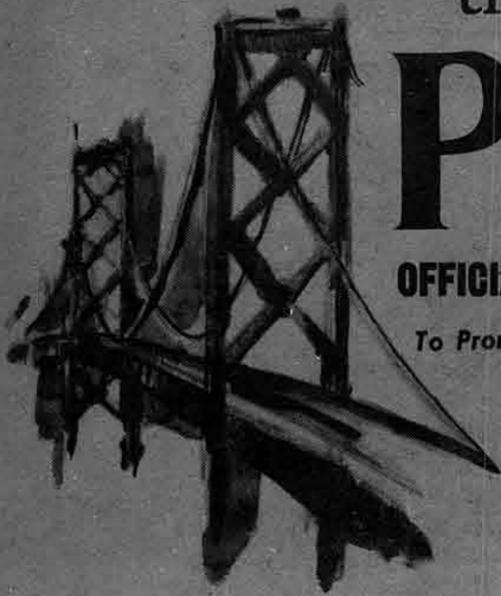


the San Francisco

# POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of CAPA-California Alliance of Police Associations

Member of ICPA-International Conference of Police Associations

VOL. 5

SAN FRANCISCO, JANUARY 1974

204

## BECAUSE IT'S "POLITIC"

By Frank Kalafate

A Policeman is killed in the line of duty. It becomes "politic" for the city officials - the Mayor, the D.A. and others - to eulogize the fallen hero. They speak of the heroic deeds of this "Knight of Blue". He who so gallantly laid down his life to protect his community.

For days upon days they pontificate on the bravery of the Police within their community for there is nothing more "politic" than to eulogize "this fallen hero". God knows we need the Police to protect our city, our streets, our loved ones, etc. God knows we need the Police to keep the peace, apprehend the offender, protect our property, etc. And above all God knows we need the fallen Policemen to enable our "City Fathers" to make "politic" of their deaths.

While alive, this same Policeman asks for nothing more of these same officials than to be treated as any other city employee. Instead, he is given nothing more than "lip service" by those who could, through integrity and honesty in their political positions, resolve his dilemma. Promises are made and not kept. Memorandums of Understanding are negotiated and signed, but seldom adhered to by a politically appointed administration. A Police

Commission is appointed by the Mayor, which cares little for the needs or morale of the rank and file Policeman; and worse of all the Police, those still alive, must relegate themselves to the status of 2nd class citizens because their own hierarchy, because it is "politic", would rather prostitute the cops' rights than oppose those who have put them in power.

Since the word "politic" seems to dominate our city officials' time, then it is time we, as Police, learn to use this

seemingly mystical term to expedite solutions to our own various problems through political activity.

So, though our fallen brothers can no longer voice their opinions, we, the surviving, can do so by becoming politically strong, not only locally but throughout the state, and honor our fallen members by voting against all who attempt to cheapen their memories by obviously using their deaths for reasons which are "politic".

## A WEIGHTY ISSUE

It seems we have an earth-shaking controversy in the San Francisco Police Department. This may startle you because of the low key, no publicity way in which we do things around here. Is the controversy about overtime? Is it about time and a half? Is it about benefits for personnel? No, this is something really important. It concerns the weight or over-weight problem facing the department. This is not a subject to be taken lightly. It is very important.

When you apply for the position of Police Officer in San Francisco, you receive a brochure with an explanation

of the physical requirements. One of the statements made therein is that your weight be in proportion to your height. I think this is fair and equitable. It probably is a fairly uniform requirement for most Police Departments.

The most startling development came about in 1970. With the start of the 113th recruit class, came the inception of the weigh-in. This, to insure that the "New Breed" would emulate the actors seen in the entertainment medias. Tell me, have you ever seen a fat cop on television? They are all pictured as being 6 feet tall and slender. I guess this gives the public a look thru "Rose Colored Glass" at us. But, let's face it, Policemen come in all sizes, shapes and colors.

I for one feel that this is another attempt to force an antiquated rule down our throats. The reason I say this is because of the "rule of thumb" being applied. If an actuary scale from an insurance company is being used, does it reflect the differences in bone structure and all other aspects involved?

Let's face it, some people are naturally heavier than others and are very capable of performing even with the extra "few pounds". Inversely, there are people who are naturally thin and no matter what they do, they are unable to maintain what would be considered a normal weight for them.

I will admit that I have seen some officers that were grossly overweight. But, what of the other 98%? And, what of the fact that a Patrolman in

(Cont'd Pg. 2)

## Board Members Attend Political Education Seminar



Hal Ratcliff, San Jose POA, Bob Tresler, Oakland POA, Gale Wright and Walt Garry, SFPOA listen to Political Education Discussion at Los Angeles Seminar.

Association Secretary Bill Hemby, along with Board Members Walt Garry and Gale Wright attended the first session of a two-part Political Education Seminar held in Los Angeles last month.

The Political Education Seminar was conducted under the auspices of C.A.P.A., California Alliance of Police Associations, and sponsored by AFSCME, the National Public Employee Union.

The program has for the first time allowed us practical formal training in how to organize and conduct a political campaign. This training is invaluable to us because of the necessity of waging campaigns for ballot measures.

Because of our City Charter we must go on the ballot every time we want to better our retirement or benefits. Each time we conduct a campaign for better working conditions it costs us anywhere from \$25 thousand to \$80 thousand dollars. In the past, campaigns were waged primarily through advertising and public relations agencies, with many areas of the campaign based on prior experience of those involved, and hit and miss tactics.

The Los Angeles Seminar, along with the training we will receive at the second session scheduled in Sacramento later this month, will change our campaign procedures. Such

things as precincting, voter registration drives, get out the vote drives, building a campaign, organizing, telephone polls, financial and a host of other tactics are being laid out, explained and digested.

This November we will, no doubt, be on the City ballot, and with a critical issue. The main measure being discussed currently is a full fluctuating pension. Such a provision could guarantee you and your family a decent retirement without worry over inflation and cost of living increases. Such a provision is well worth our time and trouble to properly prepare for. The Political Education Seminars are doing just that.

## What Ever Happened to the Keays Investigation?

by Luigi Calabro

It has been said that "in the good old days," a captain could merely place a directive in his bottom desk drawer and it would either go away or solve itself. But we all know that's not the proper way to resolve problems. I think we all agree that this type of action clearly points to the question of accountability of members of this department.

Over three months ago the President of our Association, Gerald Crowley formally filed charges against Deputy Chief Keays for "unofficer like conduct," for publicly insulting members of this department. The day of that incident was a day set asideto honor Captain Edward Laherty, and not one

set aside for insults. Chief Keays' remarks not only insulted the men of Mission Station but Captain Laherty as well. In addition to his insulting remarks, Chief Keays made it an almost impossible situation for Captain Laherty to take command of Mission Station.

The charges filed by President Crowley are well founded, provable and should be punishable in order to maintain discipline in this department. As a witness to Deputy Chief Keays' insulting remarks, I believe he should be duly punished for his actions.

The members of this department deserve to know whether this case is being properly investigated or placed in a bottom desk drawer.

## INTERNATIONAL OPPOSES QUOTA HIRING



Ed Kiernan, President of ICPA, Joe Patterson, Mike Hebel and Bob Gordon, Executive Director of ICPA. Kiernan hands resolution regarding Judge Peckham's order to Patterson.

(See Story on Pg. 3)

## Weighty Issue Cont'd

charge of the gym facilities who I might add, has all the opportunity in the world to keep himself in good shape because he is in the gym eight hours a day, has the power to bring you up on charges if you don't make the weight? What about the officers working the night watches who have to take "Pot Luck" when it comes to eating well balanced meals. Most of the officers affected by the weigh-in are newly hired men working the night watches. These few questions and reasons in themselves make the weigh-in not only ridiculous but facetious as well.

I understand that the reason behind all of this is to upgrade the personnel of the S.F.P.D. and this is understandable. But, somewhere along the line, someone has lost perspective because of the lack of consideration used in this matter. I think we had better take another close look.

If this is to be the coming thing, then let us see if our Chief and our supervisory personnel in charge of this project can also make the weight and the physical standards required at the weigh-in. If they can, let us all carry on with the project with a smile. Believe me, it is the only fair and impartial way.  
Peter M. Gurnari  
Southeast Station

## SOME THOUGHTS ON POLICE PATROL

By CAPT. EUGENE CALDWELL  
(Staff Inspection)

The controversy about the relative merits of two-man patrol versus one-man patrol has been going on for at least thirty years. The issue is an emotional one and we know that when emotions get involved logic and intelligence do not. However, about 85% of the patrols in the United States are one-man patrols, so there must be some compelling reasons for this type of policing. In 1972, 39% of the policemen killed on radio patrol were in the company of a brother officer. This alone does not say much, but when you consider that 85% of the Nation's patrols are one-man patrols, it leads to doubt that two-man patrol is the best answer to officer safety. In two-man patrols a false sense of security may contribute to faulty judgment. Let us look at our own experience, as engraved in the Hall of Justice Lobby:

1972: Code Beverly, one of a pair of officers ambushed on the street as he left Mission Station on foot.

1971: Sgt. Young, one of a number of officers present in Ingleside Station when it was assaulted by a commando team.

Off. O'Guinn, alone on a solo motorcycle, shot when he made a traffic stop in a ghetto area.

Off. Logosa died in an aircraft accident, one of a pair of officers.

1970: Off. Hamilton, shot as he walked in on a bank holdup, one of a pair of undercover officers.

Off. Radetich, shot in the head as he sat alone writing a parking ticket in a ghetto area.

Sgt. McDonnell, one of a group of officers bombed in the Park Station.

Off. Zelms, one of a pair of officers who left his partner in a restaurant to walk into a burglar in action who shot him to death.

1969: Off. Brodrik, one of a pair of undercover officers who was shot with a gun taken from one of the officers in a resisting situation.

Insp. Lacau, who died as a result of an auto accident.

1968: and before — the experience is about the same as has existed from the inception of record keeping in 1868.

Something more than two-man patrol may be required. As you may observe from the above, most of the officers who died because of criminal action were killed while one of a group or pair of officers with the exception of the traffic officers, who died alone writing tickets in a traffic situation in a hostile neighborhood. Radetich was ambushed by blacks who were not the object of the enforcement action, while O'Guinn was killed by the occupants of the vehicle that he stopped. If this says anything, it says that you, as an officer, should not write traffic tickets in a ghetto area at night without a back-up.

There are no simple answers to the question of officer safety, but officer safety is cited in favor of two-man patrols. What other factors are involved? There are just so many men and so much equipment available to the Department, and this equates in terms of dollars that have to be provided by taxes levied by people who have to be elected or appointed. It goes back to the support that we can get from the people. You can, however, as a police administrator, get more "bang for your buck" if you do not waste resources where they are not productive. A partner for a day watch man in a relatively safe area may mean that there will not be a

back-up unit available for the night man making an interrogation on a ghetto street under the guns of a hostile environment. The arithmetic is simple. If there are ten men for patrol, you can have five two-man cars (or patrols) or ten one-man patrols. Experience has shown that our two-man patrols have had the greater losses, proportionate to their number, than have the one-man patrols. This alone does not say it all, for the one-man patrols are given the safer areas, traditionally. The record does show that numbers alone do not equate with safety.

A case can be made for the relative safety of an officer while operating alone. Is this because he does not attempt needed police work? Is it because he waits for a back-up before proceeding into dangerous situations? Is it because he is more alert? Less distracted? Because he uses safety measures, such as radioing location and identifying information before closing with the violator? Is it because he works as a team with his brother officers in other units when he is alone? I do not believe that there is any one answer, but there have been added new capabilities that make teamwork among the men on the street the key to the safety of everyone, however they patrol or benefit from the protection patrol provides. When the officers is safe in going about his duties, he is taking action where it is indicated by the circumstances without fear for his life and is protecting the public he is paid to protect better. We police exist to make the city safe for everyone, not just policemen, even though policemen must come first. When we are not safe, no one is safe.

What are these new capabilities and what can we do to utilize their efficacy?

1. For the first time in our history we have (theoretically, at least) the ability to communicate with headquarters and our fellow officers from any place in the city with a PIC radio.

(Cont'd Pg. 9)

## President's Corner

BY  
JERRY CROWLEY



REMEMBER TO

**VOTE**

S.F.P.O.A. ELECTION

JANUARY 28

THRU

FEBRUARY 1

**We can save you money**

Through Volume much can be done in purchasing of Group Insurance Programs. The S.F.P.O.A. has, through its present numbers, enough members to make this volume buying possible. The idea of Group Insurance, such as our Auto and Homeowners' Traveler's mass marketing program, is to enable a large group, such as ours, to purchase Auto and Homeowners' with savings for all members, with good driving records.

Listed below are some of the members who have saved money by switching to our program:

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"I'm very satisfied. I saved \$59.00."

ROBERT FIFE (C.P.H.C.)

"I shopped around and the S.F.P.O.A. Insurance is best."

He states he is saving about \$65.00

FRANK McDONAGH (C.P.H.C.)

States he is satisfied with the Auto Insurance, and he particularly likes the payroll deduction.

GORDON WYATT (Prop. Clk)

"I had a very good policy previously. Unbelievable as it seems, upon switching to the S.F.P.O.A. Insurance I've saved \$101.00 on 2 cars, plus I now have better coverage. I also saved \$41.00 on the Homeowners' plus the coverage was just about doubled. I'm very, very satisfied.

These are just a few of the many members who have found savings in the Auto and Homeowners'. Savings are also available on our other Group Program, i.e., Group Disability, Group Dental and Group Life. The Life Insurance is also available to our retired members as is the Auto and Homeowners'. We include our retired members in all programs possible (too often they are forgotten). If you're interested in getting Insurance, just call our Insurance Administrators - Bill Healy or Ray Petersen of the Healy Agency, 731-9455. If there is anything you wish help with feel free to call upon your Insurance Committee: **Walt Garry, Captain J. Wm. Conroy, Elbert Boyd, Tony Bell** (retired), or Frank Kalafate at 861-5060.

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### RULES & PROCEDURES

Each and every opinion of a member of our department is deserving of space in the San Francisco Policeman. In order to see that all letters and articles get that space, we're asking for some basic ground-rules.

- limit letters to three pages, typed, double-spaced.

- if you have photos you'd like printed, drop those off too, but please, don't ask for them back. We can't keep everything under a watchful eye all the time in the print shop.

- don't think your letter or article has to sound like a manual. Let's talk to each other, not lecture at each other.

We of the San Francisco Policeman want to be YOUR voice. To do that, we need to know what you're saying—so speak out, sound off, and write...

—Editor

### SAN FRANCISCO POLICE OFFICERS' ASSN.

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San Francisco, CA. 94103  
861-5060

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William Hemby ..... Secretary  
Paul Husby ..... Treasurer  
Ethel George ..... Office Manager

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ADVERTISING: 548 - 7th Street, San Francisco, California 94103. (415) 861-6020.

THE SAN FRANCISCO POLICEMAN: Published monthly. Second class postage paid at San Francisco, California.

ADDRESS ALL CORRESPONDENCE TO: EDITOR, S.F. POLICEMAN, 548 - 7th Street, San Francisco, CA. 94103. Postage and self-addressed envelope must accompany all submissions if return desired. However, no responsibility whatever is assumed by THE SAN FRANCISCO POLICEMAN and/or THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION for unsolicited material.

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TO ALL S.F.P.O.A. MEMBERS  
AND THEIR FAMILIES:

For each and everyone of you -- may the coming year be more enjoyable than all the previous years. Good Luck to you all.

JAMES H. JARRELL CHAIRMAN OF THE BOARD  
WILLIAM R. STOVER PRESIDENT  
RALPH E. FLANNERY VICE PRESIDENT

### The San Francisco Policeman

is the official publication of the San Francisco Police Officers' Association. However, opinions expressed in this publication are not necessarily those of the S.F.P.O.A. or the San Francisco Police Department.

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# INTERNATIONAL OPPOSES QUOTA HIRING

At the winter meeting of the International Conference of Police Associations, San Francisco delegates Mike Hebel and Joe Patterson spoke before more than seventy-five police association and union leaders representing police groups throughout the United States. Hebel and Patterson explained the recent decision issued by Judge Peckham and informed those assembled as to the action which San Francisco police officers would take to challenge and appeal Peckham's ruling. As a result of the presentation the International Conference approved the attached resolution which characterizes quota hiring as reverse discrimination and urges that entry into and advancement within a police department must be based on demonstrated qualifications and proven merit.

WHEREAS, on November 27, 1973 Judge Robert Peckham, Federal District Judge for the Northern District in California ordered the agents of the City and County of San Francisco to hire three minority persons for each two caucasians for the entry level position of Patrolman until such time as 30% of the Police Department is staffed by minority members; and

WHEREAS, Judge Peckham also ordered the agents of the City and County of San Francisco to appoint, as vacancies occur, one minority to the rank of Sergeant for every one caucasian appointed until such time as 30% of the Sergeants in the Police Department are members of minority races; and

WHEREAS, this relief was ordered because Judge Peckham found the hiring and promotional practices of the San Francisco Police Department and the Civil Service Commission discriminatory in that minority members did not pass examinations in the same percentage that caucasians did; and

WHEREAS, the San Francisco Police Officers' Association has in the past and will continue in the future to vigorously support minority recruitment programs which prepare the applicant to meet the rigorous standards which law enforcement in this expansive decade demands. This Association, with constant vigor, has and will oppose any program or

proposal which advocates a lowering of standards as to allow the unqualified of any race, sex or national origin to enter into the police profession; and

WHEREAS, quota hiring is in itself discriminatory and violative of the 14th Amendment to the United States Constitution in that, by its very nature, it prefers one applicant over another not on the basis of proven merit but on the basis of race and national origin. Quota hiring can be properly characterized as reverse discrimination, and

WHEREAS, the imposition of quotas for entry into and promotion within a police department is not a phenomenon experienced only by San Francisco, but rather has occurred in Boston, Philadelphia, Toledo and several other cities; and

WHEREAS, The International Conference of Police Associations takes the position that entry into and advancement within a police department should neither be hindered nor promoted solely on the basis of race, sex or national origin. Entry into and advancement within must be based on demonstrated qualifications and proven merit; and

WHEREAS, the Civil Service Commission of the City and County of San Francisco released on November 14, 1973 an announcement for the position of Policeman. Said announcement failed to include height and weight standards, and the job experience requirement. Said announcement has apparently lowered the educational requirement for entry and has made it easier for applicants with extensive criminal records to enter the department. Lastly this announcement has de-emphasized the written entry examination and has emphasized a physical agility test; and

WHEREAS, other professions have strongly insisted upon retaining high standards for admission in order to insure that the public is properly and responsibly served by the profession. The profession of law enforcement must adopt a similar position.

THEREFORE BE IT RESOLVED, that the International Conference of Police Associations emphatically supports the appeal to be taken by the San Francisco Po-

# MY DADDY IS A POLICEMAN

On September 17, 1973, Prentice-Hall is publishing MY DADDY IS A POLICEMAN, by Elizabeth Ann Doll. In words and pictures, this book poignantly portrays a day in the life of a policeman, as seen through the eyes of his daughter. This moving story is dedicated to all those policemen who have given their lives in the service of their communities.

In his introduction to MY DADDY IS A POLICEMAN, Edward J. Kiernan, President of the International Conference of Police Associations, has simply yet eloquently conveyed the true meaning of this book. We would like to share his thoughts with you.

... this book presents a new aspect of the man in blue. Once you've read it, you'll see the policeman as an individual — part of a family of people like yourself. He's a human being, usually a husband and father. He has his own private joys, sorrows, problems and satisfactions — but ones that any adult would recognize as his own.

Simply and with great tenderness, this book dramatizes some of the thoughts that go on in the minds of a policeman's family. Although the events portrayed here certainly don't happen every day, there's never a day when they can't happen. Every time a policeman leaves home, there

is always the unspoken — and unanswerable — questions: Will he come back again? ...

lice Officers' Association in its efforts to have quota hiring, at both entry and promotional levels, renounced as violative of the 14th Amendment, and

BE IT RESOLVED, that the International Conference of Police Associations vehemently urges the San Francisco Police Commission, the Civil Service Commission, Chief of Police Donald Scott and City Attorney Thomas O'Connor to immediately appeal Judge Peckham's unconstitutional order, and

BE IT FURTHER RESOLVED, that the International Conference of Police Associations exhorts the San Francisco Civil Service Commission, Police Commission, and Chief of Police Donald M. Scott to insist that standards for entry into the law enforcement profession are not eroded; rather to preserve the dignity and majesty of law enforcement and to best serve the citizens of San Francisco entry standards must be elevated, and

BE IT FURTHER RESOLVED, that since the issue of quota hiring, at both the entry and promotional levels, and erosion of entry standards has come to affect a multitude of police associations affiliated with the ICPA, these two issues shall be given high priority at this Conference's 1974 annual meeting in Chicago in order that a concerted national plan of action may be quickly formulated.

Approved: December 5, 1973

is always the unspoken — and unanswerable — questions: Will he come back again? ...

MY DADDY IS A POLICEMAN will be available to the public in two editions — cloth and paper. The cloth edition will be sold through bookstores across the country. The paper edition will be available both through national supermarket chains and local police organizations. If your local police organization is interested in purchasing quantities of the paper edition, these can be purchased directly through the International Conference of Police Associations, at 1239 Pennsylvania Avenue, S.F., Washington, D.C.

Prentice-Hall is planning a multiple-city promotion program for MY DADDY IS A POLICEMAN and they will use local police organizations in each city for radio/TV and newspaper interviews.

Elizabeth Ann Doll, the author, grew up in Mountainside, New Jersey, and attended Union College. An avid sculptress and painter, and the mother of two, she lives with her husband, a business executive, at their home in Milford, New Jersey.

## Collapsed Gas Tanks

Lock-type gas tank caps offer automobile owners a fair degree of protection against having valuable gasoline siphoned off by those inclined to operate on the wrong side of the law. However, the California State Automobile Association cautions motorists about the risks involved when the wrong type of gas cap is used.

During this period of threatened short fuel supplies, many car owners are buying lock gas caps, often without regard to the kind needed.

A gas cap not designed for a particular car can result in the collapsing of the gas tank. CSAA advises buyers to be sure that the cap selected is the appropriate one for the specific car on which it will be used. Different cars utilize various gas tank or cap venting systems. Use of an improper cap can create a vacuum as fuel is drawn from the tank by the fuel pump and result in the very serious consequence of a collapsed gas tank.

When purchasing a lock gas cap or any replacement cap, be sure that the cap is specifically designed to be used on the make, model, and year of the vehicle on which it is going to be used. Don't under any circumstances accept a substitute unless there is positive evidence that it will function properly on the car for which it is purchased.

JUST BECAUSE IT FITS, DOESN'T NECESSARILY MEAN THAT IT'S RIGHT FOR YOUR CAR.



## WHAT'S AHEAD IN '74?

1974 will be a year of recognition for us. Locally we are engaged in drawing up our first employee relations ordinance with the City of San Francisco.

We have already met once with Mayor Alioto and are scheduled to meet with him again to iron out the provisions of this ordinance. Once the Mayor approves the measure we go before the Board of Supervisors. We are confident they will concur in granting this long over due document.

Statewide we have been working to bring together all law enforcement associations in California under one political action arm. The reason behind this move is to take advantage of the up-coming re-apportionment elections and the election of a new Governor.

It is time that Police became active enough to effect the election of those politicians who will commit themselves to supporting our profession.

We are very close to accomplishing this goal. The first organizational meeting of a state political action coalition will be held later this month in Sacramento.

The Associations who attend that meeting will be ready to commit themselves to political action.

The election, this month, of a new Board of Directors will have a lot to do with how successful the Association will be this year. If you, the membership, elect dedicated responsible representatives who are willing to put in the time, we can accomplish a great deal. What we are successful in will affect you, your working conditions, your future and your career with our Department.

Everything the Association is involved with is somewhat related and dependent upon each other.

The local employee relations ordinance will help us serve you better. It will assure that your grievances will be heard and acted upon. It will assure you are afforded the same rights as any citizen of these United States, and it will cut across the political red tape that has slowed us these past three years.

The political action umbrella will force legislatures desiring our support to support us. And when I say support, I mean in areas of working conditions, retirement, and benefits we do not enjoy as yet. These are the bread and butter issues that will help you and your family. These are the things we are working diligently to accomplish. With your continued support 1974 will harvest many of the results of our labor.

## A REPLY TO DICK NOLAN

Mr. Randolph A. Hearst  
Editor-in-Chief  
San Francisco Examiner  
110 - 5th Street  
San Francisco, California

Dear Mr. Hearst:

I wish to express my indignation relative to a recent column by Dick Nolan in which he referred to the arrest and prosecution of one Joe Fong and also made the allegation that Chinese youth in San Francisco are being subjected to general police harassment.

As a member of the San Francisco Police Department of considerable tenure, I can assure you that Mr. Nolan is neither cognizant of the true facts in the Fong case nor is he accurate in his portrayal of police activities in connection with Chinese youth. But then it is my opinion that Mr. Nolan often fails to let either truth or fact exert the proper amount of influence upon his writing. It is my feeling that he too frequently represents his personal opinions and animosities as fact.

The real tragedy in this matter lies in the irreparable

injustice done to all of the members of the San Francisco Police Department, the overwhelming majority of whom are honest, conscientious and dedicated public servants attempting to competently do a job of immense difficulty. A column of this nature unfairly maligns them and serves to stimulate unwarranted public suspicion and hostility. I am certain that my readers would tend to accept the Nolan column as fact merely because it appears in the Examiner, a traditionally reliable news publication.

While I do not subscribe to censorship or curtailment of the rights of free speech and free press, I do feel that it is incumbent upon any responsible publication to insure the veracity of its contents and to insist that opinions be designated as such.

In this day of increasing press criticism and unethical conduct and deception in government, it would only seem appropriate to me that you carefully scrutinize some of the practices in your own organization.

Sincerely,  
Richard D. Klapp

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# San Francisco Police Officers Association Board of Directors Election

Monday, January 28 through Friday, February 1

## Frank Kalafate for Hdqtrs. Rep.

I've been in the Police Department for 17 years and active within the S.F.P.O.A. for the past 3-1/2 years. I'm presently Assistant Editor of the S.F. Policeman, Chairman of the Insurance Committee, a member of the Federal Litigation Committee and I'm a member of C.A.P.A. (California Alliance of Police Associations).

As a "working" member of the above mentioned positions I can honestly say that I've strived to do what is good for the majority of the Policemen within the Association. One committee, which I'm very proud of is the Insurance Committee. For the past 2 years, we, of the Insurance Committee have given you much better coverage in Group Life Insurance, an

unequaled Group Disability Insurance, an Auto and Home Insurance Program second to none, and, finally, a Dental Program who's introduction by the P.O.A. has caused the city to become aware of the need for dental insurance.

All this takes time and much energy to accomplish. The Insurance Committee has given the time and energy to see that you are getting the best plans possible. I have personally worked very hard to help bring about the best programs possible for each member of the P.O.A. I will continue to do so. If you're interested in insurance programs to benefit you, then please indicate so by giving me your vote for Headquarters Representative.

## ELECT -- TOM CAREY DIRECTOR -- CO. H

During the week of Jan. 28, 1974, I am asking for you to vote for me as Station Rep. at Ingleside Station.

I attended my first Association meeting over nineteen years ago and have been a member of the Board of Directors for three terms.

During the time I have been active in Association Work I have been either Chairman or member of the following Committees: Grievance, Election, Civil Service, Legislative & Federal Litigation.

I believe my experience and accomplishments on these Committees qualifies me for re-election.

Whenever I have been asked for help by members of the Association I have gone not only to the Chief & Police Commission but also to the voters of San Francisco for the solution to the problem.

Sincerely yours,  
Tom Carey

**ENDORSED BY:**  
ROBERT McDONNELL  
MARIO TOVANI  
JOHN STEFFEN  
DANIEL HOWARD  
JOSEPH O'MALLEY  
VERNON SMITH  
EDWARD ANDERSON  
JOSEPH ARSANIS  
K.L. BAXTER  
GEORGE BONNANO  
GENE GIACCANI  
DAVID MARON

JERRY CROWLEY  
BILL HEMBY  
ARVO KANNISTO  
JOE DEVINE  
ROBERT McCHARGUE  
LAWRENCE NOVAK  
DAVID POOL  
JOHN QUILL  
EARL ROCKLIN  
HENRY SMITH  
DONALD WEISS  
ROBERT HULSEY  
HORACE YOUNG

(Partial list)



Raymond A. Carlson

## Brothers:

My name is Ray Carlson, I am a candidate for the Board of Directors from Headquarters Company. I have been a member of the Association for almost 10 years. I have been assigned to 3 of the 4 major Divisions in the Department in my 9-1/2 years of service: Patrol, Traffic and Headquarters Company.

In recent years I have become concerned with the direction in which our Association is moving, primarily in the areas of spending, inattention to the majority members decisions.

Why does the Association continue membership in national & international organizations which benefit us little and cost us much?

Why did the Board of Directors hold the Police

Fair, which not only cost our Association thousands of dollars, but had also been rejected by the general membership in the first place?

Although approximately one half of the members of our Association work out of the Hall of Justice, our representatives, with few exceptions, have found it difficult, if not impossible, to effect any programs, changes, or even be heard by our Board of Directors.

I feel this is disgraceful and if elected, will do my utmost to bring about sounder fiscal management, better representation of Headquarters Company's needs, and insist that the Board of Directors follow the mandates of the general membership.

Fraternally yours,  
Raymond A. Carlson

## ELECT -- MIKE HEBEL HEADQUARTERS REPRESENTATIVE

Members of Headquarter's Company:

I. Do you know that your present two representatives have been **absent or excused from nearly 2/5's** of all Board of Director meetings?

Do you know that your present two representatives **have served on no Association committees?**

Do you know that your present two representatives **proposed no motions at Board meetings to improve working conditions** of policemen in general and members of Headquarters in particular?

II. **Mike Hebel is Chairman of the Association's Reorganization Committee** whose work product, presently before Mayor Alioto, calls for the creation of Patrolman II, Inspector II, Sergeant II, Lieutenant II, and Captain II in addition to a proposal whereby assistant inspectors would become full inspectors in two years. The work of this Committee could result in **pay increases of \$91 to \$145 per month.**

**Mike Hebel is Chairman of the Association's Labor Relations Committee** which negotiated the **Memorandum of Understanding** and is presently negotiating an employee relations ordinance for policeman.

**Mike Hebel is Chairman of the Association's Grievance Committee** which has protected policemen's vacation, transfer and seniority rights. The committee is presently handling grievances calling for a straight 8 hour work day and payment for the 15 minute roll call period.

**Mike Hebel is a staff writer for the S.F. Policeman** and serves as the Association's Parliamentarian.

**Mike Hebel** has appeared before state and city legislative bodies representing the Association.

**Mike Hebel** has been an Association delegate to both the Calif. Alliance of Police Assoc. and the International Conference of Police Assoc.

III. With the exception of Mike Hebel and Frank Kalafate, **none** of those presently running for Headquarters representative has successfully served on any Association committee in the last year.

With the exception of Mike Hebel, Frank Kalafate and the present incumbent, **few** of those presently running for Headquarters representative even bother to attend Association meetings.

With the exception of Mike Hebel and Frank Kalafate, **none** of those presently running for Headquarters representative have any experience at all in the acquiring of better benefits and working conditions for policemen.



Gee Lieutenant, I can't figure why everyone wants to work the midnights with Officer Jones!

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## Crime Prevention Co. S.F. Police Dept.

Gentlemen:

Your Association during the next year will be striving for the culmination of programs that have been worked for years. Employee Bargaining Ordinance, affecting Police, will be before the Board of Supervisors. A new and expanded medical plan will be presented to the Health Service System. Plans are now being formulated for a fluctuating pension proposition on the November ballot. These issues and many others affecting us in Crime Prevention, as well as all other Police Officers in the Department, can be dealt with only by those with experience and knowledge of the facts in this increasingly expanding employee organization.

Change for changes sake

can only hurt the strength of the Board of Directors of the Association in its dealings with the Police Administration, Board of Supervisors, Civil Service Commission, Health Service System, Retirement Board and the many other city commissions and agencies that we at the Association are in contact with daily.

Therefore, I am asking you to vote for me as the Crime Prevention member of the Board of Directors and retain experience and ability that have worked for you over the past year.

Sincerely,  
Walt Garry

# The Wives Corner

by Carol Gerrans

The Police Museum is getting underway very slowly. One man contacted Mrs. Hansen at the Public Library's Main Branch (558-3949) to say he had some old uniforms put away and would be airing them out to be placed on loan at the Museum. We are talking to former Chief Nelder about placing his Police Chiefs uniform in the Museum. My husband, Art, found three old photographs that will be donated plus a photograph of his grandfather in uniform. The belt and handcuffs used with that uniform will be placed on loan.

This is a start. Has anyone seen one of the department's old motorcycles and sidecars? Wonder what happened to all the out-dated equipment? If you know, call me at 897-4624. I'd like to know too.

The applications for the \$500.00 scholarship that POWCA awards annually is now ready and waiting for a son, daughter or dependent of any San Francisco Police Officer. The applicants are restricted to 1974 February or June graduates. Get your application from Vicki Carlson in Communications. Never know, you might just win like Tom Hartman did two years ago.

Our many thanks to Ellen Carlin and the Police Officers who helped her plan a very exciting picnic for our children. For those of you who missed it, the picnic was held October 20th at the Range. Tickle me to watch the faces of the children while they look at the equipment their daddy's have to work with. And then there's Dad trying to be so nonchalant.

Kathy Travis did a fantastic job on the information booklet. It is now ready for distribution. We couldn't anticipate everything that would cross our minds as various situations arose, so we will be adding tidbits of information periodically. For a copy of the booklet, send a note with your name and address to 2475 Greenwich Street, S.F. 94123.

Our annual Post New Years Eve Ball was held on Friday, Jan. 5 at the San Francisco Athletic Club. The Recreation Center for the Handicapped was again voted to be the recipient of the proceeds. The raffle ticket drawing, which is also part of the fund raiser was held Dec. 18 at the new Recreation Center facility. We were given a tour of the building and I can't tell you how we felt seeing a dream come true. POWA has had the Rec. Center as our charity for almost eight years. And during that time we have heard the staff talk and plan of the new building they would have "someday". Well, "someday" came and you should see the new facilities. All the careful planning that had to go into everything to accommodate all types of handicapped children and adults.

The winners of the raffle are:

- |            |                 |
|------------|-----------------|
| 1st prize  | Nevis Black     |
| 2nd prize  | Don Van Tricht  |
| 3rd prize  | Mike Lewis      |
| 4th prize  | Bill Leet       |
| 5th prize  | Jerry Oshea     |
| 6th prize  | Gary Burns      |
| 7th prize  | Robert Pursley  |
| 8th prize  | John Clemensen  |
| 9th prize  | Frank Forencich |
| 10th prize | Dolores Comisky |
| 11th prize | John Driscoll   |
| 12th prize | Ray Robinson    |

Our many thanks to Chief Scott who helped officiate at the drawing.

Did you know you may have your dues to POWA deducted from your husband's check if you so desire? Contact the Personnel Bureau for a payroll deduction card.

Also, The constitution has a new by-law. It reads: "An associate member shall be mothers and 'outside friends' of the San Francisco Police Department. They will receive the newsletter, but will not be eligible to vote or to hold office. Their dues to be established according to the current printing and postage rates." If you are interested contact me by writing to POWA, c/o 2475 Greenwich St., S.F. 94123 —I will be glad to send you a fact sheet or answer any questions you may have.

The four new flags and poles are now ready and waiting to be presented to the Mounted Color Guard. Final details are being worked out. Our very sincere thanks to Chief Scott for making up the deficit for the poles.

Congratulations to Supervisor Nelder! We all know San Francisco is going to benefit from his knowledge, integrity and law enforcement background.

The meeting this month will be held on Thursday, Feb. 12, 1974, 7:30pm in the Conference Room at the Recreation Center for the Handicapped. Their new location is across from the back entrance to the Zoo on the property that was once the Girl Scout camp ground. A member of the staff has very thoughtfully volunteered to give us a tour of the facilities. See you there?

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## Letters

## to the Editor

TO THE EDITOR:

### WHAT WILL THEY WIN

Judge Peckham's recent decision on minority hiring and promotions leaves me confused. What concerns me most is the statement, "whites passed the examination with a frequency more than three times greater than minorities." Then, with this so called "glaring prima facia evidence," Judge Peckham proceeds to assume that the testing was discriminatory.

### THE REAL EVIDENCE

Now let us look at ALL the evidence... The examination consists of questions taken from a list of books that are included in a scope which is available to EVERY policeman in the department for a minimum of six (6) months prior to the examination. This is required by law. These books pertain to police rules and procedures, City and State Laws and other relevant material needed to fill the position. All policemen who want to take the exam must put in many hours of study in order to compete effectively. It is not logical to conclude that all this evidence points to discrimination, but it does cause us to raise certain questions, such as:

Are we to believe that minority members cannot study, or if they do, cannot grasp the material because of an inferior intellect, or perhaps they would have us believe that their poor economical/educational background has handicapped them?

Well, in fact many of the minority members pressing this suit have college backgrounds.... some with degrees. Is it true that they can earn a college degree BUT are unable to compete with their brother officers, many of whom have not had the opportunity of a college education? THIS evidence leaves us to wonder how they earned those degrees while allegedly laboring under the burden of such an educational handicap.

### MANY MINORITIES AGREE, NO DISCRIMINATION

It is impossible to find discrimination that does not exist. Many minority members in the department dispute this alleged discrimination and do not subscribe to this suit, but would rather compete with their brother officers on an equal basis.

### OPPORTUNIST IN DEPARTMENT

This suit is not looking for JUSTICE and equal opportunity, but rather UNEQUAL opportunity with the demands of a select self interest group as top priority. JUSTICE is not a "right" to be doled out to a select self interest group, but as a "right" that must be distributed to all men on an equitable basis.

WHAT WILL THEY WIN... AN INEQUITABLE PROMOTIONAL SYSTEM....

—Jean Calabro

# Quiet Valor

*Think, if you will, and for a moment be still so that you might consider fully the thrust of this poem and, thereby, allow its message to come home.*

*While the city seems near full of crime and disarray just what is the influence for good that holds sway from day to day?*

*Is it laws which are so often broken, or the "inner voice" that, if needed, would guide one's feet aright?*

*Alas, the latter two are seldom so.*

*Therefore, it usually falls to those men in blue to accomplish what you and I cannot do.*

*Think, if you will, for just a moment how rarely — how very rarely — the police officer uses his gun.*

*Just turn it over in your mind for a moment or two and then deny, if you can, that what this poem conveys is, indeed, not only factual, but true.*

*And, what does this mean to you, the reader?*

*Is it that they don't know how to handle the .38 —*

*Or is it that they pause and wait rather than inflict upon the suspected felon a still greater fate?*

*As this poem draws to a close, let everyone pause and consider once again how rarely — how very rarely — those for whom some have hate are known to use their .38.*

— Thomas Warren Powers

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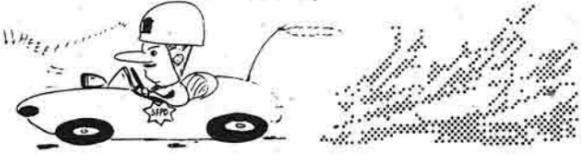
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(2 and 4 door models) .....	2,500
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## ON ROUTINE PATROL by S.G. Yasinitsky



Our 17-year-old P.A.L. Cadet George Zorzakis responded to the calls for help from a 70-year-old woman whose purse was snatched by a brawny 30-year-old thief at a Bart station on Stockton and Ellis. George chased down the crook who claims to be a professional boxer, and grappled with the misguided pugilist until John Clemenson of the Central, off duty, rushed over and helped to subdue him. The would be boxer apparently never read the Queensberry Rules, since he attacked a woman, fought a teenager, and kicked a policeman when being placed under arrest. Bad manners like this are probably why this crook is not fighting in the ring.

I made a New Year's resolution not to write anymore puns or other funny tales. Or I'll be sticking pins into two dolls representing the typesetter. Those guys have spoiled a number of droll stories in this column. Once they substituted the word pornographic for pronographic when I mentioned naked ladies on their tummies. And recently poor spelling of a couple of CYA graduates was corrected, taking the meaning right out of the story. Now you know whom to blame for the future strange lack of humor in this column. Faithful readers, to arms!

Good report from Bill Farac, the Loyal Mountie from McLaren Park, whose appeal for gifts for the young girls' Christmas party at the Home of the Good Shepherd, resulted in a number of responses. One, from civilian mechanic, Gil Samora of the Police Garage, was outstanding: Gil had no presents he could send, so he gave a Fifty Dollar bill. That's the spirit, Gil! And to all those who didn't come up, better shape up next year, or stand in the corner, and don't expect Santa to bring you anything, either.

Hawaii Five-O got a hand from Manuel Coreris and Bob Hoch of the Ingleside at Prague and Drake a recent evening, when they received a radio message of a robbery want out of Hawaii for a certain pickup truck. Lo and behold, there was the truck in front of them. But the man inside denied being who he was, claiming another name and supporting it with all sorts of credit cards as identification. Our men were tenacious. A fingerprint comparison had to be made. Mean-time Manny and Bob discovered that the credit cards were stolen in a house burglary in the North Beach. Zap, and the fugitive was taken to the sixth floor, and now is awaiting a trip across the calm Pacific to revisit the tropical isles.

The annual Empty Holster Award goes to all those cops who reply to the question, "How do you like being a policeman?" with the unimaginative, "It's a job." If it's just a job, why not be a street

sweep instead? They are now getting just about as much pay as we do, and need no education, initiative, special physical skills, or a clean record. And workwise they have us beaten all the way. Why, they aren't even required to sweep the gutters cars are parked; and where in San Francisco have you seen a space with a car parked in it?

Tiny Vince Desmond, while a rookie-sergeant in the Richmond (yep, he wasn't always on the bikes) arrested a lone drunk woman who was driving a new Buick on Park-Presidio Blvd. banging it against the high curbs all the way, and attracting much attention. When booking the female, Vince asked her if she wanted her husband to come and get her car. "Husband!" the gal yelled out indignantly. "Why, he's the one who was driving." Her husband became almost hysterical when told on the phone about his wife. It seems that she had never driven a car before.

A news columnist recently criticized police officials for driving their wives and other civilians in their official cars to their jobs at the Hall of Justice. I think the columnist missed the whole point about conservation in this energy crisis. If he had his way, policemen would be driving to work alone, while their passengers would come in other cars, contributing to pollution, crowding the parking lots, and having to use up twice as much gasoline to arrive at similar destinations. Shouldn't everyone make an effort to double up with someone else, going to and from work? Wise up, oh columnist!

Verne Rohme and Bob Keys of the Ingleside, working in plain clothes, responded to a burglary on Moultrie Street. While trying to locate the suspects, Verne was approached by one of them who offered an expensive watch for sale. Our man saw that it was a part of the stolen loot and held on to the burglar. In the meantime, Bob grabbed the second crook, the brother of the first, coming around the corner with more booty. The moral to crooks is that it's cool to watch out whom you offer a hot watch to, or he may be watching for you and nab you cold.

The new radio call numbers for everybody are pretty confusing, especially to us, old-timers, who still try to go "201" instead of "10-7." And the fact that details in the Bureau are only partially alphabetically faithful makes things even more difficult. Why couldn't the Auto Detail be "A" and Burglary "B", the way Homicide is "H," Fraud "F," and General Work "G"? And Big George Dyer, the boss of the Burglary Detail, denies that letter "D" assigned to Burglary was in his honor. So don't anybody come over the air with "Five-Dyer" instead of "Five-

David," or else, says George.

And speaking of names, I think that Emil Fortenberry's surname would be more appropriate if it were Ten-four-berry. On the other hand, Al Weatherman sounds as if he belongs on the Bomb Squad instead of the Auto Detail.

George Firchow and Rich Bodisco of the Noise Abatement Squad went to get their noise checking equipment at the Traffic Bureau, and clunk, a small loaded gun fell out. It seems that a woman driver was brought in and given a breathalyzer test by a Highway Patrolman the night before in that very room, and she's stashed the pistol in our men's machine. But George and Rich didn't get excited and are not preparing charges. The gun didn't go off, and their meter didn't register. No noise had to be abated, and another midnight special is now slated for the bottom of the Pacific.

Finally, Officer Dumcop believes that Bedlam was a place where fugitives went to sleep. (There goes the New Year's resolution...)

## ymca

Enrollment is now open for the Golden West YMCA pre-school/pre-kindergarten at Stonestown. Classes meet twice a week, on Mondays and Wednesdays or on Tuesday and Thursdays from 9:30 A.M. until 12:00 noon. Restricted to ages three through five. Afternoon pre-kindergarten also available. For further information contact Fran Hus at 731-1900.

## Off Road Cycle Meeting

A formation meeting at the proposed Dirt Bike Club the "Northstars" will be held on 1/17/74 at 1800 hrs. at the Park & Beach office behind Park Station. All interested parties should attend or contact Craig Piro at 533-1296 1000-1800.



Shown above is newly-elected Board President Dianné Feinstein presenting a plaque to outgoing President Ronald Pelosi. The plaque was awarded for his outstanding service as Board President during 1972-73.

## ATTENTION GOLFERS

In the October issue of the S.F. Policeman I wrote an article Re: the formation of a Police Golf Club. Since then I have received responses from sixty (60) interested members. Three of these were retired members who reminded me that I neglected (unintentionally of course) to specifically include retired members. This was an oversight for which I apologize; this club will be open to all active and retired members.

The purpose of the club will be to have monthly tournaments on different bay area courses with prizes given on a handicap basis. Also planned is competition with the Oakland Police Golf Club and the Fire Department Golf Club.

To become a member send a check in the amount of \$5.00 (made out to S.F. Police Golf Club) to me for the 1974 dues. Also include your address, phone, company and bureau assigned and whether you prefer weekend or week-day tournaments.

The first monthly tournament has already been scheduled for Saturday, January 19, 1974, at Peacock Gap Country Club in San Rafael. The fee for this tournament is \$10. and must be paid by Friday, January 4, 1974 as I must confirm the exact number of players as per the tournament agreement. Publication and distribution of this issue of the S.F. Policeman may be too late for anyone interested in this month's tournament but send me the dues and you'll be notified of February's date and site in plenty of time.

Jerry Cassidy  
Co K E & I  
Room 150, Hall of Justice  
or  
210 Stilt Ct, Foster City, Ca. 94404

## Consumer Survival

Learning to become a better informed and more confident consumer is the aim of the Central YMCA's Consumer Survival course beginning January 22, 7-9 P.M., at 220 Golden Gate Avenue.

The course will cover such topics as understanding the use and abuse of credit, inflation, deciding whether to rent or buy housing, and identifying risks that should be insured.

For registration and information call Central YMCA at 885-0460.

## NEWLY ELECTED SUPERVISORS TAKE OFFICE

This reporter, upon invitation, attended and thoroughly enjoyed the swearing-in ceremonies of the Board of Supervisors on January 8th at high noon.

The crowd of families, friends, city hall staff, city executives, union officials, police and fire representatives and reporters gave quick evidence that they were there to enjoy themselves too. Everybody wore nice smiles, clothes and attitudes. Three of San Francisco's on-duty finest also seemed to enjoy the festivities.

Each Supervisors' desk was spot-lighted by a beautiful potted flower. Mrs. Feinstein wore a bright pink corsage. The hand-carved chambers have worn well over the many years and were high-lighted by sunshine beaming through the once heavily draped large windows.

Outgoing President, Ron Pelosi reflected on the accomplishments of the Board during the last two years. He has an excellent sense of humor and kept the crowd roaring with his anecdotes. He welcomed the newly elected Supervisors and in particular, Al Nelder.

He welcomed Mrs. Feinstein back to the Presidency of the Board. Feinstein was President in 1969 for two years, after winning that spot on her first try for public office. Before Pelosi stepped down, he was presented with a fine looking plaque with a gavel on it and a nameplate stating his term as President.

Mayor Alioto was then introduced by Mrs. Feinstein. He was both jovial and serious. The Mayor said the City must do something this year about our waterfront slums. The Yerba Buena Redevelopment is now clear to proceed save for one suit, and that is by Mr. Duskin, whom nobody can find. In addressing his remarks to the Board Alioto said, "I want you to bring me a tax rate no higher than \$12.20. Cooperation between our two chambers has always been good and will continue to be so. If a majority of you say "Yes" on a given item, then I will respect that and will put my signature to it." The Mayor then jovially remarked, "except when you want the heat taken off of you. Then I'll take the heat by vetoing it."

Each member introduced his family and said a few remarks.

Supervisor Barbaragelata presented a gift to Supervisor Feinstein of a 1934 record which sold 1 million copies at that time. The title of the record was, "I'm In Heaven When I See You Smile, Dianne."

Nelder remarked, after being presented with a mysterious 3c stamp, which had been the property of Supervisor Pelosi and inherited by Supervisor Molinari, "As Jerry Crowley of the Police Officer's Association knows, we have ways of finding things out."

Supervisor Pelosi introduced his wife and their newest baby boy. "You know," he said, "today my new son heard his very first political speech." "And then," he continued, "my son looked up from his mother's lap and said very clearly, 'THIS IS THE GREATEST DAY OF MY LIFE.'"

And finally, Mrs. Feinstein introduced her husband. "He is the greatest neuro-surgeon and sign-hanger in all of San Francisco."

Committee assignments: Madam President announced she was eliminating two of the old committees and replacing them with three new ones.

Rules Committee: Feinstein, Francois, von Beroldingen  
Legislative & Personnel: Molinari, Tamaras, Francois  
Police Fire Safety: Francois, Nelder, Mendleshon  
Finance: von Beroldingen, Francois, Molinari  
Planning & Development: Pelosi, von Beroldingen, Gonzalez

State & National Affairs: Barbagelata, Kopp, Nelder  
Streets & Transportation: Gonzalez, Molinari, Pelosi  
Governmental Affairs: Tamaras, Pelosi, Barbagelata  
Health & Environment: Kopp, Gonzalez, Tamaras  
Urban & Renewal Affairs: NEW Mendelsohn, Kopp, Pelosi

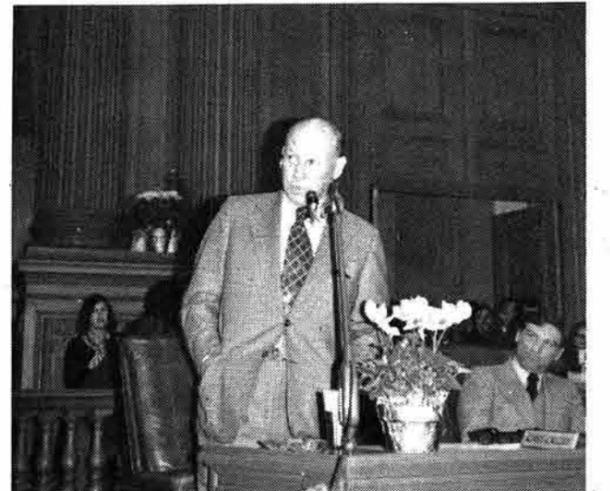
Community Services: NEW Nelder, Barbagelata, von Beroldingen

Budget & Government Efficiency: NEW Mendelsohn, Feinstein, Francois, Molinari, von Beroldingen

Her decision to create the last committee is due to a \$40 million decline in revenues and Federal funding programs.

Mrs. Feinstein, as President of the Board, also sits on the Retirement Board.

Gale W. Wright



Shown above is newly-elected member of the Board of Supervisors, Al Nelder, speaking to the several hundred guests and friends who attended the January 28th swearing-in ceremonies in the Board of Supervisors Chambers.

# MINUTES BOARD OF DIRECTORS MEETING December 17, 1973--6:00 P.M.

## S.F.P.O.A. FINANCIAL STANDING December 31, 1973

MEMBERSHIP Active - 1,812 Retired - 373

**ROLL CALL:**

**PRESENT:** Co. A Cloney, Co. C Patterson, C. D Ryan, Co. E Macauley, Co. H Carey, Co. I Chignell, Co. K Wright, Co. K McVeigh, C.P. Garry, Insp. Osuna, Hqtrs. Allen, Retired Dolan, Treasurer Husby, Secretary Hemby and President Crowley.

**ABSENT:** Hqtrs. Terlau  
**EXCUSED:** Co. B Machi, Co. F Wilson, Co. G, Burke and Insp. Ruggiero

**SECRETARY'S REPORT:** Hemby

Secretary Hemby asked the Board to accept the report as published in the S.F. Policeman.

M/Wright, S/Chignell: to accept the minutes as printed in the newspaper. Roll Call Vote No 1 Passed.

**TREASURER'S REPORT:** Husby

Treasurer Husby Submitted his report from the published version in the S.F. Policeman.

M/Wright, S/Patterson: the Treasurer's Report be accepted as submitted. Roll Call Vote No. 2 Passed.

The regular business was set aside to hear a presentation by Association attorneys Beirne and O'Byrne regarding prepaid group legal services for Police Officers and their families.

The prepaid legal services would entitle members to personal will service, trust wills, litigation of small consumer claims and other legal problems arising outside the scope of their employment.

Following the presentation a motion was made to accept the plan.

M/Wright, S/Carey: to accept the proposed prepaid group legal plan as presented by Attorneys Beirne and O'Byrne. Roll Call Vote no. 3 Passed

Discussion then went to administration of the plan.

M/Hemby, S/Carey: the Association shall administer the prepaid group legal plan and set up a research committee of Husby, Hebel and Wright to research the administration fees and policies. Roll Call Vote no. 4 Passed.

Amended/Chignell, S/Cloney: the research committee shall report back to the Board with their recommendations of fees for approval by the Board prior to commitment. Roll Call Vote no. 5 Passed.

The matter of legal representation of members brought up on charges was then discussed. The problem of members consulting a private attorney in their behalf and subsequently requesting legal services paid by the Association. The matter was resolved with the following motion:

M/Husby, S/Garry: the Association shall not assume any financial obligation for legal fees of a member when such legal fees are incurred prior to contacting the Screening Committee. Roll Call Vote no. 6 Passed.

A complaint was registered by Brother Chignell over his being removed from the Labor Relations Committee.

Brother Chignell presented a written opinion from an attorney stating that the actions of the Labor Relations Committee in removing him as a member for "obstructing and hindering" the Committee were illegal.

This prompted a discussion by the Parliamentarian that the decision was in fact legal and binding.

The meeting was adjourned at 8:00 P.M.

William Hemby, Secretary

CASH 12/1/73	\$ 150.00	
Petty Cash	268.49	
General Fund	16,571.43	
Legislative Fund	149.37	\$17,139.29
Emergency Fund		
ADD: REVENUE		
Dues	9,427.36	
Interest	60.30	
Other	53.92	9,541.58
TOTAL AVAILABLE DURING MONTH		\$26,680.87
LESS: EXPENDITURES		
Administrative Expense	3,258.75	
Committee Expense	7,266.59	
TOTAL EXPENSE	10,525.34	
Accrued P/R Tax	795.97	9,729.37
CASH 12/31/73	150.00	
Petty Cash	1,569.82	
General Fund	14,886.69	
Legislative Fund	344.99	\$16,951.50
Emergency Fund		

### EXPENSES December, 1973

ADMINISTRATIVE EXPENSE	709	\$ 54.19
Board of Directors	723	108.30
Dues Collection	728	220.00
Equipment Rental	740	78.82
General Membership Meeting	744	66.00
Insurance & Bonding	753	73.50
Janitorial Service	761	16.40
Maintenance (Equip.)	771	15.73
Mailing	772	107.99
Public Relations	773	250.00
Rent	776	1,455.00
Salary (Office)	777	300.00
Salary (Exec.)	781	57.25
Supplies (Office)	782	51.10
Supplies (Admin.)	783	147.51
Tax (Payroll)	792	256.96
Utilities		\$ 3,258.75
COMMITTEE EXPENSE	830	250.00
Health Service/Retirement	840	170.39
I.C.P.A.	855	93.82
G.A.P.A.	860	364.87
Screening (Legal Fees)	863	817.04
Publication	871	42.46
Political Education	875	(231.66)
Federal Litigation	876	199.33
I.C.P.A. Seminar	880	5,000.00
Ballot Measure	885	560.34
Police/Community Fair		7,266.59
TOTAL EXPENSES		\$10,525.34

### THE S.F. POLICEMAN FINANCIAL STATEMENT December 31, 1973

BALANCE - November 30, 1973	\$ 501.98
REVENUE	
Subscriptions	\$ 2.00
Ads	1,588.25
ICPA	67.29
SFPOA Subsidy	650.00
	2,307.54
WORKING CAPITAL - December	\$2,809.52
LESS EXPENSES	
Salaries, Office	\$ 450.00
Salaries, Executive	200.00
Commissions on Ads	449.25
Printing (Misc.)	120.00
Postage	183.56
Public Relations	115.95
Office Supplies	6.01
Telephone	43.56
	1,568.33
BALANCE - December 31, 1973	\$1,241.19

### VOTING RECORD

Y - Yes  
N - No  
A - Abstain

BOARD OF DIRECTORS MEETING		ROLL CALL	VOTE					
DATE	Dec. 17, 1973		#1	#2	#3	#4	#5	#6
CO. A	CLONEY	P	A	Y	Y	Y	Y	N
CO. B	MACHI	EX						
CO. C	PATTERSON	P	Y	Y	EX			
CO. D	RYAN	P	Y	Y	Y	Y	Y	Y
CO. E	MACAULAY	P	Y	Y	Y	Y	Y	Y
CO. F	WILSON	EX						
CO. G	BURKE	EX						
CO. H	CAREY	P	Y	Y	Y	Y	Y	Y
CO. I	CHIGNELL	P	Y	Y	Y	Y	Y	Y
CO. K	McVEIGH	P		A	Y	Y	Y	N
CO. K	WRIGHT	P	Y	Y	Y	Y	Y	Y
C.P.	GARRY	P	Y	Y	Y	Y	Y	Y
HQ.	TERLAU	ABS						
HQ.	ALLEN	P	A	Y	Y	Y	Y	Y
INSP.	OSUNA	P	A	Y	Y	Y	Y	Y
INSP.	RUGGIERO	EX						
RET.	DOLAN	P	Y	Y	Y	Y	Y	A
TREAS.	HUSBY	P	Y	Y	Y	Y	Y	Y
SECTY.	HEMBY	P	Y	Y	Y	Y	Y	Y
PRES.	CROWLEY	P	Y	Y	Y	Y	Y	N

# VOTE S.F.P.O.A. ELECTIONS JAN. 28TH THRU FEB. 1ST



Hold it Clancy, I think we need a change in the Judo Schedule!

# Working Conditions of Police Departments in the United States

CITY	SALARIES					LONGEVITY PAY	HOURS PER WEEK	ANNUAL VACATION (DAYS)	PAID HOSPITALIZATION	ANNUAL SICK LEAVE (DAYS)	LIFE INSURANCE PAID BY EMPLOYER	SHIFT DIFFERENTIAL PAY	RESIDENCY REQUIREMENT	MINIMUM AGE FOR PENSION	MONTHLY PENSION (PERCENTAGE OF SALARY)			
	CAPT	LIEUT	SGT	DET	PAT										AFTER 20 YEARS	AFTER 25 YEARS	AFTER 30 YEARS	AFTER 35 YEARS
Chicago	\$22,092	\$20,052	\$17,328	\$15,888	\$15,024	Yes	40	20	100%	180	\$4,500	No	Yes	55	40%	50%	60%	70%
Detroit	—	\$17,463	\$15,555	—	\$12,750	Yes	40	20	100%	170	\$4,900	Yes	Yes	55	—	50%	60%	70%
Los Angeles	\$28,334	\$21,590	\$18,333	\$19,356	\$14,762	Yes	40	14-21	100%	12	0	No	Yes	41	40%	55%	70%	70%
New York	\$29,838	\$22,000	\$18,090	\$22,000	\$14,700	Yes	40	20-27	100%	—	\$25,000	Yes	No	41	50%	58%	67%	75%
Philadelphia	\$16,960	\$14,877	\$13,050	\$12,363	\$11,447	Yes	40	14-28	95%	21	\$5,000	No	Yes	50	50%	62-1/2%	75%	87-1/2%
Denver	\$18,300	\$17,184	\$15,152	\$13,944	\$11,616	Yes	40	15-18	—	18	0	No	No	46	—	50%	—	—
Honolulu	\$19,488	\$17,676	\$16,032	\$16,032	\$13,176	Yes	40	21	50%	21	—	Yes	No	55%	50%	62-1/2%	75%	80%
Phoenix	\$18,720	\$16,104	\$13,332	\$11,124	\$11,124	No	40	12-15	100%	15	\$4,000	No	No	none	50%	55%	60%	60%
Washington, D.C.	\$21,390	\$18,840	\$16,980	\$16,250	\$14,400	Yes	40	13-26	21%	13	—	No	Yes	40	50%	65%	80%	80%
Miami	\$18,708	\$16,272	\$14,160	—	\$12,348	Yes	40	—	—	12	—	Yes	No	50	—	—	—	—
Minneapolis	\$17,844	\$15,888	\$15,264	—	\$13,860	Yes	40	11-25	—	12	—	No	No	50	40%	50%	50%	50%
Oakland	\$21,264	\$18,408	\$16,864	—	\$12,696	No	40	15-20	100%	60	0	No	Yes	46%	50%	50%	58%	66%
Portland	\$19,848	\$17,124	\$14,748	—	\$12,684	No	40	10-20	100%	13	0	No	No	50	0	50%	60%	60%
Rochester	\$17,566	\$15,275	\$13,283	\$12,416	\$11,550	Yes	39	10-20	100%	0	\$5,000	No	Yes	none	50%	50%	50%	50%
San Francisco	\$21,888	\$18,648	\$16,332	\$16,332	\$14,040	No	40	10-20	—	13	0	No	Yes	50	33-1/3%	55%	70%	70%

In a recently released publication by the Fraternal Order of Police entitled "A Survey of 1973 Salaries and Working Conditions of the Police Departments in the United States" the comparison was made with reference to the largest departments in this country. The salaries shown are maximum salaries as of March, 1973. — Mike Hebel

## REORGANIZATION/CAREER INCENTIVE PASSES FIRST HURDLE

by Mike Hebel

On November 21, 1973 the San Francisco Police Commission, after more than one month of delays, approved both a reorganization scheme and the creation of six career incentive positions. While it had been anticipated that the Commission would have acted by submitting a supplemental budget recommendation to the 1973-74 budget so that reorganization and career incentive could take effect on Jan. 1, 1974, the Commission instead chose to forward reorganization/career incentive to the Mayor and Board of Supervisors as a supplemental budget recommendation to the 1974-75 police department budget request. This action appeared quite peculiar since the Commission on this same date approved the 1974-75 police department budget. The chances of funding for these proposals would certainly stand a better chance had the Commission included the reorganization/career incentive programs within the 1974-75 budget request. Now the earliest possible date for implementation is July 1, 1974.

### Road Ahead

Now that the Commission's approval has been obtained, reorganization/career incentive must journey through the bureaucratic budgetary machinery. This includes review by Mayor Alioto who received these requests on Jan. 1, 1974 and who must forward them to the Board of Supervisors by February 15. While the Mayor has statutory authority to increase the amounts requested, it appears more likely that he may exercise his decreasing and deleting authority.

From the Mayor's office the reorganization/career incentive programs must pass to the Board of Supervisors chambers. Here the requests will be subject to public hearings before the Board's powerful and influential Finance Committee. This Committee may decrease or reject requests and then send its recommendations to the full Board. The full Board then will review the programs and may decrease or restore any Finance Committee cuts. The full Board must finally act on these proposals between May 15 and May 21. If approved and signed by the Mayor, reorganization/career incentive become effective on July 1, 1974.

Presumably the Civil Service Commission will also review these proposals since they do propose the creation of new ranks and positions which will be exempt from the civil service provisions of the Charter.

### Dollars and Cents

The proposed reorganization/career incentive programs do have a fiscal aspect. The supplemental budget recommendation states that the programs would cost \$2,132,513 for implementation during the 1974-75 fiscal year. This figure includes not only salary increases but also \$529,601 which would be transferred to the Retirement System since the additional monies attached to each of the newly created ranks and positions would be part of the final compensation paid to a member and hence would be reflected in his retirement allowance.

All of which is to say that it will take a herculean effort to guide reorganization/career incentive over its next two hurdles—the Mayor and the Board of Supervisors.

### Assistant Inspectors

The initial drafts of the Career Incentive Program reflected the creation of an Assistant Inspector II position. This position has been deleted and in its place is a provision whereby an assistant inspector would automatically be classified as a full inspector after serving two years as an assistant. The supplemental budget recommendation reflects that 124 assistant inspectors would be reclassified as full inspectors if reorganization/career incentive is approved by the Mayor and Board of Supervisors.

Also the reorganization proposal creates the new positions of flight officer and bomb technician. Individuals holding these positions will receive an additional \$135 per month.

The only civilian positions altered by the reorganization program is the police surgeon. He will be retitled as the department's medical director with an accompanying \$7,152 per year pay increase.

- PATROLMAN II\***
- I. Additional qualifications:
    - a. 8 years experience as a patrolman (one time only grandfather clause)
    - OR
    - b. 5 years experience as a patrolman and possession of an intermediate POST certificate
  - II. Additional duties:
    - a. when required, perform the duties of field training officer
    - b. when required, act as assistant squad leader or squad leader in the absence of a sergeant
    - c. act as station keeper in the absence of a sergeant
    - d. act as officer-in-charge at the scene of a police incident in the absence of a superior officer
    - e. when required, instruct members in the use of computer terminals
    - f. when required, act as weapons officer
    - g. when assigned, act as a sergeant in the latter's temporary absence.
    - h. act as officer-in-charge of any police unit operating out of the presence of a superior officer
  - III. Maintenance requirements:
    - a. successfully complete forty (40) hours of training and/or education per year
  - IV. Additional compensation:
    - a. \$91.00 per month
    - b. \$1,092 per year

\*Includes female officers (women protective officers)

- COMMUNITY RELATIONS OFFICER**
- I. Additional qualifications:
    - a. 8 years experience as a patrolman (one time only grandfather clause)
    - OR
    - b. 5 years experience as a patrolman and possession of an intermediate POST certificate
  - II. Additional duties:
    - a. shall perform as a community relations training officer
    - b. shall maintain active liaison with the community groups in the area to which he is assigned
    - c. shall maintain active liaison with the police personnel assigned to the area of his responsibility
    - d. shall maintain active liaison with the police personnel assigned to the area of his responsibility
    - e. shall foster better co-operation between the community and the police in the area of his responsibility
    - f. shall perform necessary services for the schools and churches in the area of his responsibility
  - III. Maintenance requirements:
    - a. successfully complete forty (40) hours of training and/or education per year
  - IV. Additional Compensation:
    - a. \$91.00 per month
    - b. \$1,092 per year

- INSPECTOR II**
- I. Additional qualifications:
    - a. 3 years experience as an inspector (one time only grandfather clause)
    - OR
    - b. 3 years experience as an inspector and possession of an advanced POST certificate
  - II. Additional duties:
    - a. shall be responsible, in the absence of a sergeant, to perform the administrative duties of the lieutenant of the detail to which he is assigned
    - b. shall, when required, act as supervisory officer directing inspectors, assistant inspectors and patrolmen in the detail
    - c. shall be responsible for on the job training of all personnel under his supervision, both in the field and within the detail
    - d. when assigned to a specific case, shall have full investigative control of same from its inception to its conclusion in court
  - III. Maintenance requirements:
    - a. successfully complete forty (40) hours of training and/or education per year
  - IV. Additional compensation:
    - a. \$102. per month
    - b. \$1,224 per year

- SERGEANT II**
- I. Additional qualifications:
    - a. 3 years experience as a sergeant (one time only grandfather clause)
    - OR
    - b. 3 years experience as a sergeant and possession of an advanced POST certificate and supervisory certificate
  - II. Additional duties:
    - a. when required, shall perform the duties of the platoon commander or officer-in-charge of his detail in the absence of a lieutenant
    - b. shall assume the responsibility of senior officer-in-charge of any police situation where he is the ranking officer
    - c. when assigned, shall perform the functions of maintenance officer on his watch, being responsible for both vehicle and station upkeep
    - d. when required, shall be the sergeant in charge of patrol coverage in a specified area
    - e. when assigned, act as a lieutenant in the latter's temporary absence
  - III. Maintenance requirements:
    - a. successfully complete forty (40) hours of training and/or education per year
  - IV. Additional compensation:
    - a. \$102.00 per month
    - b. \$1,224 per year

- LIEUTENANT II**
- I. Additional qualifications:
    - a. 3 years experience as a lieutenant (one time only grandfather clause)
    - OR
    - b. 3 years experience as a sergeant and possession of an advanced POST certificate, supervisory certificate, and middle management certificate
  - II. Additional duties:
    - a. shall be responsible for the duties of the district station captain in the absence of said captain
    - b. shall, when assigned, perform the duties of executive officer of a district station
    - c. shall act as senior officer at a major crime scene or police incident when a captain is not present
    - d. shall, when assigned to a specialized unit, assume the duties of the officer in charge of said specialized unit when said officer is absent.
  - III. Maintenance requirements:
    - a. successfully complete forty (40) hours of training and/or education per year
  - IV. Additional compensation:
    - a. \$114.00 per month
    - b. \$1,368 per year

- CAPTAIN II**
- I. Additional qualifications:
    - a. 3 years experience as a captain (one time only grandfather clause)
    - OR
    - b. 3 years experience as a captain and possession of an advanced POST certificate, supervisory certificate, middle management certificate, and executive development certificate
  - II. Additional duties:
    - a. shall, when required, assume the duties of his administrative superiors
    - b. when required, co-ordinate police activities involving two or more police companies
    - c. when assigned, command and direct members from various companies detailed to police a special event or incident
  - III. Maintenance requirements:
    - a. successfully complete forty (40) hours of training and/or education per year
  - IV. Additional compensation:
    - a. \$145.00 per month
    - b. \$1,740 per year

### PROPOSED ORDER OF RANK WITH REORGANIZATION

- Chief of Police
- Assistant Chief of Police
- Deputy Chief for Investigation
- Commander, Patrol Division
- Commander, Traffic Division
- Commander, Administration Division
- Commander, Personnel and Training Division
- Commander, Internal Affairs Division
- Deputy Commander, Investigation Division
- Director, Police Community Relations
- Director, Vice Bureau
- Deputy Commander, Traffic Division
- Deputy Commander, Technical Support Services Bureau
- Deputy Commander, Planning and Fiscal Affairs Bureau
- Supervising Captains
- Captain II
- Captain
- Deputy Director, Police Community Relations
- Lieutenant II
- Lieutenant
- Sergeant II
- Inspector II
- Sergeant
- Inspector
- Assistant Inspector
- Patrolman II (men and women)/Police Community Relations Officer

Title	Monthly salary	Monthly increase
Assistant Chief of Police	\$3000	\$158
Deputy Chief of Investigation	\$2900	\$58
Commander, Patrol Division	\$2842	\$535
Commander, Traffic Division	\$2842	non
Commander, Administration Division	\$2842	\$535
Commander, Personnel and Training	\$2842	\$845
Commander, Internal Affairs Division	\$2842	\$887
Director, Police Community Relations	\$2300	\$955
Deputy Commander, Investigations	\$2300	\$199
Deputy Commander, Traffic	\$2300	\$199
Deputy Commander, Technical Services	\$2300	\$303
Deputy Commander, Planning and Fiscal Affairs Bureau	\$2300	\$345
Director, Vice Bureau	\$2300	\$345
Custodian of Property	\$1666	\$412
Executive Secretary, Police Commission	\$1666	\$298
Deputy Director, Community Relations	\$1950	\$492
Special Assistant to Commander, Personnel and Training Division	\$1458	\$204
Medical Director	\$1850	\$596

9 Policemen would become Flight Officers and receive an additional \$135/month.  
 5 Sergeants would become Bomb Technicians and receive an additional \$135/month.  
 5 Policemen would become Bomb Technicians and receive an additional \$135/month.  
 14 Policemen would become Police Community Relations Officers and receive an additional \$91/month.  
 12 Captains would become Captains II and receive an additional \$145/month  
 43 Lieutenants would become Lieutenant II and receive an additional \$114/month  
 169 Sergeants would become Sergeant II and receive an additional \$102/month.  
 107 Inspectors would become Inspector II and receive an additional \$102/month  
 124 Assistant Inspectors would become full Inspectors and receive an additional \$113/month.  
 598 Policemen would become Policemen II and receive an additional \$91/month.

Reorganization proposes the creation of 2 new Captains and 6 new Lieutenants.

# POLICE PATROL CONT'D

This means that there is no place or time that the officer is out of reach of help or the information available in the data banks of the computers, which leads us to be second great technological advance of the recent past.

2. For the first time in our history we have in our hands, on the street, while we are in contact with the witness or violator, access to all the information stored in on-line data banks of our CABLE system, the PIN system, the State files at Sacramento and the National files at NCIC in Washington, D.C.

It is not beyond our capability to check the suspect's criminal history and "wants" while he is still waiting for the chance to use the gun that the current interpretation of the Constitution prevents us from searching for or to sit in a coffee shop and check out a hunch about the last case we handled. The usefulness of this capability has not yet been fully utilized, but with better training, understanding and needed equipment, it will be. The principal obstacle at this time is the inability of the people who have access to the terminals to take the time to use them, for themselves and others. It all goes back to the limited resources and how they are applied. If you have ten men for street patrol and use one to operate a terminal for the other nine, will the nine remaining be safer and more effective than when there were ten on the street? I believe the answer is yes, but only when the one on the terminal is working in concert with the nine on the street. HE HAS TO HAVE A FEEL FOR THE SITUATION THAT EXISTS IN THE STREET AT THE TIME AND PLACE OF

THE POLICE ACTION. I do not mean to imply that this person cannot be a woman or a specialist, but only that he (or she) must be a person trained to the point that he thinks and acts as a part of the street team. For the street is where the action is and teamwork is the name of the game.

One of the obstacles to the ready acceptance of team patrol is the lack of confidence that a second unit will be available for a back-up when needed and the absence of teamwork procedures to protect the single man at a call or traffic stop. No radio call can be adjudged "safe" unless the officer has arrived, talked to the principals involved, and evaluated the situation. On the other hand, just getting out of bed in the morning has a certain element of risk. No one can be 100% safe, for safety is a relative matter, and police work is well known as hazardous work and paid accordingly (according to the taxpayer, not the officer). What we demand is reasonable safety, and in today's society this is only available to us when we work intelligently as a team. The individuals on this team include the telephone operator who screens the call and gives timely warning to the dispatcher who relays it to the responding unit. A squad member who is writing a report or having coffee while out of service and who comes to the "back-up" of a fellow officer because he knows he needs it is a member of the team. The patrol Sgt. who writes down the time and place of each call given to any of his men and then goes there to see that they are safe and functioning is a team leader. He is the boss who must "take on" the errant members or the outsider whose lack of

sensitivity or sensibility is putting some person or the success of the police action in jeopardy. The station officer who automatically punches all license numbers and names into the computer and radios hits and warnings to the field officer is a very important cog in the team. The most important factor in all this teamwork is the mental conditioning that permits all of us to see our work as an important bit in the overall picture. One or two man patrol units is not the central issue. Safety results from teamwork, and whatever detracts from or diminishes that spirit of teamwork is not good for the department.

When an officer is discouraged he erodes public support. When a call for police service is overlooked or the officer is slow in responding, all police officers suffer in their public image, upon which our financial and public support depends. When some economy-minded mayor or supervisor blue-pencils your radio or your ammunition allotment, your safety and the safety of everyone suffers to some extent. When you come down to the final analysis, you are the person most responsible for your safety, and you must be careful that you do not act in counterproductive ways.

What, then, should you do?

**... BE CAREFUL!**

... Do not act rashly without thinking. When in doubt wait for help, advice, or additional equipment.

... Where there is time, bring your boss in on the action. After all, he is being paid for taking responsibility.

... Do not rush into a situation where there are suspi-

cious circumstances or a known danger potential. Ask the dispatcher to telephone back to the complainant to see if the individual is at the location to which you are responding. The fake call is a standard ruse for an ambush. Wait for a "back-up" beyond range before closing in. Work together.

... NEVER rush a barricaded criminal. This is a job for a trained team. Call them.

... NEVER handle a suspected bomb. Clear the area and call an expert.

... ALWAYS call in a back-up for any action with a danger potential, especially disputes in a family situation or anywhere else, or any call in a "hot" area.

... DO NOT BE A LONER — rushing ahead of your support can be fatal.

... KNOW HOW TO USE AND PROTECT YOUR OWN WEAPONS. Knowing when to use your weapons and how to do it as unobtrusively as possible can save your career, as well as your life.

... BE INVOLVED — You can promote a better and more favorable environment. Public relations is good policing.

Finally, I do not think it is important from the standpoint of officer safety whether the officer is alone in a car or with another officer. What is important is the instant availability of a multiplicity of support services which require the teamwork of the other officers on the watch and reliable adequate communications and transportation. There HAS to be a response force ready and able to flood the troubled area with men and appropriate equipment at the first sign of need or the threat of violence. There has to be teamwork. A second officer without teamwork is not enough, and if you are not convinced, look at our own recent experience and the recent experience of the Califor-

nia Highway Patrol, who lost four men killed in a single incident. The first two were shot when they stopped a pair of robbery suspects and approached the car; the second two-man car was wiped out when they, too, approached without appreciation for the situation. Two can die almost as quickly as one. Teamwork is the answer — two-man patrol vs. one-man patrol is an irrelevant controversy. Effective teamwork will conserve our professional police manpower.

# More Thoughts on Police Patrol

By Officer Norbett D. Gutierrez  
Southern Station

Just recently an eleven page paper was distributed to the stations entitled, "Some Thoughts on Police Patrol", by a member of the Staff Inspection Unit. The author of this paper makes some statements which to say the least are vague and ambiguous. Several statistics are given, I have no doubt that these statistics are correct. However, let us examine these statistics a little closer.

The first statistic given is that 85% of the Police Patrols in the U. S. are one man patrols. The author further states that there must be some compelling reasons for this. In the United States there are 4,636 Police Departments (not including Highway Patrol, State Police, or Sheriff's Departments). Of these Departments 26 have 1,000 men or more. These 26 Departments are located in the Metropolitan cities. For your own information San Francisco ranks 12th.

Several semesters ago I completed a term paper which was entitled, "The One Man Car vs The Two Man Car Concept". While preparing for this paper I had the occasion to correspond with the top five Police Departments in regards to what concept they were using. These five Departments were: New York City, 30,363; Chicago, 13,053; Philadelphia, 7,489; Los Angeles, 6,829; and Detroit, 5,338. I was informed that each of these Departments employed the two man car concept.

Various reasons were given, however the one reason that stood out was safety. The New York Police Department informed me that they had tried the one man car for approximately 6 months, however due to pressure from citi-

zen groups, Police Associations and the overall safety of their officers they reverted back to the two man car.

It must be remembered that 3,771 of the Police Departments in this country are located in cities with a population of under 25,000. What would work in Walnut Creek, Livermore or any of the smaller cities does not necessarily work in the Metropolitan cities like San Francisco, Detroit, or New York City. You are exposed more to the criminal element and hazards of Police work in the larger Urban cities.

The author brings up another point with regards to coverage of Police cars. Ten one man cars can cover more than 5 two man cars. A true statement. Works very well in a small city, but would it work in San Francisco? No, it would not. The service calls (runs) increase every day. Runs are now piled up. The one man car back up system depends on the availability of the cars. It would not work in the larger cities.

A large amount of Police work is the on-view situations. At the present time, two men can ordinarily handle a situation and if not they can hold the situation at bay until another car arrives. Time is also an important element with the two man car concept.

An example, you respond to an alarm and find a break in, one man covers the front while the second man covers the rear. The building, in most instances, is isolated until another car arrives. What happens when you on-view a large fight or an armed robbery in progress? The two man car takes direct and immediate action, with the one man car the question arises how quick can the back up car come to your assistance, that is if he is available.

Now let us look at the second statistic, that is 39% of the Police Officers killed in the U. S. were accompanied by a second officer. The author lists the officers that gave their lives in the service of the San Francisco Police Department. First of all I ask the question, what is the break down of the remaining 61%?

Now to go on to the list of officers killed in San Francisco

(Cont'd Pg. 12)

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## WILL THE THIRD LETTER ELICIT A RESPONSE?

The three letters fully reprinted below represent an attempt by the Association to modify Civil Service Commission Rule 23. That rule allows all permanent City employees to accumulate sick leave with full pay at a rate of 13 days each and every year. However, the City Charter allows an employee to accumulate a maximum of six months (130 working days) accrued sick leave. When this maximum amount has been attained, all additional sick leave which would normally accrue is lost.

It has been the feeling of the Association officers along with Traffic representatives Lee McVeigh and Gale Wright that the present rule encourages feigned illness. These Board members insist that this rule should be amended so that when an employee has amassed the six month's sick leave, additional sick leave (which under the present rule lapses) would be credited to the member's compensatory time account. They insist that this matter must be pursued until satisfaction is obtained.

Mr. Bernard Orsi

Re: Amendment to Civil Service Commission Rule 23 Titled "Sick Leave With Pay"

Dear Mr. Orsi:

To begin with, I would like to congratulate yourself and the Rules Study Committee for the new revised Civil Service rules. They certainly reveal that the Study Committee performed its task admirably. Secondly, in concurrence with the Board of Directors of our Association, I wish to propose an amendment to Rule 23.

Rule 23 specifies that City Employees under permanent appointment who have regularly occupied their positions for at least six months shall be entitled to sick leave with full pay at the rate of thirteen (13) days for each completed year of paid service. Employees are entitled to accumulate said sick leave until the maximum of six (6) months equivalency has been reached at which time additional sick leave normally accrued is lost. (Said six month limitation is prescribed by Charter Section 8.363).

With this restriction on accumulation, employees who have accrued the six month's equivalency are, in my opinion, being penalized for consistently reporting to work. Since they will lose their thirteen days if they do not use them, this rule indirectly encourages feigned illnesses. These employees, rather than be encouraged to simulate sickness, should be exhorted to report for work. To accomplish this objective it is suggested that Rule 23 be amended so that when an employee has amassed the six month's equivalency of sick leave, additional sick leave (which under the present rule lapses) shall be credited to the employee's compensatory time account. This amendment while not directly contravening Charter Section 8.363, would prevent an employee from losing a right (to accumulate sick leave) because of his good health and dedication to duty. And after all, from a supervisory point of view it is much easier to con-

trol compensatory time than it is to control the use of sick leave.

Thank you for your consideration.

Very truly yours:  
Gerald Crowley

Mr. Bernard Orsi,

On July 24, 1972 I corresponded with you relative to a proposed change in Commission Rule 23. I had suggested that after a city employee under permanent appointment has accumulated the Charter mandated maximum of six (6) months sick leave, additional sick leave (which under the present rule lapses) would be credited to the employee's compensatory time account. This amendment would prevent an employee from losing a right (to accumulate sick leave) because of his good health and dedication to duty.

As of this time I have yet to receive a response to any proposal. Since you are presently holding Committee meetings relative to amendments to Civil Service provisions in the Rules and Charter, I would again ask that consideration be given to any proposal.

For your convenience I am attaching a copy of my July 24, 1972 letter.

Very truly yours,  
Gerald A. Crowley

January 10, 1974

Mr. James Wurm

Dear Mr. Wurm:

On July 24, 1972 and then again on May 17, 1973 I corresponded with Mr. Bernard Orsi, then General Manager of Personnel, relative to a proposed change in Commission Rule 23. I had suggested that after a city employee, under permanent appointment, has accumulated the Charter mandated maximum of six (6) months sick leave, additional sick leave (which under the present rule lapses) would be credited to the employee's compensatory time account. The suggested amendment would prevent an employee from losing a right (to accumulate sick leave) because of his good health and

## Christmas Party at the Home of the Good Shepherd



Bob Sommers of the Water Department is Santa Claus, promising two of everything to one of about 60 girls who were given the surprise Christmas Party on December 23rd at the Home. The girls received gifts of pantyhose, shampoo, clothing and stuffed animals donated by generous folks.



Ernie Provost and Bill Farac of the Mounted Unit with two of the young ladies who were surprised by the Christmas Party thrown for them through a joint effort of our men and the Big Sisters. This was the Third Annual Christmas Party at the Home conducted by Bill and his friends.

## Police hiring hurts business

This is reprinted from the Dec. 26th edition of the Progress.

To the Editor:

Ever since the days of Chief Justice Earl Warren, liberal judges have felt compelled to interfere in and make more difficult the professionalism needed for competent, non-political law enforcement. Unfortunately, the intoxication of the Warren Court now finds itself emerging in the form of a horrendous hangover with the recent dictum by Federal Judge Robert F. Peckham which requires that police and firemen be hired on a minority quota basis — and to hell with competence, adequate mental and physical standards and the public safety.

That no person should be discriminated against due to his or her minority status, alone, is a concept against which no one who calls himself an American can logically argue. But isn't it equally wrong to prejudge in favor of that person, again solely on the basis of his minority, and place him in a position of trust and confidence for which he just may not be sufficiently endowed, mentally or physically?

To state, without qualification, that all minorities will be assured a certain ration within two sensitive departments is not only liberalism at its blindest, but further it is stupidity which no community can risk.

The ill-considered decision is an invitation for every sociological misfit to compel acceptance into a profession which, by its nature, demands continual upgrading, not the reverse. I can see it now — each and every time a minority applicant is, for whatever reason, turned down, he will claim that he has been discriminated against that and his presence is required to meet "a racial quota." Some judge, like Robert Peckham, will agree. There ends professional and competent law enforcement, together with safety in the streets.

THOMAS M. EDWARDS

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### A BRAND NEW PLACE TO LUNCH OR DINE AND IT'S BIG TOWN

(Reprinted from the Nov. 7th Issue of the San Francisco Progress, by Columnist Sid Goldie).

Located at 115 Harriet off Folsom St. at 6th St. is a new and magnificent building serving lunch, dinner and Sunday Brunch.

Beautifully equipped with botiques in an outdoor garden this restaurant really serves great food.

George Monroe took your reporter there together with Les Norton and we enjoyed a most appetizing luncheon as

prepared by Chef Schatzi.

The prices are most reasonable with multiple choices and reasonable prices ranging from \$1.60 to \$1.85 for dinners.

Imagine getting a dinner for only \$1.99 with choice of 1/2 lb. chopped sirloin steak, french fries, salad, choice of dressing and garlic bread or 1/2 Southern Fried Chicken, spaghetti with sauce, salad, garlic bread or Barbecue Spareribs, french fries, garlic bread or Baby Beef Liver, French Fries, salad and garlic bread. It's as good as it sounds too.

Of course they have higher price dinners to, but they are all bargains particularly when you find the food excellent.

dedication to duty.

This matter has been of great concern to the members of the San Francisco Police Department in that a large number of them have already or will shortly accumulate the maximum amount of sick leave allowed by the Charter. These members do not wish to use their sick leave time unless and until they are legitimately ill. The present rule is indirectly encouraging them to feign illness.

I trust that I will receive a response to this correspondence. If your Rules Study and Revision Committee is not able to pursue this matter, would you please so advise me.

Very truly yours,  
Gerald A. Crowley  
President

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## Police Patrol Cont'd

co. Let's examine each one just as the author does:

1972, Code Beverly: Had it not been for Officer Bailey, who would have given the description out and notified radio of the incident and identified the suspect? Would the suspect have been caught?

1971, Officer O'Guinn: Killed while a lone officer on a motorcycle; speaks for itself.

1970, Officer Hamilton: Entered the bank alone while his partner stopped a possible suspect outside of the bank. Was it not the Officer that ACCOMPANIED Officer Hamilton that shot the suspect and took him into custody?

1970, Officer Radetich: Another lone officer killed. Also speaks for itself.

1970, Sgt. McDonnell: Killed in an explosion at Park Station. Again no bearing on amount of Officers present.

1970, Officer Selms: Left his partner in a restaurant and approached the burglary suspect alone. Would this not be considered a one man unit?

1969, Officer Brodnick: And his partner took on SEVEN burglary suspects. Weren't the odds 7 to 2?

There is one statistic I do not see mentioned in the author's article. That is how many officers were not killed due to the presence of the second officer? How many times have you stopped suspects who were armed and did not even attempt to reach for that knife, revolver, etc. which was hidden in his waistband or under the car seat? There are no statistics on this subject. Only you as working Policemen can answer this. Think about it!

(This is reprinted from the January issue of "Peace Officers Law Report")

Six civilians and three law enforcement officers from Northern California have received special certificates of valor and/or commendation. These certificates were awarded by the Division of Law Enforcement, California Department of Justice.

The civilians include Daniel B. Gale, Belvedere; Kenneth J. Plechaty, Livermore; Robert Thomas Sutherland, Martinez; Dr. James R. Hughes, Pacific Grove; Mrs. Faye Banks, San Francisco; Henry C. Ferguson, Watsonville.

The law enforcement officers are Deputy Sheriff Russell B. Hunt, Marin County; Police Chief Benjamin J. Jimenez, Soledad; and Police Sergeant Michael Southerland, Merced.

In October 1972, Soledad Police Chief Benjamin J. Jimenez, then a Butte County Sheriff's lieutenant, "performed an act of heroism which went far beyond that which is expected of an officer, and he did so without any regard for his own life," according to Butte County Sheriff Larry Gillick.

Jack Wayne Cameron, an honor camp escapee, was awaiting trial in Butte County Superior Court, and was allowed by the duty jailer to make a telephone call.

While the jailer's attention was temporarily distracted, Cameron attempted to escape by making his way through the ceiling of the booking cage. From the booking office, he was successful in obtaining a loaded revolver from

an officer's drawer.

Jimenez responded to a call for help and confronted Cameron. The lieutenant was advised by the prisoner not to move or he would die.

Jimenez replied, "I'm sorry, I'll just have to die." He then calmly took his own weapon from his holster, pointed it at Cameron. At this point, the suspect—without hesitation—placed his weapon on the floor and surrendered.

Sheriff Gillick wrote: "Although his life was in serious danger Lieutenant Jimenez calmly used what turned out to be the proper and only procedure he could use at the time.

"While placing his own life in jeopardy, he not only prevented the escape of an armed felon but prevented possible loss of life of other personnel on duty and injury to innocent people in the area."

Police Chief Jimenez and his wife, Carol, are the parents of five children. He was named Soledad police chief several months ago, and had worked for the Butte County Sheriff's Department since 1962.

On September 30, 1972, Mrs. Faye Banks, San Francisco, battled a gunman to a standstill, despite two bullet wounds, in order to protect her daughter, Toshiko Banks, 18.

Mrs. Banks was in the kitchen of a take-out food store at 1881 Geary Boulevard and her daughter was at the cash register when an armed robber walked in and tried to grab the money.

Miss Banks slammed the drawer on the suspect's hand and ran back to the kitchen as the bandit fired a shot over her head and followed.

He was then confronted by the mother, who hurled a batch of freshly fried chicken in his face and began wres-

ling with him for possession of the .38 automatic.

In the ensuing struggle, the robber fired three more times and one bullet hit Mrs. Banks in the lower right leg and another passed through her right knee. The assailant also pistol whipped Mrs. Banks about the face and head to break her grip.

The robber ran outside and jumped into a waiting car with another man at the wheel. An off-duty patrolman, Marion Jackson, gave chase, halted the car and arrested the suspect and driver.

Both men were charged with robbery, assault and possession of a stolen auto.

In nominating Mrs. Banks, Police Chief Donald M. Scott said her act was truly one of heroism of the highest order.

Marin County Deputy Sheriff Russell B. Hunt took charge of rescue operations in Marin City in January and his efforts resulted in saving the life of Mrs. Everdine White.

The kitchen wall of the White home collapsed, side walls buckled outward, the roof lost its support and collapsed, and the house travelled 20 feet down a hill.

Mrs. White was trapped as tons of mud held her captive; her right arm and leg were beneath the crushed kitchen wall and breathing would soon be impossible.

At this time, Hunt ordered those at the scene to begin digging the mud from the rear of the house. Tow trucks were ordered to fasten safety lines to the sliding home.

The deputy began crawling through the wall of mud and debris and reached Mrs. White. Surrounded by a sea of mud he worked for two and a half hours and was able to comfort and finally free Mrs. White.

"Not only was this an enormous physical effort, it was done in the light of extreme physical danger," according to the Sheriff. "Although Deputy Hunt was assisted by many others, I feel that it was his personal effort and concern that made the difference. He disregarded his own safety to render aid."

Deputy Sheriff Hunt and his wife, Sherrie, are the parents of Scott, 10, and Kelly, 5.

On April 22, 1973, Merced Police Sergeant Michael Southerland led and directed a team of officers in the capture of John P. Bunyard, who

was wanted as a fugitive for multiple homicide, rape and robbery charges. The suspect was known as the "Nob Hill Rapist of San Francisco."

The Merced Police Department was alerted that the suspect had taken two hostages in nearby Mariposa and that he was headed towards Merced with law enforcement officers in pursuit.

Sergeant Southerland deployed his unit in such a manner that the suspect's vehicle was maneuvered into a dead-end street. When the car entered the street, it stopped and the suspect left the car—while still holding a gun on the hostages.

At that point, one hostage grabbed the suspect's gun, and the sergeant fired two shots from his revolver, hitting the suspect, and enabling police to take the suspect into custody.

Over a period of about 48 hours, Bunyard, who is now awaiting trial for two homicides, had assaulted and disarmed police officers in Nevada, San Francisco and Mariposa County. In that same period, he is alleged to have committed two homicides and multiple rapes and assaults.

On June 13, 1973, Robert Thomas Sutherland, 24, San Pablo, was in the Contra Costa County Court Building when a defendant approached Sutherland and others in the crowded main lobby. The defendant fired one shot at a woman and two shots at her attorney.

Sutherland, who works in the El Cerrito Post Office, grabbed the defendant, immobilized the firearm until he was assisted by others and the firearm taken away.

According to Martinez Police Chief J. W. Warren, the incident "could have resulted in serious, or fatal, wounds to a number of people if a witness (Sutherland) had not intervened and immobilized the firearm used by an individual who was attempting to kill his ex-wife and her attorney."

Sutherland and his wife, Melony, have been married three months, and he has been employed by the Postal Service for seven years.

Daniel Gale will receive a certificate of commendation for aiding Belvedere police in the apprehension of two persons accused of taking \$3,101 worth of property from a Belvedere home.

## Voter Protection Bill

SACRAMENTO—Protection of California voters' right to secrecy will be the target of legislation introduced by San Francisco Senator Milton Marks.

"If you want to know if a person has signed an initiative petition, all you have to do is inspect the voter registration affidavit and get a complete profile of a voter's political beliefs," Marks said.

"This sort of political snooping will be outlawed by my bill which will prohibit the unauthorized disclosure and use of information obtained from an affidavit indicating that a voter has signed an initiative, referendum, or recall petition," Marks declared.

"Whether a citizen favors an initiative to legalize marijuana, restore the death penalty or recall an elected official should be as sacred as the secret ballot on election day," Marks concluded.

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Dr. Hughes is being honored with a certificate of commendation for his years of service as a member of the Pacific Grove Marine Rescue Patrol, participating in over 192 water rescues.

Henry C. Ferguson witnessed a purse-snatching incident and will receive a certificate of commendation for chasing a suspect and holding him for the arrival of deputy sheriffs.

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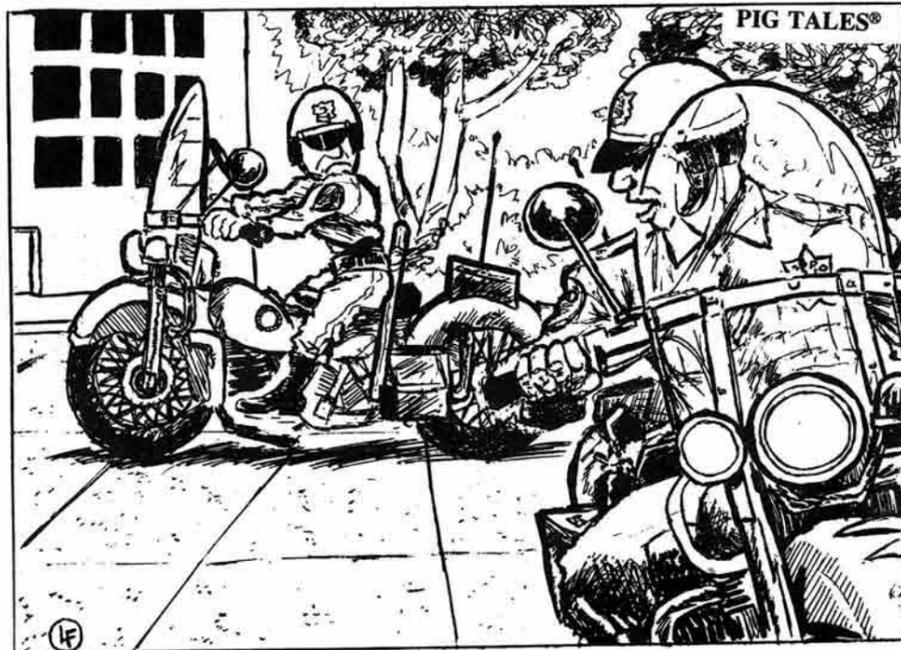
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