of fact, he explained, the true circumstances were the opposite of the allegations. It was his members who had suffered the abuse, both from the anti-Andaya mob and the San Francisco Police Commission. It was the orchestrated antics of certain community activists that caused the disruptions and they denied POA members any opportunity to speak in the public forum. Those infringements were compounded by the refusal of then-President John Kecker to control the crowd and to censure a steady litany of animosity and hate directed at the POA, at Marc Andaya, and even at the Commission itself.

The culmination of this contempt occurred when President Kecker denied Delagnes the opportunity to make a public statement, fearing that it would be too inciteful and have no redeeming validity. "This is not the time," Kecker told Delagnes, referring to the mood of the Andaya lynch mob, and thus dashing all confidence our Vice President may have had in the Commissioner's sense of fair play.

Delagnes went on to relate to the HRC how he then led the exasperated POA contingency out of the auditorium, a move designed to demonstrate unity and to condemn the illegal fiat made by the Commission President. In the lobby outside the chamber he called for an impromptu press conference and read aloud — despite the jeers and howls and spittle of the stalking Andaya/POA haters — a statement of support for brother Andaya. Nervous police brass had directed a squad of on-duty, uniformed officers to stand between the POA members and the mob, as much — he presumed — to protect the POA members as to maintain a semblance of order. (Could this account for the notion there was a "gauntlet" of officers?)

Moment of Silence Rattles HOJ

Delagnes did admit to HRC probbers that there was a point in the proceedings when the patience of the POA attendees had become too strained to manage. That was when a community activist brazenly seized control of the podium and declared that there would be a moment of silence observed in honor of Aaron Williams. This outraged POA members, and some of them shouted out the names of slain police officers in protest. That in turn agitated those who had stood to the memory of Williams, and the solemn moment deteriorated, reverberating through with indictments and denunciations.

This appeared to cause some concern on the part of the HRC. President Cunnie moved to allay their concerns by assuring the panel that he had personally contacted members of the Williams family and made himself available to them to discuss any issue associated with that case. He added that the POA sympathizes with the family's loss, and wishes no disrespect or ill will to any of them. It was the implication of police wrongdoing in the call for a moment of silence that incensed the POA faithful.

Cunnie justified their reaction by explaining that the Williams incident was perceived by the membership as an unfortunate failure of police de-

partment procedure, but that the officers involved had been made the scapegoats for that shortcoming by hindsight and administrative abandonment. The members believed that none of the officers had done anything improper or unreasonable considering the circumstances of the event. They felt that the police brass and the police commission had reacted to the Williams case more for popular reasons than honest ones, and that Marc Andaya in particular had been singled out to be the unwitting fall guy in a media-driven political escapade.

The fallout from the Williams incident had unified POA members. Their support of Andaya on that evening was meant to display that solidarity to Marc, to the Commission, and to the City at large. That unified spirit, Cunnie said confidently, remained strong and he was not of a mind to rationalize or demean it.

Racism and Literary Quirks

The HRC appeared preoccupied with the specter that the POA is a racist organization or that it condones the racist acts of its members. Allegations that POA members were calling out racial epithets to persons who were addressing the Police Commission were inquired about. Also of concern was an article that appeared in the March 1997 edition of the *POA Notebook*.

Delagnes declared that no racial epithets were used by any POA member and, had he witnessed any such thing, he personally would have denounced and condemned the POA person responsible. He was adamant: The POA is not a racist organization; does not tolerate racist behavior, racist speech, or racist philosophies.

As for the article in the *Notebook*, none of the executive board conceded that there was any racism implicit in the content of the piece written by former editor Tom Flippin. The story, titled *The Little Earl Who Cried Wolf* was a humorous bit of satire that poked fun at the police administration. It was enjoyed by many readers and not once complained about by anyone in the rank and file.

But Barbara Attard took particular issue with the thrust of the content, saying it was the most blatant piece of racist writing that had ever appeared on the pages of our publication. She wondered if the controversy generated over the article was the reason for a change of editorship, inferring that the POA had somehow acknowledged the impropriety of the piece by replacing Flippin.

This was denied, and the HRC was advised that the POA supports the rights of all our members to use the association paper as a vehicle for expression and commentary.

As a final, gratuitous statement Attard also decreed that the "code of silence" was a very real phenomenon within the police ranks and the POA, possibly suggesting that the truth about the police commission meeting was not being completely revealed in the testimony of the POA officers.

POA Role Misunderstood

Commissioner Jaicks, in an oddly circuitous comparison of the POA and the teacher's union, likened our arduous defense of Marc Andaya with the defense and harboring of racist teachers by that labor organization. He wondered, had we more thoughtfully screened the Andaya case, if we

would have defended him as thoroughly as we did. The implications being that 1) Marc Andaya is a racist, and 2) the POA defends racist officers. The POA, it was made clear, is a labor organization, and its fundamental role is to provide support and representation to its membership regardless of social or political implications.

Jaicks went on to say that his impression is that people in minority communities mistrust and fear San Francisco police. His evidence is the conversations he has had with people of color throughout the city.

POA reps denied this to be a common sentiment, adding that SFPD officers work in all corners of this city, and are appreciated the most in the minority neighborhoods. And if there was any wholesale anti-police sentiment in those areas it was not evident in city elections, as the POA has traditionally gained its strongest voter support from the Bayview, Mission, and Chinatown polling booths.

Here We Go Again!

That was the frustrated reaction of Treasurer Jack Minkel to the charge of institutional racism permeating the SFPD and the POA. He criticized those within the community, the administration, and city government who persistently use racism and bias as a way to divide and polarize San Francisco police officers. Minkel decried this conspiracy of ignorance, the jaded, preconceived perspective of people who refuse to acknowledge or give credit to the department and the POA for long ago confronting those issues and moving forward in unity.

POA Cooperation Applauded

In the end the HRC admitted they had heard a earful from our side of the table. Each of the three commissioners thanked the POA for appearing before their panel. Commissioner Knutzen commented that she felt that the POA was an identified influence in both the police department as well as other areas of city life, and suggested that cooperation between the POA and the HRC would be advantageous to the people of San Francisco.

In closing, President Cunnie expressed his thanks to the commission for the opportunity to demonstrate to them that the POA is not a racist band of thugs bent on victimizing the people of San Francisco. Indeed, we are an organization that feels we are a dynamic part of the community.

The finding of the HRC committee is pending, and will be reported here upon release.

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I wish...

by Steve Christie, Southern Station

I wish that when we bring wild 800's to SFGH we had a place nearby to park.

I wish that we didn't have to draw and secure our weapons in a public hallway at SFGH psych emergency.

I wish that those who decide what body armor we use would also have to wear it daily.

I wish that when we try to bring problems into the open that we would not face retaliation.

I wish I didn't have this constant pain in my gut.

I wish that the Police Department, Sheriff's Department and District Attorney's Office would work together for the good of the City.

I wish that promotions were fair.

I wish that the Southern locker room was near the station

I wish that we could actually remember all of the orders of this department.

I really wish that this department could only give out written orders in an amount that could be retained in memory by an actual human being.

I wish that we could make only correct decisions in a fraction of a second, under pressure.

I wish that we didn't have to take prisoners to a public bathroom because there are no toilet facilities in the holding cell at the Southern.

I wish that the holding facilities at the Southern were clean and secure.

I wish that O.C.C. was held responsible for their blatant mistakes and prejudices.

I wish that we would get safety equipment for hazardous material events before one or more of us is injured or killed because we have zero protection.

I wish that the department recognized the stresses in this job and helped alleviate the causes before physical and mental problems develop.

I wish that this department didn't want us to be gentle social workers and fight to the death soldiers wrapped up into one.

I wish that we could still laugh to mask the pain we see everyday.

I wish that someone else thought of these things so that we wouldn't have the problems in the first place.

I wish that we all treated each other with respect.

I wish that I was rich and handsome.

The Political Sacrifice

by Mike Keys

Imagine the horrible experience it must have been for the Police Commission, to listen to all the testimony in the Marc Andaya case knowing his fate was already decided. I understand the Police Commission actions because they're appointed to do Mayor Brown's bidding, and naturally I wasn't expecting our top brass to stand by Andaya for not only political reasons, but, well, need I say more. It was sad though to see Officer Marc Andaya being thrown to the political wolves.

Opinion

The decision to fire Andaya this time, because he wasn't after the Aaron Williams incident, was that he lied on his employment application. A guy hired in 1994 gets fired in 1997 because of his employment application. Yah, right. The investigation to fire Andaya has a stench to it, the way many do when coming from downtown. How could the group that did the investigation go before the Police Commission and expect the officers of this department to believe Marc Andaya was fired for anything other than political reasons? As most of you know, to get into this department you have to fill out more papers than to buy a house. On top of that, Andaya was already an officer with Oakland. Doing a background on a person, especially one already on a police force, there's no way you could hide anything. The excuse that this department did not know things about Andaya's background is not true.

I was surprised to find out we have a hiring committee. First I've ever heard of one in the department. Where have they been? I guess they were getting happy faces on their evaluations while the department was getting high marks for forced diversity, but now in typical San Francisco fashion, when there's a problem, they deny they had anything to do with it, distance themselves, and point blame at others.

The Chief says, "We owe it to fellow officers and the community we serve to put the best officers on the street we can possibly hire." If we have a hiring committee, then they should be the ones fired for allowing this department to become a laughing stock.

After what Williams did to the officers, deadly force would have been justified. In this case though, they did not use deadly force and instead tried to take the suspect into custody and many of them were hurt and now Andaya is fired.

Marc Andaya had the misfortune of joining this department. He was already on professionally functioning department. For whatever reasons, he fell for the attraction to come here. For years this Association has been trying for a better discipline hearing process so officers get fair and impartial hearings based on facts and evidence, not politics. This case is just one example of many of why we need it. Thus far we have not been able to achieve our goal. Maybe it's time for strong action to get it done. I personally hope the POA will support Marc Andaya in an appeal so he can get a fair and impartial hearing in court and he can get his career back.

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The Aaron Williams Incident: A Final Accounting

Few incidents have infected the morale of San Francisco Police officers as much as the Aaron Williams case. By now, everyone knows the fate of the two persons whose names have become a rally cry for a polarized set of supporters: Aaron Williams was made into the posthumous poster boy for SFPD excessive force claimants. Marc Andaya became the whipping boy for failed police administrative policy, procedure, and oversight. But there were many other people who suffered in this drama and who lost careers, aspirations, and confidence in the SFPD. This is an accounting of some of those expenses, losses, and costs. — Editor

Aaron Williams: Died from "Acute excited delirium due to acute cocaine toxicity."*

Police Officer Marc Andaya: Endured three Police Commission hearings; Suspended 90 days. Later terminated based on false application allegations.

A Sergeant of Police: The field supervisor on the evening of the incident. Suspended 90 days.

A Police Officer: Present at the scene of the incident. Suspended 30 days.

Two Police Officers: Back-up responders. Each suspended for 20 days.

Six Police Officers: All back-up responders. Initially all were charged with wrongdoing, but all charges for each officer were dropped. Of the six, three left the department. Of those, only two are known to have continued on in the field of law enforcement.

Two Police Officers: Neither officer was at the scene of the incident. Although quickly cleared of any wrongdoing, each suffered the stress associated with the initial OCC inquiry. One of these officers retired from service in 1996.

Police Commissioner Cloe Hewlett: Voted not to terminate Andaya. Resigned under extreme duress after being abused by Anti-Andaya fanatics.

Police Commission President John Kecker: Voted not to terminate Andaya. Resigned under extreme duress after being harangued by Anti-Andaya fanatics.

Police Commissioner Jim Salinas: Voted not to terminate Andaya. Resigned and was appointed to Parks and Recreation Commission by Mayor Brown.

Police Commission President Pat Norman: Finally recused herself for unabashed prejudice against Officer Andaya, but only after extensive and costly legal challenges by POA. Did not preside over final Andaya hearing.

POA Executive Officers: Summoned before the Human Rights Commission to answer charges of organized hooliganism at Police Commission hearings.

Cost to POA for representations and legal motions: In excess of \$100,000.

* Report of the San Francisco Chief Medical Examiner

POA Faithful to Bitter End

Andaya Case Shames Ideal Of Civilian Oversight

Notebook Staff Report

The insatiable quest to fire Officer Marc Andaya came to an end Friday, June 27, 1997, when the Police Commission terminated him for allegedly lying on his application to the department.

Officer Andaya's firing on Friday culminated a two-year campaign against him by a vocal few who continuously misrepresented the facts of the Aaron Williams case and used it as launching pad for their own self-interest.

Officer Andaya's final go-round at the Commission began Thursday, June 26, 1997, at 8:30 a.m. Testimony was taken until 6:30 that night. The parties returned at 8:30 a.m. Friday morning for closing arguments. The Commission retired to deliberate at about 10 a.m. and returned with its decisions at 1 p.m.

Chief Fred Lau appeared in the Commission room for the first time during the hearing when the Commissioners returned with their decision. The Chief did not attend any of the evidentiary portion of the case, did not listen to the closing arguments and did not send a representative of his command staff to the hearing.

After the Commission announced that it had sustained all of the charges, Chief Lau, to no one's surprise, recommended termination.

The next step in the process was the presentation of character witnesses by Officer Andaya. Lt. Bruce Marovich and two officers from Oakland, Officer Ben Denson and Officer Jayne Grasso, told the Commission that Officer Andaya was an exemplary officer.

The commission recessed to deliberate on the penalty and returned an hour later with its decision — termination. The Chief did return for the verdict.

The hearing was Officer Andaya's

third time before the Police Commission since last October. His first hearing involved an allegation that he used excessive force in the apprehension of burglary suspect and convicted felon Williams, who died in police custody from acute cocaine toxicity. After four days of testimony, it was clear that Officer Andaya had not used excessive force. The Office of Citizen Complaints failed to convince a majority of the Commission of that allegation, and Officer Andaya was exonerated.

Former Commission President John Kecker and Commissioner Chloe Hewlett came under intense public lambasting and criticism for their decision to not sustain the excessive force charge. The public berating sessions only got worse after Officer Andaya's second Police Commission hearing in February.

On Saturday, February 8, 1997, the Commission conducted a day-long hearing into allegations that Officer Andaya and four other officers had failed to properly monitor Williams. The Commission sustained one charge against each of the five officers. Assistant Chief Earl Sanders, sitting in for the vacationing Chief Lau, read a lengthy, prepared statement in which he vilified all of the officers and recommended suspensions for each one, except Officer Andaya.

Again, Commissioners Kecker and Hewlett, this time joined by new Commissioner Jim Salinas, showed some sense and rejected Assistant Chief Sanders' recommendation. Instead, they gave Officer Andaya a punishment of termination held in abeyance and 90 days' suspension.

The rest, as they say, is history. What followed has become known as one of the lowest points in the history of the San Francisco Police Commission. First, Commissioner Hewlett resigned after members of the public engaged in a week-after-week public

humiliation of her.

Then, Commission President Kecker abruptly stood up at the end of another raucous meeting in which he was called every name in the book and announced "I'm out of here."

This left Commission Vice-President Pat Norman at the helm. She did not remain at the helm for the duration of the third Andaya hearing after she recused herself.

The third and final round in the fight to fire Officer Andaya showcased major flaws in the management of the Police Department from the way it conducted background investigations to the way MCD conducted the latest investigation. Officer Andaya's attorney Jim Lassart, methodically revealed the flaws and the fallacies in the Department's case.

In his closing argument, Lassart called on the Commissioners to show some "intestinal fortitude" otherwise known as "guts." But despite the insincerity and transparency of the department's case and the formidable defense, the newly-appointed Commission (succumbed to the pressure from the vocal few and) voted to fire Officer Andaya.

However, Officer Andaya's fight will not end at the Police Commission. Lassart established a thorough and keen record which, when reviewed by a Superior Court judge, will likely yield a different result.

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LETTERS

SFPOA
510-7th Street
San Francisco, CA 94103

Dear Members:

As many of you know, on June 10th, my husband, Sgt. Phil Lee Jr., was admitted to St. Mary's Hospital for pneumonia. By June 11th, Phil had taken a turn for the worse and was put into ICU where he literally began a fight for his life.

There are so many people to thank for their support during that critical time that it is hard to know where to begin, but I will give it a try.

First, to the wonderful staff of St. Mary's; Dr. Allen Smoot (our primary care physician), Dr. Lee, Dr. Regal, Dr. Gunthorp, Dr. Constantino and others I probably am not even aware of at this point. Their medical expertise and compassion made a world of difference to Phil and I. Many thanks to Julie Petty, R.N. (the better half of Off. Jim Petty Co. D) for her assistance in keeping me apprised of the situation and just being there.

And last but not least, you the members of the SFPD. Many thanks to Chief Lau, Commander Santos, Captain Cullop, Lt. Cashman, Sgt. Dunnigan, Sgt. Miriam Pengel and Sgt. Cazahous. Thanks also to my other "support system", Lt. Benner, Sgt. Hogue, Off. Robin Mathews, Insp. Holly Pera, Sister Lilly Repak and Maggie Ortelle (FOB-AKA"Official Teletype Issuer). My gratitude also to Pauline MacKenzie (FOB) and her daughter Denise, for helping to get my mother-in-law on an emergency flight back her from her vacation in Montana.

To those officers from Co. E and Co. D, and all of you who dropped by, (Lt. Keith Sanford and Off. Tom Vellone!!) sent cards or flowers, and those who called our home to leave messages of support, thank you from the bottom of my heart. For those officers who had the "hospital detail", thank you for keeping an eye on Phil for me.

I couldn't have done it without you!!

Sincerely,
Officer Jennifer Lee

PS—Many thanks to Off. Chris Cunnie and Sgt. Steve Johnson of the POA for their support and the wonderful cookies you provided the ICU staff!

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A VICTIM SPEAKS

Today I was the victim of a crime. Yes, it was a minor crime and I am not injured and probably won't have any lasting serious effects from it but I am angry, very angry. Someone out there knows he/she committed a crime against someone and got away with it. Do I think they will lose any sleep over it? I think not. They are probably happy, glad they committed the crime undetected. They know they will never be caught. Do they know or care how much it will cost me? I am sure they don't. Is it their first offense? Probably not. Give someone a break? No, I don't think so. When you catch that "first time offender" is it really their first time or just the first time they got caught? Will they learn anything if you let them off with just a warning? Probably what they will learn is to be careful not to get caught next time. There are those of you out there who will criticize me and say that I should "turn the other cheek" and quote the bible to me. If I do something wrong, I expect to pay for it. So, every time you let someone off easy without really paying for their crime think how the victim feels. Think how you would feel if you were that victim. Is it fair for the victim to pay financially, physically, emotionally and the perpetrator, if caught, not to pay at all? So, next time you tell a victim that the suspect can't be prosecuted or you let the suspect off with a warning think about how that victim will feel, think about how you would feel if the victim was someone in your family.

By Pat Celaya (Retired PSA)

Dear Ms. Petrucci:

The lunch you provided on Mothers & Fathers Day was appreciated and enjoyed by our residents. They were excited about the view and one said to me, "Imagine having strawberry pancakes, steak and eggs." Your association brought joy to a wonderful group of people. Thank you.

Very truly yours,
V. Leishman, R.N.
Director of Nursing

Dear Chris:

It was very nice meeting you on Saturday. I truly appreciate everything you and the officers have done to help us out in this stadium referendum effort. We can't tell you how much it means to us.

Best personal regards,
Edward J. DeBartolo, Jr.

Dear Friends and Family:

Its been 8 weeks since the Vancouver Marathon on May 4 and while we wanted to share our experience with you, we also wanted to thank you for your support and encouragement.

Through your individual efforts we raised a total of \$7,000 towards leukemia research...so go ahead and pat yourself on the back...you deserve it!

On May 4 we awoke at 4am to a wet and cold day in Vancouver, many of us, including Carol was unprepared and without a rain jacket. Pulling on a black garbage bag to protect her from the rain Carol started out at 6am with her team. Curt started his half marathon run at 7am. It was a grueling race for all of us, especially

those from California, we had never trained in the rain and were not conditioned to this weather. The rain did not stop all day and at times it came down with such force that it was difficult to see where we were going. Our hands and feet swelled badly and it was so cold! Carol completed her 26.2 mile marathon strongly at 5:52 hours, race walking 13.43 minute miles. Curt completed his half marathon strongly at 2:19 hours, running 10:69 inute miles.

For us, this has been a very rewarding experience, being involved with Leukemia Team In Training, the Marathon and being able to share all of this with you. Without your support, love and encouragement, none of this would have been possible and for this we thank you from the bottom of our hearts.

Carol continues to feel good, although her disease is creeping back, she exercises daily and is doing well for now. We take one day at a time and are hopeful for the future.

Through your generous donation you have made it possible for leukemia research to continue, searching for cures for Carol others just like her.

We will always keep each one of you in our hearts forever!

Love,
Carol, Curt, Shaun and Teresa
Cashen

SFPOA
Chris Cunnie
510 - 7th St.
San Francisco, CA 94103

Dear President Cunnie,

On behalf of the Tenderloin Community, I want to thank you for your contribution to the Juneteenth Celebration in Boeddeker Park. This year's celebration was a tremendous success due to the time, talent and generosity of so many.

Throughout the day, the park was filled with people, including over a hundred children, who enjoyed games, face painting, cotton candy and a balloon man. Over a thousand community residents enjoyed music, entertainment and an old fashioned barbecue. We were honored by the presence of Mayor Brown, Supervisors Yee and Ammiano, Chief Lau, Assistant Chief Saunders and the Reverend Cecil Williams. The Tenderloin even received some very positive comments in the media. It really was a great day in the Park!

Enclosed, please find a "thank you~ that was handed out to each person entering the park that day. It is very important that we recognize your contribution and that the community at large knows of your generosity.

Again, thank you for all you do for our community. I am,

Very truly yours,
John Goldberg
Commanding Officer
Tenderloin Task Force

To Editor,

I recently suffered the loss of my mother to cancer. On behalf of my family, I'd like to especially thank "Squad 1" of the Solo detail, lead by Sgt. Ed Weaver #80. The following officers did excellent work in providing escort/traffic control for my mom's funeral: Kevin Gotchet #315, Al McCahn #962, Ray Mullane #22 and Tim Shanahan

#125. My mom gave you all "thumbs up." To Lt. Croce Casciato #1158 thank you for getting the ball rolling on this, and to the officers of the San Francisco Police Department thank you all for the cards and kind words of support.

Sincerely
Officer André Fontenot #2088
Central Station

Dear Editor,

I left the police department in 1994 and moved to western Wisconsin. It was time for me to move back to my family, to the place where I was born and raised and time for a slower paced lifestyle.

I spent the next three years working with my son to build my house and a separate garage apartment for him. It was a good thing that I really didn't know what I was getting myself in for or I would not have had the courage to try. But my son and I did make it through that challenge and I now live in a very beautiful house that I never plan to leave.

I moved on to my next challenge and wrote a book. It's called, *Hollywood Endings and How To Get One*. The book is about learning self awareness and how to take responsibility for our own happiness. I was very lucky that the fourth publisher that I sent the manuscript out to wants to publish it. However, since I use movie titles, actors and actresses names and some movie dialogue in the book, I have had to get copyright permission from Hollywood. So far, they have told me no! So, the book is on hold. If anyone has an "in" with Hollywood, please let me know.

I'm now on my third challenge. My sister and I have created our own business called, *TAPROOT*. We offer behavior and educational alternatives for children with atypical behavior and learning disabilities.

We have also given local workshops on human behavior and learning and are now beginning to branch out into the state level for both Minnesota and Wisconsin.

We've been asked by the local law enforcement agencies to offer a workshop on human behavior to law enforcement personnel, so we are currently in the process of getting POST certified in Minnesota. To make sure that we cover issues that are pertinent to law enforcement, I am asking anyone who is interested to write and tell me what you would most like to know about human behavior. The issue could be family related or job related based on a case or an experience.

I am also in the process of incorporating our business into a nonprofit organization dedicated to all forms of educational alternatives. By the first of July we should be on the internet at taproot@win.bright.net. Please feel free to contact us if you have any specific questions and we'll help out in any way we can.

You can also reach us by mail:

Linda Flanders
c/o Taproot
N1872 670th Street
Bay City, WI 54723
Best wishes,
Linda Flanders

Workshop A Roaring Success

Deferred Compensation Portfolio Building

by Mike Hebel, Welfare Officer

The SFPOA Retirement Planning Seminars and the Hartford Asset Management Services presented the first annual workshop entitled "How To Build Your Deferred Compensation Portfolio." For the 30 participants it was an immense and profitable success.

The workshop enabled attendees to: evaluate their personal risk tolerance; understand their expectations for the future; learn the risk/reward characteristics of their present deferred compensation portfolio and of all the 19 investment options; determine an appropriate payout option; review model portfolios based on risk tolerance, age, and years to retirement/distribution, and decide if they are presently properly positioned in deferred compensation given their financial needs.

Various deferred compensation portfolios were examined for the early career investor, mid-career investor, and near retirement investor. These suggestions were further categorized by investor preference — conservative, moderate, or aggressive.



Gary Bozin, Maria Kaplan, Mike Hebel and Peter Belardinelli

Fall Workshop on Withdrawal Options

As requested by the attendees, the SFPOA Retirement Planning Seminars will present, with the Hartford, a workshop in the fall of 1997 (October, November) to do an in-depth review of the various deferred compensation distribution options. In addition, a representative of either the American Century or Fidelity family of funds will be present to discuss their mutual funds in the deferred compensation plan. **Watch for the announcement. This workshop will be especially valuable for any participant who may begin withdrawal within the next 12 months.**

Eight Basic Principles For Successful Deferred Compensation Investing

1. **Have a plan.** Even a simple plan can help you take control of your financial future. Review your plan once a year, or if your circumstances change.

2. **Start investing as soon as possible.** Make time a valuable ally. Let it put the power of compounding to work for you while helping to reduce your potential investment risk.

3. **Diversify your portfolio.** By investing in different asset classes stocks, bonds, cash — you help protect against poor performance in one type of investment while including investments most likely to help you achieve your important goals.

4. **Invest regularly.** Investing is a process, not a one-time event. By investing regularly over the long term, you reduce the impact of short-term gyrations in the market.

5. **Maintain a long term perspective.** For most participants, the best discipline is staying invested as market conditions change. Reactive,

emotional investment decisions are all too often a source of regret - and of principal loss.

6. **Consider stocks to help achieve your long term goals.** Over time, stocks have provided the more powerful returns needed to help the value of your deferred compensation account stay well ahead of inflation. In accord with your individual risk tolerance, consider growth funds and international funds.

7. **Keep a comfortable amount of cash/cash equivalent in your portfolio.** While this rule is not for the most aggressive, it does help others to ride the bumps that occasionally occur when the stock market corrects or the general economy experiences a periodic recession.

8. **Know what your investing in.** Make sure you understand the potential risks and rewards with each fund in your deferred compensation portfolio. This helps with the SWAN test (sleep well at night).

Internet/Cyber News

by Glenn Sylvester,
Training Division

Welcome to *Internet/Cyber News*. It gives me great pleasure to be chosen by the editor to write this monthly column in the *Notebook*. My reputation and knowledge pertaining to the computing environment around the department have preceded me. After years of constant tinkering, mistakes, training, experience and countless hours behind a keyboard, I feel prepared to provide members valuable information to assist them in their duties in law enforcement. I wish to reiterate. I do not know it all. To this end, I solicit suggestions, concerns, and articles that members may find of benefit to others as well for this column.

It's not too long ago that this country has been in the age of "Industry." This is now the age of "Information." Our jobs depend on information and how fast we can get that information. Officers in the field rely on this proper, accurate, and quickly obtained information.

This brings me to the issue of the new CAD system. I am sure that I will hear more about it, although I do not use it daily as most of you do. What other source of is out there and maintained on individuals that is readily available? How computer literate are you at this time? What is in the future in regards to training for our members to become computer literate? How do you handle questionable high tech equipment such as computers, cellular phones, pagers, etc.? What kind of training can you get from a computer?

These are questions that everyone asks and I will address and interpret them to the best of my ability in upcoming issues.

Lexis-Nexis

How many members have written to Lexis-Nexis? Perhaps this most

recent article may be of interest:

Lexis-Nexis to Permit Consumer Access to Their P-Trak Records

Dayton, Ohio, June 2/PRNewswire Lexis-Nexis, following announcement of a set of industry-wide self-regulating practices June 10, said today it plans within the year to make available, upon request, to individual consumers copies of the data about them contained in the on-line P-Trak database.

The company will allow consumers to obtain copies of records in the P-Trak people locator database that contain information about themselves for a nominal fee. The program will be implemented after the company institutes the capability to handle consumer requests and implements adequate security measures to insure that a person receives only his or her own record.

The P-Trak database contains information purchased from a national consumer reporting agency and is limited to a person's name, address, birth month and year, and sometimes alternative names, previous addresses and a phone number. It is marketed to attorneys and law enforcement agencies for the purposes of locating litigants, witnesses, shareholders, debtors, heirs, beneficiaries of pension plans, and child support obligors.

Write to Lexis-Nexis at the following:

P-Trak/Lexis-Nexis
PO Box 933
Dayton, Ohio 45401

Advise them that you **DO NOT** want to be listed in their database. You should receive a confirmation letter from them.

Glenn R. Sylvester, DSC
email: glennsyl@bigfoot.com
glennsyl@juno.com
glennsyl@aol.com
glennsyl@pacbell.net
http://members.aol.com/glennsyl/glensyl.htm



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Fellowship Of Christian Peace Officers

Theme: "Recognizing Stress and Depression"

Special Luncheon: **Wednesday, August 13, 1997**

Time: **1200 hours**

Location: **Police Officers Association, 510 - 7th Street,**
(7th and Bryant Streets.)

Guest Speaker: **Officer Forrest Fulton**, Behavioral Science Unit

Forrest Fulton has been with the Department 24 years. He has served at several stations (Co.'s G, D, A, and B), Youth Services Division, Psych Liaison, and is currently assigned to the Behavioral Science Unit for the last two years. Forrest has a M.S. in Psychology and a Ph.D. in Clinical Psychology. He is well qualified to help all of us in times of stress and depression. Forrest told me he is anxious to share with our group the signs leading to stress and depression. Forrest and other members in the B.S.U. spend endless hours encouraging, comforting, and counseling numerous members of our Department.

I believe this luncheon will bring a higher level of awareness to all attending. The wisdom and knowledge that Forrest brings will help us serve each other at the time of need. Please support Forrest!

Reservations:

Cost: The cost for the luncheon is only \$10.00 (ten) per person. You must pay in advance for this luncheon (**Not Tax Deductible**).

If you pay by check make it payable to: Daniel Hampton and send the check to Daniel Hampton, Planning Division, 850 Bryant Street Room 500, S.F., Ca. 94103. If you pay by cash hand deliver it to Dan.

There are no refunds for this luncheon, the caterer must be paid in advance to prepare for the meals. Bar-B-Que Ribs, Beef, and Chicken will be served by Brother-in-Law (a private vendor).

Please Remit With \$10.00 (Ten) Dollars. No Refunds.

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by **Daniel Hampton**

Stress and Depression

Do you know the signs of stress and depression? If not I believe the next luncheon will educate all of us who attend. You might ask me, "Dan, why should I care to know?" Well, if I told you that past history has shown that every 18 months one of our own members takes his life with his own hands, would this make you pay attention? Everyone of us in the Department must realize that the stresses of police work can take their toll on our members. We have a responsibility to recognize the signs of stress and depression so we can intervene and help our fellow brothers and sisters, and ourselves. The scripture which asks, "Am I my brother's keeper?", must be answered with a resounding 'YES.' You and I know the Department usually keeps silent when these types of tragedies occur. But how can we recognize the signs which lead to these tragedies if someone doesn't educate us? In the past 26 1/2 years that I've been attending Advanced Officers Training this sub-

ject has not been addressed. To this end, I've asked Forrest Fulton from the Behavioral Science Unit to address this subject at our next luncheon on Wednesday, August 13, 1997, 1200 hrs., at the P.O.A. Office, 510 - 7th Street. It will be a time of candid revelation as Forrest goes over the statistics of the tragedies of the past several years. He will also provide for us an in depth analysis of recognizable signs that will alert us, and provide us a handout describing these traits. I believe what Forrest will present to us can save lives. And after this presentation, I will be asking members to sign a petition requesting the Department to provide this training to rookie officers in the Academy and for Advanced Officers Training. Now is the time to address these tragedies and not bury our heads in the sand.

I want to thank those who attended the last luncheon honoring our retired members. Ron and Pauline Kennedy addressed our group and shared how the power of God touched their personal lives and saved Ron from committing suicide. Ron also shared how God led him into the ministry after leaving the Department, proving that there is a Life after the Department. Over 40 people attended this luncheon. Thanks.

Watch for the next flyer regarding Forrest Fulton's presentation on Stress and Depression!

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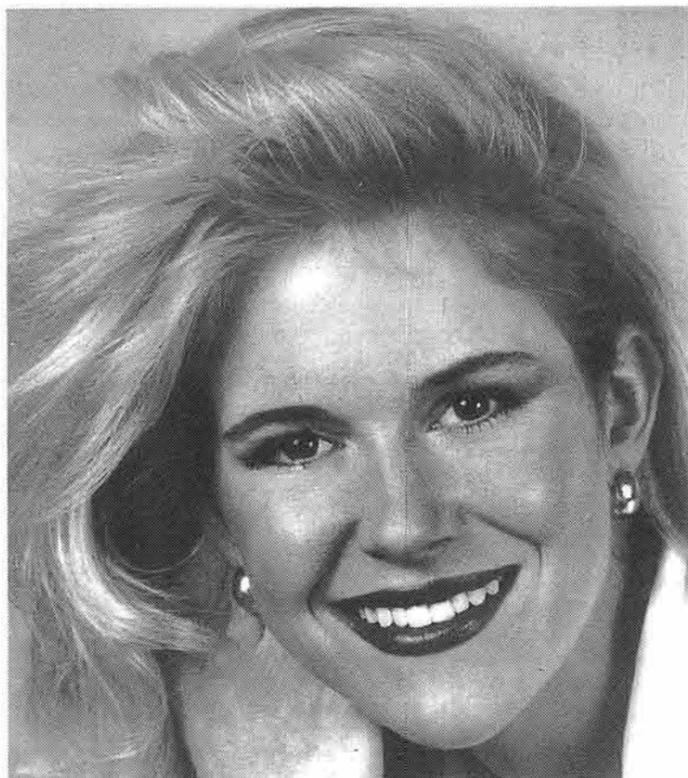
Fall 1997 Schedule

Course	Title	Instructor	Day and Time
ADMJ 51	Juvenile Procedures	Chavaria	M-W-F 10- 11 AM
ADMJ 52	Concepts of Criminal Law	Kilgariff Lawson Landini	M-W-F 8 - 9 AM T-Th 8 -9:30AM M 7 - IOPM
ADMJ 53	Legal Aspects of Evidence	Kilgariff Landini	M-W-F 10- 11 AM Th 7 - IOPM
ADMJ 54	Principles and Procedures of the Criminal Justice System	Kilgariff Weldon	M-W-F 9 - 10 AM T 7 - IOPM
ADMJ 57	Introduction to Administration of Justice	Atkinson Collins Chavaria Chavaria Luster Ryan	T-Th 8-9:30AM T-Th 9:30 - 11 AM M-W-F 12- 1 PM T-Th 12:30 - 2 PM S 9AM- 12PM T 7 - IOPM
ADMJ 62	Criminal Investigation	Hoenisch Tognetti	T-Th 9:30 - 11 AM W 6:30 - 9:30 PM
ADMJ 63	Criminal Identification	Hawthorne	M-W-F 9 - 10 AM
ADMJ 65	Narcotic Investigation	Chavaria	M-W-F 11 - 12 PM
ADMJ 70A, B, C, D	Patrol Procedures	Degirolamo	M-W-F 1 - 2 PM
ADMJ 80	Probation & Parole Systems	Chavaria Black	T-Th 11 - 12:30 PM Th 6:30 - 9:30 PM
ADMJ 82A,B	Criminal Justice Work Experience	Degirolamo	Arranged

All instructors are active or retired law enforcement professionals.
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Stress C'Bon (Stress Is Good)

by John Sterling, Co. C

There is a very funny beer commercial where a serious therapist dressed in a beer delivery costume asked a man how he feels. The man answered sheepishly that he feels "Used, manipulated, and betrayed." The therapist condescendingly repeats his question. "How do you really feel?" The man, looking paranoid and perplexed, answered back guardedly, "Used, manipulated, betrayed!" Triumphant, the therapist declared that the man made progress all on his own. That is just about what stress-counselors do in police departments.

Commentary

Cops, like the man in the commercial, are 'used, manipulated, and betrayed.' For when they gripe, the so-called experts are quick to come out stressing stress as the source of their sorrows. Stresses we undergo in street-police work are unlike those experienced by others. Well..., maybe Army patrols in the Korean DMZ may give us a run for our money...I was there once. It was not stressful, but it was worrisome. Stress is ever-present to a cop on the street and abates only after home is reached. But stress in street-police work is a condition necessary to make it through the day. In the course of the day, cops are directed to disarm crazies, protect families from abusive parents, chase robbers, muggers, carjackers, burglars, nothing-to-lose parolees, take on menacing persons, and diseased ridden vermin, and just about anybody or anything that an average citizen would cringe from. You cannot remove excitement from street-police work and you cannot remove stress from excitement. "Stress is the process of transactions in which resources of a person are matched against the demands of the environment." When one is stressed, the Adrenaline secretes Glucocorticoid, a stress related hormone. It is the ingredient that gives us the extra bounce to fight instead of flight. However, too much of the Gluc stuff kills the brain cells. This brings me to the need for clarification of terms. Stress is unfortunately being substituted for worry. They may be both fruits, but it's apples and oranges. Stress-counselors should be called worry-warriors instead. They should not stress stress but make war on worry. Let street-cops fight crime and give them all the logistic and support to reduce their worry, and give stress its good name back.

When one feels loss of control, loss of the ability to predict events, or experience unrequited expectations, one begins the destructive process of worrying. Uncontrolled stress mutates into worry. It is this which needs addressing. No two people experience stress alike. Potrero cops go through multiple stress modes every day and night. Yet they keep coming back and jump at every overtime opportunity. It can be said that they are seekers of stress, not avoiders of it. With all the publicity of police encounters of the bad kind, citizens can rest easy that we have not given up protecting the unprotected nor fighting the unbeatable foe; risks, liabilities and stresses be damned.

Whenever it is a slow news day, news diggers will stick a mike in a cop's face and ask, what about stress? When was the last time you saw a street cop give a street interview waxing about the horrors and miseries of working the streets? Whining cops reminds me of the circus worker who is always gripping about his job of sweeping after the elephants. When asked why he continue to do so, he answered in a puzzled tone. "What! Me quit show business?"

The joy of being a street cop is when in a brief moment of truth, not unlike that faced by a bullfighter, you have control of that moment, and having control blunts the negative effects of stress.

There are many tender mercies in street police work. A living wage is one, and no heavy lifting is another. You earn respect, although begrudgingly given. When you arrive to save the day, feeling conferred by the sincere salute from a school-crossing guard student for the dubious privilege of bartending at a sybaritic party for a City big shot. Sure, there are

unpleasantries aplenty in toiling as a street cop. The list includes indecipherable promotions, favoritism, unfair work assignments, incompetent leadership, hostile working environment, prejudice and other intangible organizational and societal

factors. These are mostly perception to be sure, but the toll is onerous.

The secret to the enjoyment of existence as a street cop is taking things in stride. As the song goes: "When the dog bites, when the bee stings, when I'm feeling sad, I simply remember my favorite things, then I don't feel so bad." Remember, it's always the singer, not the song.

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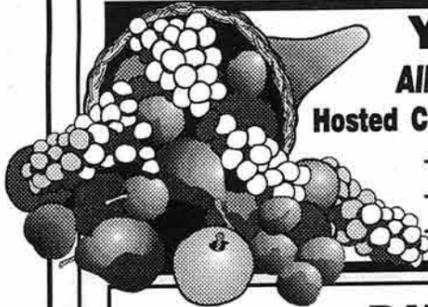
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Early Wake Up Call

Officers Take Youth Fishing

Q) How do you get a group of kids out of the house and into an SFPD van at 4:30 AM?

A) Take them fishing! That's just what will be happening in the Mission and all over the City for the next month or so.

One recent morning, a group from St. John's Educational Thresholds Center (SJETC) gathered at Mission Station at 4:30 AM. There they were met by Mike Phelan and an adult supervisor from SJETC. Mike got up early to drive kids to the pier in the Crime Prevention van. There they boarded the good ship "Lovely Martha" for a day of fishing, courtesy of the San Francisco Police Youth Fishing Program.

Mission Station and SJETC (as well as many other youth-serving agencies in the district) have collaborated on many activities over the

years. Most of the time the officers put into these activities is during their off hours, with the underlying idea being to allow the kids to see the cops as real people, and the cops to see the kids as real people. The side benefit to the cops is that it just feels good to do things with young people.

As for that Mission fishing trip, most of the group learned why they call it "fishing" and not "catching". The only salmon that went home that day was caught by Mike Phelan's daughter, Christina. The volunteers from Mission Station often include their own kids in the activities. This way, not only do their kids have a good time and meet new people, the other kids see that the officers have families too. Another small thing that helps accomplish the huge challenge of bringing a community together.

Active and Retired Members

SFPD Family Picnic

Mark your calendars for Sunday, October 5th. The S.F.P.D. Family Picnic Committee is in full swing organizing food, games, prizes, and surprises. We are seeking volunteers to work with the committee prior to the picnic as well as a significant amount of volunteers to help out at

the various booths on October 5th. If you or your family member(s) wish contribute your time or know of individuals or companies who wish to donate to our picnic, contact Laurie Pisciotto, event coordinator, Chief's Office, 553-9360.

PAL CORNER

For additional information, phone PAL at 695-6935.



Pal Soccer

Soccer Championship games were held at the Polo Fields on June 7th and June 4th. The teams had a great time playing at the Polo Fields. The winners are:

- UNDER 10 GIRLS SOUTH..... SF CITY TIGERS
- UNDER 10 GIRLS WEST..... SF CITY TIGERS
- UNDER 10 BOYS NORTH..... WILDCATS JR
- UNDER 10 BOYS SOUTH..... EARTHQUAKES
- UNDER 10 BOYS WEST..... CRUSADERS
- UNDER 12 GIRLS SOUTH..... HEARTBREAKERS
- UNDER 12 GIRLS WEST..... CHIPPERS
- UNDER 12 BOYS SOUTH..... J.C. GUADALARA
- UNDER 12 BOYS WEST..... S.F. GOLDEN JAGUARS
- UNDER 14 GIRLS..... WILDCATS
- UNDER 14 BOYS SOUTH..... CHEETAHS
- UNDER 14 BOYS WEST..... JAMESTOWN
- UNDER 16 GIRLS..... SF CITY TIGERS
- UNDER 18 BOYS..... S.F. VIKINGS

Special thanks to Ernie Feibusch for the use of two fields at Lowell, Justin Song for helping with the setup of Lowell fields, and Luis Azucena for setting up the Mission Dolores Field.

Pal Law Enforcement Cadets

Although the PAL Law Enforcement Cadet program is in hiatus for the summer, the In-Service Summer Training Program began on June 23rd. This program gives participating cadets an opportunity to work at various units in the police department. Cadets are working at Central, Ingleside, Mission, Northern, PAL, Park, Richmond, Tenderloin Task Force, Traffic and Southern. Officer Dan Inocencio is doing a great job of coordinating this summer program.

Any youth ages 14-21 interested in joining the cadet program should contact the PAL office at 695-6935. Sgt. John Pierucci, Law Enforcement Cadet commissioner, has great plans for the fall when the program restarts.

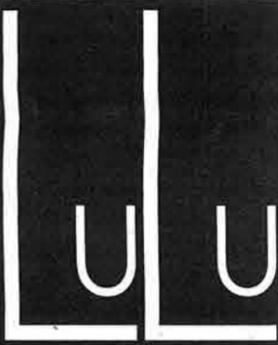
Pal Cheerleading And Football

Sign-ups for football and cheerleading began in April for ages 8-14. Practice for all the PAL Seahawks teams begins the first week of August. Each head coach will determine the actual practice times for his/her team at a later date. Practice consist of 5 two-hour sessions per week for a total of 10 hours a week.

The first game will be played the weekend after Labor Day in September. The regular season consists of 8 league games and all games are played on weekends. Some away games may be played on Saturday, however all home games will be played on Sunday. Teams that qualify for the playoffs will play the immediate weekend after the regular season ends, and may play up until the weekend before Thanksgiving.

All paper work for participants will be collected on July 23 and 28 at Hamilton Recreation Center 5:30 - 7:30 PM. Make sure your child has a copy of birth certificate, physical exam, copy of June report card, and contract signed by parent or guardian.

For more information, please contact the PAL at 695-6935.



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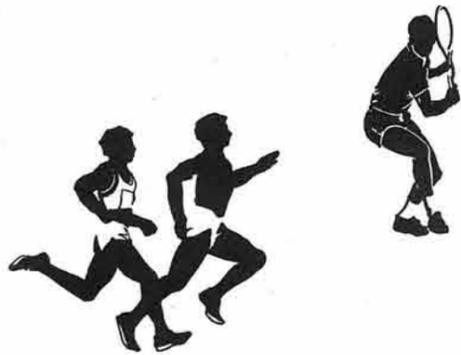
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SPORTS



Nick's Notes

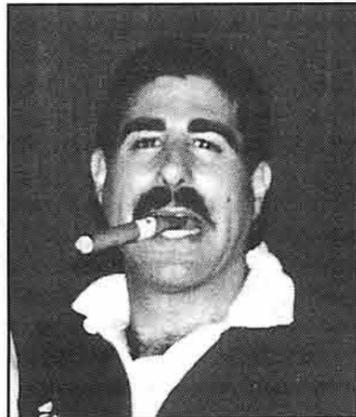
by Nick Shihadeh, SFPOA
Notebook Sports Editor

Check it out—How about that Mike Tyson? What a piece of work. Next, I'd like to give congrats to long time department veteran Geno Traversaro for receiving the Michael O'Brien Memorial Softball Award at the annual softball banquet in early June (see "Nick at Night"). I've played with Geno, I've played against him, and I've worked with him as softball commissioner as he runs the Richmond team; and, I consider him the consummate gentleman on and off the field and a great competitor as well.

Also taking place in early June was Chris Knight's SFPD Roller Hockey team winning the Bladium Championship for the spring season. The score was 6-2 in the game featuring great consistency in both offensive and defensive skills of the team. Doing most of the scoring were front linemen Mike Gonzales and Scott "Woody" Kendall who are considered the "Gretsky and Messier" of the club. On defense, the ever steady goal keeper Steve "Double A" Griffin had much help from tenacious back lineman Troy "Bonecrusher" Courtney. Congratulations guys and good luck in the Police Summer Games later this month in Fresno...How about that Mike Tyson? A real credit to that upstanding sport they call boxing.

Anyway, speaking of the games in Fresno, going to what may be their last competition in the weight lifting category are the infamous Currie brothers John and Joe. They'll be lifting in the over fifty Golden Masters division or as Joe likes to call it the "geriatrics" division—it's impressive that they're in the shape that they're in after so many years in this department. They can be seen regularly tossing the weights around the academy gym along with Steve Husler who will be participating in the over forty Masters competition himself.

Also competing later in July are four members of TAC who have put a shooting team together. They are



Angelo Spagnoli, Matt Castagnola, Tommy Smith, and Mark Potter. The category they will be entering will be the Police action Pistol section which is combat shooting with a lot of movement. Spagnoli was a world class shooter competing all over the place prior to entering the department, and he hopes to have these guys ready for some serious competition from other capable police officers from the state.

Rafael "Raffy" Labutan will be competing in a plethora of events up in Fresno. First there is handball, then there is billiards (8-ball and 9-ball), and then there are four track and field categories in the Masters over forty divisions including: 100 meters, 200 meters, the long jump, and the triple jump. In addition to all this, Labutan will be assisting me by taking photos of other SFPD competitors when he can and I will be showing the pics in the Notebook hopefully next month.

Other competitors include the Soccer Club (which will send three teams up). Steve Paulsen's and Miriam Pengel's co-ed softball team, and then Rod Tong's basketball team. An all-star softball team run by Jimmy Drago and Gary Delagnes was originally attending the Summer Games, but when they unexpectedly got put into the "A" Division they dropped out of the competition. Apparently Drago and Delagnes couldn't get the cap off the bottle of man pills to pass them around to the rest of the club. For the members who will be attending, lots of high hopes and the very best of luck...Once again: How about that Mike Tyson? He's really contributed great things to our society...So See Ya...

Sixth Annual San Francisco Police Officers' Association Golf Tournament



Monday, August 25th, 1997
Lake Course • Olympic Club

11:30 AM starting time

Four player scramble format

Benefiting Community Service Scholarship Fund

Prizes To Be Announced

This years' tournament will be limited to the first 144 applicants. The \$190 fee will include your golf, cart, continental breakfast at registration, range balls, lunch and beverages on the course, tee prizes and awards dinner to follow at the Irish Cultural Center.

Those wishing to sponsor a hole are encouraged to contact the POA at 861-5060. Assure yourself a spot and register early. This year's co-chairmen are Lt. Bruce Lorin and Insp. Bob Huegle. Contact them at the POA office, for further information.

All proceeds from the tournament are used to provide scholarships for children of active, retired, and deceased San Francisco Police Officers. Since its inception, the scholarship committee has provided over 25 college scholarships to the children of police officers. Please help us make these awards possible. Come and enjoy the golf course and good company at the 6th Annual POA/Community Service Scholarship Golf Tournament.

The Sixth Annual San Francisco Police Officers' Association Golf Tournament Monday, August 25, 1997

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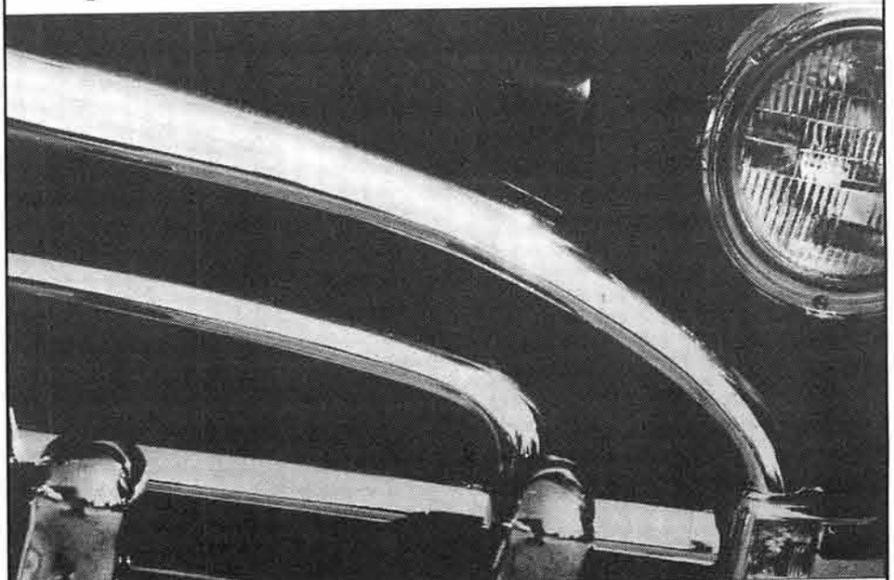
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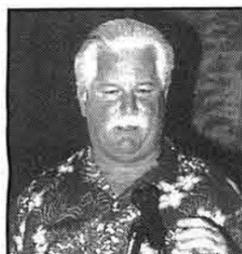
The 1997 SFPD Softball Banquet

Gino Traversaro Receives O'Brien Award

by "Nick At Night" Shihadeh
Photos by Art Borgis

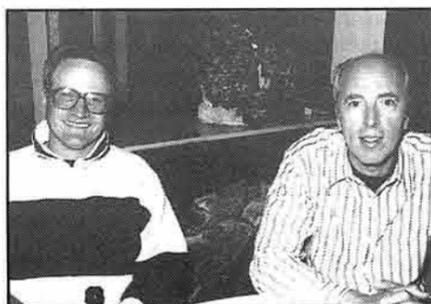
This year's softball banquet took place on the evening of Thursday, June 5th at Ron Dumont's "City Forest Lodge" located on Laguna Honda. It was a resounding affair that featured a tasty prime rib dinner (a la Dumont and the incomparable Jimmy Potts) before the festivities were to begin.

Leading off at the microphone was the league's assistant commissioner Brian "Monkey" Olcomendy who said a few words and then introduced the Commish Nick "Someguy" Shihadeh. After thanking the seventy plus people that were in attendance, Shihadeh presented team trophies to those deserving clubs who did well this season.



Previous O'Brien Award winner Layne Amiot saying a few words about this year's winner, Gene Traversaro

The Potrero/Bayview Pitbulls received a team trophy for taking second place in the "B" Division while the mighty Park Station Islanders received their first place trophy (as well as impressive

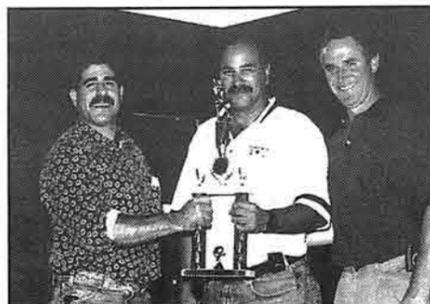


Mike O'Brien Award winner Gene Travesaro, left, sitting next to Bill DeCarski

sweatshirts). In the "A" Division, the Northern Station Bulldogs received a team trophy for second place while Mission Station received the first place one to go along with their individual sweatshirts.

Next would be presentations made to the managers of the championship clubs. Olcomendy received a nice plaque from his Islander compadres in appreciation for the fine work he has done over the years, while Greg "Blockhead" Suhr was given appreciative tokens from his Mission teammates as well. The most important part of the evening was soon to follow.

The infamous Layne "Boss Hog" Amiot was called to the microphone to announce this year's recipient of the "Michael O'Brien Memorial Softball Award for outstanding long time



Northern Bulldogs Nick Shihadeh, Jeff Roth and Rick Bruce with their Second Place trophy

participants in department softball. Being the former commissioner and a previous O'Brien Award winner, Amiot spoke with great authority about a man who is very deserving.



Mission co-manager Greg Suhr with an appreciation award from his team

This man has been the most humble, sincere, and unselfish ballplayer that the league has ever known for the last twenty-five years. He also plays a very unrelenting third base when he's not spreading the ball around to all fields on a very consistent basis when at bat. This gentleman is the



Park Islander Manager Brian Olcomendy showing off the palque he received from his team

fair-minded manager of Richmond Station's club and is the one-and-only Gene Traversaro.

When Traversaro's name was announced, a standing ovation was given by the crowd. He was presented with a personal O'Brien plaque, an SFPOA Softball ball cap, a fine cigar, and had his name already added to the perpetual O'Brien plaque that is displayed at the police range. Traversaro gave a short inspired speech and was again warmly embraced by the crowd.

The entertainment portion of the banquet would be next and it turned out to be a comedy routine performed by Richmond scorekeeper Jackie Sachs. Sachs did her short routine featuring jokes such as: "Some people think that I'm an institution, while others think that I belong in one." After other interesting witticisms, Sachs finished her speal and the crowd headed back to the bar for more partying and cigar smoking. As usual, the softball banquet was a great time had by all.

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“B” Division Championship

Finally... Park Islanders Win It All

by Mike Siebert

Five years ago the Park Islanders made their first trip to the softball finals and failed. Two other times since they've attempted to win the "B" softball crown and each time they were denied. But, on a Thursday morning in late May, they would come prepared for yet another championship game.

To get to that point, the Islanders had placed third in the regular season and had an extra game to play in the playoffs. This extra game proved to help the team come together in a fashion never seen in the SFPD softball league. The Islanders ran around a tough Daly City PD team by taking extra bases at every chance, and they defeated them by a score of 13-3.

The second foe for the Islanders was a very excited Southern team. Southern Station placed second in the division and had a first round bye, which may have been their downfall. Or at least until they took an early lead on the Islanders by a score of 14-8 after only three innings. The Park team took exception to falling behind and started on offensive barrage that might have set a play-off record; the Islanders would catch Southern and really put the pressure on by taking a seventeen run lead to make it 31-14.

Southern answered back with eleven runs of their own and climbed within six to make it 31-25. Park wasn't to be denied their place in the finals and responded to the challenge by putting up a fourteen spot. Southern was held scoreless the rest of the way while Park scored six more runs. The game ended with a possible playoff record of 76 total runs scored: Islanders 51 - Southern 25

A week later, the Islanders took the field against the division champions, Potrero/Bayview Pitbulls. The Potrero team won the division title by losing only one regular season game—it was to the same Islander team by a score of 4-3 and they sure wanted some payback. The weather at game time was pleasant but breezy, which brought about possibilities of challenging fly balls to the outfield.

The Islanders led off the game by



Co. F Park Islanders
B Division Softball Champions

scoring just one lonely run in the first innings—the nerves showed. With the stop of Park's offense, the Pitbulls had grand thoughts of putting away the game. With a runner on first, the third batter Brett "Ogle" Thorpe took to the plate. He sent a towering high drive to deep right field. William "Bud" Clinton attempted to draw a bead on the ball with an acrobatic pirouette in front of the fence in right. The ball fell safely through, and the Pitbulls were on the board. They would score five runs in all to now lead the Islanders by a score of 5-1.

The Islanders started up their chainsaw and knotted the score at five. More innings of superb softball followed leaving the game tight. Brian Olcomendy gathered the Islanders for a quick "pep talk." He asked about the bats from the previous week and why hadn't they showed up for this game. The Park team answered Olce's question by getting seven straight hits and scoring nine runs to distance themselves from the Potrero team 14-5. Layne "Ex Comish" Amiot showed his speed of old by going first to third on a short single and a little later scored from second on another short base-knock. Layne, the consummate player, gave life to the youth of the Islanders.

The Pitbulls weren't done yet. The inning after the barrage the Bulls answered the call by getting a grand slam by Dan "Run Silent, Run Deep" Simone to make it 14-9. Pitbull manager Danny "Alfred E. Newman" Man-

ning thought his team was now in position to overtake the cruising Park team.

As they have done throughout the season and the playoffs, Walt "Don't call me Wally" Cuddy and Mike "3rd Best In The Region" Morley would not lay down. Getting a taste of possibly their first championship, they placed hits to all fields and tuned-up their team toward another rally. More runs were scored for the Islanders and the Pitbull challenge was suppressed. Cuddy for the game would hit for the cycle that included a 3-run HR and Morley went 6 for 6 at the plate as well. Kevin "Dad, I Could Do That" Rector was



Co. C Potrero/Bayview Pitbulls
B Division Second Place

another offensive star of the game. Mark "I Don't Know How To Pitch But I Will Try" Porto thwarted other Potrero attempts at overcoming the Islanders by throwing strikes; and, good defensive plays behind him by the ever present Steve "Ocho" Roche at second base and Greg "New Guy" Kain at shortstop also checked the Pitbulls.

The game eventually ended in Park's favor by the score of 29-14 and it was a championship victory of great proportion. The Pitbulls efforts in this game and throughout the season will not be discounted as they will be a force to be dealt with in years to come.

Once again: Congratulations Park Islanders and good luck in the "A" Division next season...

Going To The Games? We Need Your Photos

If you are planning to attend the Police Games in Fresno later this month take a lot of photos for your brothers and sisters who had to stay home. Share them with everyone right here on the pages of the *Notebook*. Stand-and-grin snaps are okay, but we would prefer action shots of SFPD athletes in the throes of competition. Any event is of interest. Victory not a requirement.

Send photos to the *Notebook* at the POA office, 510 7th Street, 94103. On reverse of the print jot down the date, event, name of the person/s in the photo, and the photographer's name. Prints can be returned upon request. Help us celebrate the effort of our members. Submit photos of the games by August 4, 1997.

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SPORTS



11th Annual O'Brien Pistol Match

by Brenda Walker

The 11th Annual O'Brien Pistol Match was once again a great time. The weather blessed us with a lot of sunshine and a warm breeze throughout the day.

Breakfast started at 0800 hrs and was followed by lunch around 1200 hrs. Much appreciation and thanks goes out to Sue, Matthew and Jonathan O'Brien for hosting the great good supplied by Charlie Coates and the P.O.A. No one went hungry with delicious barbecued chicken, chicken chow mein and side goodies. Andy Cohen from TTF has quite the reputation of being the head chef behind the grill and cooked up some really great sausages of all kinds.

Everything was scrumptious...

This year the shooting looked a little different than in past years. The range has nearly completed converting the entire department over to the .40 cal Beretta. This conversion has caused some excitement. A couple of people forgot to brush up on how to, well, should I say, handle the weapon and had wounds to prove it. I won't mention their names, but you could ask Pat Cadigan and Dean Taylor. Cal Nutting was also another victim—he caught a hot flying shell in the rim of his glasses which caused him to do some quick hopping around. The mechanics of the semi-auto reminded us of some of the finer attributes of the revolver. Overall, everyone appeared very pleased with the Beretta.

Five dollars got you a T-Shirt (supplied by Sally Casdazza from Pacific Bell), a wonderful breakfast or lunch, a box of bullets, a chance to win some really great prizes, and a fun time to mingle with you comrades.

Duane Otis provided Godly words from the tower and the range staff stayed close by to mind the store. As the end of the day neared, the absence of previous match winners and match contenders was really noticed. I suppose retirement had something

to do with it. As the scores were finalized, it appeared that this year's match winner was a returning champ—Mike Zurcher with a tight score of 467-19x. The top female match winner was well, ah, me, Brenda B. Walker with a 456-15x. S.F.P.D. team winners were team range #1—Coates, Barber, Drago and Matt O'Brien with a total score of 1737-53x. Outstanding!

Guest flight match winner went to S.F.S.O. range master George Knox with a sweet score of 463-12 x. The top female guest flight winner was S.F.S.O. Vicki Hennessy with a fine score of 441-12x.

Guest flight team winners were U.S. Park Police #1-Wasserman, Wagner, Kang and Chang with an awesome score of 1778-52x. But wait, there's more! Beautiful belt buckles were awarded to the top distinguished shooters in the revolver and semi-auto categories. Winners of the distinguished revolver were S.F.S.O. Jim Drilon with a score of 470-23x and S.F.P.D. Paul Swiatko, score 462-12x. There were nine distinguished

semi-auto winners and they are listed at the end of this article.

There were many more winners in each category. Bob Fitzer will be contacting you lucky shooters soon. Show me the prizes! There is also a stats sheet circulating with each participant's score compiled by Glenn Pamfiloff. Thanks Glenn!

Maybe you couldn't make it to this year's match because of work or maybe you had no idea why we even put the match on. The pistol match is in memory of S.F.P.D. Officer Mike O'Brien who worked at the firing range and was a member of the pistol team. Mike made huge contributions to the range and our department. This match in his honor is our way of keeping his wonderful spirit alive. Thanks to all who participated! As for the rest of you...We hope you decide to join in the fun next year. P.S. Thanks Chief Lau for your interest and support in the Mike O'Brien Pistol Match.

Thank You!
Thank You!
Thank You!

Semi-Auto Winners

1.	S.F.S.O.	Alex Portnov	464-21x
2.	S.F.P.D.	Ray Salvador	462-16x
3.	S.F.P.D.	Bob Mahoney	458-9x
4.	S.F.P.D.	Damon Keeves	454-18x
5.	S.F.S.O.	R. Reglos	454-16x
6.	S.F.P.D.	Mickey Griffin	452-20x
7.	S.F.S.O.	Rex Olson	450-11x
8.	S.F.P.D.	David Butler	449-14x
9.	S.F.S.O.	Rex Yangus	448-11x

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The Loon's Nest Report

Harry Pearson Victorious in Cinco De Mayo Invitational

by Ed Garcia, TTF

On May 5th, 56 members of the Loon's Nest Golf Club and guests flew up to the Adobe Creek Golf Club to hold our first Cinco De Mayo Invitational golf tournament. As the Loons descended from their flight pattern, we found a beautiful spring morning and a course in very good shape with tough pin placements and fast greens. As tee time approached, local sports writers had been favoring two Petaluma hometown favorites, Harry Pearson and Bob McMillian. These two loons make up the team known around Sonoma County as the "Petaluma Express". This would turn out to be a day that the "Petaluma Express" would be rolling, as play progressed.

As play was completed on the front nine, Doug Seefus carded a 39, which included a birdie on the 7th hole, the #1 handicap hole on the course. Doug's 39 gave him a one stroke lead over Tom O'Connor of Co. K and Dan Everson of Burglary. Two strokes back were Pearson, McMillian and Mission Station's Mike Radanovich. Three back at 42 strokes was Steve Delsuc, John Mino from Hondas and Ed Garcia. Harry Pearson turned it on as he went into the back nine, posting 7 pars and two bogeys for a 39 and a total score of 79. Doug Seefus also had a fine back nine, including a birdie on the 16th hole, but a double bogey on the 10th hole hurt Doug as he also posted a total score of 79. The tie breaker went to Harry Pearson and he became the

Loon's Nest Golf Club's first Cinco De Mayo Champion and was awarded a beautiful silver tray for his efforts. Seefus took second place, followed by Tom O'Connor who posted a round of 80.

In first round low net, Mike Radanovich of Mission Station took first place honors and the silver tray, as he had a net 67. Charlie Anzore of Richmond Station finished in second place with a net 69, two strokes back of Radanovich. Bob McMillian, kept the Petaluma Express on track, as he fired a net score of 70 to take 3rd low net. In second flight play, Rick Parry of Robbery and Dan Mahoney of Narcotics fought it out to a tie with scores of 90. The tie breaker went to Parry, who was awarded a silver tray and second place went to Mahoney. Dan Mahoney also picked up a "closest to the hole" prize and side pot on the day and his brother Mike Mahoney took a first place in the second "closest to the hole" contest, as the Mahoney's left Adobe Creek with plenty of plunder. Dan "Pops" Everson from Burglary took third place, 2nd flight low gross, as he posted a 96. Dan opened with a front nine score of 40, which left him one stroke behind the leader at the turn, but the wheels fell off on the back side as he slipped up to a 56.

Second flight low net went to Traffic's Marty Barbero, who is playing in his rookie season with the Loons. Marty fired a net 65 to defeat second place finisher Steve Morimoto of Domestic Violence. Steve posted a net 68, taking second. Steve is also in his rookie season as a Loon. Burglary's John Cleary took third place with a net 71. John played a

fine round, but ran into big trouble on the par three 8th hole.

An interesting moment came when Loon Paul Guinasso of TTF stepped up to the tee on the "Long Drive" contest. Paul had just purchased a new Wilson, Invex driver with 8.5 loft. Paul had spend more than a few dollars on the new breed of super driver and he was ready for action. Paul was in the last group to tee off and as he looked down the fairway, he could see the marker indicating what he had to beat. Paul prepared his stance, adjusted his grip, clinched his teeth and let rip with his new driver. As the ball flew down the center of the fairway, Paul had a look of satisfaction on his face. As the ball traveled, the members of the foursome knew this was big. Paul's ball flew the marker sign and continued down to the fairway for a total distance of 273 yards (into a slight breeze). Paul's new driver had clearly earned a place in his golf bag.

Giants Promote Traffic Safety

The San Francisco Giants, the Giants Community Fund and Mitsubishi Motors, in cooperation with the California Highway Patrol, the San Francisco Police Department and Major League Baseball, will educate the public on traffic safety, and drunk driving prevention, during their annual award-winning Traffic Safety Day at 3Com Park on Sunday, July 27.

The Seventh Annual Traffic Safety Day, which will also raise funds for Californians Against Driving Under the Influence (CADUI), will be held prior to the Giants-Pirates doubleheader at 12:05 p.m. in 3Com Park's main parking lot adjacent to Gate A.

The event will feature Giants players, along with representatives from the San Francisco Police Department, California Highway Patrol, California State Automobile Association, Kaiser Permanente, Harbor Bay Maritime, Federal Bureau of Investigation, MUNI, CalTrans, Sam Trans/Cal Train, Amtrak Peninsula Commuter Service and American Medical Response. Other organizations participating include MADD, Just Say No International, EMS Agency and law enforcement agencies from Belmont, Broadmoor, Campbell, Daly City, Dixon, Morgan Hill, Novato, San Mateo and the Santa Clara County and Marin County Sheriff's office.

For the fourth consecutive year, Traffic Safety Day will serve as a

fund-raiser for a Northern California charity. Funds will be generated through a sale of tickets by participating agencies, with a portion of each ticket sold donated to CADUI, an ad hoc group of private sector, government, law enforcement and safety advocacy groups that provide leadership, coordination and support to California's war against impaired driving.

Traffic Safety Day, which has earned the Nationwide Insurance "On Your Side" Highway Safety Award, will showcase dozens of safety product displays, booths and demonstrations in 3Com's main parking lot for free public viewing and participation.

EDITORS NOTE: Police Officers who want to purchase tickets and help in the fund-raising efforts can contact Lt. Jack Ballantine of the San Francisco Police Department at (415) 708-1516. Tickets cost \$10.00 and includes a free BBQ tailgate party. Deadline to purchase tickets is July 23. The first 25,000 fans through the turnstiles will also receive a set of 1997 Mother's Cookies Trading Cards. In addition, kids under the age of 15 can run the bases postgame.

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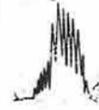
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Close Encounters

by **Steve Johnson**,
SFPOA Secretary

I was on vacation last year, returning from the beach when I heard someone call. I looked back and it was **Captain Tom Petrini**, sporting a beard. Tom looked relaxed, we exchanged small talk, and I left.

Needless to say, I'm still upset over the fact that Tom recently took his life.

When Tom Petrini was a Deputy Chief in charge of the Patrol Division we rarely saw eye-to-eye. I'm sure I called his office several times each week with issues that we'd fight over: staffing levels, changing starting times, vehicle safety, personnel transfers, overtime use, disciplinary measures, etc. . . Sometimes he'd win, sometimes the POA would prevail. But Deputy Chief Tom Petrini always dealt with me on a professional basis, he was someone I always respected, and always will. Tom was a police officer you wouldn't mind partnering up with because you knew you could trust him explicitly. I just wish that Tom would have called me prior to making his final decision over whatever it was that was bothering him. It's not that I could have changed his mind, but I know a lot of people who might have been able to do so.

We need to look out for each other. If you know your partner is going through some tough times, then you have the responsibility to get them help. If you think a member of your watch is having a problem handling the stress of this crazy job, then you need to call someone. PLEASE DO NOT LOOK THE OTHER WAY.

And, if you're not sure exactly what to do, then call me: (415) 708-3880.

Seems to be a new trend with our local career criminals, apparently it's no longer socially acceptable for them to only carry the one gun, now they're all packing two. At least that's what came as an unpleasant surprise to **Officer Trena Wearing** and **Officer Gabe Gallaread**. Trena and Gabe responded to a family dispute and had to place the male participant under arrest. A subsequent search produced the two weapons.

Same thing happened in the Mission District when **Sergeant Bob Barnes** and **Officer Darryl Deen** detained an individual who was acting suspiciously at 20th/Lexington Streets. Could be he was acting suspiciously because he was carrying two, fully-loaded, .45 caliber semi-automatics.

Used to be where you'd breathe a sigh of relief after you found a gun on a suspect. New Rule: Keep searching!

Our members responded to 216 calls of people armed with guns in the month of March, 1997. On 16 of those occasions the officers rolled up on the armed suspect with no idea what they were getting into. I tried to get a new count but we have a new computer system that's not exactly cooperating, yet.

Officer Terry Frances and **Officer Paige Markham** heard the sound of gunshots while they were patrolling in the 25th/Utah Street area and sure enough, a young man came running around the corner, saw the officers and made a quick u-turn. This subject didn't make the block before Officer Frances and Of-

ficer Markham had him stopped. As the officers were approaching him the suspect reached into his waistband and removed a fully-loaded, .38 caliber gun that he threw to the ground. Yes, we are very lucky at times.

Sergeant Jim Calonico responded to an aggravated assault at 16th/Mission where a man was slashed by a suspect carrying a large knife. The victim required over 200 stitches. Sergeant Calonico was inside a store on 16th Street interviewing a few extra witnesses who were present when the vicious attack occurred when in walked, you guessed it, the suspect. And yes, the Sergeant was in full uniform and his marked police unit was parked directly outside the store with the lights flashing. Go figure. . .

Anybody read about the vicious attack perpetrated against **Officer Kevin Mannix** in any of our local dailies? Of course not. It took a small neighborhood paper to report the story. (Our local dailies actually perpetrate vicious attacks against members of our Association usually without the facts.) Arleen Bandarrae, a reporter for the Western Edition, wrote a very good article documenting the facts. It was Memorial Day and Northern Station officers were attempting to take a felony suspect into custody when other members of his family became involved, attacking the officers. The usual rocks and bottles were thrown at the officers with a few flashlight batteries mixed in. Officer Mannix was attempting to calm the crowd when an eighteen year-old, 6', 230 lb. subject caught Officer Mannix off-guard. During the ensuing attack Officer Mannix sustained a broken nose, a torn knee ligament, a fractured eye socket, and lost consciousness for several minutes. He was rushed to San Francisco General Hospital for treatment and is still off-duty. The eighteen year-old went to jail, of course, not only for the assault on Officer Mannix but also to clear up his \$30,000.00 in felony warrants that were outstanding. The warrants covered the usual gamut, narcotic sales, gun possession, etc., etc., etc..

Officer Omar Bueno was walking a foot beat when he was attacked by an individual at 24th/Treat Streets. Officer Bueno was in full uniform when the suspect turned on him and started swinging. Omar sustained a broken nose from the incident but, fortunately, managed to place the felon into custody.

I think we need a new Medal of Valor. We already have the Gold Medal, Silver Medal, and Bronze Medal, why not a Purple Heart for officers, like Officer Kevin Mannix and Officer Omar Bueno who sustain serious injuries on-duty? We'd probably have to make quite a few of them the way things are going. We already had **Officer Jason Jefferson** who sustained major trauma when he was attacked by a vicious crowd. And **Officer John VanKoll** never received anything after he was shot by a sniper from the Army Street Projects. This would be an excellent issue for our new Police Commission to consider, I'll get right on it.

Imagine leaving your store with a few other employees and having four armed suspects, wearing ski masks, walk up on you, order you back inside, place a gun to your forehead

until you open the safe and then handcuff you and make you lay on the floor, waiting and worrying what might happen next? Well this scenario actually happened on the 300 block of Williams Street. Fortunately, for the seven hand-cuffed, pruned out employees, their store was situated right next to the brand new Potrero Police Station. Unfortunately, for the suspects, **Officer James O'Malley** and **Officer Jon Kasper**, made a timely appearance and called for back-up. Enter the Potrero Station Posse (See below). The armed suspects came strolling out only to face eleven police officers. It was now the suspects' turn to wear the handcuffs and to start worrying about what might happen next when they get their ticket to state prison.

Potrero Station Posse

Sergeant Ed DelCarlo
Officer David Nakasu
Officer Daniel Manning
Officer Jim Arnswald
Officer Kevin Labanowski
Officer Pilar Torres
Officer Eugene Yoshii
Officer Jeff Skover
Officer Brian Petiti

And just the other day at around 10:00 a.m. at the very populated intersection of Mission and Cesar Chavez an individual opened fire with his 9mm handgun. He struck his target several times and **Officer Ben Manning** was right on the scene to obtain immediate medical assistance. Ben issued a detailed description and **Officer Joo-Han Kim** and **Officer Ken Koenig** were right on top of the action. They trailed the armed suspect to an alley off 24th Street and then locked the perimeter down with the help of **Sergeant Pablo**

Ossio, **Officer Ed Robles**, **Officer Vic Silveira**, **Officer Lance Martin**, **Officer Marco DesAngles**, **Officer Sev Flores**, **Officer Steve Thoma**, **Officer Roland Tolosa**, **Officer Mario Machi**, **Officer Troy Peele**, **Officer Frank Harrell**, **Officer Ray Guerrero**, **Officer Michael Phelen**, and **Officer Teresa Ewins**.

Officer Kim and Officer Koenig then located the suspect hiding behind a parked car in the alley, still armed with his loaded weapon. A few tense minutes went by until the officers could gain the advantage and took the shooter into custody.

Keep in mind that everything you do on the street can be analyzed by the Officer of Citizen Complaints several months later for allegations of possible misconduct. Make notes when necessary and take you time when completing reports. We recently had a case where a simple traffic stop and subsequent tow resulted in four separate charges against the officer. Seems if a citizen doesn't like receiving a citation for a red light violation, they call the OCC. OCC then charges the officer with Unwarranted Action for issuing the citation (this is before any investigation is done). You will also be charged with Neglect of Duty if you happen to guess the color of the car wrong when making notation on the traffic cite itself. And, if you happen to appear "intimidating" because you are wearing a uniform, you will be charged with an additional count of Unwarranted Action. Gee, ever wonder where OCC gets their numbers??

If we operated in the fashion the OCC currently does, the Attorney General would be setting up camp outside 850 Bryant Street. But we don't, because we are professionals.

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Notebook Deadlines

<u>Month</u>	<u>Submission Deadline</u>
August	Monday, August 4, 1997
September	Tuesday, September 2, 1997
October	Monday, September 29, 1997
November	Monday, November 3, 1997
December	Monday, December 1, 1997
January	Monday, December 29, 1997