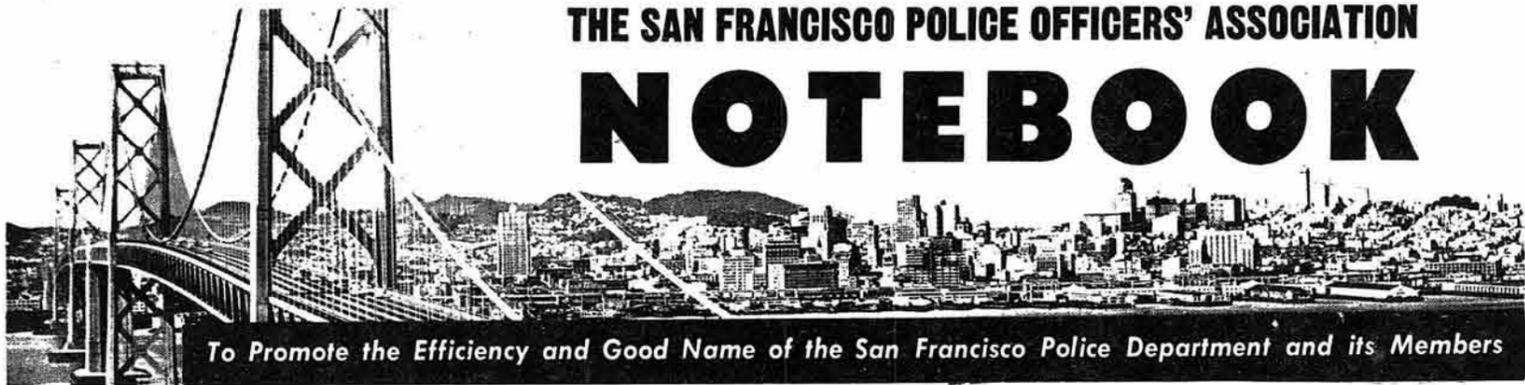


NOTEBOOK



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



SWEARING-IN CEREMONY at the annual Ladies Night Dance. from left to right; Sect. Dempsey; Ret. Barling; Treas. Patterson; Co. K Wright, CPHC Garry, Co. H Tovani Pres. D'Arcy, Arnold Gordon Pres. 117th Class, Co. I Calabro, Co. E Frescura, Co. D O'Donnell, Insp. Clark, Insp. Ruggiero, Co. K Derenale, Hdytrs. Ribera, Co. F Toomey, Hdqtrs. Crowley.

Salute from the 117th Sick Pay

Gerald D'Arcy, President
Police Officers Association
San Francisco, California

Dear President D'Arcy:

I, on behalf of the 117th Recruit Class, would like to congratulate you on your election to the Presidency of the San Francisco Police Officers Association. I would especially like to mention that we are particularly pleased with the outcome of the recent election as we feel that you, the men who stand with you, and your platform truly represent *our* beliefs in the Department and *our* hopes for the future.

In response to your request that I administer the oath of office to you on your inauguration I, along with my classmates, accept your request with a sensation of enjoying a unique and original honor.

We are confident that the Police Officers Association, under your administration and with the new surge of interest and concern from its members, will be an effective force to join us all together for the betterment of the entire Department.

Sincerely,

ARNOLD F. GORDON
117th Recruit Class President

Mr. Guth Replies

Mr. William Hemby, Editor
Notebook

Dear Mr. Hemby:

This letter is prompted by the unwarranted, personal attack upon me in the February 1971 edition of the Notebook. I hereby demand that this letter be printed in the next issue of the Notebook, with the same prominence as was given to your comments about me.

Initially, it is difficult for me to understand how a group which is constantly vilified for simply doing their job as required by law, can resort to the same type of attack against someone who is also simply performing his duty as required by

Continued on Page 8

Fellow policemen, the purpose of this letter is to ask each and every one of you, what protection do any of us have, for ourselves or our families if we were to be injured OFF DUTY. The answer is sick leave. But, sick leave is good only for a maximum of six months, and six months sick leave is accumulated only after 12 years service. The fact is, if any of us had a long term illness or injury, we would have no protection whatever. Would have any of us be able to take care of our families in the same manner we are now capable of doing? I would suggest not! If we are injured on duty we are adequately covered, off duty we have nothing.

South San Francisco has, and pays for an insurance policy that will pay a policeman 2/3 of his salary if he is injured OFF DUTY. This payment for off duty injuries starts 30 days after the expiration of sick and vacation leave, and continues until the age of retirement.

Many San Francisco Policemen will say the "City" should pay for a similar plan for us. I would suggest that this is a moot point, for the fact is, at present we do not have any coverage for long term OFF DUTY illnesses or injuries, except those insurance plans that individual officers provide for themselves at a much greater premium. I believe that we should all provide ourselves with an insurance plan similar to South San Francisco's immediately.

The cost of such a plan would be nominal, approximately \$5.00 per month per man. Many officers in this department have disability insurance and are paying much more for a lot less coverage. As I do not sell insurance and have no particular company in mind, it is my hope that the new officers of SFPOA will elect a committee (I would gladly serve) to investigate the possibility of obtaining such a plan that I have outlined.

Charles E. Tooth

Association Anticipates June Ballot

by MIKE HEBEL

With Alvin Duskin's petition campaign to limit the height of buildings in San Francisco nearing a crescendo, it appears as though he will collect the requisite number of signatures (but will be far short of our record of 92,000) and could thereby force a special election ballot in June of this year.

Seeing this as an opportunity to obtain working conditions and fringe benefits for policemen, President D'Arcy accompanied by his enthusiastic raiders quickly but incisively prepared a charter amendment to add section 35.5.1 1/2 to the City Charter.

As submitted to the Board of Supervisors on February 16, 1971 the amendment, in its entirety reads:

Notwithstanding any other provisions of the Charter, the Board of Supervisors shall have the power by ordinance to establish the week of service and provide for working or employee benefits and premium pay differentials of any type whatsoever for members of the Police Department. Provided, however, that nothing in this Section shall be construed to effect those charter provisions pertaining to the rates of compensation and retirement benefits for members of the Police Department.

This proposed charter amendment is similar to the one (Proposi-

tion G) written, endorsed and supported by this Association in November, 1970. Painfully, it is remembered that this Proposition was defeated by a mere three thousand votes.

However, this charter amendment differs from Proposition G in that it was submitted by the Police Association alone. The Fire Fighters Union did not participate in the drafting of this amendment nor did they participate in its presentation to the Board of Supervisors. This amendment is for the policeman.

The amendment — brief, simple and to the point—if successful at the polls will allow the Board of Supervisors to establish the number of hours we will work per week, to provide the working and employee benefits (our long sought after fringe benefits) and to establish premium pay differentials. To protect our hard won salary standardization and retirement benefits, these are expressly excluded from this amendment.

The basic thrust of this proposed amendment is to unlock the heavy doors of the Charter which have for so long kept needed employee benefits hidden from us.

As to whether there will be a special ballot in June, that remains an uncertainty. But if there be one, this Association of police officers expects to be on it.

AN EDITOR'S OPINION

THE WASHINGTON BOMBING

On Monday March 1st a bomb exploded causing considerable damage to a portion of the Capitol Building in Washington, D.C. As a result of this terrible incident our nation's leaders are up in arms and deeply concerned over this destructive trend.

We, the police, as the most experienced group on the receiving end of these bombings would like to pass on to these Senators and Congressmen some of the advice which has been imparted to us to help us through these most trying times.

Number One, and perhaps most important; **You must not Over-react.** To do so would be most unfortunate. By over-reacting you run the risk of stifling that individual initiative and freedom of expression which our Constitution guarantees. You must instead search your own soul to see just where we have gone wrong in guiding this element of our youth; after all, society is to blame isn't it?

Do not feel that this bombing was a personal attack against you. Rather, it is a sincere expression of our radical element's disappointment over the policies of our Government. You must delve deeply into the "real" reasons behind this bombing. Possibly you will find that it stems from too early toilet train-

ing in some of these youthful radicals. You, as a member of the "establishment," must learn to accept these explosive tantrums as a part of their growing pains.

It has, most wisely, been explained to us that there is no conclusive proof that these bombings are a part of a nationwide conspiracy. So as a last bit of advice may we impart this bit of knowledge to you. This incident is an unrelated act designed to dramatically call to your attention the many failings of our system of government. Until such time that other evidence is presented to the contrary you must not consider this unfortunate incident as a plot endangering our way of life or democratic system. Possibly when they lay waste to the Washington Monument, the Lincoln Memorial, Fort Knox and the Statue of Liberty then maybe you can begin to concern yourselves. You might even appoint a "Blue Ribbon" committee to look into the matter. In the meantime if any of you desire any further advice on this matter—CALL A HIPPIE.

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.

PRESIDENT'S CORNER

"Collective Bargaining . . . the Policeman's Right"

During the past week, at a conference of Vice Presidents of the International Conference of Police Associations in Wash. D.C., I met and conferred with brother policemen representing major police associations throughout the U.S. and Canada.

Although a full report will be made to the membership on the results of this meeting, I feel it is necessary to discuss one aspect of this conference which is very important and timely . . . namely, collective bargaining for police. This, according to Webster, is "an agreement, between parties to a transaction settling what each party shall give and receive."

In the private sector, it has long been accepted as the process for negotiating wages, hours, working benefits, and grievances for employees. Federal law has often been utilized to "prod" employers who were negligent or slow in recognizing the bargaining rights of employees. Therefore it is paradoxical that the very government which protects the employee in the private sector from unfair labor practices, very often refuses to use the same strategy when the rights of the public employee are jeopardized. This sort of rationalization has been most prevalent where the rights of police

officers are concerned.

But let's not place the entire blame on government. In many cases, policemen were, for one reason or another, willing to accept this malpractice on the part of the administrators. On many occasions when they should have spoken out against unfair practices of the employer, their role was one of a humble servant who never objects to the master's unfairness toward him as long as his room and board and occasional allowance is guaranteed.

Fortunately, policemen are realizing that they can no longer accept the role of the "humble servant" who sits idly by and waits for the occasional crumb for his loyalty to the master. It was made evident to me during the past week that the passive role of policemen in this field must be exchanged for active protest against the denial by public employers of the policeman's constitutional and human right to be recognized by public employers and to demand participation in collective bargaining.

If municipalities continue to protest strikes and slow-downs by their policemen; if they conclude that the police have a particular responsibility to the community which is so vital that its presence must be insured at all times, then we must demand that that same municipality guarantee the policemen of their community collective bargaining rights and implement them as soon as possible.

JERRY D'ARCY

S.F.P.O.A. Committees

1. **Blood Bank:** Nick Galousin, Carl Vogelsang, Bill Kwartz and Al Perry.
2. **Board of Supervisors:** Willis Casey, Art Fobbs and John Toomey.
3. **Civil Service:** William Grosword, Carl Womack and Tony Ribera.
4. **Community Services:** Chairman: Sol Wiener, Capt. Jeremiah Taylor, Lt. James Curran, Insp. John Ruggiero, Sgt. Tom Dempsey; Patrolmen: Nap Hendricks, Steve Runyon, Al Sanada, Tom Vigo and Jack Young.
5. **Grievance:** Tom Carey, Don Derenale, Tony Ribera, Tom Williams and Harvey Rockwell.
6. **Health Services:** Hugh Elbert, Don Goad, Bob Huegle, Jack McKay and John Robinson.
7. **Insurance Committee:** Harry Beare and Bob McKee—1 year—Anthony Bell (Ret.), Ken Foss and Walt Garry.
8. **ICPA:** Jerry D'Arcy, Lou Calabro and Joe Peterson.
9. **Legislative:** Mike Barling, Lou Calabro, Tom Carey, Jerry Crowley, Jim Crowley, William Allen, John Lehane, Ken Foss, Gale Wright and Don Drake.
10. **Labor Relations:** Jerry D'Arcy, John Lehane, Mike Hebel, Jerry Crowley and Lou Calabro.
11. **PORAC:** John Lehane, Jerry Crowley, Don Derenale, Bill Kwartz and Dermott Philpot.
12. **Retirement:** William Bigarani.
13. **Screening Committee:** Jerry D'Arcy, Ernie Frescura, Herman Clark and Walt Garry.
14. **Publications:** Bill Hemby, Frank Kalafate and Harry Beare.

NOTEBOOK

Published monthly by the San Francisco Police Officers Association

Gerald D'Arcy President
Thomas Dempsey Secretary
Joe Patterson Treasurer
2269 Market Street,
San Francisco, Calif. 94114

William Hemby, Editor
Frank Kalafate, Ass't. Editor

— STAFF —

Lionel Hess Carl Womack
Mark Hurley Harry Beare
Mike Hebel

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San Francisco, Cal. 94134

Meeting of the SFPOA Board of Directors

Tuesday, 16 Feb., 1971, Garden Court Room, Del Webb Hotel.

President Lehane called the meeting to order.

Treasurer Allen read the bills for January, 1971. Total amount for \$10,886.84. Moved by Wright, seconded by Patterson that the bills be paid. **PASSED.**

Election Results: Bro. Beare noted the results were printed in the Notebook. The committee had no recommendations to make. The results stand as printed.

President Lehane then turned the gavel over to President-Elect D'Arcy. He had a few words of advice for the Board, namely that we all work together for our mutual interests and not to get in the bind that "I represent this or that group only" type of behavior.

President D'Arcy then opened nominations for the post of Executive Secretary. Bro. Dempsey nominated Bro. Wright, and then Bro. Patterson moved the nominations be closed. The entire Board then confirmed the nomination.

Secretary Dempsey read the minutes of the January meeting as not all members had received their copies. Moved by Beare, seconded by Patterson that we accept the minutes.

President D'Arcy appointed Bro. Mike Hebel as the Parliamentarian. The Board confirmed this nomination. Vote recorded.

Special Election: A special election was held at Co. G because of the tie vote during the regular election. 68 votes were cast, 3 of which were not signed and 1 was blank; of the 64 votes counted, Bro. Roberts received 33 and Bro. Perry received 31. Both men were satisfied with the election and signed a paper to that end. Much discussion followed the announcement of these results. It was found that our new Constitution did not allow for the possibility of a tie vote. Moved by Patterson, seconded by Calabro that these results be accepted. Again, it was emphasized that both Perry and Roberts were satisfied and then the vote was taken. **PASSED.**

President D'Arcy opened the nominations for the position of Sgt.-at-arms. Nominated were Brothers Crowley, Derenale, Womack and Bill Allen. Derenale withdrew. Bro. Crowley received a majority of votes.

Welfare Committee: Bro. Bigarani made his report. Moved by Patterson, seconded by Dempsey, that we accept the report. **PASSED.**

Publications Committee: Bro. Hemby made his report. He also had a printed report of the costs involved, and future considerations. Moved by Toomey, seconded by Ribera, that we accept his verbal report. **PASSED.**

Moved by Patterson, seconded by Barling that we take up the written publications report at the next meeting. **PASSED.**

Insurance Committee Report: Bro. Beare reported why the premiums must go up: 1) We paid in \$75,000; 2) The Insurance company paid out \$110,000, and 3) Every time we change companies, we lose something, namely somebody, such as the retired men, wind up with less coverage. We have a firm three-year contract at a raise of only \$2 more a month. Moved by Wright, seconded by Ruggiero that we accept the report. **PASSED.**

President D'Arcy announced there may be a Special City Election in June of this year because of Alan Duskin's petition to limit the height of new buildings. He was able to get a Supervisor to introduce an amendment covering working benefits for the PD. We have no assurance of an election, this was a just-in-case type of action.

Sergeants' Exam: Bro. Ribera reported the Chief has asked for a 100 man list plus Inspectors and Assistants. We are asking for 134 man list plus Inspectors and Assistants. It appears a compromise of 110 or 115 man list plus will be made. The list should be published in the first week of March.

Special Order of Business: Bro. Barling moved that the Caterer's bill for providing refreshments after the Charles Logasa funeral be paid. Over 200 people were served. The bill is \$330 and \$23 for drinks. Seconded by Wright. **PASSED.** Bro. Barling also requested a sign be made to display at these refreshment gatherings showing the men and guests just who is paying the tab. **PASSED.**

Moved by Clark, seconded by Calabro that we honor Mr. Nick Daphine with a plaque for all of the many services he has provided for the Department in

the past year and for 1971. **PASSED.** President D'Arcy appointed Bro. Clark as a committee of one to handle this matter.

Moved by Calabro, seconded by none that this Association appoint Mr. Solomon of 459 Fulton St. as the Civil Attorney of this Association.

Moved by Wright, seconded by Patterson that the business of a civil attorney be made an item of the agenda for the meeting of 24 Feb. 1971. **PASSED.**

Moved by Crowley, seconded by J. Robinson that the Helicopter Landing at the Pistol Range be named in honor of deceased Officer Charles Logasa. **PASSED.**

President D'Arcy appointed Bro. Crowley to check this out with Mrs. Logasa. Meeting adjourned at 1730 hours.

GALE W. WRIGHT
Executive Secretary.

Meeting of the SFPOA Board of Directors

Wednesday, 24 Feb., 1971—Ded Webb Sutter Room, 1000 hours.

President D'Arcy called the meeting to order at 10:00 A.M.

- Appointments to Committees
1. **Blood Bank,** members three: Nick Galousin, Carl Vogelsson, and William Kwartz; alternate Al Perry.
 2. **Board of Supervisors,** members three: Art Fobbs, John Toomey and Willis Casey.
 3. **Civil Service,** members three: Tony Ribera, Carl Womack and William Grosword. **PASSED***
 4. **Grievance Committee,** five members: Tom Carey (Co. H), Don Derenale (Co. K.), Tom Williams (Co. 8), Tony Ribera (Hdqtrs.) and Harvey Rockwell (Bureau).
 5. **Health Services,** five members: Hugh Elbert, Bob Huegle, John Robinson, Don Goad and ack McKay.
 6. **Insurance Committee:** Harry Beare, one year; Bob McKee, one year; Walter Garry; Ken Foss, retired member, Anthony Bell.
 7. **International Conference of Police Associations,** three members: President D'Arcy, Lou Calabro, Joe Patterson.
 8. **Legislative,** five members: Tom Carey, Gerald Crowley, Jim Crowley, Gale Wright, John Lehane, Mike Barling, William Allen, John Drake, Lou Calabro, Ken Foss. **PASSED***
 9. **Labor Relations,** five members: President D'Arcy, Gerald Crowley, Mike Hebel, Lou Calabro, John Lehane.
 10. **P.O.R.A.C.,** five members: John Lehane, Gerald Crowley, Don Derenale, Bill Kwartz, Dermott Philpot. **PASSED***
 11. **Retirement,** one member: William Bigarani. **PASSED***
 12. **Screening,** four members: President D'Arcy, Ernie Frescura, Walter Garry, Herman Clark. **PASSED***
 13. **Publications.** Moved by Tovani, seconded by Patterson that William Hemby, Frank Kalafate, Harry Beare be the three-member committee. **PASSED***
 14. **Community Services:** Sol Weiner, Chairman, Captain: Jeremiah Taylor. Lieutenant: James Curran. Inspector: John Ruggiero. Sergeant: Tom Dempsey. Patrolman: Tom Vigo, Jack Young, Napoleon Hendricks, Al Sanada, Steve Runyon.
 15. **Special Education Committee:** President D'Arcy appointed Ed Laherty.
 16. **Chamber of Commerce Committee:** President D'Arcy deferred this appointment at this time, however, representation calls for at least four men to this committee.
 17. Moved by Patterson, seconded by Dempsey that the President appoint a committee as to our needs, and discuss these matters with Jake Erlich. The committee will report as to whether Mr. Erlich can handle our needs or not. **FAILED**
 18. Moved by Ribera, seconded by Crowley that we not renew the retainer for att'n'y Jake Ehrlich. **PASSED**
 19. Moved by Wright, seconded by Garry to consider the recommendation on page fifteen (15) of the Hebel-Calabro report. President D'Arcy pointed out that an attorney must be available to appear at all Commissions and Boards; give us representation in meeting and conferring; advise on insurance matters. Moved by Ribera, seconded by Crowley that one week from this date, Wednesday 3 Mar. 71, five attorneys will speak forty-five minutes (45) each on
—Continued on Page 3

MEETING OF THE SFPOA BOARD OF DIRECTORS

Continued from Page 2—
his particular qualifications to represent the Association, Amended by Barling, seconded by Derenale that the meeting time of this presentation be for 10:00 A.M. Wednesday, 3 March 1971.

DEFEATED*

Mike Hebel told the Board that, in his opinion, attorney J. D. Burdick has the best qualifications to represent this Association. Lou Calabro stated that, in his opinion, the firm of Milonas and Solomon was the best firm to represent the Association.

20. President D'Arcy announced that the I.C.P.A. is having a special meeting on the second, third, fourth and fifth of March in Washington, D.C. His travel will be paid for by the Conference; he requested a per diem expense for four (4) days in order to attend the meeting. Moved by Wright, Seconded by Calabro that this per diem be paid.

PASSED*

President D'Arcy also mentioned that John Cassee was not chartered by the A.F.L.-C.I.O. This is probably the reason for this special meeting in Washington, D.C.

21. **Notebook Report:** Bill Hemby made comments on his two page written report to the Board regarding certain costs involved in publishing an eight (8) page Notebook. Additional expenses for him and his staff led him to suggest the possibility of offsetting or underwriting these increased costs through the use of advertising. Moved by O'Donnell, seconded by Toomey to increase the Notebook to (8) pages with advertising offsetting the increased expense. Amended by Wright, seconded by Calabro that a time trial period of ninety (90) days be observed by the Editor to see if this will be a break even or paying proposition.

PASSED*

22. Moved by O'Donnell, seconded by Toomey that the next meeting of the Board of Directors be on Wed., 10 Mar. 71, 1930 hours, Del Webb board will interview attorneys Solomon and Burdick; also a third speaker will be a Mr. Byrne.

PASSED*

23. Moved by O'Donnell, seconded by Crowley that president D'Arcy be given emergency powers to hire an attorney until the next meeting takes place.

Gale W. Wright
Executive Secretary

Uniforms and Equipment Contract

On Feb. 18, representatives from the Police Officers Association and the Department attended a meeting with the City Purchasing Department for the purpose of examining the uniform samples supplied by the Gerber Manufacturing Company. As a result of that meeting, the contract for the Department's Uniforms was tentatively awarded.

The Gerber Uniform Manufacturing Company assures this Department that they will supply the members with a proper normal fit, after normal alterations. The stock uniforms would be comparable in fit to any better men's clothing store. This should not be interpreted to mean that custom tailoring is to be expected.

Meanwhile, the Gerber Company has placed a cloth order with Metcalf Textiles Mills. The mills will dye the fiber and weave the material. This should take approximately three weeks. After the cloth shipment arrives the uniform manufacturer will commence to cut the patterns, pad the various components, seam and line the jackets.

The contract agreement allows the manufacturer 120 days in which to fill our order of some 1600 Ike jackets. However, it is anticipated that a sufficient quantity should be made available to Herb's Uniforms for distribution on 1 June 1971.

The City will then place the order for the balance of the uniform on July 1, 1971. Again, the 120 days will be allowed to the manufacturer to deliver the total order. It is anticipated that the distribution of the remainder of the uniform items will commence on approximately 1 October 1971.

The guns, bullets and 100 sets of leather gear will be issued in ap-

TREASURER'S REPORT

Treasurer's report for period ending January 19, 1971.

Membership: 1,658 active, 232 retired, 1,890 total.

Welfare Xmas Gifts.....	\$ 350.00
SFGH Ward 82 & 83 Gifts.....	49.95
Ward 45 Xmas Gifts.....	80.00
Loan	2,180.50
P.O. Box (6 mos.).....	10.80
Exec. Bd. Exp.....	86.95
4th Quarter FICA	57.60
4th Quarter SDI	13.20
Legal Fee	300.00
Welfare Exp.	250.00
Secretary salary	93.80
Treasurer salary	93.80
Blood Bank	163.02
Flowers	10.55
Answering Service	15.36
Phone	17.77
Notebook Printing (Dec.)	285.00
Notebook Mailing (Dec.)	61.80
Const., By-laws Elec. Exp.....	544.90
Sound service (Rally Comm.)	35.00
Pres. Exp.	100.00
Editor's Exp.	80.00
Janitorial Service	7.50
Grievance Comm. Exp.....	125.00
S.F. Policemen's Fund.....	48.93

Expenses	\$ 5,061.43
Savings Account 12/15/70.....	\$ 5,408.70
Dues	2,671.92
Int., B. of A.	1.78
Trans. for loan	-2,180.50
Bal. 1/19/71	\$ 5,901.90
Comml. Account 12/15/70.....	\$12,533.86
Dues	3,817.03
From saving for loan.....	2,180.50
Notebook advertising	166.40
Donation	10.00
Less expenses	-5,061.43

Bal. 1/19/71	\$13,646.36
Emerg. Fund 12/15/70.....	\$13,110.46
Dues	1,145.11
Donation	100.00
Bal. 1/19/71	\$14,355.57

Treasurer's report for period ending February 16, 1971.

Membership: 1,655 active, 233 retired, 1,888 total.

Seminar, Hilton Hotel.....	\$ 700.00
4th quarter PORAC dues.....	4,997.00
PORAC Meeting	110.00
Welfare Exp.	450.00
Rent (2 mos.).....	107.02
Loan	2,180.50
Elec. Comm. Exp.....	130.35
Chief Calden's Dinner.....	48.00
Notebook Permit (re mailing)	60.00
Legal fee	300.00
Secretary salary	93.80
Treasurer salary	93.80
Flowers	10.55
Phone	19.04
Answering service	11.93
S.F. Policemen's Fund.....	48.90
Pres. Exp.	100.00
Gift, ret. Pres.....	100.00
Editor's Exp.	80.00
Printing Notebook, Jan.....	532.00
Mailing Notebook, Jan.....	108.39
Ballot Exp. (Election).....	466.06
Janitorial service	7.50
Donation (re Cadet Weigal).....	50.00
Comp.-Liability Ins.	72.00
Donation (re Bro. Logasa).....	10.00

Expenses	\$10,886.84
Savings Account 1/19/71.....	\$ 5,901.90
Dues	3,977.96
Refund Prop. "G".....	1,312.27
Trans. for loan.....	-2,180.50
Bal. 2/16/71	\$ 9,011.63
Comml. Account 1/19/71.....	\$13,646.36
Dues	5,682.79
From Savings for loan.....	2,180.50
From Emerg. PORAC dues.....	4,997.00
Less expenses	-10,886.84

Bal. 2/16/71	\$15,619.81
Emerg. Fund 1/19/71.....	\$14,355.57
Dues	1,704.84
Int. UCB	272.47
Trans. for PORAC dues.....	-4,997.00

Bal. 2/16/71

Respectfully submitted,
William Allen
Treasurer, SFPOA

proximately two weeks of this date. The Commanding Officers of the various units will be notified as to when their constituents are to be furnished with the various equipment and uniform items.

Voting Record

FEBRUARY 16, 1971

Pres., D'ARCY, Jerry	P	Yes	Yes	Crowley	P	Yes	Yes	Yes
Secy., DEMPSEY, Tom	P	No	Yes	Allen	P	Yes	No	Yes
Treas., PATTERSON, Joe	P	Yes	Yes	Allen	P	Yes	No	Yes
Hdqtrs., CROWLEY, Jim	P	No	Yes	Abstain	P	Yes	No	Yes
Hdqtrs., RIBERA, Tony	P	No	Yes	Crowley	P	Yes	Yes	Yes
Insp., CLARK, Herman	P	No	Yes	Crowley	P	Yes	No	Exc.
Insp., RUGGIERO, John	P	No	Yes	Allen	P	Yes	No	Exc.
Traffic, DERENALE, Don	P	No	Yes	Crowley	P	Yes	Yes	Yes
Traffic, WRIGHT, Gale	P	Yes	Yes	Crowley	P	Yes	No	Yes
CPs, GARRY, Walt	P	Yes	No	Womack	P	Yes	Yes	Yes
Co. A, PHILPOT, Dermott	P	Yes	Yes	Crowley	P	Yes	No	Yes
Co. B, KWARTZ, Bill	P	No	Yes	Crowley	P	Yes	No	Yes
Co. C, ROBINSON, John	P	Yes	Yes	Crowley	P	Yes	Yes	Exc.
Co. C, *WOMACK, Carl								
Co. D, O'DONNELL, Tom	P	Yes	Yes	Abstain	P	Yes	Yes	Yes
Co. E, FRESCURA, Ernie	P	Yes	Yes	Allen	P	Yes	No	Yes
Co. F, TOOMEY, John	P	Yes	Yes	Crowley	P	Yes	No	Yes
Co. G, ROBERTS, Jerry	P	Yes	Yes	Crowley	P	Yes	No	Exc.
Co. H, TOVANI, Mario	A	—	—	—	P	Yes	Yes	Yes
Co. I, CALABRO, Lou	P	Yes	Yes	Womack	P	Yes	Yes	Yes
Retired, BARLING, Mike	P	No	Yes	Crowley	P	Yes	No	Yes

*WOMACK—16 Feb. ONLY

Feb. 16, 1971 Roll Call
Hebel—Parliamentarian
Election at Co. 'G'
Sgt.-at-Arms
Feb. 24, 1971 Roll Call
Approve Civil Svc. Comt.
Retirement Repr.—Conroy
Retirement Repr.—Bigaran
Crowley 11, Allen 4, Womack 2

Voting Record

FEBRUARY 24, 1971

Pres., D'ARCY, Jerry	Yes	No	Yes	No	Yes	Yes	Yes
Secy., DEMPSEY, Tom	Yes	Yes	Exc.	Exc.	Exc.	Exc.	Exc.
Treas., PATTERSON, Joe	Yes	No	Yes	No	Exc.	Exc.	Exc.
Hdqtrs., CROWLEY, Jim	Yes	No	Yes	Yes	Yes	Yes	Yes
Hdqtrs., RIBERA, Tony	Yes	No	Yes	Yes	Yes	Yes	Yes
Insp., CLARK, Herman	Exc.	Exc.	Exc.	Exc.	Exc.	Exc.	Exc.
Insp., RUGGIERO, John	Yes	Yes	Exc.	No	Exc.	Exc.	Exc.
Traffic, DERENALE, Don	Yes	No	Yes	No	Yes	Yes	Yes
Traffic, WRIGHT, Gale	Yes	No	Yes	No	Yes	Yes	Yes
CPs, GARRY, Walt	Yes	No	Yes	No	Yes	Yes	Yes
Co. A, PHILPOT, Dermott	Yes	No	Yes	Exc.	Exc.	Exc.	Exc.
Co. B, KWARTZ, Bill	Yes	No	Yes	No	Yes	Yes	Yes
Co. C, ROBINSON, John	Yes	No	Exc.	Exc.	Exc.	Exc.	Exc.
Co. D, O'DONNELL, Tom	Yes	No	Exc.	No	Yes	Yes	Yes
Co. E, FRESCURA, Ernie	Yes	Yes	Yes	No	Yes	Yes	Yes
Co. F, TOOMEY, John	Yes	No	Yes	No	Yes	Yes	Yes
Co. G, ROBERTS, Jerry	Exc.	Exc.	Exc.	No	Yes	Yes	Yes
Co. H, TOVANI, Mario	Yes	No	Yes	No	Yes	Yes	Yes
Co. I, CALABRO, Lou	Yes	No	Yes	Abtn.	Yes	Yes	Yes
Retired, BARLING, Mike	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Approve Publications Comt.
Motion for a Committee to Consult J. Erlich
Motion to Accept Jake Erlich's Resignation
Mar. 3, '71 Meeting to Hear 5 Atty's Qualifications
Approve Pres. D'Arcy's Trip to ICPA in Wash. D.C.
Approve Purchase & Printing of Board of Directors Material
Approve 8 Page Notebook for Ninety Days

S.F.P.O.A. GENERAL MEMBERSHIP MEETING
Tuesday, March 16, 1971 — 8:00 P.M.
LAKE MERCED, BOATHOUSE

An Answer to the Attorneys

It has come to our attention, the press media, that the Criminal Trial Lawyer's Association of Northern California has voted "unanimously" to "condemn the actions of the San Francisco Police Officer's Association to monitor judicial conduct for the purpose of asserting punitive action against those persons who find themselves in the unfortunate position of having been arrested". The trial lawyers go on to assert, "the threat of retaliation to the so-called mysterious unidentified judge or judges is completely repugnant to the American concept of liberty and justice for all."

Now this is all very patriotic sounding, except that I have serious doubts as to whether these gallant statements are motivated by such righteous considerations. By their unanimous condemnation the trial lawyers make it quite plain where they feel their bread is buttered. It's too bad such learned gentlemen don't have enough confidence in their own abilities to represent clients without attempting to publicly berate the police in order to gain favor with the judiciary.

In their blast against us I hear no mention of those poor unfortunate citizens who find themselves victims of criminal activities; or tactics of some lawyers who use our courts as a personal theatre for the

performance of their unprofessional antics.

Our trial lawyers use the term "liberty and justice for all" as if they themselves invented it. Tell me about liberty and justice when I'm helping an eighty-four year old woman who just had her purse snatched, and as an added attraction was beaten and kicked to the ground; tell me about liberty and justice when I'm interviewing an 18 year old girl just brutally raped by six young men and beaten senseless in the process; and tell me about liberty and justice when I'm watching helplessly as a fellow police officer lays dying from an assassin's bullet fired in the name of God knows what.

But wait . . . I am a policeman and that's my job, the perfect unemotional public servant. Except, my dear trial lawyers, I must confess I am not perfect and at times unemotional. Maybe that is why we are doing what we are doing. Because we believe the people, all the people, deserve liberty and justice, not just your clients.

I realize that a criminal trial lawyer's first consideration is to his client's welfare and because of that I musn't get too upset with their tirade against us.

After all . . . we all have to earn a living as best we can.

Editor



2ND PLATOON NEWS BY 684

Knock-Knock, who's there? Is there any truth to the rumor that Capt. Joe Flynn of Co. A has given up Winstons for Lent?

There were several disappointed fight fans at the Civic last week for the Golden Gloves finals. Capt. Laherty's two jumbo heavyweights from Co. I failed to make the cut, however, a sub was found from the City Prison who took a 15 count from a left hook before he entered the ring.

A certain police cadet was embarrassed by the actions of his father. It seems his dad wore "Hot Pants" to the Gloves. A Sgt. from Complaint & Inspection observed this and is conducting an investigation. So far the investigation is pointing to the fact that certain dormant tendencies exist in this individual.

Every district has its "hot spots." In the Potrero, Silver and San Bruno is causing Charlie Petersen a pain. It seems neither Martin Roddy of Co. C nor John Grady of Commo can be any assistance to Charlie in locating a lost wine barrel in the middle of the intersection.

Sgt. Mario Tovoni of Co. H known for his coolness and tact is also well known to members of this dept for his fine driving ability. Mario is considering entering the feature race later this month in Sacramento. Mario feels "offensive driving" will be his key.

Who was the only Cop not introduced at the Annual Parkside Merchants Dinner honoring Maury Rothman; C-E does it again.

According to "thumbs Bob" every man has a skeleton in the closet. Capt. Jeremiah Taylor is busy looking for the officer that answered the phone at the City Prison the other day. Reliable sources have it that the officer was hiding in the closet drinking a can of carrot juice.



Police Post 456

TAX TIME??

The Post Credit Union has money available now! To help with state taxes or any other financial need. Loans to \$2500 on your signature subject to credit approval.

Buying a vacation home? Terms up to 10 years on Real Estate loans. Hours 9 to 4 or by appointment call 431-2877 Room 124 Veterans Building.

April meeting, room 202 Vets Building, Tuesday, April 13, 2000 Hours. Second Nominations for post officers and convention delegates. Beer & Goodies are always served after meetings.

This year's convention will be in Los Angeles. Police Post will send 19 Delegates.

—L. Hess

A request has been received from Pam Logasa regarding retrieving a 2" Revolver with her husbands name engraved on it. This revolver was sold by her deceased husband and she has expressed a desire to re-buy it as a memento. Anyone possessing information concerning this revolver is requested to contact Officer Loyd Yeargain, Park Station (midnights) 533-1603 or 359-6689.

CHP Uniform

SACRAMENTO — Assemblyman John F. Foran (D-San Francisco) has introduced an \$860,000 bill to buy uniforms, revolvers and personal equipment for highway patrolmen.

The allowance would be limited to \$150 a year per patrolman. Highway patrolmen currently must buy their own uniforms but are furnished a pistol by the state.

Mario Buscelacchi of Co. C has been observed on his day off directing the Red and White Fleet of the "Italian Army" in their day to day assault on the intersection of Tunnel and Old Bayshore.

Retirements

3-5-71 Robert Schmitz retires with a service pension after 25 yrs. Co. F.

3-4-71 Russell V. Woods, Inspector, Juvenile Bur. 25 yr. pension.

3-2-71 Alvin Johnson, Patrolman, Service pension with 27 yrs. from the City Prison.

3-1-71 Dennis P. Finnigan, Patrolman, retires with 22 yrs.

2-8-71 Theodore J. King, "Teddy-bear" retires from the Dept. after 28 yrs.

1-15-71 Ronald W. Fulmer, Patrolman — Disability Pension from the Solo's with 12 yrs.

1-17-71, Thomas Combis, Patrolman retires with a Disability Pension from the 3-Wheelers after 20 yrs.

2-7-71, William F. Flynn, Patrolman, 28 yrs. retires from Co. D.

2-1-71 Joel C. Cook Jr. Patrolman, Joel retires from P & R Printshop after 28 yrs. with the Department. We'll all miss Joel's "sage" advice.

1-31-71, Hazelton French, Lieut. retires from C. K. Fixed Post on a service pension.



BUREAU OF Inspt. Dir. Clark presents Nick Daphine with a certificate of appreciation from the POA.

Resignations

1-13-71, William J. Posedel Co. A.

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

Shooting Gallery

The Notebook would like to thank the San Francisco Sunday Examiner-Chronicle and author Tom Emch for printing the fine article, "Inside the Shooting Gallery." (February 28, 1971). Mr. Emch obviously did a great deal of research, and he presents a vivid, realistic account of problems faced every day by San Francisco Policemen — the risks they must take and the pressures, family and occupational, they must endure. We feel such coverage enhances the public's understanding of police work and the men who perform it. It is a valuable first step toward achieving better Police-Community cooperation in the protection of life and property. — More such articles are sorely needed. —Editor

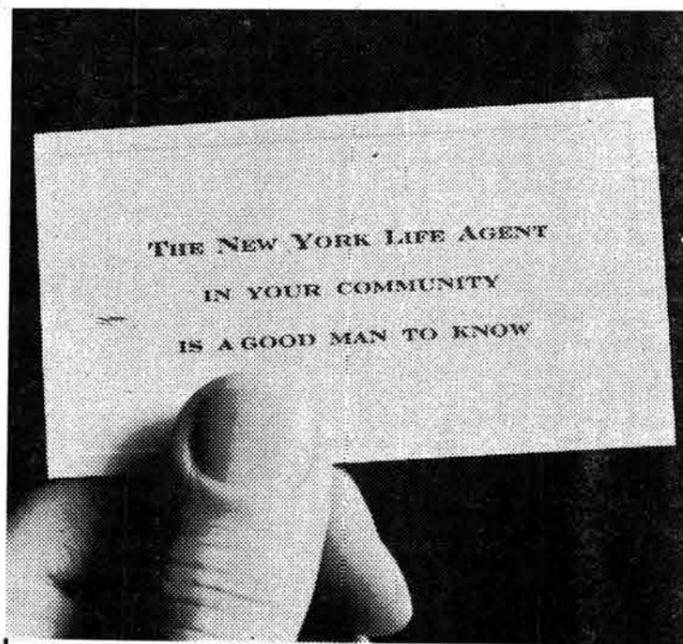
Womack Resignation From Board

Sir:

I respectfully submit this letter of resignation to you after a great deal of thought. Due to my recent transfer to Co. "K", I feel that I could not give the men at Mission Station the representation that they so rightly deserve. I hope that you will appoint my replacement at Co. "D" without delay so that the men of that station will be appraised of developments at all of the Board functions. In closing, it is my wish that I be considered for whatever duties you feel I may be qualified to perform. —CARL D. WOMACK

Hev, what's a Sviataslav Yasinitsky? Don't ask me, I'm still trying to figure out what's a Telfred Slettvedt!

THE "SCREENING COMMITTEE": PRESIDENT JERRY D'ARCY, afternoons and nights; HERMAN CLARK, daytime; WALT GARRY, nights; ERNIE FRESCURA, daytime.



This is our trump card!

These fourteen words carry a world of meaning for you and your family. Here's why:

Your New York Life Agent is a man who can help you with your family financial planning. Carefully chosen, thoroughly trained and experienced, he makes a full-time career of guiding families like yours towards greater financial security. And the company he represents is one of the oldest, largest, most efficiently managed in the nation.

Today, more people than ever are turning to the man from New York Life. They find that he's a good man to know. You will, too!

Mitch Spangler
FOX PLAZA
SUITE 705



Mike O'Brien
FOX PLAZA
SUITE 705

Fox Plaza, Suite 705, San Francisco, Calif., 863-4900
Representing the S.F. Police Officers' Association

863-4900

Representing S. F. Police Officers Association

PORAC REPORTS

The following policy was approved by the PORAC Board:

If a PORAC member is requested to appear, on behalf of PORAC, on a PRE-ARRANGED TV or radio "talk, panel discussion, or news interview program where it may be reasonably anticipated that matters relating to PORAC statewide policies, positions, programs or philosophy will be a subject of discussion, the member must first request and receive permission from the State Office."

LEGAL:

Chris Burdick reported to the Board that PORAC's suit against the League of California Cities has been assigned to the First Appellate District Court, Third Division —no hearing date set at this time.

Legislative Advocate

President Joseph reported to the Board the results of his meeting with Legislative Advocate Joe Farber. The President stated that Joe Farber would handle our legislative program for a fee of \$1,100.00 per month. Based on this fact, Berger made a motion, seconded by Clements and passed that PORAC give Legislative Advocate Joseph Farber a fee of \$1,100.00 per month and that a similar contract of 1970 be renewed.

At 9:45 a.m. Joe Farber was requested to come to the meeting. A short question and answer period followed in reference to contract agreements and advocate's position. After this discussion, Mr. Farber accepted the position under the contract arrangements.

Director Grimm, on behalf of Mrs. Pat Lewis, widow of recently slain San Diego police officer, thanked the Board, members of PORAC, and all associations for the assistance, flowers and condolences that were extended during her time of sorrow.

Binding Arbitration

A letter from Blake Koller, President, Sacramento Police Association, advising the Board that his association will attempt to get a Mandatory and Binding Arbitration section incorporated into the Sacramento City Charter.

A motion was made and unanimously passed that PORAC support the Sacramento Police Association in seeking legislation covering Mandatory and Binding Arbitration through their city with no commitment of PORAC funds.

Executive Secretary:

The qualifications for Executive Secretary prepared by the Study Committee were discussed. Necessity and feasibility of Executive Secretary was discussed at some length. It was agreed by all that the appointment of an Executive Secretary is the number one priority behind the passage of the Binding Arbitration legislation.

A motion was unanimously passed that the qualifications for Executive Secretary recommended by the Study Committee be reduced to announcement form for advertisement, a firm date for initial and final filing be set, and announcements made that the position is open with a yearly salary of \$20,000.00.

Police Bowling Team

The San Francisco Bowling Association City Tournament, Class B Division, was held Jan. 10 and 17, 1971 at Downtown Bowl. Winner of this division was the S. F. Police Team No. 1, total pins 2762.

Team members: Bill Mills, Art Posner and Bill Wilson of Co. A; Paul Andersen, Traffic; Herb Lee, Juv. Bur.; Marty Bastiani, Miss. Persons.

—H. Beare

A NEW BALL-GAME

For the general information of those officers who have dropped out of the Association for one reason or another, the following is quoted from the newly adopted Constitution.

3. Any member of this Association who has not paid his dues or assessments as required in this Constitution and By-Laws for a period of thirty (30) days shall stand automatically suspended from membership. A member so suspended shall not enjoy the rights, privileges and benefits of a member. A delinquent member shall have thirty (30) days grace period to reinstate himself. A delinquent member at the beginning of his grace period shall be notified by the Secretary of this Association by certified mail with a return receipt of his financial delinquency.

4. Membership in this Association shall terminate if dues or assessments are not paid within sixty (60) days following the date upon which the dues or assessments become payable including the grace period; or, upon his removal or resignation from the San Francisco Police Department; or, upon his resignation from this Association; or, upon his expulsion from this Association as provided for in this Constitution and By-Laws.

5. Any person whose membership has been terminated by resignation from this Association for nonpayment of dues or assessments may be reinstated on his written application together with all dues and assessments levied since delinquency, resignation, or termination. A retired member who shall allow his dues to remain unpaid beyond the grace period shall not be eligible for reinstatement.

6. No member shall be allowed to receive any rights, privileges, or benefits of this Association until he has been a member for one year or he has been a member of this Association since his entry into the Police Department. Entry into the Police Department shall be defined as the first six (6) months of employment. Members on Military Leave of Absence without pay as provided in Article III, Sec. 10 of this Constitution shall be placed in an inactive status while on such leave. Said member shall reinstate himself into membership of this Association within thirty (30) days after returning to the Police Department.

7. During the first six (6) months this Constitution and By-Laws are in effect, Sec. 5 and 6 shall be inapplicable to members who have resigned or been terminated from this Association and now wish to be reinstated. Half of dues and assessment levied since delinquency, resignation or termination must be paid at the end of the six months period during which members may reinstate themselves as designated in this section.

Remember, now we have a brand new ball game. Bargaining for rights and benefits will be of prime concern this year. Don't miss out because of past grievances.

—Editor

Request for Sergeants

The following letter was sent to the Civil Service Commission by your Association Officers:

Gentlemen:

We respectfully request a Sergeants list from the test of January 9, 1971 of 134 men, plus those Inspectors and Assistant Inspectors that may be on the list. We believe a list of this size can be justified by the following facts:

Present vacancies in the rank of Sergeant	16
Number of Sergeants who will be eligible for full retirement (70%) in the next 4 years.....	45
Number of Sergeants on current Lieutenant list not yet appointed	15
Number of Lieutenants on current Captains list not yet appointed	10
Sergeants taking disability pension over last 4 years.....	11
Sergeants taking service pension prior to full 30 year service over last 4 years.....	17
Lieutenants taking service pension prior to full 30 year service over last 4 years.....	7
Captains taking service pension prior to full 30 year service over last 4 years.....	1
Sergeants dying in last 4 years....	9
Lieutenants dying in last 4 years	2
Captains dying in last 4 years...	1
Total	134

Plus Inspectors and Assistant Inspectors

In addition to the above facts there are also other factors which could justify a larger list. One such

factor is Chief Nelder's budget request for 21 new Sergeants, 4 Lieutenants, and 4 Captains.

We talked over the possibility of approval of this request, which would create 29 additional vacancies, with Supervisor Terry Francois. Supervisor Francois is Chairman of the Police Committee of the Board of Supervisors. He told us he felt sure that the Chief's request would be approved over the next four years, if not this year.

In conclusion we remind you that the last Sergeants list of 103 men expired in two years. We need not mention the cost to Civil Service of administering such a test so frequently, as we are sure you are well aware of it.

Sincerely,

JERRY D'ARCY

President, S. F. Police Officers Association

JOE WILLIAMS

Acting President, Officers for Justice

TOM DEMPSEY

Secretary, S.F. Police Officers Association

TONY RIBERA

Headquarters Representative, S.F. Police Officers Association

SGT. KELVIN R. BROWN

Tax Consultant

386-3694 or 553-1585

10% Discount for POA Members

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.

S.F.P.D. 1971 Softball League Schedule

	March 9th (1)	March 16th (2)	March 23rd (3)	March 30th (4)	April 6th (5)	April 13th (6)
BUREAU OF INSPECTORS	March 6th Central #1 Hayward #1	March 13th Central #2 Hayward #1	March 20th Southern Hayward #1	March 27th Potrero Hayward #1	April 3rd Mission Hayward #1	April 10th Northern Hayward #1
CENTRAL #1	March 6th Inspectors Hayward #1	Southern Rolph	Northern Hayward #2	Mission Jackson	Central #2 Rossi	C.P.H. Hayward #1
CENTRAL #2	Southern Hayward #1	March 13th Inspectors Hayward #1	Richmond Jackson	Park Rolph	Central #1 Rossi	Potrero Rolph
SOUTHERN	Central #2 Hayward #1	Central #1 Rolph	March 20th Inspectors Hayward #1	Ingleside Rossi	Potrero Jackson	Richmond Hayward #2
POTRERO	Mission Hayward #	Northern Rossi	Ingleside Hayward #1	March 27th Inspectors Hayward #1	Southern Jackson	Central #2 Rolph
MISSION	Potrero Hayward #2	C.P.H. Jackson	Taraval Rolph	Central #1 Jackson	April 3rd Inspectors Hayward #1	Park Rossi
NORTHERN	Park Jackson	Potrero Rossi	Central #1 Hayward #2	Taraval Hayward #2	Ingleside Hayward #1	April 10th Inspector Hayward #?
PARK	Northern Jackson	Taraval Hayward #1	C.P.H.C. Rosi	Central #2 Rolph	Richmond Rolph	Mission Rossi
RICHMOND	Taraval Rossi	Ingleside Hayward #2	Central #2 Jackson	C.P.H.C. Hayward #1	Park Rolph	Southern Hayward #2
INGLESIDE	C.P.H.C. Rolph	Richmond Hayward #2	Potrero Hayward #1	Southern Rossi	Northern Hayward #1	Taraval Jackson
TARAVAL	Richmond Rossi	Park Hayward #1	Mission Rolph	Northern Hayward #2	C.P.H.C. Hayward #2	Ingleside Jackson
C.P.H.G.	Ingleside Rolph	Mission Jackson	Park Rossi	Richmond Hayward #1	Taraval Hayward #1	Central #1 Hayward #1

PARKS—M. Hayward #1, West Diamond, and M. Hayward #2, East Diamond, Gough and Turk; Rossi, Arguello and Anza; Rolph; Army and Potrero; Jackson, 17th and Caroline.

THE MEANING OF LENT

From the Pulpit

In last Sunday's Gospel, read in the Mass for the First Sunday of Lent, Our Lord initiates the Holy Season observed throughout the world even today. "He went into the desert and remained there forty days. He came out of the desert hungry." He was then tempted by the devil. The devil tempted Christ three times. "Command that these stones become bread." Christ answered: "Not by bread alone does man live." Again the devil showed Christ all the kingdoms of the world and the riches thereof. Christ again resisted when Satan conditioned his gift on Christ's adoring him, the devil. The third temptation, that Christ should hurl himself down from the parapet of the Temple before all the people and be miraculously preserved from injury by His angels... also resisted when Christ replied: "The Lord thy God shalt thou adore, and Him only shalt thou serve." And then Our Lord banished the evil one from His Presence.

The above illustrates succinctly the Christian philosophy of Salvation. To be a successful athlete, one must undergo a long and arduous period of training. Muscles must be developed, stamina must be built up, coordination must be perfected. The training period entails self-denial, abstention, and genuine self-discipline. The actual Contest is the easiest part of the athlete's life. The same is true in the intellectual order. True education is not so much the gathering of information as it is training the mind. The student doesn't aim to become an animated filing-cabinet. Years of study, the more difficult the better, develop, as it were, the mental muscles. Study develops the mind. To even preserve a faculty we must use that faculty, else it atrophies. The more we use it the more facile it works. If this is true of the physical and the intellectual orders, it is also true of the moral order. The moral faculty is the intellect, but even more so, the will. To have will-power one must practice self-disci-

pline. We must be able to say no to ourselves and really mean it. We do not develop will-power by pampering ourselves or living soft lives. Self-indulgencies the sure road to self-deterioration. We must be able to deny ourselves even innocent things from time to time, if we are to be strong in the face of real temptation when it comes, and it inevitably does.

The three temptations of Our Lord represent the three dangers which we all face. The first, SENSUALITY, the second, GREED, and the third, PRIDE. Sensuality includes sins of the flesh to which man in his human frailty is so prone. Such are the sins of intemperance in eating, drinking, and sex. Man's fallen nature fans his hunger. Self discipline, which is the fruit of penance and self-denial, is the antidote. Greed today is both the cause of, and the result, of the materialistic atmosphere in which we live. Man is infatuated with things. This world's goods are many a man's god, and he adores the golden calf just as truly as did the Egyptians in the time of Moses. That which commandeers a man's complete attention and his very life to the exclusion of all other values, certainly becomes his god. Pride, inordinate self-love is the most hateful and the first of the seven deadly sins. The proud man makes himself god. He credits himself at the expense of God. He is dishonest because he robs God of His glory. How our Lord excoriated the proud men in the Gospels.

These three dangers, Sensuality, Greed and Pride—how do we successfully thwart them. First by prayer for the help of God, and secondly by developing our will-power by self-discipline, penance, abstention, and above all by life-long perseverance in our self-training. Penance is not only atonement for sins already committed—it is insurance against future sin.

Remember Christ went out into the desert 40 days and came back hungry—and then the Temptations.

Rev. James A. McGee,
Chaplain, S.F.P.D.

M. E. H. Padre

Your Padre at The Mission thanks you for a chance to share some ideas. You and I both wear establishment uniforms. You may meet an anti-cop and I an anti-religion attitude. A blue coat can be a target; would you believe by blackrobe could be a big bullseye in seminary days for a dozen close slugs? You may catch a felon and I may absolve him. As long as we have sin and crime we both have a dedicated role of service.

I've met hundreds of you in four years on my beat and return respect for yours in me. Your code-33s have me praying hard for you and we've enlisted patients and people by hundreds to pray whenever they hear a siren wail including your car's.

I'm concerned that some of you would not want to be brought to Mission Emergency if hurt because of some staff aloofness towards police. This hospital hears its faults and has need for improvement. But did you know that its Trauma Team sees 81% of heart puncture victims walk out of the old red brick place?

Sadly we lost three officers last year and I doubt if any team could have saved them. May I assure you that great efforts are made to save lives by a Team second to no other hospital. And staff and employees ask about injured policemen; your people do care about your patrolling our City.

You are soldiers in a guerilla war. Thank God we have your thin blue line as civil servants protecting us who permit you to carry a gun for self-defense. To my memory only 3 of 23 officers had gun drawn when hit. This reflects your respect for the gun and thrust in humanity. Unfortunately it spells the risk you take in wearing the badge. The outlaw has the advantage over the lawman. Yet in summary you blend pride and humor in your blue pig tie clasps. May you be ever more professional in being peace officers.

My partner, Father Monte, and I are ready to serve you; one of us is on 24-hour duty always for our patients welfare. If you ever need a priest in an urgent emergency when none other is available then call us and fetch us to and fro. Our uniform can enjoy respect where yours may not.

Lastly, thanks for donating an American Flag to our chapel via former solo Mike Barling. God safeguard each of you. Pray for our City's sick and injured here.

Lenox Day, S.J.
Chaplain
S.F. Gen. Hosp.

SERGEANT'S ELIGIBLE LIST

It is our understanding that the first 21 positions will be filled on the 15th of March.

Rank	Points	Name
3.5	852.89	John J. Jordan
V-2	885.33	Lloyd F. Crosbie
V-3	854.60	David P. Roche
V-4	850.21	*Daniel J. Murphy
V-5	810.70	Robert F. Mueller
V-6	807.04	Salvatore R. Ragona
V-7	806.31	Theodore J. Connell
8	806.06	Steven A. Runyon
V-9	801.92	Thomas F. Ryan
V-10	791.92	Edgar J. Eimil
V-11	790.70	Gale W. Wright
V-12	788.75	Afgyn R. Bragg
V-13	788.75	Kari G. Johnson
V-14	784.36	William B. Navin
V-15	784.36	*James M. Hurley
V-16	784.36	Frank J. Surina
V-17	799.97	*Frank D. Gonzales
18	779.72	Charles E. Hoenisch Jr.
19	776.31	Richard P. Cullinan
V-20	775.58	John V. Young
21	775.33	Richard J. Shippy
22	774.60	John A. Damon, Jr.
23	768.50	Grant H. Fahs
24	768.26	Richard A. Mohr
V-25	766.31	Andrew V. Sekara
26	763.87	James P. Christman
27	763.38	Gerald F. Doherty II
V-28	758.75	Charles C. Gale
29	756.55	Diarmuid J. Philpott
30	755.09	Philip J. Dunningan
31	754.36	Owen A. Kenny
V-32	754.36	Anthony A. Delzompo
V-33	753.87	Russell L. Ahlgrim
V-34	753.63	John P. Bulen
35	753.38	George F. Kowalski
36	752.65	Alan L. Perini
37	752.16	Victor M. Wode
V-38	749.24	James W. Waite
V-39	749.24	Thomas P. Callen
V-40	748.51	Julius P. Hiett
41	747.53	Alban L. Weatherman
42	741.92	Jerry D. Belfield
43	741.92	Stephen R. Driscoll
44	741.43	Michael J. Williams
V-45	740.70	Lawrence C. MacKenzie
V-46	740.46	David B. Mayer
V-47	740.21	Anthony D. Ribera
48	738.75	Curtis C. Rider
49	738.50	Anthony J. Balzer
50	737.04	Clyde G. Blount
51	736.31	Samuel A. Moore Jr.
V-52	736.07	James F. Weertz
V-53	736.07	Richard D. Hall
V-54	736.07	Warren W. Hawes
V-55	736.07	Thomas H. Duncan
V-56	734.36	George R. Huegle
V-57	733.87	Ronald J. Vernali
V-58	733.63	Harold M. Suslow
59	733.14	Robert J. Dillion
V-60	731.68	John McBurney Mackey
61	730.70	John F. Harrington
62	730.21	William L. Petrie
63	728.75	Howard C. Kyle
64	728.26	Thomas J. Greene

V-65	728.02	Victor I. Rykoff
V-66	727.78	Leo V. Osuna
67	727.77	Michael S. Hebel
68	727.53	William A. Kearney
V-69	726.80	James D. Cole
V-70	725.82	Richard R. Racine
71	724.60	Code W. Beverly
72	722.05	Joseph L. Roset
V-73	719.24	Joseph J. Cuneo
V-74	718.51	William A. Fritz
V-75	718.51	James J. Sullivan, Jr.
76	717.53	Francis P. Williams
77	715.09	Eugene J. Haudbine, Jr.
V-78	714.12	John C. Kristovich
79	711.19	John E. Toomey
78.5		John Hess
V-80	709.73	Julian M. Landman
V-81	709.73	George J. Steiger
V-82	709.73	Frank J. Pareni
83	708.99	David C. Dugger
84	706.31	Raymond S. Michelis
V-85	706.07	Donald S. Miles
V-86	705.58	Frank M. Ryan
V-87	705.34	Kenneth M. Sullivan
V-88	705.34	George O. Holmberg
V-89	704.85	Roger E. Maher
V-90	704.12	Richard D. Abbey
91	703.14	Richard J. Braun
92	702.65	Lawrence R. Gurnett
93	702.65	Alexander Stevens
V-94	700.95	George J. Paras
V-95	700.95	James P. Pigott
96	700.21	Michael J. Dower, Jr.
97	699.48	James J. Crowley
98	698.26	Robert J. Berry
99	696.31	Donald R. Blaine
100	695.09	John A. Vannucci
101	693.63	Richard A. Seelig
102	689.48	Daniel J. Sheehan, III
103	689.24	David G. Kellogg
104	688.51	Elmer W. Cuadro
105	687.53	Gerald G. Doane
106	686.07	Edward A. Liggins
107	684.36	Thomas M. Mazzucco
108	684.36	Jesus M. Torres
109	684.12	Cecil M. Pharris
110	684.12	Ernest P. Frescura
111	681.68	Leo R. Callagy
112	680.22	William T. Logan
113	679.73	Richard M. Patten
114	677.53	Edward R. Fowle
115	676.31	Charles E. Warren
116	674.85	Peter F. Christensen
117	674.36	Arthur W. Gerrans
118	673.63	Anton T. Jensen
119	672.41	William J. Hemby

Open Letter to The Revolution

TO BELIEVE

You said to care about the world in all its turmoil and its strife and I believed you.

You said to care about its children who are starving through the night and I believed you.

If people only thought of others instead of just their very own you said we'd learn to live as brothers—and that peace should be our goal and I believed you.

You said the war was wrong and we should end it right away and I believed you.

You said that hatred was sick and bad—and that violence wasn't the way and I believed you.

Then you started bombing buildings when you couldn't get your way and you turned and bombed a church where a dead policeman lay.

In the midst of all this misery you made me stop and think not once did you live up to one damned thing you preached.

And I didn't believe you anymore.

Sandi Daly

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.

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

RUMOR HAS IT THAT BUSINESS IS SO BAD IN THE EAST THAT THE COSA NOSTRA HAD TO LAY OFF THREE JUDGES.

A New Direction

Point of View:

Policemen are an independent lot. The very nature of their job makes this necessary. From a practical standpoint, much of their work cannot be supervised, and a policeman's life may depend on his ability to think and act for himself. Yet these qualities of independence and self-reliance have in themselves proved detrimental at times to the policeman's attempts to achieve collective unity and power. A good example of this is the old Proposition "I" on the last ballot. Although certain elements of the Department exerted tremendous efforts in the campaign, there were other elements of the Department who not only refused to aid in the campaign, but they even actively fought against it. Now, the rationale behind the opposition to Proposition "I" are varied and to a certain degree understandable—I'm not attacking that. But such dissension and disagreement among policemen at ballot time is in no way excusable—we failed to get together and reach a consensus among ourselves. No wonder the voting public was confused and divided.

At the outset, it should be pointed out that the welfare of the Department as a whole—as a profession—should be the immediate goal of each and every member of the Department. What benefits the Department as a whole must also eventually benefit each individual member as a part of that whole. Charlotte Epstein points out in her **Intergroup Relations for Police Officers**, the Police are definitely a minority group all their own—and they are aware of that fact. This means that policemen—you and me—have a great deal more in common with other policemen than we do with any groups outside the Department. We also stand to gain a lot more through loyal associations with fellow officers than with any outside elements. We sometimes forget this fact. With Proposition "I" we saw that disunity among members weakens whatever chances we may have of obtaining changes (regardless of whether or not you happen to consider Proposition "I" a desirable change). Perhaps more

significantly, however, our lack of unity behind Proposition "I" indicated the existence of two more damaging conditions in the Department: extreme selfishness and near-sightedness. This is not to place "the blame" for Proposition "I" on either side of the issue—both sides are equally guilty. And our primary area of failure was precisely our unwillingness or inability to communicate and compromise before we went to the electorate.

Where, then, do we go from here? Is it a hopeless ideal to conceive of a unified, organized Police Department pursuing a set of specifically defined, common objectives? Probably, it is but only to the extent that you can never please all of the people all of the time, and nothing should discourage an all-out attempt by all members of the Department to come as close as we can to such an ideal state. We have in this Department a large number of highly qualified and talented leaders, planners, and organizers. So far, these men have not been employed to their full potential in the Association. Now is the time for these men to step forward and assume a more active role. We also have a better-structured, more powerful Association spearheaded by a vigorous, conscientious set of men who have indicated a sincere willingness to work hard for responsible change. Now is the time to get into this Association working for us. If each of us is willing to "give" a little in order to "get" a little, we can arrive at a platform that will offer something to all of us—a platform that will make the whole Department a better place in which to work—a platform that will unite the entire Department behind it. Certainly, we have nothing to lose from trying. But all of us must start thinking and communicating right now. We must overcome our tendency as policemen to only think and act for ourselves. Let's not let another Proposition "I" catch us still bickering among ourselves!

For the sake of argument, I offer the following as an example of a platform we might adopt. The provisions listed here would be a first step toward a Career Police Plan such as the one Los Angeles already has.

1. A change in the Retirement System that would allow a member to retire at 40% of his last monthly base salary after 20 years of service—regardless of age. Each additional year in the Department would add 3% on to that 40% until a maximum of 70% is reached after 30 years of service. This provision is realistic—many men over 41 simply cannot meet the extreme physical and emotional demands of present day police work. Los Angeles already has this provision. It would give our senior members something to fight for—something that would benefit them immediately. On the other hand, younger members could look forward to more openings in senior positions and ranks vacated by retiring members—and eventually toward using the retirement plan itself.

2. A 3% differential scale for all night work. Such differentials are common in business and industry (although usually a higher percentage of the salary). This provision would provide some compensation for those members who must work nights. Senior members desiring to take advantage of this provision would, of course, have first pick of the night assignments.

3. A break in the old "Parity" Provision in the City Charter between the Police and Firemen. Such a break would allow a more professional development of both Departments. The work is basically different, the needs are basically different. There is no meaningful basis on which to assign the same pay scales to both—in terms of position classifications, individual work

—Continued on Page 8

On Routine Patrol

Officers Donald FOUKE and Michael PERA of the Northern were cruising the Marina one recent early morning. They saw a suspicious man in the doorway of Harry's Tavern. While the suspect denied any wrongdoing, his cohort showed up, carrying burglar tools and rolled up coins from inside the bar. The two burglars had a getaway car nearby with a neatly punched ignition. The car was loaded with clothing from a nearby cleaners—another burglary. A clean sweep for these alert policemen.

Officers Ray WEST and Dick DUANE of Central-11 had been tailing a husband-wife burglary team for a couple of weeks when finally they were ready to arrest these crooks. The married couple ran down Stockton tunnel with the officers in pursuit. The woman dropped a loaded gun, but the burglars gave our guys the slip. That did it! Two days later the determined DUANE and WEST caught the pair and cleared almost 100 burglaries in the Central and the Northern districts.

Officers Hobert NELSON and Frank McCOY, on the Night Robbery Crew, arrested a robbery suspect who held up the Confucius Bar on Grant Avenue and fled in a taxi. The suspect surrendered his gun and readily admitted that the loot from the holdup was in his pants pocket. "But," he was adamant, holding a ten-dollar bill in his hand, "this money is all mine. I was going to pay the cabbie with it."

On duty twenty-four hours a day, Officer Harold SUSLOW of the Auto Boosting Detail, heard screams outside his home near midnight not long ago. Harold rushed out, gun in hand, to be confronted by a wild suspect, twice Harold's size, wielding a 14-inch screwdriver. The crook had just tried to rob a man and a woman in their garage, then tried to commandeer a car, threatening to kill his victims. SUSLOW placed the robber under arrest, but was struck in the eye with a corkscrew punch he wasn't expecting, and then got kicked in the ribs, still holding onto his prisoner. A 406 helped. Hal says thanks to all who responded, while he is nursing his shiner.

A young punk kidnaped his ex-girl friend by breaking into her house, knocking down and beating the girl's 80-year-old, crippled grandmother and a 65-year-old neighbor. The only description of the getaway car that came over police radio was "a battered old Buick." This was enough for Officer Ray LEWIS of the Mission District's three-wheeler.

Ray spotted the car parked in the 1600 block of Folsom and staked it out. Soon a woman came to empty the auto. She wasn't about to talk to Ray until the officer decided to arrest her as an accessory. She then told everything. Upstairs LEWIS, assisted by Sgt. John MAHONEY and posse, also from the Mission, grabbed the kidnaper and rescued the girl, but not without some losses on our side. During the melee that ensued, Officer John LAZARICH of the posse got kicked in the groin and had to be taken to the hospital. The kidnaper went there too.

S. G. YASINITSKY

7.9% Pay Raise

On March 5, 1971 the Civil Service Commission recommended a 7.9% pay raise for policemen. This recommendation was presented to the Board of Supervisors' Legislative and Personnel Committee. The recommendation was taken under advisement and will be presented to the full Board at a later date.

Career Police Plan

The following is a profile of the new LAPD "Career Police Plan":

1. Pay: The Patrolman 111+1 Level (highest patrol level below Sergeant) pays \$1,167 per month. A member who holds a BA degree may attain this level after 18 months service. (Slightly longer for members who do not have a degree.) It is a third step increase over the Patrolmen 1 (basic entry) level, and it involves one promotional examination.

2. A CIVIL SERVICE rank of Inspector based on competitive written and/or oral examinations (a believable merit system). Members may specialize in investigative work and advance promotionally in this rank without entering supervisory or administrative classes. Pay ranges from \$1049 to a possible \$1,456.

3. Advanced entry level for recruits with prior Police experience in other departments and/or college experience below the BA degree.

4. A paid medical plan.

5. Differential pay for certain hazardous assignments at night, with a concerted effort now being made to achieve a basic differential for all night assignments.

6. Time and one-half pay for overtime.

7. A straight 20 year retirement pension at 40% of the last monthly salary. This increases by 3% each year until a maximum of 70% is reached after 30 years' service. No minimum age need be attained.

8. Pay incentive programs, tuition aid, flexible scheduling for school, and career counseling.

Now, the stated objective of this Career Plan is to attract the best possible men, to develop them into dedicated, professional, career policemen, and finally, to retain them in the Police Service. Who benefits from such a plan? EVERYBODY! The City benefits from avoiding the costs of training new men to replace those lost to other more desirable jobs. The Community benefits from superior service made possible by a prouder, better-trained, professional Police Force. And the police, themselves, benefit from improved working conditions, a greater opportunity for growth and self-improvement within the Police Service, and from the security of an adequate and attractive retirement plan.

Certainly, many features of the LA Career Plan would be highly desirable to us. Which ones? Which ones do we concentrate on first? How do we achieve them? We now have a new "tool" for attaining such benefits—our own Police Officer's Association—which may now negotiate for us with City Hall under the provisions of the Miliast-Brown-Meyer collective bargaining act which recently passed the State Legislature. No longer are we entirely dependent upon a restrictive, archaic City Charter or an uninformed, lethargic electorate. But in order to take advantage of this new opportunity, everybody in the Department must participate in deciding such questions as those proposed above. We all stand to gain. We should start thinking and communicating right now. A good first step is to make full use of our newly elected station representatives. They are there to serve us. Tell him how you feel even if you didn't vote for him, or if you don't support certain proposed objectives.

Only one thing really seems certain—the best way not to make any progress or achieve our objectives is to continue fighting among ourselves and doing nothing. We must "ask" before we will ever "receive."

T. BALZER

WANT ADS

FOR SALE

FOR SALE—2 Bdrm-1 bath Home in Fairfax. \$27,500.00. 454-5376 — L. Hess Co. "C".

FOR SALE—German Shephard. 3 years old. Female, spayed. Beautiful Markings. No charge to good home. Call Jim Crowley - 553-1732 or 992-6012.

VW 1969 - Blue - Radio. Beautiful condition. \$1,450.00.

VW 1966 - Red, radio. Completely rebuilt \$950.00.

VW 1966 - Blue. Rebuilt. \$950.00. 687-5363 or W. Hemby - Co. "C".

SERVICES

35% OFF on Nutrilite cosmetics, Household products and vitamins to SFPOA members and their families.

40% DISCOUNT on quality Wigs and Hairgoods — BILMAR DISTRIBUTORS 687-5363.

WATER BEDS—Non-heating, 20-year guarantee, all sizes. King size with vinyl liner and foam pad under \$100.00. 20% discount to members. BILMAR DISTRIBUTOR. 687-5363.

Services

DON DRAKE, Licensed Real Estate Broker, S. F. Multiple Listing, San Mateo County, Marin County. Call collect 897-5814 or Company C.

HOME FOR RENT OR SALE. 3 bdrm., 2 bath, W/W carpeting in living rm/dining area. Cedar shake roof, 2-car garage, large corner lot, fruit trees, well and pressure system for irrigation. Covered patio. Concord \$28,000, assumable 6% GI or rent \$225.00 plus utilities. Call 533-1101 or 687-5363 Hemby.

If you have an item to sell or trade—or have a service to offer Give it to us. We'll advertise it in the NOTEBOOK free of charge to members.

Mr. Guth Replies

Continued from Page 1—
law.

If a city employee claims that he has sustained an injury in the course of his work, the determination as to whether he will be provided disability pay and medical care is made based on the information obtained after an investigation of the facts of the incident and upon the doctor's report of examination and evaluation of the employee. In many cases, the decision is necessarily, solely, a medical one. This is particularly true in heart cases. The "Heart Presumption" to which you refer in your editorial is set forth in the Labor Code and the San Francisco Administrative Code. However, this presumption is not a conclusive presumption, it is specifically stated to be rebuttable. Consequently, where our examining physician submits a report indicating that, in his opinion, a claimed heart problem has neither been caused nor aggravated by the employee's work, the presumption has been rebutted and I, at the administrative level, have no alternative but to deny the claim for benefits and medical care.

I do not approach my job with the attitude that an employee is "Out to cheat the Company." An employee, wherever possible, is given the benefit of the doubt with respect to his disability claim. However, in the absence of any factual or medical basis for accepting liability, a disability claim must be denied.

Contrary to your allegation, I am not the final judge of whether an employee will be eligible for disability benefits and any determination which I make on the basis of the information then available to me is subject to review by the Retirement Board, in the case of Policemen and Firemen, and by the Workmen's Compensation Appeals Board, in the case of all other employees.

Very truly yours,
LELAND G. GUTH
Compensation Claims
Supervisor

A New Direction

Continued from Page 7—
loads, skills and training required, risks taken on the job, family pressures, and most important of all, in terms of work-units in a performance budget. Los Angeles has taken the lead in making this break—based upon recommendations from two independent, nationally-recognized Research Surveys. The President's Crime Commission concur. Let each Department justify their own requests based on their own needs.

In my opinion, such a platform could bring the whole Department together behind a program that offers something to each of us—as well as to the Department as a whole. How do YOU feel? What additions, comments, or criticisms would you like to make? Be sure to consult with your station representative—he is your voice in the Association. There isn't much time left if we are to place a proposition on the next ballot (possibly as soon as this June). Other strategies may be discussed later, as they well should, but we must reach basic agreements right now.

—Balzer

SID NEUMANN UNIFORMS

JACK AHO — Owner
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Big Brothers

"No man ever stands so straight as when he stoops to help a boy."

Somewhere in your neighborhood there is a boy . . . who needs a Big Brother. When a boy is trying to learn to be a man, and there isn't a dad he can turn to, who answers his questions? Takes him to a ball game? Who helps him to know the right from the wrong? The fatherless boy is confused and lonely; his questions for the most part go unanswered.

There are hundreds of these boys in our City who are in need of the friendship of a man. These boys, through no fault of their own, are members of families which lack adult male members.

The Big Brothers program is an attempt to provide these boys with the constructive influence of male companionship which they lack and need. A big brother is not a substitute father! He is a man who is willing to share a small part of his life on a one-to-one basis to build a meaningful relationship based on friendship.

Any responsible and mature man who is stirred by the knowledge that his free time may be used to help set a young boy on the "right road" of life may be a big brother. He may be married, or single.

Our appeal to members of the San Francisco Police Force is made for obvious reasons. Your dedication to public service and your interest in youth has been amply demonstrated through the P.A.L. program and many others. Your interest in Big Brothers is encouraged as an opportunity to help the needy boys of our community and also to give you the chance to per-

Association Seeks Its Former Members

When the revised Constitution and By-Laws were undergoing critical examination prior to their adoption, a provision (Article II, Section 7) was inserted which would allow former members of the Association, who had resigned or been terminated for delinquency in dues payment, to return to an active membership status at a DISCOUNT RATE. With the adoption, the discount rate is now in effect.

All former members, including persons now retired, are cordially invited to return to an energetic and invigorated Association. It is the policy of the Association to actively solicit the membership of those individuals who have resigned or been terminated for dues delinquency. Until June 30, 1971 returning members will be required to pay only half of all dues and assessments levied since their resignation or termination and will immediately receive all rights, privileges and benefits. However, after June 30, 1971 returning members will be required to pay all dues and assessments levied since the date of resignation or termination; in addition these members will receive no Association rights, privileges, or benefits until they have been a member for one year.

Contact your Board of Director's Representative for further information.
M. Hebel

CLASS REUNION OF APRIL "56"

All members of the 80th Recruit Class interested in a Fifteenth year reunion please contact Dick Abbey, Co. K, or Frank Kalafate, City Prison. For those of you who have forgotten, after all these years, which class you were in, the Class Pres. was Warren Maloney and Vice-Pres. was Guido Borlo. Let's get together and recount old war stories. When you meet old class mates, be sure to tell them to watch the April issue of the Notebook for further details.

sonally relate to a boy on an individual basis.

Friendship is a two-way street. The friendship you offer a boy will be returned to you many times over in a multitude of rich and rewarding experiences. Most of the men who have become big brothers will tell you that they have personally gained a great deal from their experiences with their little brother.

There are over 200 little brothers waiting at this time for a big brother. They are between the ages of 8 and 17 and come from a variety of cultural and family backgrounds.

They come from various economic situations. They come from a variety of racial and religious backgrounds—all share one need—male companionship!

The Big Brothers' staff of pro-

fessional social workers diligently works at matching the right boys with the right men. Your qualifications are reviewed at an orientation meeting with the staff and the right boy will be assigned to you.

If you are interested in becoming a Big Brother please call 989-1250 for further information. If you do choose to join our efforts to help the youth of San Francisco (and ourselves in the process), we extend a heartfelt Welcome! If time and previous commitments will not permit your involvement, we encourage you to pass the word along to someone you feel might be interested.

It will take only a few minutes of your time to discover if you want to be a Big Brother—please take those few minutes and call us today.

ASSOCIATION SPONSORS EUROPE TRIP

Arrangements have been made through George Morello Travel Service for the San Francisco Police Officers Association to sponsor a three-week Chartered flight to Europe this year.

The charter is scheduled to leave San Francisco for Paris on September 23rd and return October 14th. The cost including round trip air fare via TWA Boeing 707 jet will be \$253.00 per person.

Arrangements as to hotel accommodations, transportation, sightseeing or connecting airlines in Europe may be made through Morello Travel Service as to each members personal desires.

The European trip is open to all active and retired members of the SFPOA on a first come, first serve basis. In order to be eligible for the trip you must be a member of the SFPOA for at least six months. An eligible member may be accompanied by his wife and any dependent children living in the same household.

There is no limit to the number of passengers that can take advantage of this trip providing they are part of the household.

Charters are strict in the sense that passengers must travel together in both directions, and that in the event that a passenger decides to come back at a later date, no credit is given for the unused transportation.

In order to secure your reservation fill out the coupon below and return it along with your deposit of \$50.00 per person payable to SFPOA Charter, c/o George Morello Travel Service, 140 Geary St., S.F. 94108.

This deposit must be received before Friday, April 9th, 1971.

Don't delay. Be sure to take advantage of this low cost 3-week European vacation now.

S.F.P.O.A. EUROPE CHARTER

c/o GEORGE MORELLO TRAVEL SERVICE
140 Geary St., San Francisco, Calif. 94108

Please make reservations for _____ persons.

Name _____

Address _____

City & State _____ Zip _____

Tel. No. _____

I understand that I must be a member in good standing in the SFPOA.

Enclosed is my check/or money order in the amount of
\$ _____ as a deposit to hold my reservation.

Conditions: Reservations accepted on a first come, first serve basis. Charter will operate on total occupancy. Cancellations will be accepted and deposits refunded until April 10, 1971 after which refunds will be made only if said seat is sold to another member.

Please forward the following. In addition to the above Charter I also desire information concerning:

- Eurailpass (unlimited 1st Class rail transportation)
- 3 Week Conducted Tour program
- Auto Purchase Plan

For further information or assistance in vacation arrangements call 781-9103

Send any address changes to:
Editor: NOTEBOOK, P.O. Box 34003
San Francisco, California 94134