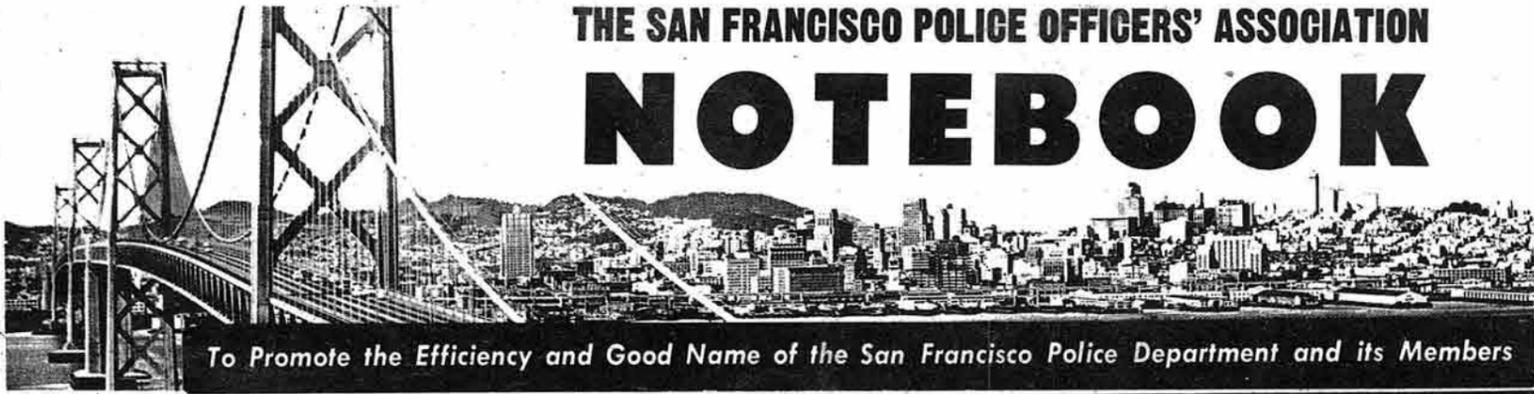


S.F.P.O.A. ELECTION EDITION

THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK



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

Vol. II

SAN FRANCISCO, JANUARY, 1971

151

No. 1

YOUR OFFICERS WIN ASSOCIATION RIGHT TO BARGAIN THE AGREEMENT

WHEREAS, It is necessary that the City and County of San Francisco meet and confer in good faith with employees or employee organizations, or the agents thereof, in an effort to reach an agreement regarding wages, hours, and other terms and conditions of employment; and

WHEREAS, The San Francisco Police Commission is aware of the responsibilities of the Police Department and the terms and conditions of employment for police officers; and

WHEREAS, The San Francisco Police Officers Association is composed solely of sworn personnel of the San Francisco Police Department and represents a majority of the members of said Department; and

WHEREAS, It is desirable that any agreement entered into between the San Francisco Police Department and the Police Officers Association be approved by the Board of Supervisors; now, therefore, be it

RESOLVED, That the San Francisco Police Commission is hereby authorized to meet and confer with representatives of the Police Officers Association, recognized by the Police Commission as the principal bargaining agent for the police officers, and enter into a memorandum of understanding regarding terms and conditions of employment; said memorandum to be subject to approval of the Board of Supervisors and subject to all limitations which may be required under the provisions of the Charter of the City and County or applicable law.

(JOHN LEHANE, President

APPROVED

(TOM DEMPSEY, Secretary
WILLIAM ALLEN, Treasurer

HERE IS HOW YOUR OFFICERS WON OUR VICTORY:

On Tuesday, January 5, 1971 at 11:00 a.m., your Officers met with Mayor Alioto in his chambers.

After a full discussion of the necessity for a bargaining agreement, it was deemed proper that other interested parties to such an agreement should be present. Accordingly, the meeting adjourned to meet again at 3:00 p.m.

At this second meeting, there were present Mayor Alioto, who presided; your president, John Lehane; your secretary, Tom Dempsey, and your general counsel, Jake Ehrlich.

In addition to the Mayor, others present were Thomas Mellon, City Administrator; Peter Tamaras, Chairman of the Legislative and Personnel Committee of the Board of Supervisors; James Stark, Assistant City Attorney; Milton Mares, Assistant City Attorney. Also in attendance was the Mayor's Chief Assistant, John DeLuca.

There was an extensive discussion of the wording to be used in the Resolution. The Resolution, as agreed to, appears above.

It is heartwarming to know that the Administration and your Officers worked hand in hand to bring about this Resolution, and this friendly meeting is indicative of the future progress to be made between your Officers and the City Administration.

JOHN LEHANE, President

S.F.P.O.A. ELECTION

During the week of January 24th through January 29th we will hold what will probably be the most important election in the history of our association. The candidates you choose will not only decide which direction our association is headed but will also carry your vote in matters affecting our future conditions, benefits and political involvement.

No longer can we function as a police social club. Whether you realize it or not; the Association is embarking on an era of involvement.

Involvement in negotiations—for the benefits others enjoy, but are denied to us.

Involvement in politics—developments both locally and state-wide can and do directly affect us. It's time we had a hand in those developments.

Involvement in leadership—we, the largest police association in Northern California have yet to assume the leadership in advancing our police profession.

All these things and more will be confronting the new Association leadership. So choose, and choose well, those persons who you want to entrust with your voice and your vote. Under the new constitution those whom we elect, backed by the more than 1600 members of the SFPOA will have the power and the authority to get things done . . . for the benefit of us all. — Editor.

AN EDITOR'S VIEWPOINT

ATTACKS AGAINST POLICE

In case you have been under the impression that 1971 would see an easing of hazardous police incidents the events of last week should dispel that misconception.

On Friday, January 15th two separate burglaries resulted in police officers being targets of gunmen.

At 1:30 a.m. Officers Janquin Santos and Donald Forte, out of Northern Station, were investigating a burglary of Van Ness Chrysler-Plymouth. Entering the premises both officers ran into a fusillade of bullets from the suspect hiding inside. One of the bullets struck officer Santos in the right ear, grazing his cheek. After an exchange of gun fire and a wrestling match the suspect was taken into custody.

One hour later, on the other side of town, Sergeant James LaBrash had his hands full rounding up three suspects at G.E.T. Department Store, when from across the street a fourth suspect fired five shots at him. Sgt. LaBrash said that his partner, Officer Vladimir Shegoleff, arrived just in time to dissuade the gunman from continuing the battle.

An auto found at the spot where the unknown gunman had been firing was registered to a William A. Morris. It is interesting to note that he and another suspect, Kenneth Beasley, captured at the scene both appear elsewhere in this edition. (See Page 5, Col. 3 "Notebook Staff to Record Complaints.")

Just six hours previous to these incidents, over in the Potrero, Officers Michael Kemmitt and William Walsh were involved in a hot chase of a stolen auto. In an attempt to stop the fleeing suspect Officers Gary Frederick and Robert Davis operating C-5 positioned their radio car across 3rd Street. Instead of stopping, the suspect swerved around the radio car running down Officer Frederick. He was apprehended shortly thereafter at 3rd and LeConte Streets by Officers Mitchell and Manley in Potrero 6.

The preceding incidents are a vivid reminder that you and I are a walking target. Every petty, two-bit hood in the city knows from recent developments that it's easy to beat a rap today. What the hell is probation or a suspended sentence to them? Make no mistake about it friend, if that suspect you're chasing can get away by knocking you off, no sense of "fair play," brotherly love or fear of punishment is going to stop him.

But that's not all you have to worry about. Last week the Northern was the scene of another shooting incident.

On Wednesday, January 13th at approximately 11:30 p.m. Officers Dennis Jacobson and Robert Martinez in Northern 1 were proceeding east on Waller Street checking license plates when they noticed three NMA's walking toward them. As the suspects came abreast of the radio car, one suspect suddenly turned and with what appeared to be a snub nosed revolver opened fire.

Officer Jacobson, driving the radio car automatically reacted by slamming down on the accelerator and in so doing saved his and his partner's life. Jacobson, although hit, got the car to Waller and Pierce streets where he radioed for help and jumped from the vehicle anticipating that the suspects were still intent on finishing them.

Officer Jacobson, unaware that he had been hit, and thinking his partner Martinez already dead continued to call for help. It was only through the excellent response from Communications that help was dispatched so quickly. This is to the credit of Officer Herman Rossback who at the Channel 4 position handled the situation with calm efficiency sending assistance within 30 seconds of the first call.

Officer Robert Martinez, in the passenger side of the radio car was worse hit, receiving a bullet wound in the right arm and cuts from glass fragments. Dennis Jacobson received a bullet wound in the upper right leg.

And what was the point of this brutal unprovoked attack? This type of criminal is the worst of all. He is the self-styled revolutionary. His cause is not of Civil Rights or Discrimination or better housing—it is instead, a cause of DESTRUCTION. Destruction of our country, of our society, of our lives. In this battle the maiming, killing and demoralizing of the police is of prime concern. We represent the Government and when you can demonstrate that the government is weak and unable to protect its citizens—let alone its own officers—then you create confusion and uneasiness among its population. And the next step is convincing the people to seek that protection for the revolutionaries.

So, where do we go from here? There will be more meetings and discussions delving into the "deep rooted" causes of these incidents—but no answers! More studies that compile volumes and volumes of reports and statistics—but no answers!

And in the meantime we, the police, must sit back and patiently go on bleeding and dying. After all, that's what they pay us for—OR IS IT?

CANDIDATES FOR OFFICE

J. WILLIAM CONROY CANDIDATE FOR PRESIDENT

Among the items I believe in actively seeking are:

1. Professional, sensible, promotional examinations to be held on a date certain every two years.
2. Modern working conditions with benefits to include adequate medical, dental and maternity plans; death, illness and injury coverage on or off duty.
3. Adequate salary increments based on education, technical proficiency and years of service.
4. Enlightened retirement provisions with retirement possible after 20-25 or 30 years service regardless of age.
5. Proper intelligent representation before the various Boards and Commissions on behalf of the Association.

If elected, I promise to select the finest talent available to implement the proposals set forth above.



For SECRETARY . . . **JERRY CROWLEY**. A Civil Service Sergeant, with 13 years in the business, presently assigned to Co. C. A Sacred Heart H. S. graduate, and holder of a B. A. degree in U.S. History and Government, Head coach of the PAL Mariner's Football team for the past 4 yrs. and took the championship this year. He was one of two men of this dept. who forced the administration to adhere to rights guaranteed brothers placed on civil-service promotional lists. Member of PAL, Police Post 456, Native-Sons of Calif. Was also one of the leaders in the fight this year to implement the "grievance procedure rule 56." This man has always supported fair and equitable treatment for all members and is a firm advocate of the making demands of policemen known to the public.

GALE W. WRIGHT—TRAFFIC DIRECTOR (INCUMBENT) SFPOA

I have represented the Traffic Bureau officially for three years. At each meeting, I have taken my own notes and posted them prior to release of the official publication. I have always made it a point to discuss any association business with the men and answer any questions asked. Occasionally I have been Acting Secretary of the regular meetings and at the Executive Board. Because of the new Constitution and By-Laws, this Association will be able to function much better. I request your vote for me so that I may continue to represent you men of the Traffic Bureau.



For PRESIDENT . . . **JERRY D'ARCY**, a Civil Service Lieutenant presently attached to the Crime Prevention Company. He holds an A. A. degree in Police Science and a B. A. in Social Science, and an advanced P. O. S. T. certificate. Has served for the past year as 2nd Vice Pres. of the Association, and while in office, was responsible for obtaining a date for the Q50 Sgts. exam., led the move to save the membership \$1800 of their dues money by removing the "press-agent" from the budget, assisted in the implementation of "grievance rule 56," and aided in the move to establish a new Association publication with Brother Bill Hemby in charge. He's a member of Police Post 456, AAU, Our Lady of Fatima Group. He was also one of a handful of policemen who pressed the fight in spite of great odds, for the guarantee of all S.F. policemen to participate in outside employment.



For TREASURER . . . **JOE PATTERSON**. The present Sgt. at Arms of the Association and presently attached to the Tac-Unit of the Crime-Prevention Company, he holds a B.S. degree in Industrial Education, and is Community Youth Worker, a member of Kappa Alpha Psi, and also sits on the Department Suggestion Panel. As a former Vice Chairman on the Finance Committee of the Jones Methodist Church will give him the needed experience for the Treasurer's job. Joe is an ardent supporter of equal rights for all policemen and during his term of office as Sgt. at Arms has voted for every benefit available to policemen. He stands for an open and honest approach to all problems facing policemen today.

JOHN LEHANE FOR THE POSITION OF PRESIDENT

I am the incumbent candidate for the office of president of the association. I was appointed to the department on March 10, 1947 and have worked at Mission, Central, Potrero, Southern, Ingleside, Permit Bureau and am presently station keeper, on the night watch at Northern Station.

For many years I have actively worked for the association, serving on committees, as a member of the Executive Board from Hdqts. Co. and as Secretary since 1967.

I have always pushed for better working conditions and employee benefits for all members of the association, and will continue to do so.

TOM DEMPSEY — SECRETARY (INCUMBENT) S.F. POLICE OFFICERS ASSOCIATION

I have been the Secretary of the San Francisco Police Officers Association for approximately 45 days, and until this time I never fully realized the behind the scenes activity which engulf the business of securing better working conditions and other benefits for association members.

It is difficult for one to realize the great responsibility resting on the association officers in their efforts to secure basic rights for the policemen. I have always advocated better working conditions and am against lowering the standards for becoming a policeman, and during the time I have been your secretary, I have urged the elimination of civilian personnel taking police officers' jobs. Now that we have a bargaining understanding with the city administration, I look forward to 1971 with renewed hope that the association will grow and that some of the childish bickering will disappear.

I have been active in the association for most of my 22 yrs. in the dept., both as station representative and at other times as a member of the executive board. Even tho' I have had years of experience in the activity of the association I feel there are many areas wherein we can improve our conditions. During my-tenure as a police officer I have worked at Ingleside, Southern, Central, Mission, City Prison and am now the Court Liaison Sergeant.

HENRY STRONG CANDIDATE FOR PRESIDENT OF S.F.P.O.A.

In announcing my candidacy for President of the S.F. Police Officers Assn., the following is what I am either in favor or against.

1. Because of the fact that members of this department who may be involved in an auto accident while off duty or on their days off, and after proper investigation has been made by the Accident Investigation Bureau, I am unalterably opposed to the sending of a superior officer from their district station to the location of said accident in order to make a report as to whether any rules of department were violated. This has no connection with accident which had already been investigated by the APB. Therefore, because of this rule. I feel that the Police Dept., and the city and county of San Francisco, should pay the automobile insurance premiums of all members of this department, and be responsible for all accident claims.

2. The closing of the large department stores in this city is a national disgrace. I would demand an investigation as to how much of this was brought on by terrific and oftentimes unnecessary harassment of downtown shoppers, by slaphappy-taghappy tagging. S.F. issues more tags than any other city in the world. How many thousands of downtown shoppers have sworn they would never shop downtown again would be astronomical.

3. From its inception to recently, S.F. has had the best police communications system in the United States. The reason being is that it had been operated by qualified and dedicated personnel. Namely: Police officers. With the advent of unqualified and undedicated civilian personnel being brought into our communications system, it will degenerate into a second and third class system. No one but a member of the S.F.P.D. shall be in the communications.

4. Any member of this department who is Dp and in need of hospitalization shall be permitted to go to any hospital of his choosing, particularly so, if his treatment calls for the use of specialists, many who have no desire to use the S.F. General Hospital.

5. When any changes in the systems used in this department have been instigated or brought on by pseudo experts, so-called experts, or others, whether from the Civil Service Commission or outside, it shall be tried for a period not exceeding six months, and unless proving beyond all reasonable doubt, and accepted by the membership of this department, it shall be discarded.

6. Any member of this department who is suspended, while on trial in a court of law, and found not guilty shall be automatically restored to duty. This shall be retroactive.

7. Only members of the police department shall be detailed to station duty.

WILLIAM S. HARDEMAN— TRAFFIC BUREAU (INCUMBENT) SFPOA

I have been station representative for three years. I have served on many of the different committees and have gained experience necessary to speak and act candidly for the men of the Traffic Bureau. I sincerely ask you to vote for me and allow me to continue to represent the Traffic Bureau in the SF Police Officers' Association.

Congratulations and Happy 50th Birthday to Harry Beare—You're a great guy, Harry, regardless of what they say about you.

William

"Bill"

ALLEN

+

Treasurer

Incumbent

SAN FRANCISCO

POLICE OFFICERS ASSOCIATION

2269 Market Street San Francisco, California 94114

Mounted Men's Grievances Settled

To all brother members of the S.F. Police Officer's Association; In the early part of the year of 1970, we came to Brother Jerry D'Arcy with a personal problem regarding the wearing of helmets on our job which resulted in a skin disease. The then 2nd Vice Pres. of the Association took our problem before the Exec. Bd. and an order resulted which made the department cease the use of these helmets until such time as proper equipment was utilized. Several weeks later we were transferred. Again we came to Brother D'Arcy to voice our grievance. He and several other representatives of the Blue Coats built up a case and utilized a Civil Service Rule which has been available to us but which we were never told about until Brothers D'Arcy, Jerry Crowley, Lou Calabro, Joe Patterson and Mike Hebel advised us of our right to use it.

We decided to use the procedure under Civil Service Rule 56 and these men took the initiative to implement the rule whereby through mandatory arbitration the administration must hear the grievance, and an official ruling made.

The professional arbitrator ruled that the procedure of arbitrary transfer used by this department is unjust and recommended a change in procedure.

We feel it is our duty to tell all members of this association that if you want men representing you with true moral courage and fortitude, then please vote for men like Jerry D'Arcy, Jerry Crowley, Joe Patterson and the other men on the Blue Coat ticket.

Fraternally,
Bro. Owen Kenny
Bro. Larry Merrill

EXECUTIVE BOARD MEETINGS

Minutes of the Dec. 15, 1970, S.F.P.O.A. Meeting.

ROLL CALL
Present were: President Lehane, 2nd Vice Pres. D'Arcy, Secretary Dempsey, Treas. Allen, Sgt. at Arms Patterson, Patrol, Garry & Hebel, Traffic Wright, Hdqtrs. Nilan, Inspector Correris was excused, Past Pres. Bell absent, Retired Brady present.

Co. A Cloney—present
Co. B Quartz—present
Co. C Hemby—present
Co. D Schoenstein—present
Co. E Frescura—absent
Co. F None
Co. G Perry—present
Co. H None
Co. I Olsen—present
Traffic—Hardman—excused
City Prison—Cacek—present
Crim. Info.—Ray Allen—present
Communications—Keenan—absent

COMMITTEE REPORTS:

Blood Bank—Perry—Blood Drive Dec. 17, 1970, Irwin Memorial, Turk and Masonic.
Welfare—Weiner—Had meeting with Bay Area Crusade. Welfare committee voted not to join Bay Area Crusade. Will donate to same groups as before.

Notebook—Hemby—Still in business—looking for a 2nd class postage.

PORAC—Request that report be tabled was moved by Crowley, 2nd Calabro, vote of membership for tabling: yes 37, no 30.

Election Committee—Wommack—New Constitution—total vote—840. In favor 690, no 150. That S.F.P.O.A. be the bargaining agent—yes 790, no 48. Moved and seconded that ballots be destroyed. Passed. Accept report. Moved seconded and passed.

Executive Board meeting Nov. 30, 1970. Garry would not read the minutes of the meeting of 11/30/70—read by Wright.

Report—At the suggestion of Pres. Bell, the Exec. Bd. by the vote of 8 to 5 appointed brother Lehane as Pres. of the Assoc. Pres. Lehane then appointed Dempsey as Secretary and Nilan as Rep. from Hdqtrs. Co. Conroy resigned as 1st Vice Pres.

Motion from O'Donnell 2nd. Goad that the membership not concur with the appointments.

Pres. Lehane cited Art. 5, paragraph 8 of the present By-Laws which read: "If there exists a vacancy in any office caused by the death, resignation, or transfer of any officers, or for any other reasons, the President shall appoint a replacement, subject to the approval of the executive board."

Pres. Lehane ruled the motion out of order. Moved by O'Donnell—that the discussion be closed—discussions closed—the membership not concur with the exec. bd. and voiced a vote of no confidence, seconded Goad. Passed.

Insurance report—Lehane—Started with the present carrier 2/1/69 and since that time we have paid \$140,883.89 and have collected \$190,000. Myers—Stevens Ins. Co. stated the rates of insurance will be going up from \$6 per month to \$8 per month with the insurance carrier not to alter the premium for the next three years or until Feb. 1, 1974, and

—Continued on Page 5

CANDIDATES FOR OFFICE

DAN NILAN, CANDIDATE FOR POSITION OF HEADQUARTERS REPRESENTATIVE

My name is Dan Nilan and I am running for the office of Headquarters Representative of the S.F.P.O.A. I have 21 yrs. in the Police Dept., 8 of these years have been spent in Headquarters Company. I am presently attached to the Juvenile Bureau, and have so been since April of 69. If elected I intend to keep the members of Headquarters Company abreast of what is taking place at all meet-

ings, and represent their interest in all matters. I plan to work to get all members of the association to work together as one, for the betterment of themselves, the department, and the association.

CANDIDATE FOR POSITION AS HEADQUARTERS CRIME PREVENTION REPRESENTATIVE

WALTER J. GARRY 11 years in dept. Sgt. Crime Prevention Unit Attended City & State Colleges & Riordan High School Member of the Ex. board of Assoc. represent-

ing the patrol force. Delegate to PORAC.

Seeks to put the problems of the Police Officer before the City administration in an effort to secure for the members long overdue improvements in his salary, fringe benefits and working conditions.

JOHN ROBINSON—CANDIDATE FOR CO. C REPRESENTATIVE

"WE NEED PULLERS AT THE OARS, NOT PASSENGERS IN THE BOAT."

This quote aptly applies to the situation our association faces. This election is our chance to revitalize a faltering, non-representative association with young, patrol oriented, representation at the Station level. As a BLUECOAT candidate I am pledged to support the BLUECOAT platform and when elected, to represent the interests of POTRERO STATION. A vote for John Robinson will guarantee YOU a voice on the Executive Board.

SECOND PLATOON NEWS

By 684

San Francisco started with the "Los Siete," Washington State came up with "the Seattle Seven," now according to Dr. Terry "Overreact" Eisenberg of Project (defunct) P.A.C.E. coined the label "the Potrero Blue Card Fifteen." The good Doctor is very upset with the remaining men of Co. C because they challenged him and the FORD Foundation causing the cancellation of his Program.

Edward Casazza of Co. B has to be the most sought after man in the Department. The phone has been ringing off the hook lately asking for Ed. Apparently some Gun and Antique Collector caught a glimpse of Edwards Holster one day when he had Station relief. Since that date Ed has even been followed to his own private restaurant on 6th St. and harassed by these collectors. The Holster according to his agent Felix Buckley, is the original "Nelson Eddy" variety used in the 1937 filming of Rosemarie.

A certain Captain is in the market for a Paddy Wagon of his very own. Agreeing with the Presidents Crime Commission report, "Only when Juvenile Delinquency is curbed will Crime decrease."

Martin Roddy and Larry Meehan, two veteran Officers, are busy every afternoon in the area of 39th and Ortega, studying the ancient Oriental Art of "Gung-Fu" for what reason no one has been able to determine.

The CP's or TAC always does it in a big way. But after the 49ers game Sgt. Dan Howard topped them all with receiving his holiday jug via Air mail from one of his fans.

The "Town House Caper" known to members of Co. B had two undercover men code name "Pool Boys." Apparently their own members don't know their true identity. However, strong suspicions are floating about the station. One question yet to be answered, Are they Bi-Lingual?

ADVERTISEMENTS WELCOME

The NOTEBOOK still has a few openings for next quarter's advertising allotment. The next period Advertising sign-up will be for Jan-Feb-March. If your organization is interested in securing an ad in the NOTEBOOK just drop a line to the Advertising Editor, P.O. Box 34003, SF 94134 or phone Frank Kalafate, Taraval Station, 553-1612.

Bluecoat Accomplishments

In spite of the fact that there were only FOUR Blue Coat representatives on the Executive Board during the year of 1970, they can take credit for the following accomplishments:

1. Worked and vigorously campaigned for a NEW Constitution and By-laws.
2. Thoroughly investigated the use of a PANEL OF ATTORNEYS.
3. Saved the membership \$1800 annually by the Removal of an ineffective press agent.
4. Exerted pressure on Civil Service to Conduct a SERGEANT'S EXAMINATION.
5. Instituted a dynamic and energetic ASSOCIATION NEWSPAPER.
6. Skillfully implemented a grievance procedure to assist two brother members in a dispute involving transfer policy, thereby making this procedure available to all members of the association.
7. Organized a successful CITY HALL RALLY to inform the citizenry of our inequitable working conditions.
8. As a result of this rally, a new OVERTIME PROCEDURE was announced.
9. Sponsored the FIRST NOMINATING CONVENTION in the Association's history; and adopted a comprehensive platform.
10. Insisted on members being PROMPTLY PAID when new payroll systems of bi-weekly was initiated.
11. Forced the holding of an Association election THIS YEAR, when elements tried to postpone it for one year.

If the above could be accomplished against great odds, think of what we can do and WILL DO if we are elected this year.

—Jerry D'ARCY

TREASURER'S REPORT FOR PERIOD ENDING DECEMBER 15, 1970

Membership: 1,665 active. 230 retired. Total: 1,895.

Loan	\$2,180.50
By-Laws Comm. Exp.	90.00
U.S. Reg. Veterans Award Dinner	50.00
Nov. refreshments	24.50
Retirement Hearing Sacto.	60.00
Legal Fee	300.00
Welfare Exp.	250.00
Sect'y Salary	94.20
Treas. Salary	94.20
Rent	54.36
Beer for meetings	86.56
Phone	45.23
Legislative Exp.	42.00
Answering Service	17.34
S.F. Policemans Fund	49.17
Legal Assistance Comm.	10.00
Rally Comm. Exp.	23.92
Telegrams Sent by Rally Committee	180.90
Notebook mailing	75.33
Pres. Exp.	100.00
Editors Exp.	80.00
Janitorial Service	7.50
Paper (Spl. Election & Prop. "I")	183.57
Expenses	\$4,099.28
Savings Account as of 11/17/70	
Balance	\$ 3,801.36
Dues	3,786.49
Int. B of A	1.35
Trans. for loan	-2,180.50
Bal. as of 12/15/70	\$ 5,408.70
Comm'l Account as of 11/17/70	
Balance	\$12,123.75
Dues	2,328.89
From savings for loan	2,180.50
Less expenses	-4,099.28
Bal. as of 12/15/70	\$12,533.86
Emerg. Fund as of 11/17/70	
Balance	\$11,595.86
Dues	1,514.60
Bal. as of 12/15/70	\$13,110.46

Tax Deductions

Below are items that are tax deductible on Federal & State Income Taxes for 1970—

SFPOA Dues:

\$60.00 Active members
\$ 9.00 Retired members

Medical Ins. (H.S.S.)

Members who belong to Plan I, II, III, IV. (rates from check stubs)

Other Employee Organizations:

Civil Service Employees Association \$13.00 year

Municipal M/C Officers of California \$18.00 year

Costs of uniforms and equipment for SFPD.

Donations to Police Welfare Fund (if you donate), by rank.

Rank	Annual
Chief of Police	\$32.00
Deputy Chief of Police	27.00
Chief of Inspectors	27.00
Director of Traffic	27.00
Supervising Captain	22.00
Department Secretary	22.00
Captain of Inspectors	20.00
Captain of Traffic	20.00
Director of Personnel	19.00
Dir. Criminal Information	19.00
Captain	18.50
Criminologist	18.50
Lieutenant	15.00
Range Master	14.00
Insp. Motor Vehicles	14.00
Insp. Junior Traffic	14.00
Inspector	14.00
Sergeant	13.50
Assistant Inspector	13.00
Patrolman	12.00
Patrol Wagon Driver	12.00
Policewoman	12.00

SID NEUMANN UNIFORMS

JACK AHO — Owner
1104 Harrison St. - 431-9140

PRESIDENT'S CORNER

by John Lehane

I am proud to report to you that on July 14, 1970 your Officers wrote to the Police Commission for a meeting to bargain concerning hours and working conditions. We were invited to meet with the Commission and we discussed the following problems:

(1) All members shall work an eight-hour day, with meal time included in the eight hours.

(2) The Charter of San Francisco provides that the basic work week for police officers is forty hours; therefore, the fifteen minutes for roll call, orders, etc., shall be credited as compensatory time for all sworn personnel.

(3) Because of the Rules and Procedures of this Department, all police officers must carry their equipment off-duty and while off-duty must be ready and able to perform police duties and must make himself available to be called back to duty at any time; therefore, all police officers shall receive four hours compensatory stand-by time per week.

(4) A security ward shall be provided for all prisoners at the San Francisco General Hospital.

(5) Personnel records, which includes home address and phone numbers and pictures of police officers, shall be kept confidential and released only when subpoenaed by a court or on request of the police officer or upon written authorization by the officer.

(6) There shall be no reduction of police stations nor shall there be any change in the operation and personnel of the City Prison and the Property Clerk's Office.

(7) Immediate recognition of the San Francisco Police Officers' Association as representative organization for all San Francisco Police Officers in all matters pertaining to wages, hours and working conditions for all San Francisco Police Officers.

(8) Immediate provision for arbitration of grievances and the matters described in number seven.

(9) The City and County of San Francisco take immediate steps to hire three hundred additional police officers and there shall be no lowering of the standards of qualifications for the entrance examination. Also, the City shall engage in

an immediate active recruitment program in the hiring of these police officers.

(10) Effective immediately, the City and County of San Francisco shall not hire civilian employees to replace police officers, and there shall be an elimination of certain positions now held by civilian employees when the additional police officers are employed.

(11) Kitchens and showers shall be provided for in all district stations.

(12) An information officer shall be provided by this department to disseminate information to the news media. This will eliminate embarrassing statements, conflicting stories, and will provide a fair trial for all persons who have been arrested.

(13) All stations and station offices shall be painted, cleaned, repaired and made secure, and be thus maintained.

As of today, the only remaining unresolved issues are 1, 2, 3, and 10.

Fortunately, the solutions of these four problems will be accomplished in our continuing negotiations.

Six months have been used by your Officers and the Police Commission to solve the various problems which your Officers have diligently urged and accomplished for the benefit of every policeman.

The unwarranted attack on your Officers is dispelled by a reading of these accomplishments to date.

Problems facing the individual policeman are not quickly settled when consideration is given to the hours of discussion which precede an agreement.

Police Commissioner Richard Miller was designated by the Police Commission as the bargaining officer with your elected Officers. Commissioner Miller is understanding of our problems and those of the police budget and has materially aided in the resolution of the major questions.

Voting Instructions

Shortly you will receive in the mail a ballot for the upcoming election of officers under the new Constitution.

The following has been laid down by the election committee as an aid in filling out this ballot. Read and mark your ballot carefully. Each ballot will contain a list of all candidates running for election. Next to each name is provided a box for your selection. Each member may vote for a President, Secretary and Treasurer. Each member may vote for a candidate from his Permanent Assigned Station, or Bureau. Example: If you are assigned to Co. F, but detailed to B.S.S., you vote for a candidate from Co. F.

If you are a like-work, like-pay Sergeant assigned from Co. A but detailed to Co. C, you vote for a candidate from Co. A.

On top of the ballot will be printed a breakdown of the various Stations and Bureaus. You MUST check the appropriate box of your PERMANENT ASSIGNED STATION OR BUREAU.

Some units are allowed to vote for two (2) candidates; they are: Traffic Bureau, Headquarters Company and Inspectors Bureau.

After you have marked your ballot place it in the ballot envelope. Do not mark the ballot envelope. Place the ballot envelope into the return envelope, PRINT YOUR NAME, ADDRESS, CITY AND ZIP CODE in the space provided. In the upper left hand corner mark the box provided for your PERMANENT ASSIGNED STATION OR BUREAU. Return the ballot by U.S. Mail or deposit the ballot in the official SFPOA mail boxes in the stations, bureaus and details. ALL BALLOTS MUST BE POST-MARKED BY 12:00 MIDNIGHT (2400 hrs) FRIDAY, 29 JANUARY 1971, or deposited in the official SFPOA mail boxes prior to 12:00 Midnight, (2400 hrs) Fri. 29 Jan. 71. Late ballots, ballot or return envelopes not properly marked as to Permanent Assignment or mis-

marked ballots WILL NOT BE COUNTED. No write-in candidates will be counted.

For a point of clarification the individual Bureaus are enumerated below: Headquarters Company, Chief's Office, Deputy Chief's Office, General Office & Permit Bureau, Police Garage, Police Commission Office, Planning & Research, Juvenile Bureau, Police Academy & Personnel Bureau (includes those members assigned to recruit training classes), Complaint, Inspection & Welfare, Bureau of Communications, Bureau of Criminal Information—(ID, Stats, CWB), Pistol Range, City Prison, B.S.S., Intelligence, Narcotics Bureau, Community Relations Bureau, and Property Clerks Office. Bureau of Inspectors—All Bureau units including Crime Lab and Photo Lab, Headquarters Co., Crime Prevention—Tac Squad, Fire Squad, Park & Beaches, Dog Unit, Helicopter Unit, Crime Prevention Detail.

As of press time the following candidates were running for office: For President — J. Wm. Conroy, Gerald D'Arcy, John Lehane, Henry Strong. For Secretary — Gerald Crowley, Thomas Dempsey. For Treasurer—Wm. Allen, Joe Patterson. For Director from Co. A—Greggory Cloney, Diarmuid Philpott. Company B—Jeremiah O'Shea, Wm. Kwartz. Company C—John Robinson. Company D—Robert Schoenstein, Carl Womack. Company E—Donald Fouke, Ernest Frescura. Company F—Michael Hebel, John Toomey. Company G—Albert Perry, Gerald Roberts. Company H—E. Robt. McDonell, Mario bro. Company K—(vote for two)—Donald Derevale, Wm. Hardeman, Lloyd Hill, Gale Wright. Headquarters Company—(vote for two)—Raymond Allen, James Crowley, Daniel Nilan, Sidney Patton, Anthony Ribera. Inspectors Bureau—(vote for two)—Herman Clark, Dennis Devlin, John Ruggiero. Crime Prevention—Walter Garry. Retired—Michael Barling, Anthony Bell.

—EDITOR

Notebook Expansion Plans for '71

There is a possibility that early this year, subject to the approval of the membership, the NOTEBOOK will increase from four pages to eight pages. The reception that we so far have received both from within and without the Department points out that we do have something to say and people want to hear what we have to say.

There is a fiscal consideration attached to expanding. The cost of publishing an eight page publication will almost double our present expenditure. It is hoped that with our present budget and revenues received from outside advertising we could meet that increase.

Here are some of the ideas proposed to us that could be incorporated in a larger newspaper.

A complete Editorial Section
There are so many issues confronting us today that one editorial column cannot handle them. We hope to initiate an editorial section with several articles of prime interest to law enforcement.

Letters to the Editor
We are beginning to receive a great deal of letters, not only from members of our own department, but members of outside agencies, and the general public. These letters range from general support for the NOTEBOOK to requests for information and suggested articles. We would like the additional space

to print such letters.

Sports Section

There are numerous competitive sports members of our Department are involved in, such things as bowling, baseball, football, etc., on the unit level, to competitive sports in the police olympics. But in addition to this, many men are involved in sports afield. Hunting, Fishing and Boating to name a few. We would like to run a column monthly that would be of interest to all sportsmen.

Increasing Circulation

Many men have asked that we find a way to increase our circulation. One way is to charge a general subscription rate to other law enforcement officers and interested citizens. Our membership minutes could be printed separately and inserted for mailing to Association members only. We are the only police association in Northern California to our knowledge that publishes a newspaper. There are many people in the Bay Area who want to know what the police think, our viewpoints and would like to subscribe to our publication.

Classified Ads Section

We plan to initiate an ad section with no charge to all S.F.P.O.A. members in good standing. Any member wanting to sell or buy anything can advertise in this column. —Editor

Bargaining Resolution Adopted

Authorizing San Francisco Police Commission to enter into memorandum of understanding with the Police Officers Association and Officers for Justice.

Resolution No. 9-71

Whereas It is necessary that the City and County of San Francisco meet and confer in good faith with employees or employee organizations or the agents thereof, in an effort to reach an agreement regarding wages, hours and other terms and conditions of employment; and

Whereas, The San Francisco Police Commission is aware of the responsibilities of the Police Department and the terms and conditions of employment for police officers; and

Whereas, The San Francisco Police Officers Association is composed solely of sworn personnel of the San Francisco Police Department and represents a majority of the members of said Department; and

Whereas, The Officers For Justice is another organization composed solely of sworn personnel of the San Francisco Police Department and represents a segment of the members of said Department; and

Whereas, It is desirable that any agreement entered into between the San Francisco Police Department, the Police Officers Association and/or the Officers For Justice be approved by the Board of Supervisors; now, therefore, be it

Resolved, That the San Francisco Police Commission is hereby authorized to meet and confer with representatives of the Police Officers Association and the Officers For Justice, recognized by the Police Commission as bargaining agents for police officers, and enter into a memorandum of understanding regarding terms and conditions of employment; said memorandum to be subject to approval of the Board of Supervisors and subject to all limitations which may be required under provisions of the Charter of the City and County or applicable law.

I hereby certify that the foregoing resolution was adopted by the Board of Supervisors of the City and County of San Francisco at its meeting of Jan. 11, 1971.

ROBERT J. DOLAN, Clerk

Approved: Jan. 13, 1971

Jan. 16, 1971-1t

JOSEPH L. ALIOTO, Mayor

NOTEBOOK STAFF

EDITOR	WILLIAM HEMBY
ASSISTANT EDITOR	FRANK KALAFATE
ASSISTANT EDITOR	CARL WOMACK
ASSISTANT EDITOR	HARRY BEARE

'What Is a Cop?'

By RICHARD L. BREEN and JACK WEBB

It's awkward having a policeman around the house. Friends drop in. A man with a badge answers the door. The temperature drops 20 degrees.

Throw a party, and that badge gets in the way. All of a sudden there isn't a straight man in the crowd. Everybody's a comedian. "Don't drink too much," somebody says, "or the man with the badge will lrun you in . . ."

Or, "How's it goin', Dick Tracy? How many jaywalkers did you pinch today?" And there's always the one who wants to know how many apples you stole.

All at once you've lost your first name. You're a "cop" a "flat-foot" a "bull" a "dick" "John Law," you're "the fuzz," "the heat" . . . you're poison, you're trouble, you're bad news.

They call you everything, but never a policeman. It's not much of a life . . . unless you don't mind missing a Dodger game because the hotshot phone rings . . . unless you like working Saturdays, Sundays, Holidays . . . at a job that doesn't pay overtime.

Oh, the pay is adequate. If you count your pennies, you can put your kid through college. But you'd better plan on seeing Europe on your television set.

Then there's your first night on the beat. When you try to arrest a drunken prostitute in a main street bar and she rips your new uniform to shreds. You'll buy another one—out of your own pocket.

You'll rub elbows with all the elite: addicts, thieves, bums, winos, girls who can't keep an address and men who don't care. Liars, cheats, con men, the class of Skid Row.

And the heartbreak: underfed kids, beaten kids, molested kids, crying kids, homeless kids, hit-and-run kids, broken-arm kids, broken-leg kids, sick kids, dying kids, dead kids.

The old people that nobody wants, the reliefers, the pensioners, the ones who walk the street cold and those who tried to keep warm and died in a three-dollar room with an unvented gas heater. You'll walk the beat and pick up the pieces.

Do you have real adventure in your soul? You'd better have. You'll do time in a prowler car. It'll be a thrill a minute when you get an "unknown trouble" call and hit a back yard at two in the morning, never knowing who you'll meet—a kid with a knife, a pill-head with a gun, or two ex-cons with nothing to lose.

And you'll have plenty of time to think. You'll draw duty in a "lonely car," with nobody to talk to but your radio. Four years in uniform and you'll have the ability, the experience and maybe the desire to be a detective.

If you like to fly by the seat of your pants, this is where you belong.

For every crime that's committed, you've got three million suspects to choose from. Most of the time you'll have a few facts and a lot of hunches. You'll run down leads that dead-end you.

You'll work all-night stakeouts that could last a week. You'll do leg work until you're sure you've talked to everybody in California . . . people who saw it happen, but really didn't. People who insist they did it, but really didn't. People who don't remember, those who try to forget. Those who tell the truth, those who lie.

You'll run the files until your eyes ache. And paperwork . . . you'll fill out a report when you're right, you'll fill out a report when you're wrong, you'll fill out a report when you're not sure, you'll fill out one listing your leads, you'll fill out one when you have no leads, you'll make out a report on the reports you've made.

You'll write enough words in your lifetime to stock a library.

You'll learn to live with doubt, anxiety, frustration, court decisions that tend to hinder rather than help you: Dorado, Morse, Escobedo, Cahan.

You'll learn to live with the district attorney, testifying in court, defense attorneys, prosecuting attorneys, judges, juries, witnesses.

And sometimes you won't be happy with the outcome. But there's also this:

There are over 5,000 men in this city who know that being a policeman is an endless, glamorless, thankless job that must be done. I know it, too. And I'm damned glad to be one of them.

Although the above speech was written for the men of the Los Angeles Police Department, I think that it speaks for all of us in Law Enforcement today . . .—Editor.

If you are interested in the LEEP Program—a federally financed program to assist police officers in attaining educational benefits—fill out the coupon below and return it to Gale Wright, c/o Traffic Bureau, AIB.

LAW ENFORCEMENT EDUCATIONAL PROGRAM
Yes, I am interested in the LEEP Program.

NAME

UNIT

WATCH

PORAC REPORT

The Bay Area Chapter of the Peace Officers' Research Association of California (PORAC) announced today that it wholeheartedly upports the recent decision of the Alameda County Deputy Sheriff's Association to discontinue providing financial support to the United Bay Area Crusade (UBAC).

According to Bay Area Chapter president, Charles Plummer of the Berkeley Police Department, the PORAC support is in the form of a resolution adopted at a recent meeting. The resolution was prompted by the fact that United Crusade funds are being distributed to organizations whose goals do not, in the minds of PORAC members, appear to be in the best interests of a law-abiding society. PORAC recognizes that there are a number of agencies supported by UBAC that serve to better the welfare of the community. However, the more recent trend to donate substantial financial resources to groups that participate in the mounting attack on responsible government and defend some of the most militant and destructive of society's members is obscuring the good work and had destroyed confidence in the charitable fund.

Captain Plummer stated that PORAC members were particularly disappointed in the application of UBAC money to projects that did nothing for the relief of the legitimate poor and underprivileged. "At a time when poverty, disease, unemployment, and poor housing are the major contributors to urban deterioration and social unrest, it is impossible for us to announce our backing for an organization that directs charitable funds to those who have done little or nothing to alleviate these problems," said the local PORAC Chapter President.

The resolution that was adopted will be sent to all PORAC chapters in the state and to all 27 member associations in the Bay Area Chapter. The local chapter represents 4,000 law enforcement officers and statewide PORAC membership is listed at approximately 15,000.

In addition to expressing support

for the Deputy Sheriff's Association stand, PORAC resolution urges all member agencies to reassess their position regarding continued support of the United Bay Area Crusade. PORAC is not suggesting that charitable contributions be discontinued but that members carefully direct their funds to agencies that have consistently financed valuable, worthwhile programs for the community.

Notebook Staff To Record Complaints

The State Commission on Judicial Qualifications called on the State Supreme Court to publicly censure Superior Court Judge Bernard Glickfeld for his conduct of a rape-kidnap case.

The Commission said Glickfeld's action "constitutes conduct prejudicial to the administration of justice that brings the judicial office into disrepute."

This case involved two defendants, William Morris and Kenneth Beasley, who were accused of kidnaping, robbery and rape. They waived the jury and had the case heard before the judge. The defendants pleaded guilty to one count each of rape and robbery. Judge Glickfeld dismissed two other counts of rape and one count of kidnaping against the defendants.

William Morris was placed on 3 years probation, but stipulation was made by Judge Glickfeld that he spend 52 weekends in the county jail. Kenneth Beasley was committed to California Youth Authority. Needless to say, this was appealed by the State and the State Supreme Court upheld a Court of Appeals decision that the two defendants be retried.

(As a result of this unpopular decision, Judge Glickfeld received so many threatening phone calls that a police guard was placed on his residence. One of the police officers guarding his residence was shot and wounded and barely escaped death from the hands of an individual whose intended target was the Honorable Judge Glickfeld.)

There are some officers who feel that in cases where the jury is waived and the judge decides the case, that the judge is sometimes too lenient. If you feel this way, and know of any judge who is consistently too lenient, please let us know. We, the Notebook staff, can act as a central complaint depository, and if we receive the name of one judge repeatedly we will review the cases and if there is justification we will then request the State Commission on Judicial Qualification to review these cases.

The same watchfulness would apply to our elected officials locally, statewide and nationwide. We will attempt to keep abreast of legislation affecting law enforcement officers and how our elected officials support or fail to support said legislation. If you know of any acts of these elected officials which we might overlook, please bring it to our attention.

Frank Kalafate
Assistant Editor

EXECUTIVE BOARD MEETINGS

Continued from Page 4—

then only if warranted. It was moved to be tabled until a member of the Insurance Committee be present to explain if in the past our insurance plan was a yearly contract. Seconded and passed.

NOMINATION OF OFFICERS:

Names of members intending to seek office in the assoc. were submitted and then ruled void based on the fact we would be operating under the new by-laws Jan. 1, 1971.

Nominating committee appointed by Pres. Lehane effective Jan. 1, 1971. Brothers Sid Olsen, Tom Williams, Tom O'Donnell and Lee Clarke.

Pres. Lehane announced there would be a special meeting called Tues., Jan. 5, 1971 specifically for the purpose of the nominations of officers for the year 1971.

Motion by D'Arcy seconded by Wommack that a committee be formed to find a place to hold our assoc. meetings in the future. Committee of three to be appointed by Pres. Lehane.

PORAC Report—Wright—gave us information and showed us charts regarding the working of PORAC. Moved by Wright and seconded by Garry—that the report be accepted. Passed.

Next regular meeting of the S.F.P.O.A. Tues., Jan. 19, 1971. (Place to be announced.) Meeting adjourned 10:30 p.m.—one minute of silence for our dear departed.

Thomas G. Dempsey
Secretary

Police Post 456

Der February meeting of dem polizie post von dem Amerikan Legion vill be heldt in der Burgermeister Brewery 10th & Bryant Sts., Tues. Feb. 9th 2000 hours. You WILL be there!

Starting in March, we hope to re-activate our informational program regarding subversive activities.

—L. Hess

The NOTEBOOK is the official publication of the San Francisco Police Officer's Association. However, opinions expressed in this publication are not necessarily those of the S.F.P.O.A. or the S.F. Police Dept.

SGT. KELVIN R. BROWN

Tax Consultant

386-3694 or 553-1585

10% Discount for POA Members

Association Welfare Fund

On Wed. Dec. 23, 1970 Pres. John Lehane and Chief Alfred Nelder jointly presented the annual donations from the Association Welfare Fund. One of the organizations receiving a donation was the St. Benedict's Hearing and Speech Center. This donation was made in the name of William Hamlet, a long time member of the association and an officer in the speech center. Other organizations receiving donations were;

Police Athletic League.
Red Cross.
Aid to Retarded Children.
Boys Club (San Francisco, Hunters Point, Salesians & Columbia Park).
Guide Dogs for the Blind.
Laguna Honda Home Volunteers.
S.F. Association for Mental Health.
St. Vincent's School for Boys.
Salvation Army.
S.F. Heart Association.
Shriner's Hospital.
Guardsmen.
Cerebral Palsy.
Lighthouse for the Blind.
Little Sisters of the Poor.
Muscular Dystrophy.
Helpers of the Mentally Retarded.
Diabetic Foundation.
St. Benedicts Hearing & Speech.
S.F. Senior Citizens Center.

Also recipients during the year were the March of Dimes, City of Hope, American Cancer Society and other charitable organizations.

Capt. Charles Barca, Lt. Charles Ellis, Sgt. Mario Pola, Sol Weiner-Chairman, Insp. John Burke, Off. Harry Beare, Joel Cook, David Mayer, Gale Wright, George Catthrell.

Resignations

Garrett N. McDonald, Ptlm., Co. B, 1-4-71.

Retirements

John R. Crotty, Ptlm., 11-15-70, retires with a disability pension from Company G., after 22 yrs.
Michael Barling, Ptlm., Co. K-Solo M/C, retires with a disability pension after 22 yrs. with the Department.

Charles A. Schroth, Sergeant, Company A, takes his service retirement with 28 yrs.

Carl A. Christiansen, Inspector, Narcotics Bureau., 25 year retirement.

Leo H. Smith, Ptlm., Co. I, retires after 28 yrs. service.

REAL ESTATE

We will give priority to San Francisco Police Officers. We will ably assist you in our individual locales, in sales and purchases. Call us regarding any questions you might have.

SAN FRANCISCO & NORTHERN PENINSULA
MARX REAL ESTATE
1099 Irving St., 94122
664-6760

CONTRA COSTA
Paul Johnson & Associates
1500 South Main, Walnut Creek 94596
933-7700

MARIN COUNTY
Chas. H. Nelson (Realtor ret. S.F.P.D.)
198 Sir Francis Drake Blvd.,
San Anselmo 94960
453-3151

Pete Libert Needs Training Wheels

Project PACE

Dear Mr. Eisenberg:

I have read your letter to Captain Nelson regarding Project PACE and take exception to several of your remarks concerning same. I am expressing not only my feelings, but also the feelings of other members of Potrero Station who did not attend your meetings after they were changed from a policy of forced attendance to that of voluntary attendance.

You refer indirectly that officers who did not attend your sessions were lacking in that type of GUTS that is required to confront people who misunderstand and dislike policemen. Do you really believe that? If so, how would you explain the real and documented facts that policemen at this station probably more than any other in the city are every day confronting with and dealing quite successfully with these same people? True, we do not claim to have success in every encounter with these people, but do you? You also indirectly imply that the officers who attended your sessions abounded with the guts necessary to meet these same people. I would ask you this; how many attended completely voluntarily and how many attended out of some kind of fear of retaliation from the administration of the Police Department or for the opportunity to pick up a little overtime? I would further submit that it takes more guts to fight something that you feel is wrong when it has been forced upon you than to accept and remain quiet.

Have you ever considered why the officers did not attend the PACE meetings? I would like to express my feelings to you upon that subject. I was assigned to attend a specific meeting at a time that was completely out of reason to me. At no time was I asked if I wanted to attend, but rather was told I would attend. Furthermore, I would attend at a time over which I exercised no control. There was never any concern or consideration for the officers involved or for their families. It was a "here it is, you will attend, and there is nothing you can do about it" attitude on everyone's part. This included the Department and also the staff of Project Pace. When it was finally determined that one could make up his own mind about attendance, many of the officers just plain did not go. With no feelings either way, good or bad, they just did not go.

In your letter you stated that both you and Bob Whitaker experienced one of the most profound disappointments in the men of the Uniformed Force since being associated with Project PACE. To me, this incident will always stand out, but to a different conclusion. Here was a group of men being forced to do something they did not want to do, for many reasons, and they were being ordered to comply to unreasonable demands on their time and families. They looked for and found leadership and successfully met the challenge before them. They won their point. Were they right or wrong I really don't know, it depends on from who's side of the fence you view the action.

You further made references to the men of Potrero Station resounding to opportunities allowing them to educate civilians and encourage their respect and support. I have

He Can Borrow Lou Barberini's

worked in this district for two and one-half years and I see this every day. Policemen are meeting the public, talking to them, and the majority of the public does support the Police and understand to some degree our problems. I feel that for the most part the men at Potrero Station are very successful in dealing with and communicating with the community.

Another of your statements, "Why are policemen ordered to learn to shoot and bust heads, but have no takers on a voluntary community relations program." Community relations programs wherein the majority of the participants are paid can hardly be considered voluntary. This included not only the police but, the so-called community you picked for this project; the police being paid by the citizens of the City of San Francisco and the community in part being financed by Project PACE. It is too bad that you take only attendance at your PACE meetings as working in voluntary community relations programs. How about the 101 other activities and community affairs that Policemen VOLUNTARILY participate in? Are these not important community relation programs? I think they are. Not only are they important, but they are done freely and willingly by the people involved. You will always receive better support from voluntary compliance rather than forced acceptance.

Sincerely,
Kelvin R. Brown
Sergeant of Police

"H" Squad Praised

Dear Sir:

I wish to complain about an oversight in an article entitled "2nd Platoon News" in your December edition.

The Squad from Co. H didn't receive any credit for the fine job they did at the Ky demonstration.

All of the men in the Co. H Squad saw action at San Francisco State and only because of their age, they were barred from becoming part of the "Fighting 2nd Platoon." Even though not official members of the 2nd Platoon, it is felt by many that they were entitled to at least Honorable Mention in a footnote to the 2nd Platoon Column. They obviously deserved a Unit Citation for Bravery in the Battle of Huntington Park.

Next regular meeting of the S.F.P.O.A. will be on Tuesday, January 19, 1971, 2269 Market St. at 7:30 P.M.

The courage of these men was not destroyed even when labeled "The Laguna Honda Tac Squad" by some of the people??? assembled for Ky. Even when their leader was asked by some people at the scene if those old guys were REALLY Policemen, these fine men continued to dodge bottles & bricks with the agility of a World War I Tank.

I hope you will be able to print this letter so that these men may receive the praise they so justly deserve.

A concerned citizen:

Co. H Squad consisted of;
SGT. TOM CAREY, OFFICER
GEORGE BONANNO, OFFICER

LARRY RUSHING, OFFICER
JOHN SCHMIDT, OFFICER DON
WEISS, OFFICER BOB GANONG
OFFICER HENRY SMITH, OFFICER JOHN HART.

HAIR II

Congratulations to the hirsute policeman who exposed the rigid and anachronistic nature of the department's regulations regarding sideburns and mustache lengths. (NOTEBOOK, Dec. 1970.). This certainly is an area of department discipline whose foundation is built on arbitrariness rather than clear thinking policy.

A recent Department of Defense Order established guidelines regarding personal grooming for all members of the military. Sideburns can now extend to the bottom of the ear, but cannot be flaired. Hair can now be grown to the collar of the shirt, but cannot extend over the ear. In establishing these guidelines the military itself felt that its new regulations are conservative by today's standards. How is it that our department's standards are now more stringent than those constituted for the military??? And we are only a paramilitary organization!!!

Recently in the city of Oakland two policemen have been threatened with disciplinary action by Oakland Police Chief Charles Gain because of their hair styles. The American Civil Liberty Union of Northern California announced in their December, 1970 issue of NEWS that a federal suit has been filed on their behalf asking, among other things, that the vague "neatness" rule be declared unconstitutional since the regulation of "hair fashion violates the constitution because it is an infringement on the liberties of expression and privacy." Federal District Court Judge Stanley Weigel has issued an order requiring Chief Gain to show cause why his hair fashion regulation should not be declared unconstitutional. It appears that policemen in other law enforcement agencies are questioning grooming regulations.

Navy Admiral Zumwalt, the youngest Chief of Naval Operations in its history, has zipped out more than 50 "Z-grams" since he has received his top job; these "Z-grams" have spelled out ways to improve the quality of Navy life in all respects. As reported in NEWSWEEK (December 14, 1970) this dynamic Admiral, after rapping out a "Z-gram" liberalizing the Navy's rules on hair, commented: "I have yet to be shown how neatly trimmed beards and sideburns or neatly shaped Afro-haircuts contribute to military delinquency or detract from a ship's ability to carry out its combat function." It is difficult to argue with such common sense reasoning.

To improve morale within the police department perhaps personal grooming is the area to which the first "N-gram" can be directed. Chief Nelder has been quite progressive and forward looking in the areas of crime prevention and youth programs. Perhaps his insightful zeal will next exert itself in liberalizing the department's personal grooming standards so that these standards coincide with the accepted patterns of grooming found in the community.

Another hirsute policeman

A "Thank You" is in order to EDWARD HEAVEY, Attorney and president of the Veteran's Political Council for his \$50.00 donation to the Harold Hamilton Educational Fund.

Sensitivity Training and The Ford Foundation

by Mark Hurley

Recently as per general order #151 dated 6 Nov. 1970, the police officers of Potrero Station were assigned classes to be conducted by Dr. Terry Eisenberg, a psychologist with the American Institute of Research, this program was entitled PROJECT P. A. C. E. (POLICE AND COMMUNITY ENTERPRISE). This program according to General Order 151 was to involve the overall scope of police and community relations. With the first two meetings, I began to ask myself why? Why do we have to attend this type of training? Why is the FORD foundation funding such a program? What is this sensitivity training? I decided to research this topic and I think you will be surprised as I was with the results.

First, what is Sensitivity Training and what are its aims?

As a rule, somewhere between fifteen to twenty people are assigned to each group. The object is to explore feelings and attitudes. Everyone meets on a first name basis. The Police Officers and citizens are instructed to tell the absolute truth as to their personal feelings on any and all subjects, describe their weaknesses, ventilate personal problems, expose hostilities and define frustrations. They are also instructed to disclose their beliefs, state their moral values, describe their attitudes and see if they can defend the conviction they express. These convictions are those established by the individual regarding his philosophy of life.

Next you ask yourself where did this type of training originate?

Behavioral Scientists officially adopted these techniques of group confession and group criticism in 1946, however it was not until the Korean War when the United States Government exposed this type of Training as a psychological warfare device utilized by the Red Chinese against U. S. servicemen taken prisoner. Further testimony comes from Doctor William E. Mayer, a medical doctor and psychiatrist for the Army. Dr. Mayer interviewed every single prisoner of war upon his release. The following facts were determined. It was discovered that these prisoners had been subjected to extensive sessions in Sensitivity Training which served as a means to divide them, destroy their spirit de corps, eliminate respect for their officers and superiors and cause them to become informers on their fellow American Prisoners. Dr. Mayer further stated that never in the annals of U. S. Military service was there such a complete breakdown among captured prisoners.

Next you may wonder how this Sensitivity Training would fit into our work as a Police Officer? The Police Chief's Manual, LAW and ORDER Magazine of Nov., 1967, disclosed the following, the communists have three steps in knocking out every police department, 1) Charge them with police brutality. 2) Induce them to Sensitivity Training as an education in permissiveness which will water down the effectiveness of the police force. 3) Set up a citizen review board over the police department so that the police are restrained by civilian pressures on the politicians and upon our police officials. The next logical step to take in this examination is to ask ourselves, why would

the FORD Foundation fund such a program and what type of organizations are funded by this foundation. The Ford Foundation put \$200,000 into this project P. A. C. E. for the San Francisco Police Department, which has been going on now for 17 months.

Mr. Ahmed Fred Evans who shot and killed a Cleveland Policeman from ambush, was at the time working in the Cleveland area on a \$10,000 Ford Grant with C. O. R. E. Le Roi Jones, who claims to Literary distinction is based on his authorship of the anti-white play entitled, "The Toilet," was encouraged to go on with such pornography by a Ford Foundation Grant of \$50,000 to stage this play as well as other racists plays. Here's the punch line, Mr. Le Roi Jones was booked leading the 1967 Riots in Newark, N. J., heavily armed and mounting murderous threats.

Also on the receiving end of several Ford Grants, was the A. PHILIP RANDOLPH EDUCATIONAL FUND, which just happens to be the sounding board for Bayard Rustin. The first grant was for \$45,000 in 1968 and a second grant of \$176,000. This is the same organization as you may recall that wants the U. S. Government to contribute \$125 Billion to the Negro Revolution as an indemnity for slavery. My understanding is if you are able to increase your original grant, the Ford Foundation must be pleased with the results being achieved. The punch line Mr. Bayard Rustin, a former member of the Young Communists League, has a record including twenty-eight months imprisonment for draft resistance in World War II and a sentence of sixty days as a sex pervert in 1952. Probably the only thing that would have changed Mr. Rustin is Marine Corps boot camp.

The Ford Foundation also supports with a grant of \$630,000 the revolutionary Southeast Council of La Raza, headed by a Maclovio R. Barraza, who incidentally was cited as a member of the Communist Party by the Federal Government's Subversive Activities Control Board. Once again the FORD Foundation increased the original grant, this time by the sum of \$545,717 even over the objection of Democratic Representative, Henry Gonzales who stated that the program did nothing but ferment, "simple, blind, stupid hatred." This information was obtained from the Boston Evening Globe dated August 5, 1970, which also stated that Mr. Henry Ford II, who this summer visited Russia, is negotiating to build a Ford Truck plant in Russia.

These are but a few of the many facts uncovered on the Ford Foundation and Sensitivity Training. The conclusion is yours to make.

Annual "Ladies Night" Dance Set

The annual Ladies Night dance and ceremonial installation of Association Officers for the new term was set for Saturday, February 20, 1971. The gala affair will again be held at the Apostleship of the Sea, 399 Fremont Street, San Francisco. Exact time of the event will be set at a later date but it is expected to be about 8:00 p.m. So mark your calendar now and make arrangements to be there because this is the Association social event of the year.

—EDITOR

Sergeant's Exam

1. Good
2. Bad
3. Indifferent
4. None of the above

Civil Service struck a gain on Saturday as 709 men appeared at Mission High and one exile took the test on Okinawa.

A committee of lieutenants and captains reviewed the test, and so far, Civil Service has thrown out 14 questions. Many of the rejects were taken from the full Penal Code and not the specified abridged edition. After providing a long and expensive list of books to study, 25 percent of the test was on material not on the study list. Over 25 percent came from two books—35 questions alone from the President's Crime Commission report.

I spoke to two of the officers who reviewed the test. They think it is too early to tell if it is a good test. I have also spoken to dozens of policemen who took the test. There are two questions to consider: 1) Was the test fair, and 2) was it relevant for a sergeant's job? It certainly wasn't fair to the students who bought all the books and spent over 1,000 hours of time to have as much of the test given on material no one knew about.

I won't have time to see the test before the NOTEBOOK goes to the printers, but from hearing about the test and being a sergeant, I would say not very many questions pertain to the job.

The Association should meet with the Civil Service Staff before the next test and try to make some changes: 1) The book list is too long, 2) The questions are often taken from obscure points in the texts and don't pertain to the job, 3) Civil Service can ask questions from any source they want, legally. That still doesn't make it right.

Examination procedure should be a priority point for arbitration this year. I am checking to see if Rule 56 applied to Civil Service exam procedures.

—Lionel Hess



"And next year the city will give us the pants and the jacket and the gun and the holster and the rain gear and the . . ."

So. SFPD Hosts Night Fire Course

The South San Francisco Police Department Hosted their first annual night police combat match November 1st through the 15th. In attendance were 439 police officers representing departments in California and as far away as Reno, Nevada.

The course of fire consisted of a combat match devised by So. S. F. Police to simulate actual street conditions as near as possible. The silhouette target was shot three times over, once for individual score, once for team score and once with the 2-inch pistol.

Awards were given for all three matches plus the aggregate of all three. San Francisco was represented by 36 men—one four man team from Central Station, four four man teams from Taraval Station, three teams from the S. F. Police Revolver Club and one S. F. Police "Blue" team.

The Team Match was won by the S. F. "Blue" Team with Bill Traner—Communications; Mike Moysard—Dog Unit; Glen Pennebaker and Jim Christman—Company K Solo. The S. F. Police Revolver Club "B" team won 3rd Place in the Tyro Class. Individual Match winner was Jim Christman Co. K. Solo.

First Prize was an engraved Colt MK .357 Magnum donated by Colt Co. Glen Pennebaker, Co. K. Solo won a trophy for First Place in the Distinguished Master Class and Frank Reed, Tac Squad took Third Place and a \$20.00 Work Order from Bob Chow's Gun Shop for the Marksman II Class.

The Match is the first of its kind in Northern California and pointed out to the marksmen the need for more experience in this type of shooting. Experienced police officers found shooting at night entirely different from shooting daylight courses. Misses, especially at 15 yards, were common. It was also found that white or colored sights do not show up well in darkness.

In addition to the Magnum won by Jim Christman, So. SFPD gave away twelve .22 Derringer pistols, numerous merchandise awards and foud hundred trophies.

SAVE ON ATHLETIC EQUIPMENT AND SHOES

(Authorized dealer for Wilson, Puma and Converse.)

Christmas Special—30% off Eldon Roadracers

SUNSET SPORTING GOODS, 1848 Irving St. MO 4-3500 offers Police Officers and their families a 20% discount off the list price on major brands of Sporting Goods or Athletic Equipment. (Catalog orders taken.)

Also given, Special Teams Discounts to PAL Coaches players and other Teams. Open seven days—9:00 AM to 8:00 PM.

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CIVIL SERVICE RULE 56

In order to clear up any rumors or misconceptions in regards to Civil Service Rule 56 which has been implemented in two cases within this Department to-date we have decided to publish verbatim this rule for the general knowledge of all members. This rule may possibly be one of the most important instruments to come along in decades to modernize administrative procedures within our Department.

RULE 56 — EMPLOYEE RELATIONS — GRIEVANCE PROCEDURE

SECTION I. PROGRAM SCOPE AND PRINCIPLES.

A. These rules and regulations are promulgated in order to improve employer-employee relations and are designed to permit any employee and/or his representative as herein provided, a procedural method by which any grievance, as defined in Section II, may be resolved in an expeditious and orderly manner.

SECTION II. DEFINITIONS.

A. Grievance. A grievance shall be considered as any dispute, complaint, problem, issue or question arising with respect to conditions of employment or employer-employee relations of any nature or kind whatsoever within the authority of an appointing officer to act, and may be raised by an employee as to his specific grievance, by his representative as herein provided, or by an employee organization as to general matters. In the event of a dispute as to "authority of an appointing officer to act," the appointing officer shall request the advice of the City Attorney who shall respond within ten working days. The appointing officer shall provide a copy of the City Attorney's opinion to the grievant.

B. Employee. Any City and County employee in the service, regardless of status.

C. Immediate Supervisor. The individual who immediately assigns, reviews or directs the work of an employee.

D. Intermediate Supervisor. Next highest supervisor to be based on the organizational pattern of the department as determined by the appointing officer.

E. Appointing Authority. The head of the department having the lawful power to make appointments or to remove persons from positions in the City and County service.

F. Representative. A labor or employee organization and/or individual who appears at the request of and on behalf of the employee(s). Representation shall be limited to three such designated representative(s), provided that the limitation shall not apply to the use of witnesses. Such representation is permissible at any step in the procedure.

G. Witness. Any person whom the grievant wishes to appear to assist him in establishing the facts of his grievance.

SECTION III. GRIEVANCE PROCEDURE.

A. General Provisions:

1. Appointing officers shall prepare reasonable rules or regulations concerning employee representative's contacts with employees on City and County facilities during working hours. Such rules or regulations shall be written in such a manner as not to hinder or impair the implementation of the grievance procedure as provided by this rule.

2. The steps in the procedure set forth herein shall be followed unless it is agreed by the appropriate supervisor and the grievant that the grievance should be started at Step 3 or Step 4. In large departments made up of divisions, bureaus, sections or institutions, the additional intermediate supervisor shall be included regularly as a part of the procedural steps.

The appointing officer and the grievant may agree that in any particular case one additional intermediate supervisor should be added to the procedural steps listed below.

3. If the supervisor or appointing officer fails to respond within the required time limits, the grievant may then present the grievance in writing to the next higher step. If the grievant fails to present the grievance to the next higher step within the required time limits, then the grievance will be considered to be solved.

4. The time limits set forth in this grievance procedure may be extended by mutual agreement by the appointing officer and the grievant.

B. Step 1 — Immediate Supervisor (Oral)

a) The employee and/or his representative if requested by the employee shall explain, orally, the grievance to the employee's immediate supervisor, if the grievance starts at Step 1.

b) The supervisor shall reach a decision and communicate it orally to the employee and/or his representative within four working days of his being told of the grievance.

C. Step 2 — Immediate Supervisor.

a) If the employee is not satisfied with the decision rendered, he, and/or his representative shall submit the grievance in writing within seven working days to the immediate supervisor on the employee grievance form.

b) The immediate supervisor shall notify the employee and/or his representative, either orally or in writing, of his decision and the reasons, depending on how the grievance was presented, within five working days from the date of presentation of the grievance. If in writing, it shall be on the employee grievance form.

D. Step 3 — Intermediate Supervisor.

a) If the grievance is not resolved in the second step, the employee and/or his representative shall use the employee grievance form to submit the grievance in writing to the employee's intermediate supervisor as defined in Section II. A grievance will be considered to be resolved unless the grievance is filed with the intermediate supervisor not later than seven working days after the date the decision was returned to the employee by his immediate supervisor.

b) After review and discussion, the intermediate supervisor shall use the employee grievance form to notify the employee in writing of his decision and the reasons. This form shall be returned to the employee within seven working days of receipt of the complaint.

E. Step 4 — Appointing Officer.

a) If the grievance is not resolved in Step 3, the employee and/or his representative, shall use the same employee grievance form to submit the grievance to the appointing officer within seven working days after the date of notification of the decision by the intermediate supervisor.

b) After review and discussion with all involved parties, the appointing officer shall use the grievance form to notify the employee of his decision and

the reasons. This form shall be returned to the employee within seven working days of receipt of the grievance.

F. Step 5 — Employee Grievance Appeals Committee.

a) When needed, there shall be an employee grievance appeals committee which will be established as follows:

1) An employee selected by the appointing officer concerned.

2) An employee or other representative selected by the grievant.

3) An impartial person selected by the above two persons to act as chairman of the committee, or if they fail to agree on such a third person, then within seven working days from the date of the receipt of the grievance by the appeals committee, the California Conciliation Service, the American Arbitration Association, or such other group as may be agreed to, shall be requested to submit a panel of five names. The members of the committee selected by the appointing officer and by the grievant shall alternate in striking one name from the panel. The name remaining shall be the person to serve as the chairman of the committee. The cost of the services of the impartial person shall be borne equally by the employee and the department. In the event that the employee does not desire to share in the cost of the impartial person, then the decision of the appointing officer under Step 4 shall be final.

b) If the grievance is not resolved in the fourth step, the employee and/or his representative shall submit the same employee grievance form to the appointing officer within seven working days of the receipt of the appointing officer's decision, for immediate forwarding to the chairman of the employee grievance appeals committee when established as herein provided.

c) The employee grievance appeals committee shall study the record of the case and shall hold an informal hearing.

d) The committee shall notify the appointing officer, the grievant and/or his representative, in writing, of its recommendation within seven working days from the date of the conclusion of the formal hearing.

e) Upon receipt of the committee's recommendation, the appointing officer shall make a final decision in the matter and notify in writing all parties concerned within five working days of receipt of the committee's recommendation. If the appointing officer does not accept the committee's recommendation, he shall fully set forth in writing his reasons for such non-acceptance, a copy of which shall be sent to the Civil Service Commission.

G. Where an organized group of employees, who have exclusive recognition for a group of employees within a department, have signed a written memorandum of agreement with a board, commission or appointing officer, providing for a group grievance procedure, then such group grievances will be in accord with the written memorandum of agreement and not with the procedures set forth herein. A copy of such written memorandum of agreement shall be filed in the office of the Civil Service Commission.

—Editor

Mayor Alioto's Early Suggestion for S.F. Police Officers' Bargaining Status

As early as August 28, 1970, Mayor Alioto directed the San Francisco Police Commission to negotiate with the Police Officers Association on such matters as pertain to terms and conditions of employment, and further directed the Commission that the City Administration has been meeting with various organizations of City employees separately, keeping in mind always those who obviously represent the greatest number of employees such as the Police Officers Association.

At the regular meeting of the Board of Supervisors on January 11, 1971, Supervisor Terry Francois moved an amendment to the original agreed to Resolution by adding the Officers for Justice. This amendment carried when Supervisor Francois and Supervisor Tamaras explained to the Board that, under the Myers-Milias-Brown Act, there can be only one organized bargaining representative and that, when the final ordinances applying to all City employees are passed, the limitation insofar as the

Police are concerned will be to the Police Officers Association because they represent the majority of policemen. —John Lehane

Low-Cost Insurance For S.F.P.O.A. Members

S.F.P.O.A. Members are eligible for the P.O.R.A. C. sponsored Auto and Home Insurance Plans.

This is a low-cost auto insurance program that is available to members from the California Casualty Insurance Company. Our base rates are discounted substantially from those set by the Insurance Rating Bureau. How much will depend on your family's "good driving" record, the vehicles insured, the area in which you live, and of course, your premium. We will be happy to provide rate quotations with no obligation. For an immediate quotation or information call California Casualty at 397-3500 and contact your local representative: Bob Enslow, at 550 Kearny Street, San Francisco.

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