

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 Officers



Member of CAA-Calendar Alliance of Police Associations

Member of ICPA-International Conference of Police Associations

NO. 4

SAN FRANCISCO, APRIL 1974

204

State Legislation for Police Retirements

By Mike Hebel

In June of 1973 Assemblyman Walter Karabian introduced AB 1483 entitled "Peace Officers' Retirement Act." This bill proposes to establish a mandatory, uniform retirement system for all local agency peace officers in California administered by the Public Employees' Retirement System, a State agency. The bill would establish a Peace Officers' Retirement Fund in the State Treasury for the deposit and payment of all monies.

Full Credit For Service

As proposed, all existing local peace officers, whether members of any retirement system or not, would be automatically blanketed into the new uniform system on the effective date of the law. A member would receive full credit in the new system for all service performed prior to its establishment.

Membership would be limited to peace officers defined in section 830 of the Penal Code and employed in a full time capacity by any city or county. Membership would not extend to State employees including Highway Patrolmen. However, Assemblyman Karabian plans to amend this bill to include firefighters in the proposed retirement system.

Basic Benefits

A member is entitled to service retirement at age 50 with a minimum of five years of service; or after 20 years of service regardless of age. Disability retirement (service connected and non-service connected) is available after 5 years of service. Specific benefits are related to "final compensation" which is defined as the average annual compensation payable to a member in the 12 month period before his retirement. A member must be retired upon completion of 30 years of service or age 60, whichever occurs first.

Disability Retirement

The program provides for a monthly disability pen-

Political Action Support By Membership

Survey results overwhelming in favor of state-wide issues. The survey will continue. Board of Directors to vote on membership consensus.

Survey totals, thus far:

1) Should we support a State Bill outlawing the Polygraph for Policeman?
YES 560 NO 106

2) Should we support a State Ballot Amendment prohibiting chartered cities from enacting a residency law?
YES 571 NO 95

3) Should we support a state-wide Peace Officer Retirement Plan?
YES 563 NO 100

President Crowley and Secretary Hemby have distributed a questionnaire on these items to all of the stations, bureaus and units. The subjects have provoked great interest by the membership.

Overwhelming support for Association involvement in this movement now awaits action by the Board of Directors.

sion equal to 30% of final compensation, plus 1% of final compensation for each year of service in excess of 5. There is no distinction made between service and non-service connected disability except that if the Public Employees' Retirement System determines that the disability is the result of injury or disease arising out of and in the course of employment and this Board determines that the disability prevents employment elsewhere — then an additional 25% of the final compensation is awarded. With this exception, the total disability retirement allowance may not exceed 50% of the member's final compensation.

Death Benefits

A death benefit equal to the employee's accumulated contributions plus an amount equal to 1/12 of the final compensation of the employee times the number of years of service, but not exceeding 1/2 of his final com-

(Cont'd Back Page)

LATE NEWS . . .

NEW "MEMORANDUM OF UNDERSTANDING" CONTRACT SIGNED BY MAYOR ALIOTO.

The new Memorandum was signed on Wednesday, April 3, 1974 by President Crowley, Secretary Hemby, Mayor Alioto, and Police Commissioners Garner and Cardoza.

The highlights and the complete text of the Memorandum will be printed in the May issue of the Policeman.

Congratulations to the Mayor, the Police Commissioner, the Police Administration, and the POA Board of Directors for the giant step forward in the working conditions of policemen of San Francisco.

SAN FRANCISCO IS NOT AN ISLAND

By Gale Wright

San Francisco is not an island, nor is Los Angeles, San Diego, Long Beach, Oakland and several other cities. The Peace Officers for Political Action Coalition

(POPAC) is doing something about correcting the Isolation Theory. POPAC is pushing three very important issues involving public safety employees throughout the State. The first one concerns the use of the Polygraph to interrogate Police Officers. While there is large spread use of the polygraph in private industry for screening employee applicants, we cannot accept the use of it as regards the interrogation of police officers.

As reported in the December issue of The Policeman, and reprinted in this issue, the uses and abuses of polygraph tests on police officers in Los Angeles quickly point out that traditional investigations may be side-tracked in favor of the machine.

The operator may be most qualified, but what about the officer? Will he be ordered to take the test? Is he intimidated? Does he feel any duress? Will he be brought along the questioning trail, or will there be pressure to "Get on With It!"

A natural reaction to the polygraph is "If you have nothing to hide, then the machine will show you are telling the truth." That no doubt is true, under certain circumstances. But who is to say that all tests will be conducted under dispassionate circumstances? After that hot chase, and you had to draw your gun because the crowd was physically attempting to

What Does an Oath of Office in our Association Require?

By Jim Pera Co. C

On Wednesday March 27, 1974 a Board of Directors meeting of the S.F.P.O.A. was commenced at 1000 hrs.

There were some very important issues scheduled for discussion, any of which dealt with the future welfare of the members of the San Francisco Police Department, regarding such topics as Polygraph Examinations, Residency, and a State-wide Retirement System. These topics were to be brought up in their respective place on the agenda and were to be discussed by the Board of Directors. Had these topics been discussed by the Board it would have been decided which programs would be considered for backing on a State-wide scale by this Association. The recent survey by the Association has indicated the desires of the members at their respective stations.

After the pledge of allegiance, and the Treasurers report these issues were brought up by Secretary Hemby, who has spent many hours of his own time and expense researching them.

At this time, approximately 1145 hrs. two more members left the meeting, apparently to this writer, without

explanation. How can these men represent and report to their constituents the actions of the Board when they leave the meetings? Because we now lacked a quorum, nothing on the State-wide issues was possible.

I would like to remind the members of the Board of Directors that they took an oath when they were elected to represent the men of their respective details and that if they can't live up to their oath and attend Board meetings on behalf of the men who elected them they should step aside and allow someone who is willing and/or capable to take their places. They owe that much to the men of the S.F.P.O.A.

Members are urged to ask their respective representatives what they consider their responsibility to be under their oath of office.

An Editorial

Thirty-seven members, just 37 members at the General Membership meeting of March 19th, have dramatically chosen a course of action, or rather a lack of course of action, by effectively killing all of the proposed Constitution and By-Laws changes for 1974.

Some of the changes were most important in this political year. Others were duty responsibilities, and still others were simply duties retained, but correctly repositioned.

These 37 members first voted to handle all of the changes as a block item. They did not allow for any separate change discussion. And then they voted to defeat all of the changes as a block item. Thus the entire membership was precluded from exercising their intelligence as to whether or not any of the changes should have been adopted.

Now the question is this: Can the Association function without these changes? The obvious answer is "Yes." But the really important question is "If the above tactics worked so well once, when will they be used again, and again, and again?"

Thus just 37 members were successfully able to disenfranchise the other 2100 members.

(Cont'd Back Page)

FEDERAL LITIGATION REPORT

Our attorneys, BIERNE & O'BYRNE, & JAMES MARTIN MAC INNIS, are working together as a team with the City Attorney and our Legal Office. They are compiling their briefs and collecting the evidence that they will present in our defense. Shortly, they will be in court again on the matter of height, weight, and physical agility. This will be prior to the full trial. The State has started the research to back-validate a promotional examination. We have started to receive vocal support from diverse sections of the public who are concerned about the future of law enforcement.

On the other side of the picture, the "enemy", the Public Advocates, has pulled out all stops to win their case. When our attorneys wish Judge Peckham to change his order to an opinion "not binding", Public Advocates has demanded in-chamber hearings and flown in alleged experts from all over the country to support their radical position.

The Public Advocates is not a "micky mouse" law firm. They have unlimited finances from the Ford Foundation and have access to the

best ultra-liberal minds in the country who are dedicated to radicalize the Police Departments of this country. Up to this point, they have been all to successful.

Our attorneys and members of the Committee, know that we are in for a tough, extensive fight they may go as far as the United States Supreme Court. We are optimistic that the merits of our case and a vigorous legal defense will secure moral and financial support that will enable us to win.

Don Goad, Chairman
Federal Litigation Committee

Police Elected

Sacramento

Two San Francisco police inspectors have been elected officers of the newly formed International Association of Bomb Technicians and Investigators, it was announced yesterday.

Inspector Don Hansen was elected third assistant director of the association and Inspector Russ Ahlgrim was elected secretary-treasurer after a week-long convention of more than 300 bomb specialists from all 50 states, Britain, Canada, and Northern Ireland.



Gale Wright Editor
Carl Vogelsang Editor

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Members or readers submitting letters to the editor are requested to observe these simple rules:

- Address letters to the Editor's Mail Box, 548 7th St. San Francisco, Calif. 94103.
- Letters must be accompanied by the writers true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- Please keep letters and/or articles brief and legible.
- The editors reserve the right to add editor's notes to any article submitted, if necessary.
- Articles should be limited to three pages, typed, double-spaced.

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President's Corner

BY JERRY CROWLEY



The direction of the membership in regard to Political Action is becoming increasingly clearer. After a tour of the various Stations, Bureaus and Units I feel an even stronger conviction regarding the true feeling of the membership. I feel that now the membership understands that those human rights denied Policemen can be resolved at the State level by their elected State Representatives. Legislators are fast becoming aware of the potential impact of United Police Associations acting as one pressure group to achieve success in the area of Residency, Polygraph, Retirement, Binding Arbitration and a Bill of Rights. Legislators know full well that an active coalition of all California Peace Officers could definitely affect their own individual campaigns for reelection.

The creation of the Peace Officers Political Action Council has brought this new concept sharply into focus. This Political Action Arm comprised of Associations from San Francisco, Los Angeles, San Diego County Sheriffs, San Diego Police Officers Association, Burbank, Beverly Hills, Compton, Long Beach, Glendale, Los Angeles, Ventura County Sheriffs, Alameda County Sheriffs and Joing Legislative-Law Enforcement Program, have generated new life and interest throughout the State. This new life can only serve to strengthen Police Associations to the local level.

The Memorandum of Understanding signed by the Mayor, Police Association and the Police Commission is the result of a long and vigorous Association fight for an equal seat at the bargaining table in the areas of hours, working conditions and constitutional protection. No longer will management be able to disregard logical and necessary changes in the police system. No longer will they be able to blindly refuse to listen, discuss and take action. When we disagree a third party arbitrator will make the ultimate decision. This decision will be binding on both parties.

Polygraph. On April 16th, I will testify before the California Assembly Criminal Justice Committee. This State Bill AB 3415, would outlaw the use of Polygraph examinations as a condition of Employment or promotion. John Burton, author of the Bill, will testify along with our political action representative from a Southern Police Association.

The following letter is indicative of the type of opposition we will encounter in Sacramento on the 16th.

CALIFORNIA PEACE OFFICERS' ASSOCIATION
THE DISTRICT ATTORNEYS' ASSOCIATION
CALIFORNIA STATE SHERIFFS' ASSOCIATION

March 26, 1974

The Honorable John L. Burton
State Assembly
State Capitol
Sacramento, California 95814

Re: AB 3215

Dear Assemblyman Burton:

Your bill, AB 3215, has been reviewed by the Law and Legislation Committees of the California District Attorneys' Association and the California Peace Officers' Association* meeting together. The Committees have voted to go on record in opposition to your bill.

If I can be of any assistance in explaining, this position or if you would like to discuss the Committees' objection to AB 3215, please do not hesitate to call upon me.

Sincerely,
D. LOWELL JENSEN, Chairman
District Attorney
Alameda County
By Dick Iglehart
Legislative Advocate
DJ:mh

*The California Peace Officers' Association represents Chiefs of Police throughout the State of California.

Getting to know the Judges . . .



Judge Samuel Yee

Judge Samuel Yee has been a resident of San Francisco since 1939. He was graduated from Hastings College of Law in 1947, third in his class, and passed the State Bar exam in the same year. Five years later, during which he handled both civil and criminal cases, former

City Attorney Dion R. Holm appointed him as a Deputy City Attorney. Because of his considerable criminal trial experience, he was assigned to handle the defenses of manslaughter cases involving City vehicles.

Governor Ronald Reagan

POLICE DEPT. AUCTION

SATURDAY, APRIL 20, 1974
9 TO 12 NOON
Basement side door
on Harriet near Bryant

Property Clerk
Reno Rapagnani is in charge

appointed Samuel Yee to the Municipal Bench in November 1969.

The list of community organizations he either belongs to or helps direct numbers twenty-six. Some of these organizations are the Chinese Chamber of Commerce, the Salesian Boys Club, Scottish Rite Lodge, Chinese Methodist Church, San Francisco

Cancer Society, Lions Club, Commonwealth Club, the Fryer's Club and the Godfather Club.

He is always happy to be asked by a police officer "How can I do my job better from the court's point of view?" The answers he gives not only helps the individual officers, but the whole prosecution process. Thank you, Judge Samuel Yee.

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(meets each Monday at 2:00 P.M.)
Bill Allen, Ray Allen, Lynch

Finance Committee: 1st Wed. 2:00 P.M.
Fire, Safety & Police: 2nd Thurs. 2:00 P.M.
Governmental Services: 2nd Tues. 2:00 P.M.
Legislative & Personnel: 1st Thurs. 2:00 P.M.
Planning & Development: 3rd Tues. 2:00 P.M.

BUDGET

Husby, Lynch, Christensen,
O'Conner, Ryan, Tovani, Calabro

CAPA

Garry, O'Conner, Foell, Pera

CIVIL SERVICE

Lynch, Cloney, Perry

COMMUNITY SERVICES

Creedon, Mattox, Van Tricht,
Calabro,

Gordillo, Greco, Bell, Sullivan,
Benner, McVeigh

GRIEVANCE

Chignell, R. Allen, Christensen

HEALTH

Dempsey, Foell, Cloney

ICPA

Patterson, Hemby, Pera

LABOR RELATIONS

Hembz, Husby, Calabro, Lehane,
Carey

LEGISLATIVE

Carey, Osuna, Nelder, Lynch,
O'Connor, Gary, Wright

PARLIAMENTARIAN

Greco

PUBLICATIONS

Wright, Vogelsang, Carey, Cloney,
McVeigh, Nilan, Yasinitsky, Husby

SERGEANT-AT-ARMS

McVeigh

SCREENING

Crowley, Dempsey, Hemby,
Chignell

WELFARE OFFICER

Hebel

Notes from H--L

by Tom Carey

After the campaign for election of the Board of Directors is over, some members of the Board think it is time to take a break. They are mistaken in the belief because we have no time to waste. One of the most important jobs the members of the Board have to do is Committee work. With Old Guard occupying almost all of the Committees, a situation has resulted similar to working for a moving Company with the Bluecoats carrying the piano and the Old Guard the music, and in fact, some days it feels as though the Old Guard is sitting on the piano.

The following Committee Assignment foulups have occurred in only the few weeks of Old Guard takeover:

1. Board of Supervisors Committee, Allen, Allen & Lynch failed to attend meeting at the Board of Supervisors to object if necessary to Supervisor BARBAGALATA's plan to change the method of computing Salaries for city employees, and also to object if necessary to Fire Department reorganization with originally had a section to increase Arson investigators pay, even higher than it is now above that of the Bureau of Inspectors. I attended the meeting even though I am not on the Committee.

2. Headquarters Representatives ALLEN & NELDER failed to appear at a meeting where Consolidation of the Prisons was being discussed which could result in reduction of promotional opportunities for policemen.

FRANK KALAFATE, although not a Headquarters representative, attended the meeting.

3. Ray Allen was asked to assist JOHN MINAHAN of the Fire Department in getting pay for the first day in Like work-Like pay situations. RAY wanted to know why President Crowley or OFFICE MANAGER ETHEL GEORGE couldn't handle it as he didn't have a typewriter. President Crowley did lend his support in this matter and July 1, 1974, we will receive pay for first day of Like work-Like pay assignments.

4. Board of Supervisors Committee members, ALLEN, ALLEN & LYNCH failed to ap-

pear at Finance Committee Meeting and it became necessary for PRESIDENT CROWLEY to attend and object to Use of Federal Funds to pay the Bureau of Inspectors overtime when an Assistant Inspectors Civil Service List is in existence and these men should be used if the BUREAU IS SHORTHANDED]

5. RAY ALLEN finally did attend a Board of Supervisors meeting and spent 6 hours of his time there. I admire his tenacity but unfortunately on this day, there was nothing on the Agenda affecting our membership.

I could continue with other examples of the failure of the Old Guard to do their share of committee work but I believe by now, I have made my point. I don't want you readers to feel my (caustic) comments are a personal attack on members of the Association. The intent of my comments to the Old Guard is that if they don't have the time, interest or ability to do the job; then at least fine someone who does.

(Editor's Comment: Regarding "Notes from H--L," it would have been more appropriate to title the column "Sour Grapes" which refers to the article in the March issue which divides the Board into "Bluecoats" & "Old Guard." In this issue Brother Carey seems to continue to foster division among the Board Members.)

Internal Affairs and Intimidation

by Paul Chignell

Many members of our Department have come to realize that the Memorandum of Understanding guarantees certain basic rights to policemen before the Internal Affairs Bureau (IAB).

But, conversely, too many other members are not aware of these rights, or are not utilizing these rights.

The recent history of the IAB has been one of disregard for our guarantees in certain instances. This is especially true when a member is timid or ignorant of his rights. However, when a member actively espouses his rights vehemently, then the investigators of the IAB will comply with those rights.

Follow these basic guidelines when ordered to appear at the AIB:

—Always bring a representative with you no matter

how "light" you believe the complaint to be.

—If you hear of coercion, intimidation, or he shuts off the tape, notify the POA immediately.

—Don't answer questions "off the record" figuratively or literally. This is a tactic used by many investigators to elicit information about a complaint.

—Don't allow more than two interrogators at any time when you are subject to inves-

tigation.

Follow these guidelines explicitly, without fear. Only when all the members utilize them will some of the IAB personnel cease their open contempt for the precepts spelled out in the Memorandum. These precepts guarantee basic dignities for working policemen.

In short, use the Memorandum at all times. It was negotiated for you.

Supervisors Take Note

Cops on the Lie Box

The entire 75-man high command of the Chicago Police Department has been instructed to submit to lie detector tests as they answer four questions about organized criminal or corrupt activity in the past three years. Acting

Supt. James M. Rochford will be the first to take the test, to be administered by the well-known private firm of John E. Reid & Associates.

Mr. Rochford reports that the top officials are "very excited" about his unusual project. No doubt he hopes that the public will be excited, too — and perhaps more pleased than some of his colleagues may be assumed to be.

Results of the tests probably will not be made public, tho Mr. Rochford promises "an honest accounting." The test results will not, as he conceded, constitute "evidentiary proof of anything."

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3rd Tuesday of Every Month



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vices Inc., was established. Since that time, through the facilities of Old Republic we have been able to provide improved Life Insurance benefits, Disability Insurance benefits, Medical and Dental coverage to many safety officer groups in California.

One of the outstanding aspects of our various programs is that there is no association or safety group too small or too large which we cannot provide very innovative and competitive programs.

We are sincerely dedicated to do the very best job possible to improve the benefits to safety officers.

From the Desk of
Bill Healy

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LETTERS

EIDTOR:

We are officers from Mission Station. In light of some recent statements made by Art Tapia in the local newspapers regarding Dolores Park, we would like to offer some facts and feelings relative to the incident which Mr. Tapia claims to know everything about.

FIRST FACT: In that we were slandered by allegations made, due to the Dolores Park incident, we would like to know where Mr. Tapia obtained his information??? as he was nowhere to be found on the day in question. When there is trouble, it is the uniformed Patrolman who is called upon to handle the situation, not Community Relations (The Monday Morning Quarterbacks).

SECOND FACT: Mr. Tapia made a statement that policemen had committed acts of "official terror by police." It can hardly be called **TERROR** when police enter a park containing a crowd of "500" persons and arrest seven. It stretches the imagination that, out of the 500 people, police could enter the park on a moment's notice and pick out seven people who have prior police records; records which, if checked, would be found to be of the violent type. Again, Mr. Tapia's source of information is in question.

THIRD FACT: A statement made that "the Mission Station does not get the cream of the crop for policemen." This statement is pure unadulterated **BULL**. We will not go into this at this time, but we would advise Mr. Tapia to check the available statistics as to who is getting the job done in the City.

It is our feeling that, although Mr. Tapia is using the Officers for Justice as an outlet for his runaway mouth, that the entire O.F.J. Association does not in any way share his views. We further believe that Mr. Tapia is trying to make a name for himself, allegedly by "sticking up" for a Latin community which he does not represent. We also wonder if Mr. Tapia considers the seven arrested people - who have extensive police records - a fair representation of the Latin Community. If so, we think that the Latin community should

be outraged with Mr. Tapia.

We have refrained in the above statement from calling Mr. Tapia a policeman as his actions and manner are in no way becoming a uniformed policeman. We believe that a public apology is overdue to the men of Mission Station.

We believe that it might well be noted that Mr. Tapia is not present when members of this command are in contact with the community daily. When Mr. Tapia was instructing the Latins at McClaren Park as to the alleged shortcomings in our organization, was he accurately representing the interests of the local merchants who have not been victimized by commercial burglaries due to outstanding police patrol? Was he speaking for the Senior Citizens who have suffered less than ever from violent street crimes? Was he speaking for the residents who have seen a drastic drop in all crime in their community as the national crime rates rise? Is he truly promoting Community Relations or is he speaking to a minute segment of the community in order to foster a false concept of truly professional police practices.

- Henry Fickers No. 1798
- James Taylor No. 34
- Joseph Kirley No. 1958
- James Boles No. 1389
- James Lomax No. 1944
- Pat Henry No. 613
- Douglas Gibbs No. 193
- Jesus M. Torres No. 260
- James Dachauer No. 1062
- Robert Berry No. 537
- Gregory Beatty No. 42
- Richard Yoell No. 1831
- John Hennessey No. 1257
- Steven Hansen No. 650

Mr. Jerry Crowley, President
San Francisco Police Officers Association
548 - 7th Street
San Francisco, California

Dear Jerry:

We have just reviewed results from the second year of operation of the SFPOA Masterplan insurance program. Again, these results have been very gratifying as to the acceptance and participation of your members in the plan. About half of your membership has taken advantage of the major benefits of policy coverage, savings, pay-

roll deduction and the excellent service provided by the Healy Agency.

We at Travelers feel that the Healy Agency continues to do an outstanding job of servicing your account. Bill, Ray, Cheryl, Dorothy and Olive and the others who provide continual counseling, premium quotes, payroll deduction service, claims help and all the other necessary paper work that is needed in the insurance world all combine to make a very efficient and professional insurance organization.

We have also enjoyed a fine working relationship with your Insurance Committee in the administration of the program. We like to think that this three-way understanding of the Insurance Committee, the Healy Agency and Travelers has demonstrated a teamwork goal which has made this success possible.

This fine participation of the membership has made your Association one of the top insurance mass marketing cases in the area. We are pleased to be your carrier.

Sincerely,
Gary Allyne
Northern California
Mass Marketing
Coordinator
Travelers Ins. Co.

Editor
S.F. Policeman

Gentlemen:

In the mail I recently received information regarding eyeglass care for S.F.P.O.A. members. I was in need of glasses and thought I'd look into the plan which was submitted by "The Spectacle." I was very pleased with the variety of frames available and since I'd checked other optical companies I had an idea what I'd have to spend for a pair of glasses.

After finding out how much I could save at "The Spectacle" I bought two pairs of glasses (and still saved \$40.00) and I'm really happy with them. I checked with my own eye doctor, who happens to be noted for his eye surgery talents, and he stated that the prescription grinding on my new glasses was perfect.

So, in many ways I was satisfied with the service of "The Spectacle". But most of all I was appreciative of our Association enabling me to avail myself of these services. With retirement pensions being what they are, it's pretty hard to make the dollars stretch.

I want to thank the S.F.P.O.A. and am glad to be a member.

Sincerely,
Jerry Fitzgerald
Retired

Gerald A. Crowley
President, SFPOA

Dear Officer Crowley:

Today I had the pleasure of reading your March issue of the San Francisco Policeman. It was a rewarding experience for me and please accept our congratulations on the many articles of timely interest to all law enforcement officers.

As a result of your newspaper this association will join yours and others in encouraging California Senators and Congressmen for passage of HR-11321, Public Safety Officers Benefit Act.

We certainly wish to remain on your mailing list. Please advise me of the annual charge for a subscription.

Yours in mutual interest,
BERNARD C. KOCH,
PRESIDENT
SUTTER COUNTY
DEPUTY SHERIFF'S
ASSOCIATION

Mr. Jerry Crowley, President
Police Officers Association
548 7th Street
San Francisco, California
94103

Dear Mr. Crowley,

Thank you very much for signing an endorsement letter on Charter Amendment-Proposition F. The Qualified Applicants for the Merit System agree with you that, in equity, fairness and good conscience, the Proposition must be placed on the June ballot. We believe that the measure will be approved and the 67 men affected will receive their appointments. They will not be deprived of their rights because of a technicality in the City Charter.

We greatly appreciate your interest and support.

Sincerely,
Bob Lamey
Vice-President
Qualified Applicants
of the Merit System

TO ALL BROTHER MEMBERS:

In reference to Tom Carey's "NOTES FROM H-L" (March '74 issue), if Tom

wishes to set upon his newly elected seat of office - therefore representing the day-watch members of Co H-and complain about all the nasty things the newly elected "Old Guard" representatives are doing, then that is his prerogative.

However, if Tom wishes to accomplish something as a true representative from Co H then let's have some representation for the swing and mid-watches.

I don't know how other stations' representatives work but if it's like Tom Carey then it's no wonder the night watches' members of this Association are disenchanted with how this Association is working and whom it is working for.

I've been to Co H for 2 years and for 1-1/2 years I didn't know who Tom Carey was other than a day-watch Sergeant at this station.

As long as "blue-coat" representatives such as Tom continue in his watch-prejudiced ways then "Old-Guard" representatives will always have a foothold in this Association. **WAKE UP TOM - THERE MAY BE MORE BLUE-COATS ON THE NIGHT WATCHES THAN YOU KNOW!**

Fraternaly yours,
A Concerned "Night-watch
Blue-coat"
Leslie David Hubble, Co H

166 Carl St.
San Francisco, Ca.
94117
March 16, 1974

Mr. Gerald Crowley
President
San Francisco Police Officer's Association
548 7th St.
San Francisco, Ca. 94103

Dear Mr. Crowley:

Now that the recent strike is history, it is my pleasure to write you and commend you on behalf of the temperate and calming role played throughout the strike by San Francisco peace officers.

As a member of S.E.I.U., local 400, I spent some 80 hours on the picket line, and can say with certainty that the behaviour of the men assigned to our lines was a model of effective policing.

I wish to thank you personally for the release issued by you March 12th as president of the S.F.P.O.A. That release said more in two paragraphs than all the verbiage being spewed at that time by City Hall, the Labor Council, the media and old Judge Horn.

I hope the media will be a little more aware in the future of the distinctions between State and City police. I know we were.

Here's hoping our success aids your men in getting at least a dental plan. Thank you again, to all of you.

Sincerely,
Jeffrey N. Stallard

Pledge of Allegiance

Report of the Secretary - Hemby: His report was not prepared and will be submitted at a later date.

Hemby was questioned as to why he sent out at least (2) notices (mail-out) of the membership meeting to the members instead of sending the notices to the directors and having them notify the members. The mail out cost is \$110.00 per time, whereas the personal notification through the newspaper, and the leaflet costs only a few dollars. A motion and a second was made instructing Hemby not to mail out the notifications, but to send the notices to the directors and through the newspaper; however, the motion was defeated by the blue coat members of the board.

Treasurers Report:

Husby presented the board with a financial statement regarding the federal litigation. Monies collected from the members was \$89,295.60 and the money spent is \$33,056.12, leaving a total balance of \$56,239.47.

At the last general membership meeting, March 19, 1974, Tom Carey made a motion directing the Treasurer, Husby, to collect approximately \$40 from each association member for a several month period because the increase in dues was not taken out through payroll deduction by the Controller. After much discussion, the membership voted not to pursue collecting the delinquent dues.

Carey again brought the same matter up at the Board of Directors meeting. He was told that the Board of Directors could not override the wishes of the membership. Carey stated that only forty-nine (49) members voted to support Treasurer Husby and he did not wish to abide by their vote. His thinking is a little odd, when he wanted to call for a re-vote and put the Board of Directors above the membership.

This meeting went on to approximately 12:45 P.M., until several members had to leave because of other pressing business. The meeting was adjourned and will be continued at a later date.

Accomplishments:

Two hours and fifteen minutes of meeting - We managed to get through the Treasurers report and paid some bills, totaled some bills and put off matters for future study.

By Al Perry
Board Member
Co. G

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LEGAL NOTES

By O'Byrne and Beirne
the P.O.A. Attorneys

We are happy to report that the P.O.A. Legal Services Family Plan is off and running. Some of you who have returned your applications have already received services under the Plan and we hope to see more of you in the near future. Appointments are being taken now for those of you who wish to avail yourself of the Plan Will benefit. As you know, Plan Members are entitled to one free Will during the first year of membership of the Plan. If you do not have a Will, or if your Will is over three years old, you should call for an appointment with one of the Association attorneys, O'BYRNE AND BEIRNE, so that you have an up-to-date Will which will provide for the distribution of your Estate in accordance with your wishes in the event of your death.

If you leave no valid Will, the State will distribute your

property to your relatives in a certain order set out in the law. This is called intestate succession. This distribution may not be what you would desire. It may go to heirs whom you did not intend to benefit, or even did not know existed.

In this modern age, a Will is the best way to solve some problems; for example, when a man and wife die in a common disaster, such as an automobile or airplane accident where no one can say who perished first, or again when one dies a short time after the other, a properly-drawn Will can often save expense and taxes, and make sure that the intended heirs receive their share of the estates. A Will also gives you the opportunity to nominate the guardian you would want to care for your minor children in the event of your death, rather than

leaving such an important task to a court who does not know the needs of your children and your family.

Your particular circumstances should dictate how you should dispose of your property. It is important that you go over your special problems with your lawyer. He can best advise you how to reach your goals without undue expense to your estate.

For those of you who have not yet signed up for the S.F.P.O.A. Legal Services Family Plan, there is still time to do so. The Plan will run from June 1, 1974, through May 31, 1975, and you can still get a full year's benefit by joining now. If you have any questions about the Plan or the benefits it provides, contact the P.O.A. office or the Association attorneys, O'BYRNE AND BEIRNE, at 441-7673.



Gene Harriman

American Mint Inc.

The General Manager of American Mint, Inc. is none other than former San Francisco Police Officer Gene Harriman.

He was a U.S. Navy Deep Sea Diver during World War II, starting at Pearl Harbor in 1941. As such, he was one of the first divers to direct the salvage operations of our damaged ships for the next 31 months.

Gene had the night beat in the Fillmore district for a few years and then was transferred to the Solo Motorcycles until he resigned after ten years service in 1969.

After leaving the Department he worked for Lake World Development Inc. (the Dart Industry people) for three years.

Now as the General Manager for American Mint he has contracted for six months (at least) of advertising in the "Policeman." American Mint is a California Corporation marketing silver "circles and bullion." Thank you, Gene.

Bay Area Employers to get Calls from Rides

The Bay Area's biggest business employers can expect a telephone call from RIDES next week.

Officials of RIDES, the free, voluntary carpool program for commuters in all of the nine county area, need to know whether the 1,300 largest employers have received their RIDES questionnaires and what they're doing with them.

Stan Shore, RIDES project director, says that telephone calls will be placed to each of the companies in the Bay Area who employ 100 or more people, beginning with those companies with 500 or more employees.

During the last week in January, RIDES shipped to each of the 1,300 employers a supply of RIDES questionnaires sufficient for all of their employees. The questionnaires were preceded by a letter from the RIDES steering

committee asking for the employer's participation in the RIDES program.

Now, Shore says, RIDES wants to know what's happened to those thousands of questionnaires. Were they received? Are businesses distributing them? Has a carpool coordinator been named to supervise the distribution of the questionnaires? Are businesses offering incentives to their employees? What can RIDES do to help?

RIDES had hoped that the area's largest employers would have responded by now. In fact, Shore says, as the steering committee letter suggested, RIDES had hoped that businesses would have retrieved the completed and signed questionnaires from their employees and shipped them to RIDES. In many cases, businesses are key-punching the data from the

questionnaires onto computer cards so that the information could be fed directly into the RIDES computer program.

Rides FOR Bay Area commuters is a free, voluntary program, sponsored by the California State Automobile Association (AAA), the Hibernia Bank, television station KPIX and radio station KSNB, in cooperation with the California Department

of Transportation (CALTRANS), the Federal Highway Administration, the U.S. Bureau of the Census -- Western Regional Council, the Association of Bay Area Governments (ABAG), and the Metropolitan Transportation Commission (MTC).

Commuters who want more information about RIDES can call (415) 621-3833, a special telephone RIDES recorded message provided by the AAA.



International Conference of Police Associations

\$50,000 Life Insurance Progress

Dear Congressman:

As the President of the International Conference of Police Associations representing over 160,000 police officers throughout this country, in every large city, as well as the smallest village, I wish to urge you to lend your affirmative support to H.R. 11321 which would grant a \$50,000 award to the widow or beneficiaries of a police officer or fireman killed in the performance of his duty. We in the police profession have watched in horror while the list of our brothers killed in the line of duty has grown year by year. In 1973, 133 of our brave policemen gave their lives so that you and I could hope to live in peace and security. In their names and the names of all who will die in the future in this dangerous and necessary work, I can only ask you to acknowledge your appreciation for their dedication by voting in

favor of this bill.

The Senate has already passed a similar bill by an overwhelming vote and your affirmative action will assure us that this legislation will become a reality. In the last session of the Congress this bill failed to pass because of rules of the House in the closing days of the session. We are hopeful that this will not be its fate in this session.

As a policeman of over thirty years service in the City of New York, I can speak with a degree of certainty about what goes on in the mind of a policeman. Most young men become police officers because they want a job that is interesting, active and unique. They are aware of the dangers involved and are ready to accept them. They dedicate themselves and their lives to the protection of the public and the maintenance of what we know as law and order. Historically, they are family men and their love of children, their own and others, is well known to all of us. If there is one thought in their minds while they engage in their dangerous work, it is the

constant worry about what will become of their wives and children if and when they are called upon to make the supreme sacrifice.

I could go into a long winded dissertation about salaries and benefits or rather the lack of them, but that has nothing to do with the bill in question. I could philosophize about how the restoration of the death penalty could probably go a long way toward reducing the amount of money that this bill will cost, but again that is not the issue. What is the issue is whether or not the people of this country, through you, their elected officials, have the compassion and appreciation to give these men the peace of mind they so rightfully deserve by passing this bill and publicly acknowledging your thanks to this Thin Blue Line of public servants. In so doing you will also be assisting tremendously in the recruiting of police officers and firemen in these hazardous jobs.

Edward J. Kiernan
President, ICPA

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"THE SUPER COPS"



Ron Leibman and David Selby ponder how best to cut through official red tape in doing their job in MGM's "The Super Cops." S.F. Policeman Peter Maloney of the Mission Station is also in the film. Maybe Pete will give us a review on "Super Cops" for the next issue of the "Policeman."

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Southern Justice

Members of our Internal Affairs Unit returned from Los Angeles where they studied the sophisticated methods used by the Los Angeles Police Department's Internal Affairs Bureau.

These new methods include:

1. Detailing a man under investigation to an eight by ten foot empty room with sign-out privileges for bathroom and lunch.
 2. That men under investigation are moved constantly during an eight hour period without benefit of phone call or legal representation.
 3. That the coercive and intimidating use of the polygraph in certain incidents results in an officer being ordered to submit himself to a polygraph from three to six times in a single day.
 4. That police officers' homes have been searched by the Internal Affairs Unit without benefit of a warrant.
 5. That an injured police officer was hospitalized and questioned by Internal Affairs and left in a hospital without notifying his commanding officer, the Department, his family or representatives of the union.
 6. That a Chief's Order is sufficient to overrule the voluntary right of a police officer to refuse a polygraph, because of the quote 'gravity' of the suspected offense.
- The leadership of the Los Angeles Police Protective League are well aware that the only deterrent to these perverted tactics is a strong and aggressive police union that will fight for the constitutional rights of its members. They realize that to combat these oppressive and devious investigative methods, they must protect the constitutional rights of their members at the local level and become

increasingly involved in the passage of state legislation that will outlaw these abuses.

Private citizens are guaranteed their constitutional rights. Employees in the private sector are protected by the State Labor Code which outlaws intimidation and the use of polygraph as a condition of employment or continued employment. The Labor Code protects every employee in the private sector, but as policemen you are aware of your status as a second class citizen, so it comes as no shock that San Francisco policemen will be treated in the most demeaning and debasing manner while in the grasp of an Internal Affairs Bureau armed with these sophisticated and compassionate methods learned from our Southern Counterpart.

A tragic misuse of the arbitrary power of the Internal Affairs Bureau and the use of the Polygraph is embodied in a medical report concerning a Los Angeles Policeman subjected to these methods. Names have been omitted to protect the privileged communication between physician and patient. This report is an evaluation of two licensed psychiatrists.

Re: Officer ... vs. City of Los Angeles
Dear Mr. ...

I have carefully read the extensive reports submitted by your office on Officer ...

He has been subjected to overwhelming stress of investigation by the Bureau of Internal Affairs of the L.A.P.D. This investigation failed to prove any wrong doing on his part. The experience has produced a major mental disorder; depressive neurosis with major suicidal tendencies. He is seriously ill and in need of immediate psychiatric assistance. He may require hospitalization.

No doubt the police department bears down heavily on suspected policemen. In Officer ... case, every avenue was pursued to try to break him down to a confession of crimes and activities he did not commit. The leads the investigators followed were flimsy, and obtained from unreliable and untruthful sources. The extensive and repeated use of polygraph, the verbal threats, suspicion, and browbeating of Lt. ... as described by Officer ... do not appear in Lt. ... reports. I believe Officer ... was probably mentally abused akin to a dictator-type governmental brainwash technique.

His illness is not due to any predisposing factors. It is due directly to the sustained sense of "strain" on his whole sense of worth as a good cop. The overly vigorous use of suspicion, doubt, threats, and warnings used on Officer ... by a superior officer incenses the American concept of "innocence til proven guilty."

Officer ... has a 100% industrial injury.

In the meanwhile, he requires all psychiatric and rehabilitative efforts available.

Dr. ... findings parallel my own.

Cordially,
...M.D.

Will Militant Blacks Destroy Bar Qualifications?

(Reprinted from "Human Events Newspaper"-Submitted by Tom Carey)

Embittered by failure to pass the District of Columbia bar exam, 25 black law school graduates have filed suit in federal court blaming their failing grades on racism—demanding immediate admission to the bar and the fashioning of bar exam questions by the already uniquely powerful U.S. Equal Employment Opportunity Commission. Observers say a victory by the militant would-be lawyers would lead to similar actions in other jurisdictions around the country and the ultimate control of the legal profession and those more concerned with racial quotas than quality legal service.

Several of the 25 plaintiffs in the suit are or have been employed by assorted federal departments, including to one one's surprise the various controversial legal services agencies. In their suit the complainants said failure to pass the bar exam would cost them their jobs and lucrative salaries of over \$10,000 per year.

At least 15 of the plaintiffs have failed more than one try at being admitted to the bar. In fact, one flunked five times and two others and six occasions each.

Blaming their sub-par grades on the test, the dissidents said in their brief: "The D.C. Bar Examination has been and is a highly effective device for keeping the legal profession an overwhelmingly caucasian institution, notwithstanding the fact that the majority of the citizens of the District of Columbia are Black."

The plaintiffs' demand: that the bar exam be ruled unconstitutional and in violation of their civil rights; that the Committee on Admissions be ordered to admit them to the bar; that the bar be ordered to construct a "professionally validated" exam "to conform as a minimum requirement to the guidelines established by the Equal Opportunity Commission of the United States" and the right for those bar applicants who fail to review their marks with the examiners.

Prominent attorney Kenneth Wells Parkinson, a member of the six-member Committee on Admissions, whose members are appointed by the D.C. Court of Appeals to conduct the testing of bar applicants, said flatly that it is impossible to discriminate against applicants.

In an interview with Human Events last week, Parkinson detailed the intricate steps taken to insure impartial testing.

First, he said, nowhere on the application for admission tests is there any place signifying the applicant's race or for that matter even sex.

Next, he said, each applicant is assigned a number to be written on all of the test papers to further assure that he or she will remain anonymous to the examiners. The identification number is the only designation on the papers as to the identity of the person being tested.

As for the actual test, Parkinson explained, it is divided into two parts—an essay-type quiz, made up by the examiner, and the Multi-state Bar Examination (MBE), comprised of 200 multiple-choice questions, prepared by the National Conference of Bar Examiners and the Educational Testing Service at Princeton, N.J.

The MBE papers are graded by machine at Princeton, and the essay questions are marked by the examiners. Both sets of papers are then sent to the University of Missouri Law Schools where the two best grades are combined by computer. Throughout this entire process, said Parkinson, the only identification on these test papers is the code number.

After the final grades are returned to the secretary of the Committee on Admissions—the only person with both numbers and names of applicants—the applicants' names are matched to their final grade totals and letters are sent out advising the applicant of whether he or she passed the bar exam.

Parkinson said he definitely has noticed a "very close correlation" between the objective MBE scores and the subjective essay tallies of bar applicants. He said in the majority of instances the two marks were "very close."

The bar official also defended the testing process against militant charges that the 70 per cent passing grade requirement is arbitrary. To the contrary, Parkinson said the examiners give applicants every possible chance to pass.

"After the examiners complete their work," he said, "They—the examiners" then regrade those examination papers that are close to 70. Let's say 67, 68, 69. We go over all these papers to make sure we can't bring somebody through the passing mark."

Observers note, however, that what these 25 militant law school graduates want is not passing grades, but a free ride into a lucrative law practice without regard for legal ability. Whether the bar exams, designed to protect the public from unqualified lawyers, will be upheld is now up to the courts to decide.

ATTEND MEETINGS!

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SF POLICE FISHING PROGRAM

The idea for the San Francisco Police Fishing Program was conceived in 1969 by Officer John Mikulin of the San Francisco Police Department. He felt that it might be a possible deterrent to juvenile delinquency. Officer Mikulin began promoting interest in fishing among the youngsters on his beat and with the assistance of Mr. Tony Ferrari, owner of Castagnola's Restaurant on Fisherman's Wharf, and the San Francisco Police Department, he chartered sport fishing boats and approximately 400 youngsters were introduced to the sport of fishing that first year.

The program immediately received favorable acclaim from the local press. The news of the program spread rapidly and the requests from the youngsters to participate in the activities exceeded our ability to accommodate them.

Mr. Tony Ferrari, with the assistance of J. William Conroy, Captain of Police and an attorney, then organized the San Francisco Police Fishing Program into a non-profit organization. They also developed the operational organization by setting up an Executive Board, Board of Directors, Finance Committee, Advisory Board, Promotion Committee and Operations Office to run the program. These various committees, composed of both police officers and businessmen from the community began soliciting financial support from the City.

Mr. William Armanino of Armanino Farms then assumed the chairmanship of

THANK YOU

I wish to express my thanks to all the members of the Department who supported our Football Team this year. I wish to give special thanks to Chief Donald Scott for his support and to the P.O.A. Board of Directors for their generous donations toward the team.

As you know by now, this year, we finally put the team together with the coaching of Mark Porto on the offensive and the coaching of the defense by Roddy Rodiques and Herb Lockner.

The defense backs should take pride on the work they did against the opposing teams this year. These members are Mike and Danny Lawson, and Roddy Glover.

Those members of the offense team did one hell of a job with the running of Earl Rocklin and Danny Frettei. Also the receiving of Jeff Barker, Craig Piro, Marion Jackson, Herman Clark and Ray Shaffer.

As some of you might know, next year we are going to try and form a Law Enforcement League. At this time Oakland Police Department is very much interested and will join the league if it's formed. So, those members who might be interested in trying out for the team next season had better start getting into shape this coming August.

And once again, I and the team members wish to express our thanks to everybody who helped and supported our team. Thank you again.

E. McDonough Manager

the membership drive and issued membership cards to all donors.

The response from the public has been overwhelming. Donations from the public are received in the mail. Many of these donations are enclosed with letters from the individual donors who take time to express their best wishes for the fishing program's success.

The telephone number for the San Francisco Police Fishing Program has been circulated throughout the community via public service announcements on radio. These announcements also encourage the youngster to telephone the fishing program office and sign up for the summer's planned activities.

The response has been great and it is anticipated that from 8,000 to 10,000 youngsters will take part in at least one of the three facets of the fishing program's activities this summer.

The three facets of the Fishing Program consists of: 1) Chartered boat fishing on the bay and outside the gate under the direction of Officer John Mikulin, 2) Pier Fishing from the various piers along the San Francisco Embarcadero, under the direction of Sergeant Robert Moore, and 3) Fresh water fishing at any one of the many fresh water compounds in the Northern California area, under the direction of Sergeant Owen Kenny, Supervision and instructions for these outings are provided by off-duty, uniformed police officers from the various details and stations of the San Francisco Police Department.

With the rapid growth of the Fishing Program it was necessary to obtain a large supply of equipment. Mr. Angelo De Simone and the Garcia Corporation very generously provided the line, rods, reels and other incidental equipment necessary to make the San Francisco Police Fishing Program a success.

The relaxed atmosphere created by these fishing trips has established warm and lasting friendships among the officers of the San Francisco Police Department and the youth of our community. Bridges of communication have been built and the generation and authoritarian gaps have been narrowed as a result of this program.

If any officers are interested in participating in this year's fishing program activities, please contact Officer Lou Ligouri, 2475 Greenwich Street, 567-0930. Interested officers will be contacted for our summer activities.

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Legal Aid For Police

San Jose Assemblyman John Vasconcellos, has introduced a bill into the California Assembly which would require local government entities to provide a legal defense for police officers and other government employees accused of civil wrongs and sued for punitive damages.

Under existing law, a county or city has the option of providing a defense for its employees who are defendants in suits seeking exemplary or punitive damages. The municipality is required to insure only against actual damages, and cannot be reached for punitive damages under the normal theory of agency.

Vasconcellos says that in almost every situation, lawyers for an injured plaintiff seek punitive damages in addition to actual damages add-

ing that the local government employer not only does not insure against such losses, but refuses to defend the action for punitive damages. Thus the employee is forced to hire his own lawyer to defend the action.

The way to deal with the problem, according to Vasconcellos, is to require local agencies to cover the cost or defense for peace officers, including defending against allegations for punitive damages.

The legislation differs from another bill on the subject, AB 491 by Assemblyman John Quimby, D-Riverside.

Quimby's bill requires the local public entity to insure against punitive damages recovered against its employees. The Vasconcellos bill requires only that the local entity de-

fend against the claim, on the theory that most such claims are without merit. If there should be a recovery for punitive damages, the employee would be required to pay the damages.

Punitive damages are only awarded when the trier of fact has found that the defendant has been guilty of willful, intentional or malicious injury to the plaintiff. The purpose of the award is to punish the wrong doer.

"When a person intentionally or malevolently or willfully hurts someone else, he ought to pay, and only he ought to pay," says Vasconcellos.

"Neither the public agency employing him nor especially the taxpayer should absolve him from what is his due punishment."

"Pigtails"

The 1974 softball season has begun. "The Pigtails" (the metermaid team) is issuing a challenge to all Police Softball Teams to join us for a day of fun. The season begins on Sunday, April 28th and runs each Sunday through September.

This is the fourth consecutive year of play. Join us! Be the first team on record to beat the record of the illustrious Captains' team: Pigtails - 3. Captains - 0.

We look forward to seeing the same teams on the diamond and to adding some new faces to the roster. Age and ability are no barrier to a good game, so **sign-up and get ready** for a good game and a few surprises.

For further information, contact Jeanne McVeigh, Ext. 1101 or Kathie Sherry, Ext. 1631

Do You Remember . . .



They were even double parking then!



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PROJECTS C.A.B.L.E./C.A.R.S. - STATUS REPORT -

By Captain Louis H. Feder
Director of Criminal Information



Director Feder and CABLE/CARS Project Staff

PROJECTS C.A.B.L.E./C.A.R.S.

STATUS REPORT

In the four years that the San Francisco Police Department Police Information/Communications System has been undergoing planning, development, implementation and Department-wide use, most members of the Department have become increasingly aware of the value in every day use (at Administrative, Managerial, Supervisorial and Line Unit street levels) of the invaluable tool which is now available via the Technical/Support Services Bureau of Criminal Information. The Project Team is almost daily encouraged by reports from Line Unit (Patrol, Detective, etc.) Officers of cases being cleared via the CABLE Field Support

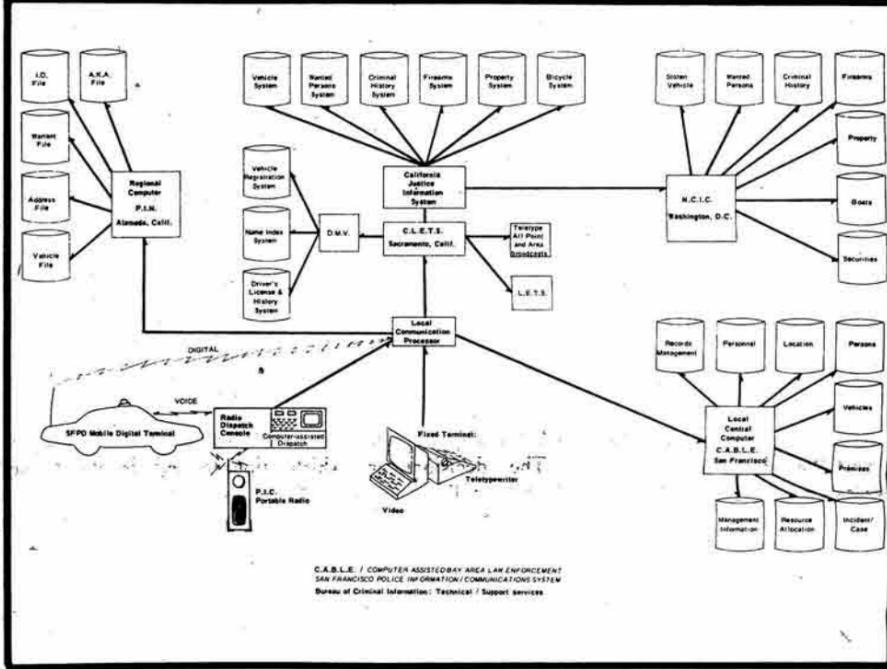
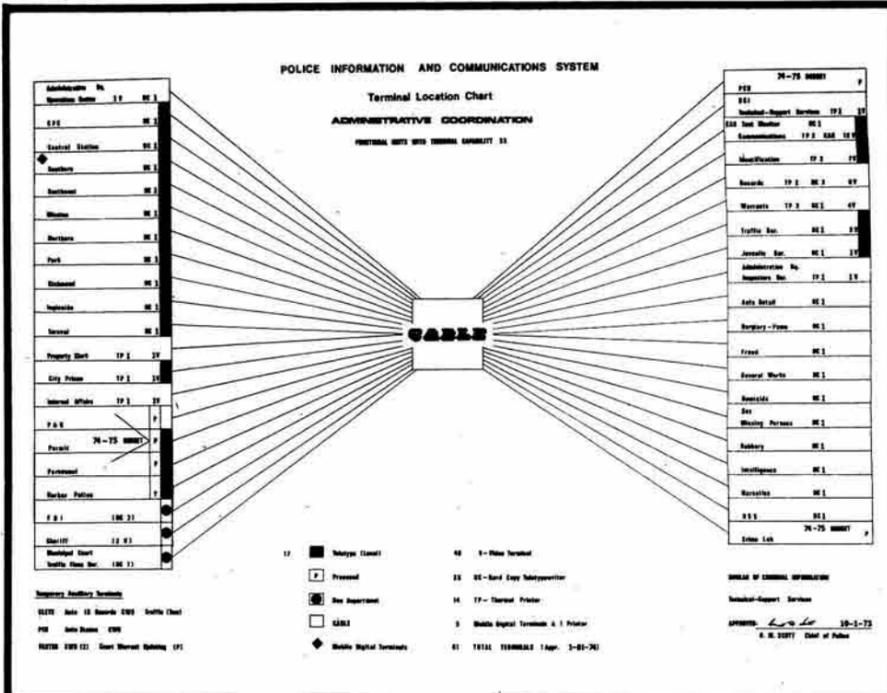
data bases which in the past would have been difficult and/or impossible to clear due to casework overloads, lack of time, difficulty of access to necessary information, etc.

All members of the Department have now received copies of the CABLE Brochure "Automation in the San Francisco Police Department", plus visual and/or audio training via various Departmental Training media. Plus, approximately 1,000 members at all levels have received from four to twenty hours of personalized training in the use of the capabilities of the new computerized Information System. Outside experts agree for the record that the CABLE Project Team has accomplished more, in less time, and with the least cost, of any such type System currently in use in the

field of law enforcement.

What most members are unaware of is the fact that the CABLE Project Team has concurrently had under planning and development Project CARS. In order for Departmental CABLE users to take full advantage of the Information System in the future, it was mandatory to also modernize, upgrade and fully integrate the entire Departmental Communications System. Project CARS has fully (to the extent of available funding) now built a new Communications Center (to be dedicated for Departmental use on or about 8 April 74) featuring Computer-Assisted Dispatching, the most modern Automatic Call Distribution System (ACDS) for handling in-coming Calls For Service, integration of the P.I.C. (Portable Radio System) and CABLE Systems, plus the recent implementation on 19 March '74 of the new computerized Mobile Digital Communications terminals in patrol cars of the Southern Police District.

Initially, via funding obtained through the Mayor's Criminal Justice Council, there are five Kustom Electronics, Inc. mobile digital terminals undergoing field testing. The terminal installed in the Southern Sergeant's supervisory vehicle also has a printer device installed in addition to the 256 character visual screen. The objectives of the CARS Project (in addition to upgrading and providing increased support for the entire Departmental Communications System) are: 1. To facilitate Field Checks by Line Units by bypassing the Communications



Cable Project Staff Officer Wm. Shoaf, Kustom MCT-10 Mobile Digital and Printer - Sergeants car - Co. B.

Center and freeing Dispatchers for more expeditious handling of Calls For Service in order to help the Department attain its goal of a three minute Response Time when citizens call for assistance; 2. Facilitate and increase Administrative Coordination (mobile terminals can communicate with the Operations Center, and visa versa); 3. Accentuate the primary use of the new System(s) for development of Management Information via automatic, on-line capture of information relating to status, car location, type of activity, time spent on specific activity, etc. All this information will be shortly gathered via the new Computer-Assisted Dispatching System (CAD), and will free a dozen or so clerks now gathering the information manually for other duties.



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MINUTES

GENERAL MEMBERSHIP MEETING TUESDAY MARCH 19, 1974 - 8:00 P.M. HOMESTEAD SAVINGS & LOAN ASSN. 5757 GEARY STREET

REORGANIZATION-CROWLEY

Meeting with Mayor's Budget Staff on Thurs. March 21st regarding reorganization and phasing and financing Patrolman II program.

SECRETARY'S REPORT -HEMBY

Political Action - Explanation of forming of the State Police Political Action group; also explained the different priority bills and state ballot measures that will be supported by police groups in California.

- Items of priority are:
- Police Officers' Bill Rights
 - Mandatory Arbitration for Grievances
 - Anti Polygraph Bill
 - Uniform State 20 year Retirement System
 - Residency Ballot Measure

Secretary Hemby gave a report on the status and explanation of the above state bills and state ballot measure.

The Litigation Case is reaching into all stages of Police Hiring i.e., Written Exam, Physical, Agility, Weight, Height, etc.

Secretary Hemby then read the correspondence received by the Association.

The Secretary asked that the minutes of all previous meetings be accepted as printed in the official publication.

M/Dempsey S/Wright to so receive the Secretary's Report. Passed.

TREASURER'S REPORT -HUSBY

The Treasurer passed out printed copies of his report to the assembled members. A question was raised concerning the treasurer not collecting the required dues raise from the membership during the time the assessment was being collected. The amount lost to the Association was approximately 40c per man per month for eight months for a total in an excess of \$5,000.00

A motion by Bro Weiner S/Dempsey Accept the treasurer's plan of not increasing the members dues while the assessment was in effect.

A new motion was made to end debate on the subject. A vote was taken on the debate issue. Vote to end debate. Passed. Vote to accept the treasurer's plan for not increasing dues during the assessment. Passed.

Another question was regarding the Treasurer's Report not reflecting funds collected and expended by the Federal Litigation Committee. After considerable debate it was ruled by the parliamentarian that the Treasurer's Report be sent back for completion. M/Dempsey S/Nelder to send the Treasurer's Report back for clarification and completion to reflect the funds collected and expended by the Federal Litigation Committee. Passed.

FEDERAL LITIGATION REPORT-BEIRNE

Association Attorneys Beirne and O'Byrne presented a lengthy report on the current status of the Federal Litigation. The judges decision is not presently being

appealed because the judge did not technically present an opinion which is appealable as a ruling. In order to convince the judge to change his mind the Federal Litigation Committee has hired a state testing firm to present our case. Attorney Beirne's report covered the reasons for hiring a test validation service; creation of a validated police tests; that we, the membership, would rather work extra watches than accept minority hiring quotas because of existing vacancies in the department. M/Hebel S/Wright The membership of the SFPOA are working required extra duty watches and would rather continue to do so rather than accept a minority quota program. Passed.

GROUP LEGAL PLAN-O'BYRNE

Attorney O'Byrne explained the new Group Legal Plan and its costs and benefits.

LEGISLATIVE-CAREY

Retirement Measure for November Ballot Actuarial Surveys are now being conducted. Two plans have been submitted through Supervisor Nelder, they are:

1) After 25 yrs. service, 4% per year increase to a maximum of 100% and when you retire you will receive 50% of pay raises.

2) No increase in current pension. After retirement you will receive from 55% to 70% of any pay raises.

The decision on which program will be accepted will be determined by Actuarial findings of costs in tax increases.

The proposed fluctuating pension will not include retired members. This was decided because the firefighters will not cover their retired members. Discussion ensued over the means of protecting retired police members rights to a better retirement plan.

It was determined that the Veteran Police Officers would also go on the November Ballot with their own pension increase plan. It was decided that the Association should financially support such a plan. M/Conroy S/Allen The Association should financially support retired members campaign in November. Passed.

Amended - The amount of \$5,000.00 be earmarked for the retired members campaign. Passed.

STATE ISSUES-CROWLEY

President Crowley explained the importance of those state bills and ballot measures to the membership.

Residency - An Assembly Constitutional Amendment has been submitted for the November state ballot that would prohibit a requirement for residency in Chartered cities as a condition of employment for all public employees. President Crowley asked the assembled membership to approve financially supporting the residency amendment.

Additionally President Crowley asked financial support of state bills that:

- 1) would create a no age limit, 20 year retirement plan for police and firefighters;
- 2) prohibit the use of the polygraph in administrative hearings and as a condition of employment;
- 3) creation of a Bill of Rights for Peace Officers in California and 4) provide binding arbitration for grievances.

Brothers Lehane and Seghy spoke against the Association supporting these measures. It was then brought out that the Constitution and By-Laws prohibited the Association financially supporting state measures without them first being approved by the Board of Directors then by members at the next membership meeting.

CONSTITUTION AND BY-LAWS CHANGES

Motion Perry S/Dempsey to vote on all proposed Constitution and By-laws changes in a block vote. After Discussion Bro. O'Donnell asked for a motion to end debate. Passed. Subsequently another vote was taken for voting the proposed changes as a block vote. Passed. Again after considerable debate on pros and cons of the Constitution and by-laws changes there was a M/Perry S/Arnold to vote down the proposed Constitution and By-laws changes. Again to end debate Bro. O'Donnell brought such a motion S/Nilan Passed. A standing vote was taken to turn down the Constitution changes 37 yes 18 no Passed.

15-MINUTE GRIEVANCE

HEBEL
The 15 minute grievance went up the ordinary steps, were denied up the line but subsequently the hours of the Bureau of Inspectors was changed to straight eight hour watches. The grievance however, is still in effect because it affects other members of the Department.

COMMITTEE REPORT

CIVIL SERVICE-NELDER
Chief Minehan and the Association have worked on setting up Like Work / Like

Pay beginning the first day worked.

The Captains Examination has been delayed because of the city strike but should be resolved shortly.

BOARD OF SUPERVISORS -ALLEN

No report.

WELFARE-HEBEL

14 cases are presently being handled before the retirement board. A physician has been appointed to the retirement board.

HEALTH SERVICES-DEMPESEY

Screening Committee held a seminar attended only by four Board members.

Meet and Confer regarding Polygraph and detailing

members to Board of Directors meetings. Chief failed to notify the City Attorney that when he asked for an opinion on detailing Board members to meeting failed to tell the City Attorney about the signed contract agreeing to such details.

BLOOD BANK-PERRY

No report.

ICPA-PATTERSON

HR 11321 Public Safety Officers Benefit Act offers a \$50,000 death benefit to Police Officers killed in the line of duty. Patterson asked for individual letters sent to Congress in support of this measure.

PUBLICATIONS-WRIGHT

The newspaper will be increased to 12-pages next month.

OLD BUSINESS

None.

UNFINISHED BUSINESS

None.

NEW BUSINESS

Bro Wright asked to allow the mailing to our members of literature concerning purchasing the new Encyclopedia Britannica. M/Wright S/O'Connor Passed. M/Ruggiero S/Allen Board of Directors meet next month in April between the 20th and 25th. Passed.

M/Allen S/Dempsey to adjourn Passed.

William J. Hemby
Secretary

SFPOA FINANCIAL STANDING FEBRUARY, 1974

MEMBERSHIP:	ACTIVE 1782	RETIRED 395
ASSETS:		
Cash 02/01/74		
Petty cash	101	150.00
General Fund	103	242.87
Legislative Fund	105	13,122.67
Emergency Fund	107	1,731.84
		<u>15,247.38</u>
ADD:		
Revenue		
Dues (active)	601	13,015.32
		<u>13,015.32</u>
TOTAL AVAILABLE DURING MONTH		
		<u>28,262.70</u>
LESS:		
Expenditures		
Administrative Expense	799	5,076.93
Committee Expense	899	4,841.52
Total expense		<u>9,918.45</u>
Accrued P/R Tax		192.46
		<u>9,725.99</u>
CASH: 02/28/74		
Petty Cash	101	150.00
General Fund	103	470.54
Legislative Fund	105	17,678.04
Emergency Fund	107	238.13
		<u>18,536.71</u>

EXPENDITURES - FEBRUARY 1974

ADMINISTRATIVE EXPENSES		
Accounting	701	852.00
Awards & Donations	705	35.96
Board of Directors	709	58.48
Equipment Rental	728	22.72
Expense Account (Pres.)	730	350.00
General Membership Meetings	740	184.00
Insurance & Bonding	744	117.00
Janitorial Service	753	73.50
Maintenance (Equip.)	761	49.48
Mailing	771	251.90
Public Relations	772	627.81
Rent	773	250.00
Salary (Office)	776	1,241.50
Salary (Executive)	777	300.00
Supplies (Office)	781	290.52
Supplies (Admin.)	782	92.32
Tax (Payroll)	783	68.07
Utilities	792	211.67
		<u>5,076.93</u>
COMMITTEE EXPENSES		
Health Service/Retirement	830	250.00
Insurance	835	(300.00)
Labor Relations	850	34.75
CAPA	855	100.00
Screening (Legal)	860	3,445.50
Publication	863	1,208.95
Police Political Action	870	9.20
ICPA Seminar	876	93.12
		<u>4,841.52</u>
		<u>9,918.45</u>

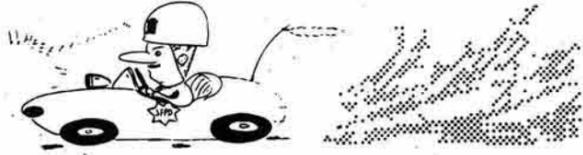
FEDERAL LITIGATION FUND FEBRUARY 28, 1974

Assessment collected and deposited in Commercial Acct. July 6, 1973 through Feb. 28, 1974	\$40,120.60	
Assessment collected and deposited in Savings Acct. Jan. 4, 1974 through Feb. 22, 1974	49,175.00	\$89,295.60
Less Expenditures		
July 1973 - Administrative	\$ 304.60	\$ 304.60
Aug. 1973 - Committee	54.05	
*Reimbursement Dues	5.60	
*Asses. Chk. Rec'd - incl. SFPOA Dues		59.65
Sept. 1973 - Administrative	446.40	
Litigation Seminar	719.25	1,165.65
Oct. 1973 - Legal	2,000.00	2,000.00
Nov. 1973 - Administrative	36.00	
Legal	2,000.00	2,036.00
Dec. 1973 - Administrative	320.46	
Legal	5,428.56	
Committee (Civ. Svc. Comm.)	15,200.00	20,949.02
Jan. 1974 - Administrative	18.00	
Committee	40.00	58.00
Feb. 1974 - Administrative	18.00	
Legal	4,870.20	
Committee	45.00	
Hal Dunleavy Assn. (Mail Poll)	1,550.00	6,483.20
Assessment Monies Remaining		\$56,239.48
Commercial Acct.		7,064.48
Savings Acct.		49,175.00
TOTAL		<u>\$56,239.48</u>

POLICEMAN FINANCIAL REPORT March, 1974

BALANCE - February 28, 1974	\$ 845.32
REVENUE	
Subscriptions	\$ 34.00
Ads	2,480.95
SFPOA Subsidy	602.00
	<u>3,116.95</u>
WORKING CAPITAL - March	<u>\$3,962.27</u>
LESS EXPENSES	
Salaries, Office	\$ 402.00
Salaries, Executive	200.00
Commissions on Ads	682.66
Public Relations	8.00
Printing (Feb. & Mar. Papers)	1,583.92
Office Supplies	57.43
Utilities (Telephone)	50.38
Mailing	200.00
	<u>3,184.32</u>
BALANCE - March 31, 1974	<u>\$ 777.98</u>

ON ROUTINE PATROL by S.G. Yasinitsky



Our helicopter flyboys are awfully shy and one never hears of their often hair-raising exploits. But I found out some things nevertheless. Tom Mandelke and Bill Dodds, for instance, had a unique hot chase, pursuing a stolen cabin cruiser till the thieves came to shore near Hunter's Point. They tried to abandon ship, only to be thwarted by Tom and Bill who hovered overhead, guiding the ground units to capture the pirates for the Coast Guard. Later Tom and Bill spotted an arsonist starting a fire on Omar Street. They told the troops below where to make the arrest. And another fire at Mariloma School was spotted by Bill Faust and Ron Kern, who saw from their chopper how three juveniles were trying to burn down this temple of learning. Bill and Ron told street units where to find the cowering pyromaniacs. And at another school, Flyboys Stan Odman and Ray Skow saw four burglars on the roof, entering through the skylight. Our men hovered above and directed radio cars to the capture of the foursome who were taken completely by surprise. Who watches the sky when pulling a caper, anyway?...

Cliff Tawney, the new Burglary sleuth, was combing Bernal Heights, looking for a pair of burglars, when he spotted a long string of cars on Cortland, waiting for the gas station to open. And at the very head of the line, you guessed it, were Cliff's crooks, sitting smugly in their getaway car. They didn't get any gas, says Cliff. He snagged them right there and then, and solved an additional burglary of a downtown hotel for good measure.

Amicable Clem De Amicis, the Richmond District boss, was collared at a recent community relations meeting by a former detective from Shanghai, China, who told how he had arrested a thief who'd been ripping valuable earrings off women with pierced ears at fashionable locations in that exotic city. The thief had torn the earlobes of 28 women before this dick finally collared him. Such viciousness hasn't reached our shores yet. But,

don't publicize it, says Clem. It might give crooks ideas.

The dumb bumper strip "DON'T HONK. I'M PEDDLING AS FAST AS I CAN" could stand some investigating. Does it refer to a peddler without a license or a drug pedeler? ... Oh, so you, too, didn't know how to spell "peddling" correctly? ... Go stand in the corner!

Don Taylor, No. 2 on the new Captains' List, may serve as an inspiration to all cops. He never stopped working! Only a few more than a dozen years ago Don with Rudy Nieto (now in Missing Persons) comprised the famous S-31 team on Operation Saturation, making good arrests nightly and engaging in police work that would make those fictional detective stories on TV seem dull. One evening, for example, they spotted a guy who had a gun in a holster under his jacket. The crook was a known parolee. When our men approached him at Castro and Market, they were met with a drawn gun and a shoot-out. Luckily everybody missed, and a foot chase ended the battle at Castro and 18th, where Don and Rudy wrestled the baddy down disarming him of the gun which turned out to have been stolen in a burglary. But Rudy says they were proudest of the time they grabbed four separate on-view felonies in one night. First they caught a taxi-cab holdup-man in the south of Market area. Then a car burglar in Chinatown. Then three burglars in a stolen car. And finally a crazed man for an assault with an iron pipe on Sixth Street. And all in one eight-hour period! ... How many of us don't catch that many bad guys in a month?

John Murphy and Tyree Banks of Ingleside were told about a pair of burglars on Beverly Street who'd dumped their loot and fled when they were surprised in the act. After turning in the recovered property John and Tyree were ready to go looking for the crooks, when guess who came to the counter at the station on a totally unrelated matter. Yes sir, the two young burglars. Zap, they were in our clutches, denying all most vehemently. But a search showed that one of them was

still carrying some of the stolen items, and the other's fingerprints were found all over the victim's home. The moral is: don't show too much cheek or you'll get slapped in jail.

A murder suspect offered to give himself up to Harold Suslow of the Pawnshop Detail, saying that the killing was merely an accident. Well, Frank McCoy and Ed Erdelatz of Homicide finally got a full confession. They suspected that there was something fishy to the "accident" story, since the victim was stabbed 12 times; eight in the chest and four in the back.

Dave Roccaforte and Gary Elsenbroich of the Ingleside were at a pizzeria for lunch when they overheard a suspicious order being taken over the telephone by the proprietor. Checking the call-back number, our men found that it was the pay phone across the street, in a closed down gas station. A call by them was answered by a man in a car parked nearby, who then drove away. Gary and Dave hid in the pizza delivery truck and arrived at the address, an empty lot, where the suspect was already waiting. He approached the truck, but spied our men huddled inside, and chose to back off. Dave and Gary checked out the phoney pizza fancier and learned that he was driving a car which was stolen a month before and had false license plates. The crook was on probtaion for car theft already. We can only guess why he had lured the pizza man to that location.

Dave Roccaforte, by the way, has trouble with his name sometimes. A man came into the station and demanded to see Officer Rocca-Fifty. And this reminds me of Steve Maxotopoulos of Homicide—on disability leave right now, the poor fellow—who'd received a letter addressed to Mr. Max Topless.

Officer Dumcop has been hanging around the SN Francisco College for Women lately, hoping for a lucky streak.

A sad Commentary

Lieutenant Divorcing Wife to Keep Job

(Reprinted from "The Police Chronicle", February 22, 1974.

DETROIT — Detroit Police Lt. Eugene Caviston is divorcing his wife so that he can keep his job and she can keep their suburban home in Farmington Hills.

The reason is a city ordinance that requires city employees to retain residency within Detroit's corporate limits.

"I really love my husband and I certainly don't want this divorce," said Mrs. Jean Caviston. "But I don't want

to relocate back in the city of Detroit. I just feel I'm not city property."

Caviston, 42, moved his wife and four children from Detroit to Farmington Hills in June, 1970, following a court ruling which threw out the residency requirement.

But the ruling was eventually appealed to the Michigan Supreme Court, which reversed the lower court and held the residency ordinance was legal.

Caviston and other policemen who had moved out of the city were ordered to move back by September, 1972, or face disciplinary action.

The police lieutenant attempted to satisfy requirements by moving into a four-bedroom apartment in Detroit with three other policemen and visiting his family in Farmington Hills on weekends.

But a police trial board said since his family still lived outside Detroit, he did not meet residency requirements.

The board fired him from his \$19,797-a-year job but gave him 60 days to choose an alternative — either move his family back into Detroit or leave them.

Caviston is currently appealing his residency case in the courts.

Mrs. Caviston has been given 20 days to contest the divorce, but she said she won't.

She said she believed the department was discriminating against married men, because single and divorced men frequently visit friends outside the city on weekends.

She added her husband "has been so honest and above-board about this. Maybe it's better not to be so honest."

VIDEO TAPE TRAINING

A few weeks ago, the Non-commissioned Training Officers of each of the Department's units, were asked to complete a survey questionnaire relating to the attitudes of the NCO's and the troops as regards the video training films.

As a result of the frank answers, Lt. Willis Casey had the NCO's meet for one hour two weeks ago while he explained the results of the survey and the new changes that were implemented, starting that hour.

From now on the NCO's will meet for one hour every six weeks to preview the next selected training films. If all three are approved, so be it, one film each for the next two weeks to the men, for six weeks. If, however, a selected film is not approved (too dull, too slow, etc.) then the whole Department will not be bored with it too.

Part of the new format may be five questions for each member to answer, and then get the correct answers one week later, along with five new questions.

Assistant Inspector John Brunner compiled the following survey results:

1. WHAT IS YOUR OPINION OF THE CURRENT TRAINING?

- Excellent—2
- Very Good—8
- Good—17
- Fair—8
- Adequate—5
- Poor—1

2. what is the response of members of your unit to this training?

- Excellent—1
- Very Good—5
- Good—19
- Fair—8
- Poor—1

3. what would you add to this training to improve it?

- More on Street Problems of the Officers—12
- Supply a summary of film content—7
- More up to date Legal Opinions—4
- Supply a test on the training segment—3
- Eliminate any filler material—3
- More on Arrest Procedures—1
- More on Narcotics—1
- A wider field of subject matter—1

4. WHAT WOULD YOU DELETE FROM THIS TRAINING TO IMPROVE IT?

- Long winded oversimplified presentations—23
- Specialized Unit type presentations—2
- Outside productions—2
- Poor Graphics—1
- I would eliminate nothing from the present training—1

WIDOWS & ORPHANS

The following is a short summary of the minutes of the March 20th meeting of the Widows' and Orphans' Association President William Parenti presiding.

The Treasurer reported the following deaths:

Hugh Conroy - was 25 years old when entered the Department. Served 45 years. Retired as Captain of Police

Robert Corson - joined the Department in 1930. Was made a Sergeant in 1949. Retired in 1964 and was 70 years of age at his death.

George Eggert - joined the Department in 1928. Attained the rank of Sergeant in 1944 and the rank of Lieutenant in 1949.

George Langley - joined the Department in 1931. Spent many years as Sergeant-at-Arms of the Board of Supervisors. George retired in 1962 from Northern Station.

The members are reminded that the next meeting will be held Tuesday, April 9, 1974 at noontime. The location - Forest Lodge on 7th Avenue. This will be a joint meeting with the Veteran Police Officers Association. All active and retired members of the Widows and Orphans are urged to attend.

Bob McKee
Secretary

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SPORTS

by Dan Nilan



The Team

BASEBALL

The S.F.P.D. Baseball Team now under the sponsorship of the new S.F.P.D. Athletic Club, will open their season Sunday March 31, against Cal State. The baseball team will play at candlestick Park on May 5, 1974 at 1:00 P.M. against U.S.F. Varsity, for the benefit of St. Anthonys Dining Room and the U.S.F. Scholarship Fund. Turk Murphys Jass Band will be featured in a pre-game show. Members of the S.F.P.D. Athletic Club are always welcome to try out for the team. Contact Capt. Gus Bruneman the Baseball Commissioner at the Juvenile Bureau Ext. 1321 for further details.

GIVE BLOOD!

SOFTBALL "74"

by Phil Dito

Our 1974 softball season is finally underway and the first week was rained out. After two weeks we now have a four-way tie in the Tuesday league and a two-way tie in the Saturday league, with Headquarters only playing one game so far. Last year's champs, the Inspectors, got off to a fast start. It seems that Central Station brings out the best in them. The Inspectors whipped Central 2 and then squeaked by Central 1. Team effort seems to mark the Inspectors' play. Mission 2 & 0 has done the same over both Central teams. Good fielding and the hitting of Flannigan, Dullea, and Portoni have all helped Gary Fox's team. South East and Ingleside are both undefeated. Ingleside, with the big bats of Warren Haws, Roger Poole, and Dave Maron, have two impressive victories over Park Station and the Cp - B teams. South East Station, with young players leading the way, are tied for first. These include Mike Keyes, Jerry Sardin, and Butch Van Dis who have been pounding the ball. After an opening game loss, Park Station had bounced back with two strong victories with the help of Joe Curtin and Vince Neeson. Southern Station, who figures on being one of the contenders, recovered from an opening loss of knock Taraval from the unbeaten ranks. Co. I had beaten Northern in the first game by 13 to 9 with John Hess leading the way. Richmond, having played only one game, lost a squeaker to Park Station 15 to 14. In the Saturday league it looks

like Traffic is a sure thing again. They already have two impressive victories over ATF and the SHERIFF'S Dept; both victories by large margins. Larry Dubour has been the big gun so far. BCI is battling Traffic for the first place spot. Joe Vigil is leading a team of young ball players. Headquarters, with only one game under their belt, is looking good and might be a contender. The CP "B" team beat their counter-parts, the CP-"A" team 8 to 5 and them loss to Ingleside Station by a score of 4 to 13. Jerry Donovan has good players in John Currie, Lemos, Scott and Darymple. Despite losing two games the CP-A has had strong performances from Piro, Jackson and Coates.

This Saturday there is a rematch of last year's championship game between Traffic and Inspectors.

TRACK & FIELD

As reported in the last issue, arrangements are being made to use the facilities at City College for practice. All that needs to be completed are the work out hours. However, I am still waiting to hear from the men wishing to compete this year. We will have the coaching this year from City College, all we need now are the men. Contact me at Ext. 1521 Fraud Detail.

HANDBALL

At this writing March 26, the Second Annual BOB BRADY HANDBALL TOURNAMENT is now under way with Sgt. Gene Simmons at the helm doing a great job. There are about 40 men competing this year, and it is a great tribute to a tremendous athlete. Plan to compete next year.

Bowling

The start of the first qualifying round got off to a great start, with Bill Wilson shooting a 254 game and a record breaking 1022 series. This was followed very closely by "My elbow hurts JOE STONE."

There are still 5 weeks of qualifying time left, and Coach Bill Wilson promises a first class team to compete in Sacramento this year.

STREAKERS WANTED

The annual "Bay to Breakers" Cross-City Race is scheduled for Sunday, May 19, 1974 at 10:00 A.M. The Police Department is going to enter a team.

Anyone interested in running on the Department Team, contact Mollo in the Police Gym at 553-1530. The deadline for applications is Friday, May 3rd.

GOLF NEWS

On Friday, February 1, 1974 the San Francisco Police Golf Club held its, rain delayed, January Tournament. This was the first monthly tournament of this newly formed club and from most responses the club is here to stay.

This event was held at Peacock Gap Country Club in San Rafael and even with the threat of rain hanging overhead, 18 showed up and participated.

Due to the fact we don't have handicaps established as yet, the Peoria or blind bogey system of scoring was used with these results. First, Wally Jackson of Co. K AIB with a net 61; second, Ray DelCarlo of Traffic Education with a net 64; third, Vic Macia of Juvenile Bureau with a net 65; fourth, Bill Grosward of Personnel with a net 65; and fifth, Mike Harrington of Co. E with a net 65.

Bill Grosward also won the Hole-In-One with Tom Gordon and Grant Fans of the Southeast second and third respectively. Grant also was the low gross for the day with a score of 76.

On Wednesday, February 20, 1974 the S.F. Police Golf Club held its second monthly tournament at the North Course at Alameda. This time we had 34 players and two guests. By the time summer conditions arrive these figures might double.

The club membership at this time is sixty-nine and is growing by about four each week.

Still without handicaps we used the blind bogey system of scoring again with these re-



Ed McDonough, Charlie Tedrow, Bob Barnes block for QB Mark Photo

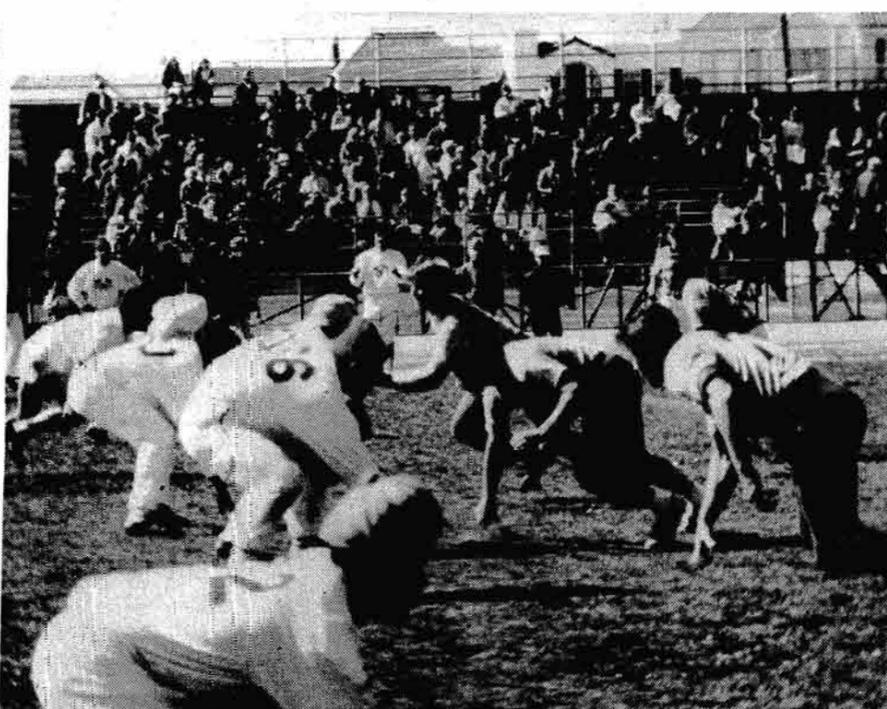
sults: First, Joe Moser of Co. K with a net 63; second, Pete Alarcon of CWB with a net 66; third, Harvey Harrison of the Solo's with a net 67; fourth, Lou Sevenau who is not only retired but one of our excellent scorers. He scored himself to a net 67. Fifth place went to Jack Jordan of Co. K with a net 68.

Jim Skinner of Co. I won the Hole-In-One with Grant Fahs of the Southeast and Tom Ryan of the Bureau of Inspectors finishing second and third respectively. And again for the second month in a row, Fahs had the low gross score with a 73.

On Sunday, March 10, 1974 the S.F. Police Golf Club held its third monthly tournament at Fairway Glen Golf Course. The number of players increased again with 40 members and 10 guests competing. The club membership also increased to a total of 79 at this time.

Still using the blind bogey system of scoring we had these results: First, Wally Jackson of Co K with a net 52. This is the second time in three months that we have had the same winner, an investigation is underway. Second was Jack Jordan of Co K; third, Charlie Anderson of Co D; there was a tie for fourth between Steve Runyon of CPC, and Bill Warnke of Co K.

Even Lammers of Co B was the closest in the Hole-In-



"The Defense" - Herb Lockner, Rod Rodriguez, Dave Maron, Dan Dougherty

One with Charlie Bates of Co K second and Pete Alarcon of CWB third. Lammers also had the low gross score with a 73.

I wish to thank Pacific Security Bank, American Airlines and Wells Fargo Bank for their generous donations for tee prizes to get the club started.

For all those interested, the club is open to all active and retired members of the San Francisco Police Department. To join, send a check to

me for \$5. made out to the S.F. Police Golf Club for the first years dues, and you'll be notified of the next monthly tournament.

If you have any further questions regarding the club call me and I'll be glad to answer any questions you have.

Jerry Cassidy
Co K E&I Solo's
553-1235
or
210 Stilt Court
Foster City, Ca. 94404

CREW

Mark Hurley of Southeast says he could use more men to try out for our crew teams. At present they are having two workouts per day, one at 8:00 A.M. for the men working nights, and another at 1600 hours for the day men. All interested parties wishing to compete in this years olympics as members of our crew teams, contact Mark Hurley at Southeast, he works days.

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RETIREMENTS Cont'd

pensation, is payable to the beneficiary upon death of the member.

Upon death after retirement, there is a 1/2 carry-over to dependents.

Cost of Living Adjustments

Provisions for annual cost of living adjustments, based on the Cost of Living Index, are provided. A maximum adjustment of 5% per year is provided. No adjustment is made for a year in which the adjustment would be less than 1%.

Contributions

The rate of contributions for a member of the system is 5% of his monthly compensation. Provisions are made for the refund of all the member's contributions plus interest upon permanent separation from employment. A member may elect to remain in the system if he has 5 or more years of accumulated service.

City and county employers are required to transfer all existing retirement funds attributable to peace officers into the new system immediately upon enactment of this legislation. It is anticipated that the costs to local agencies of providing police personnel retirement benefits would be reduced by passing some of the costs on to the State.

Problems with AB 1483

It has yet to be definitively determined that this proposed legislation would apply to Charter cities such as San Francisco. On the surface it would appear that Charter cities would be bound by this bill, but an authoritative answer to this problem is currently being sought.

The California Legislature's Joint Committee on Public Employer-Employee Relations chaired by Senator Ralph Dills determined that presently no responsible agency or individual is willing to estimate the cost of establishing the proposed uniform peace officer retirement system. This inability to attract reasonably accurate cost estimates to AB 1483 is a major problem. This Joint Committee recommended that this problem be resolved prior to legislative action on this proposal. Recently the Legislature's Joint Rules Committee allocated \$15,000 to conduct a limited actuarial study to help resolve the cost issue. This study and a report outlining the fiscal effect of AB 1483 is expected to be completed by June 1, 1974.

Further information on this "bill of major consequence" will be provided as it is acquired.

THE GREAT INFLATION RIPOFF!

Inflation is the greatest confidence game that has ever been devised - the trillion dollar scam! It is taking away every benefit that we have won over our lifetimes.

Should the current rate of inflation continue for the rest of this year, one-third of your salary will be eroded by Christmas, and the rate appears to be accelerating. This means that your standard of living must go down; that you, will have less and less of every thing you now have—except problems. You will get an annual salary adjustment based on what some other department has already received.

How is this going to work with an inflation rate of over 3% per month? This salary adjustment is not even a cost of living increase—it merely provides that we may get what someone else has already received. This was fine ten years ago, but not now. No matter what the situation is in the marketplace, we don't get an increase in salary unless someone else gets it first. This means that we are locked-in losers. I submit that we already have a dangerous inflation, with every indication of it getting worse.

If you are working, you are in trouble. If you are retired, you are facing disaster. First, you must live on a reduced income; then to have a third chopped off any year by inflation is intolerable. Retirement means getting another job to keep body and soul together—hopefully you will be healthy enough to work.

WHAT MUST WE CHANGE?

1. We must have a salary standard tied to the cost of living. If the cost of living went up 3% in January, it can go up 5% or 8% next month. We need a retroactive formula to cover the cost of living on a pay-as-you-go basis. We have to file a tax form at the end of the year and pay the taxes that we owe. There is no reason why the City cannot pay us the wages that vanished through inflation with an end-of-the-year adjustment.

2. We must have our pensions tied to the wages of those who are still working. If 55% of your wages is what is necessary to live in retirement now, that much is going to be required ten years from now. If wages do go up 100% to 200% over the years, then your pension must go up in the same proportion. You are not going to be able to exist on your pension if the buying power shrinks to 25% in ten years (or perhaps two years).

You must die or find other income.

Hardly a dignified prospect or a fitting reward for twenty-five years of dedication to duty.

3. Press for fringe benefits. The third insidious aspect of the inflation ripoff is the tax angle, and this is where you are really boxed in! As you rightfully demand and get more money to meet the rising cost of living, you get an automatic tax increase! Not only do you pay more, but you pay a larger and larger percentage to the government.

Suddenly the state income tax, which was only a nuisance, is a real burden. How do you minimize this one? This one cannot be beaten at the local level other than by taking as much of your working expenses in tax-free fringes as possible. All uniforms, equipment, cleaning and maintenance should be provided by the City on an as-needed basis. There should be an end to the need to use private cars and weapons in police service. There should be vacation increments for 20, 25 and 30 years of service.

There should be a free medical and dental plan for the policemen and his entire family. There should be tuition paid education for the police officer who wants to improve himself. There should be sabbatical leaves for long service, as provided by the British systems.

4. The police must use their political influence to press for fiscal responsibility on the part of the federal, state, and local governments. True, we are not many, but we are some, and sanity has to start somewhere. We must object to attempting to support the whole world on our shoulders. Perhaps we should insist on the highest possible price for our exports. Perhaps we should demand payment in gold for our goods. Perhaps we should object to the government printing money without convertibility to gold or silver. When a citizen prints worthless money, we jail him for counterfeiting.

Perhaps some similar law should be enacted to reach the government which does the same. We should agree that what is wrong is that there is more and more money with less and less value, and it is you and I who are being robbed. It is time that we filed a complaint and backed it up with meaningful ACTION.

Did someone mention political action?

ISLAND Cont'd

where they want to, without any residency restrictions or qualifications. Why do I have to comply?

If a City employee wants to commute five days a week in from Sonoma or elsewhere, well, that's his business. And how about that dumb holding pattern we are in now, which is "If you're in, you're in; and if you're out, you're out"? Translated it means "If you live in the City, plan to stay here; and if you already live out, congratulations"

And now for the Real Goodie.....

The Uniform Peace Officer's Retire Act, authored by Walter Karabian, A.B. 1483.

A staff report relative to safety membership concluded that the "...risk and hazards to police and firemen generally are compensated for as wages to attract and hold the employees. On the other hand, the public wants police or firemen physically agile and strong enough to perform their necessary public protection duties.

"It is for this purpose that safety membership was the first established, not as compensation to offset risk and hazard, but to permit the replacement of older employees with younger, more able employees, without prejudice to the employee being replaced."

In other words, safety member provisions providing for earlier retirement than that provided other public employees were specifically designed to serve the public interest, rather than the individual's interest.

It should mean getting together and attacking the real gut issues that are threatening the good American way of life. We have to get the wage tied to the cost of living and the pension tied to the wage and both tied to the cost of everything. When that is done, we must stop the erosion of the dollar by returning a gold or silver backing for U.S. currency.

A dollar is worth only what someone is willing to give you for it, and it is only a piece of paper at this time. The American people have not found out how they are being robbed. Perhaps it is time to move to protect our own future.

by Eugene S. Caldwell

The special early retirement benefit provided safety members is the cost the public bears to retire him without prejudice for the benefit of the public.

Thus the State has a basic responsibility to insure adequate pension programs for safety employees in California.

The Benefits are:
20 year retirement at 55%, no age requirement.
25 year retirement at 75%, no age requirement.
30 year retirement at 100%, no age requirement.
Maximum retirement age is 60.

Contribution rate is 5%.
Cost of living adjustment up to 5% per year.

Widow carry over is 1/2 of your percentage.

As proposed there is no distinction between service and non-service connected disability, except that an additional allowance of 25% may be added if the Board determines the disability was service connected.

This report then is just to bring the membership up to date regarding your welfare through the State Legislature. For too many years, too many of us have not raised our sights any higher than the City Hall dome.

Lots of good things are happening in Sacramento too, and we must appropriate money to send our officer of the POA there to speak for us through POPAC.

Last but not least, the State Retirement Act outlined above, may become a reality around July of 1975.

(Reprinted from the Blue Line Dec. 1973, Los Angeles Police Protective League)

Veteran Police Officers in Arcadia and Montebello have won separate battles for retroactive overtime pay involving three years of "non-working" time they have spent at meals and during roll call inspection.

Superior Court Judge Campbell M. Louca ruled that Arcadia officers are on duty during their lunch breaks, because their availability "During meal relief periods is essential to the functioning of the Department."

He made the order retroactive to September 1, 1970 when the complaining officers demanded extra pay for the 30 minute lunch break for uniformed officers and the one hour meal time for plain clothes supervisors.

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