

the San Francisco

POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS—California Organization of Police & Sheriffs

Member of ICPA—International Conference of Police Associations

VOL. 6

SAN FRANCISCO, AUGUST 1975

NO. 8

SURVEY SHOWS 13.05% SUPERVISORS SAY 6.5 %

By Mike Hebel

At its meeting on Monday, August 4, 1975 the August survey of monthly rates paid to police officers and fire fighters in California cities of at least 100,000 population was presented, adopted and certified to the Board of Supervisors by the Civil Service Commission.

13.05% - SURVEY

The survey showed that the City of Los Angeles paid, on August 1, the highest salary to its police officers amongst those cities included in the survey. Police officers in the position of Police Officer III received \$1568 per month. This figure is 13.05% higher than the current salary paid to a San Francisco fourth year patrolman. Los Angeles in addition to having the highest salary schedule in the state has longevity differentials for police officers. These differentials are as follows:

Under 10 years of service-	\$1568/month
10 years but less than 15 years-	\$1610/month
15 years but less than 20-	\$1651/month
20 years and over-	\$1697/month

Since longevity is not part of the rate of compensation for purposes of the August survey, these additional figures are not included in it.

The prevailing and historic practice in accordance with the Charter salary formula has been to set police salaries at that level which parallels the highest paid to policemen in any metropolitan city in the State of California. This practice was originally adopted in order to provide that San Francisco, a major and leading metropolis in the State, shall not fall behind any other city in the State of California in payments to police officers.

The prevailing and historic practice was also justified on the grounds that it recompenses police officers for the lack of additional working conditions and benefits (night differential, overtime premium, educational incentives, longevity pay, dental plan, insurance premium and payments, prescription drug charges, marksmanship payments, hazard pay, ophthalmic care etc.) currently enjoyed by many of the jurisdictions appearing on the August salary survey.

Indeed the sole "extraordinary" benefit enjoyed by San Francisco police officers is an additional sum (\$145) paid to solo motorcycle officers. The August survey showed that Los Angeles currently pays its solo motorcycle officers an additional \$172.

6.05% - SUPERVISORS

For the past month it has been common knowledge that the Board of Supervisors has instructed their budget analyst to set police and fire wage increases at 6.5% for the purpose of determining the tax rate. No other percentage figure, to the best of this writer's knowledge, is presently being entertained by the Board of Supervisors.

It appears that the Board is presently abandoning its 23 year tradition and commitment to paying its police officers and firefighters the highest wage reflected on the survey. This it is doing while still maintaining its commitment to building tradesmen and to mini bus drivers.

Police officers are not questioning the justification of the formulas that govern other categories of city employees. Police officers are questioning the reason why the Board of Supervisors desires to tamper with the police and fire formula while the other formulas remain unchanged.

DETERIORATION OF WAGES

Consider the following:

1. During the fiscal year 1969-70 the basic salary for police was somewhat greater than the bricklayer, carpenter, painter, and general laborer. Since that year, police remuneration has fallen dramatically behind all other categories except that of general laborer.

2. Observe the below comparisons between police, gardener, street sweeper, and truck driver in the City and County of San Francisco.

YEAR	Police	Gardener	Pick-up Truck Driver	Mechanical St-Sweeper
1975-76	\$1387 (Present) \$1568 (Surveyed)	\$1566	\$1750	\$1841
1976-77	?	\$1741	\$1916	\$2008

Consider the differences in responsibilities and duties involved in these various occupations. Then ask yourself why the Supervisors are destroying our formula.

3. Consider the following work weeks: police - 40 hours; carpenter - 36 hours; plumber - 35 hours; sheet metal worker - 35 hours; painter - 35 hours; general laborer - 40 hours; bricklayer - 35 hours; and electrician - 35 hours. (Refer to accompanying chart for pay scales for these trades.)

These three considerations are quite likely to demonstrate that the police-fire formula, which has been strictly adhered to for 23 years, leads to no windfall for police officers and firefighters.

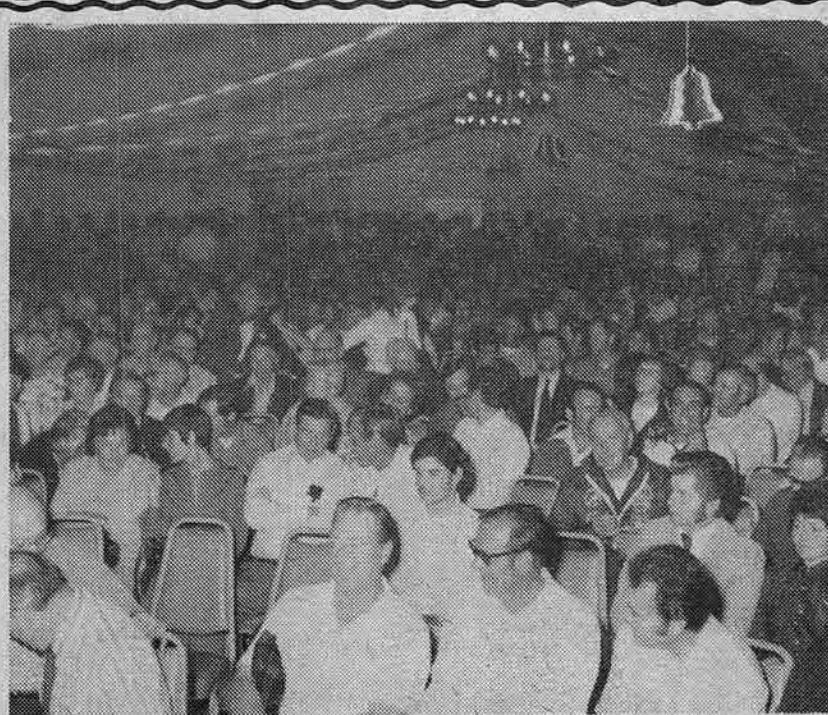
RETIREMENT PLANS

At a recent hearing of the Supervisor's Governmental Efficiency Committee, the Board's assistant budget analyst announced that 6.5% is suitable for police and fire because of recent (November, 1974) changes in their retirement plans. Said comingling of salary schedules and retirement plans, while convenient for the Board, occurred with respect to no other group of city employees and fails to recognize the death and disability factors in police and fire service.

I encourage each and every police officer and fire fighter to tell his bank or savings and loan association that the next monthly home payment will be sent when he receives his retirement benefits. Here comes the foreclosure. Try to buy groceries with future retirement benefits.

Because of the nature of police work, earlier retirement characterizes this occupation. Few police officers make it to age 65. Moreover, this is a young man's job; few police departments could function effectively with large numbers of members in older age brackets. Costs are therefore higher than

Continued on Pages 2 and 3



Candidates Night The first Police/Fire Candidates Night was held since four years ago. More than 1500 police officers, fire fighters, families and friends attended the very successful event. See the story and other photos on this story on Page 8.

SUPERVISORS

SAY 6.5 %

for miscellaneous classifications.

City and County employees, other than police and fire, have been covered by Social Security since 1959. The current employer contribution rate is 5.85% of the first \$14,100 of compensation paid to an employee. Since police and fire are not covered by Social Security, it can be inferred that such coverage is in part supplanted by benefits under the retirement system.

San Francisco police and fire retirement plans are well funded. They are basically amortized over a 15 year period whereas other cities (New York, Los Angeles) amortize over a 25 year to 30 year period. The shorter the amortization period, the more costly are the current City contributions.

San Francisco recognizes the extraordinary risks and personal dangers inherent in police and fire work. The City has historically recognized this factor by contributing a higher amount to police and fire.

MAINTAIN THE FORMULA

The salary formula for police and fire in effect for 23 years is neither unreasonable nor excessive. It has barely exceeded the increases in cost of living in the last six years. In the last three years salaries for police and fire have gone up 18% while the consumer price index for San Francisco went up 26%. Remember the 1972-73 raise of \$9/month equaling .008%.

The two principal cities in California are Los Angeles and San Francisco. Pay parity between these two cities for police officers is not inequitable.

While the Board of Supervisors must take some action to placate the real property owners in the City, why must police and fire bear the brunt? The re-evaluation of business taxes has been postponed long enough.

REVIEW THE ACCOMPANYING CHARTS.

DRAW YOUR OWN CONCLUSION — 13.05% or 6.5%.

COMPARISON OF MONTHLY WAGES FOR POLICE AND FIRE AND BUILDING TRADESMEN EMPLOYED BY THE CITY AND COUNTY OF SAN FRANCISCO, 1975-76

POLICE	CARPENTER	PLUMBER	SHEETMETAL	PAINTER
\$1387 (Present)	\$1669	\$1822	\$1817	\$1600
\$1568 (Surveyed)				
GENERAL LABORER		BRICKLAYER		ELECTRICIAN
\$1306		\$1626		\$1667

SALARY SURVEY DATA AUGUST 1, 1975 CIVIL SERVICE COMMISSION

CITY	(monthly) MAXIMUM SALARY	NO. OF POSITIONS
Los Angeles	\$1568	1975
Oakland	\$1487	532
Long Beach	\$1426	475
Berkeley	\$1425	30
Pasadena	\$1406	105
San Jose	\$1401	457
SAN FRANCISCO	\$1387	1000
San Bernardino	\$1358	122
Garden Grove	\$1332	103
Glendale	\$1328	113
Huntington Beach	\$1318	132
Anaheim	\$1305	100
Santa Ana	\$1301	101
San Diego	\$1274	896
Torrance	\$1249	160
Fremont	\$1236	87
Riverside	\$1226	120
Stockton	\$1148	101

CALIFORNIA CITIES WITH LONGEVITY & EDUCATIONAL DIFFERENTIALS POLICE

City	Longevity	Educational
Berkeley	X	X
Long Beach	X	
Los Angeles	X	
Oakland	X	X
Riverside	X	
Sacramento	X	X
San Diego	X	
San Jose	X	

1/ Los Angeles - Monthly Longevity Compensation for Police and Fire.

Years of Service Completed	Monthly Differential
10 years and less than 15	\$41.76
15 years and less than 20	83.52
20 years and over	128.76

CALIFORNIA CITY CONTRIBUTIONS HEALTH & WELFARE & DENTAL POLICE & FIRE 1974-1975

City	Health & Welfare (Monthly) 1974-1975	Dental
Santa Ana	\$55.00	\$12.00
Oakland	48.00	6.40
Long Beach	45.80	4.50
San Jose	41.90	8.65
Los Angeles	49.50	*
Fresno	37.78	*
Sacramento	34.00	*
Riverside	30.00	*
San Francisco	23.16 (24.71) 1/	*
San Diego	21.43	*

1/ Increased in 1975.

OVERTIME PRACTICES CALIFORNIA CITIES POLICE & FIRE

Los Angeles	Time and One-Half
San Jose	Time and One-Half
Long Beach	Time and One-Half
Berkeley	Time and One-Half
Sacramento	Time and One-Half
Santa Ana	Time and One-Half
Riverside	Time and One-Half
Oakland	(taken only as compensatory time)
Fresno	Straight Time
San Diego	Straight Time
San Francisco	Straight Time

COMPARISON OF AVERAGE HOURLY RATES OF VARIOUS CATEGORIES OF WORKERS LOS ANGELES — SAN FRANCISCO MAY 1975

Industry	Los Angeles	San Francisco
Wholesale Trade	\$5.86	\$6.13
Retail Trade	4.41	5.04
Contract Construction	9.35	10.01
Manufacturing		
Total	4.89	6.15
Non-Durable Goods	4.53	5.94
Durable Goods	5.08	6.31

SAN FRANCISCO BOARD OF SUPERVISORS CITIES SELECTED IN SETTING SALARY SCHEDULE FOR POLICE AND FIRE 1964-1974

Date	City Selected
1964-1965	Los Angeles
1965-1966	Los Angeles
1966-1967	San Jose
1967-1968	Los Angeles
1968-1969	Oakland
1969-1970	Berkeley
1970-1971	Oakland
1971-1972	Berkeley
1972-1973	Oakland
1973-1974	Oakland
1974-1975	Los Angeles
1975-1976	Los Angeles

(Certified by the Civil Service Commission)

**COMPARISON OF % WAGE INCREASES
OF POLICE & FIRE AND
% CHANGES IN CONSUMER PRICE INDEX
SAN FRANCISCO
1970-1975**

Fiscal Year	Police & Fire % Change Over Previous Year	BLS Consumer Price Index Increase (June to June) San Francisco (1967 = 100)
1970-1971	4.27 %	3.81 %
1971-1972	13.26 %	3.5 %
1972-1973	.077%	5.3 %
1973-1974	7.17 %	10.0 %
1974-1975	10.6 %	10.3 %

Total % Total CPI
Wage Increase 35.377% Increase 32.91%

Legislative & Personnel Committee

For the first step in the "hearings" regarding pay raises for the Municipal Railway drivers, and San Francisco police and firemen, the main chambers of the Board of Supervisors was

used. Well it was, as the large crowd nearly filled the number three was the chambers.

Chairman John Molinari and Committee member Terry Francois were present, the Muni Union Committee member Peter

representatives, that the caucus (the full Board of Supervisors) had already instructed the L & P Committee to listen, but not to make any recommendation (to the full Board). That instruction was for all uniformed personnel, including police and firemen.

To say the audience was dumbfounded, would be an understatement.

Instead, Mr. Molinari pushed for the Muni to deal with the "wage and benefit" negotiators recently appointed by the Board. The Muni rep said that they wanted to go with the survey submitted by the Civil Service Commission, because to do otherwise, would mean to negotiate for less than the survey indicated.

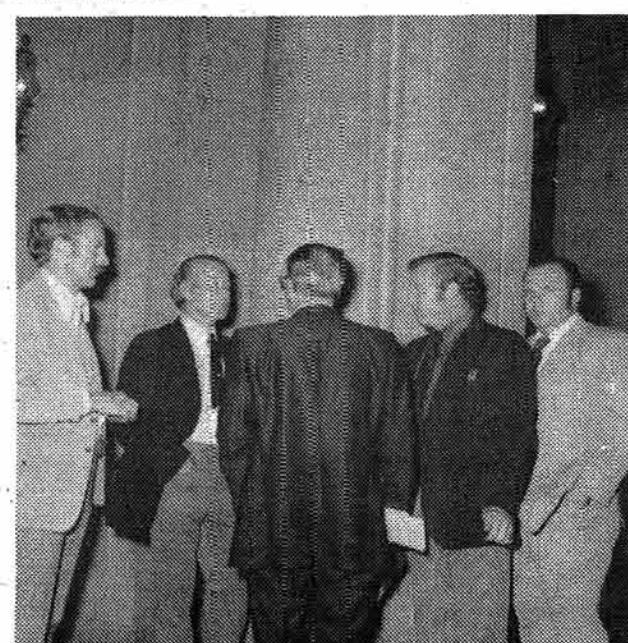
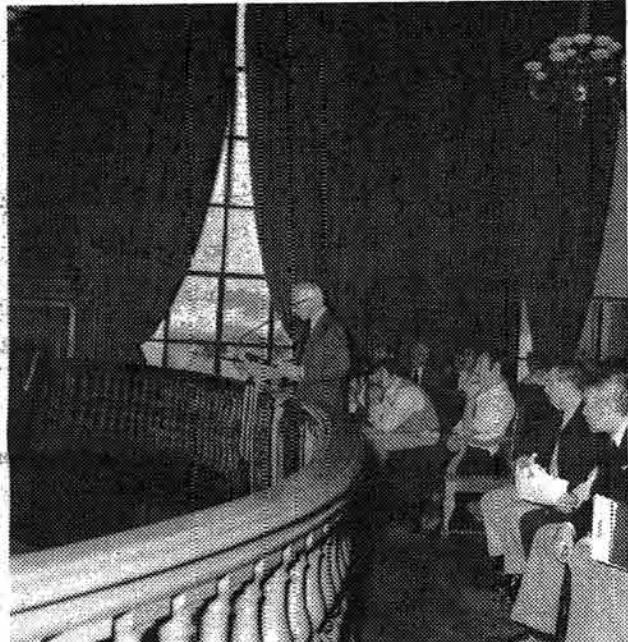
The parallel to come must be obvious. The Muni pointed out that in fact the negotiators for the Board had no authority to make any binding negotiations, and that exercise would be a waste of everybody's time. Mr. Francois said that in an election year, he was not about to delegate his authority in this area. The Muni Union rep sat down.

Next was item four, the salaries for police and firemen. Mr. Wurm stated that the survey indicated that the highest salary in the state was 13.05% from Los Angeles. And if granted, that would amount to \$12.8 million a year, (\$1387 to \$1568 per month).

Again, Mr. Molinari pushed for the Negotiating team.

President Crowley then asked the City Attorney why we could now meet and confer about salaries and benefits, where heretofore, the City Attorney had stated that our Memorandum prohibited such meet and confer sessions on this subject matter, which are clearly set forth in the Charter.

Mr. Stark responded that his office had only ruled that the arbitration part of the Memorandum was an unlawful delegation of authority by the Board of



Marvin E. Cardoza, President
Police Commission
Hall of Justice
850 Bryant Street
San Francisco, California 94103

ATTENTION: Sergeant Willie E. Frazier
Commission Secretary

Dear Mr. Cardoza:

The Board of Supervisors in a June 30, 1975, Labor-Management Relations caucus authorized Mr. Roy Wesley, the Employee Relations Director, to function as its management representative and to enter, along with Commission members and the Chief's representatives, into "meet and confer" discussions with the San Francisco Police Officers Association concerning salary and benefits for Association members for fiscal year 1975-76.

This decision by the Board is considered desirable at this time in view of the current budgetary situation and of concerns which Police Association members rightly may have relative to decisions concerning their compensation, as well as recent, publicly expressed desires of Association representatives that the meet and confer process be utilized by the Board of Supervisors in considering such decisions.

In view of the Board's decision in this matter, I would respectfully suggest that Commission members may desire to meet with the Employee Relations Director, Mr. Wesley, at an early date in order to expedite these meet and confer sessions.

Very truly yours,

DIANNE FEINSTEIN
President of the Board

cc: Police Chief Donald M. Scott
Mayor Joseph L. Alioto
Thomas J. Mellon, Chief Administrative Officer

Honorable Dianne Feinstein
President
Board of Supervisors
City Hall
San Francisco, CA 94102

Dear Supervisor Feinstein:

Reference is made to your communication of July 7, 1975, wherein you advise that the Board of Supervisors has authorized Mr. Roy Wesley, the Employees Relations Director, to function as its management representative and to enter, along with Commission members and the Chief's representatives, into "meet and confer" discussions with the San Francisco Police Officers' Association concerning salary and benefits for Association members for fiscal year 1975-76.

As the members of the Board of Supervisors are aware, Section 8.405 of the Charter of the City and County of San Francisco sets up the procedure for setting salaries for members of the Police Department. It provides in part that "Not later than the 1st Monday of August each year, the civil service commission shall survey and certify to the board of supervisors the rates of compensation paid police officers or patrolmen on the first day of August of that year in the cities hereinbefore referred to (cities of 100,000 population or over in the State of California). The board of supervisors shall thereupon have the power by ordinance to revise all of the rates of compensation as in this section provided. Said revised rates shall be effective from the first day of July of the then current fiscal year."

Pursuant to this Charter section, the matter of setting police salaries is the function of the Civil Service Commission and the Board of Supervisors, not the Police Commission and/or the Chief of Police. Consequently, we do not feel that it would be appropriate for the Police Commissioners and Chief to enter into "meet and confer" discussions concerning police salaries and benefits for the fiscal year 1975-76.

While the setting of police salaries is not a proper function of the Police Commissioners or Chief of Police, our recommendation to the Board of Supervisors is that it follows the procedure that has been followed in the past and set police salaries for the fiscal year 1975-76 at the maximum rate authorized by Charter. Our reasons for this recommendation are as follows:

(1) Since the adoption of Charter Section 8.405 (formerly Section 35.5.1) in 1952, the Board of Supervisors has fixed police salaries each fiscal year at the maximum allowed by Charter. Even though the basic salaries have been as high as the highest for cities of 100,000 population or over in the State of California, this does not mean that members of the San Francisco Police Department have actually received the same compensation as members of the Police Department whose salaries were used in comparison. The reasons for this difference in compensation is that members of the San Francisco Police Department are not granted similar fringe benefits as members of other departments because of Charter restrictions. Some of the benefits enjoyed by officers in other departments and not by officers in the San Francisco Police Department are longevity, time and one-half for overtime and holidays, life Insurance policies with premiums paid by the City, additional pay for expertise in the use of firearms, additional pay to officers holding certificates from POST (California Commission on Peace Officers Standards and Training). Each of these fringe benefits adds substantially to the basic salary of the officer. For example, a Police Officer III in Los Angeles receives the same basic salary as a 4th year and after police officer in San Francisco, but the Los Angeles police officer receives the following additional monthly compensation for longevity:

Years of Service Completed	1974-75 Rate
10 years and less than 15 years	\$36.54
15 years and less than 20 years	73.08
20 years of service and over	111.36

(2) Policing a large metropolitan city such as San Francisco is as difficult, if not more difficult, than policing any other city in California. In granting equal pay for equal work, it follows that the salary of San Francisco police officers should be at least as high as the highest of any police department in the State of California.

(3) Since the electorate in San Francisco adopted Charter Section 8.405 (formerly Charter Section 35.5.1) in 1952, the Board of Supervisors acting on the mandate from the voters have consistently approved the highest police salary possible each fiscal year. We recommend the Board of Supervisors continue to follow the mandate of the people and the precedent it has set over the past many years.

The approval of this recommendation would still mean that San Francisco Police Officers would receive less compensation overall than officers in other police departments in the State of California.

Very truly yours,
Marvin E. Cardoza
President
The Police Commission

Legislative & Personnel Committee

(Continued)

August 7, 1975
by Gale Wright

Supervisors, and that meeting and conferring with a Negotiating team would be legal.

President Crowley then asked him that if we could negotiate a salary, what about the other benefits area, such as time and a half for overtime, night differential pay and so on? If the City Attorney answered this question, I did not hear his reply.

Next, Firefighters President Jim Ferguson asked the City Attorney if it was legal for the caucus to instruct the L & P Committee to listen, but not to make any recommendation. The answer was "Yes."

Mr. Francois then asked whether or not the Police and Firemen wished to take part in the Meet and Conferences. President Ferguson replied that the answer would be forthcoming after they had consulted with their attorneys.

At this point Mr. Harry Pollard, an economist hired by the POA and the Firefighters was introduced. He addressed the Committee on several comparison points he had developed in

substantiating the 13% pay raise for both Departments.

Mr. Pollard's presentation was a thing of beauty. (Ask Vic Wode, Jack Ballentine, Mike Hebel, Homer Huddleson, Tom Jones, Capt. Sully, Mike Lennon, Capt. O'Brien, Paul Chignell, and others who were there). Even though the Muni reps had relinquished the floor, they sat fast and listened, and learned with the rest of us what comparisons were made and how they are germane to the issue of a 13% pay raise for us this year.

For instance: In the last three years, we received a 17% raise, but the cost of living went up 25%. The year we got only a 8/100th% raise, the cost of living went up 5%. Our wages are based on a 40 hour week (police) and a 48.7 hour week (fire). Yet the hours for all of the trades are based on a 35 hour week. There's more and more, of course, so and it is covered more fully in this newspaper.

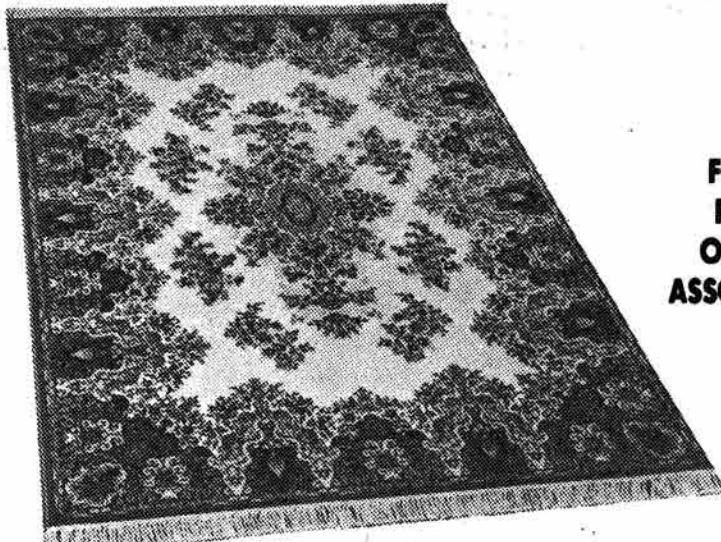
On - Pages 2 and 3.

As you can gather, the POA and Firefighters are not going into this pay raise issue with just good thoughts and our stars or shields. We have again gone to experts for expert help. The results should be rewarding.



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INSURANCE

COMMITTEE

by Paul Husby

and monitoring recent test cases indicates that they are meeting this commitment. Errors by the insured and/or the doctor in filling out forms will continue to cause problems.

3. Payroll Deduction As a result of the recent and proposed changes in Trust #1, members who have NYL insurance policies under this plan will notice a reduction in their payroll deduction. This reduction will vary from 5 to 10 percent and will effect over 90 percent of the members involved. This project is programmed for completion during September-October at the latest.

THE REDUCTION WILL NOT BE THE SAME FOR EVERYONE FOR SEVERAL REASONS. ONE OBVIOUSLY, IS THAT NOT EVERY ONE HAS THE SAME TYPE AND NUMBER OF POLICIES. Another is that our analysis indicates that some individuals have been paying a disproportionate share of the costs of administrating the program. This resulted from applying a standard rate based on the amount of premium paid. The new system will take into consideration the number of policies serviced and distribute costs based on the amount of administrative service used by the individual.

Your Insurance Committee has also begun work on the other trusts in the form of analysis and adjustment where warranted. The changes and improvements explained above are the result of our ongoing efforts to keep our insurance program responsive, competitive and cost effective. In keeping with this concept, we are constantly seeking and examining competitive bids for the various aspects of our program with the intent of improving the existing areas of insurance and examining new areas and types of coverage.

Favorable Arbitration Ruling...

Court Grants POA Motion

to Compel Arbitration

by Gale W. Wright

Count your blessings. The POA has pursued and won still another landmark decision for members of the Association. During the month of June, when teams went around to all of the stations and units to explain the proposed Constitution charges, one of the topics of presentation was that we were in court on the arbitration aspect of our Memorandum of Understanding with the Police Commission.

Happily, the results of that petition to the court can now be reported. But before this article gets there, take a minute or two to reflect on what a good Association you belong to, how great the benefits of belonging to it are, and why it will continue to be great in light of the recent, necessary Constitutional changes.

Also keep the name of Ed Hall in the back of your mind. He is the fellow (retired now) who saw the eight-hour day grievance all the way through, and thus you are now working a straight eight-hour watch.

Also keep in your mind Officer Martin Rohrs of Co. E. He is the fellow who saw his grievance all the way through, which involved the "binding arbitration" clause of the current POA Memorandum, which we have won.

Back in January of this year, Officer Rohrs filed a grievance objecting that personnel assignments at his station violated the seniority provisions of the Memorandum. Then within the next month all steps of the Grievance Procedure were utilized and denied (oral; in writing to his C.O.; the Chief; and the Police Commission). Then the Mayor was asked to help resolve the matter, but due to the press of budgetary matters he did not have the time. Instead he suggested that the POA continue processing the grievance in accordance with the Memorandum.

Next, the Police Commission was asked to designate a representative for the purpose of selecting an impartial arbitrator. Captain William O'Brien was selected. Paul Chignell, chairman of the Committee represented the POA. An arbitrator was agreed to from a list of names from the State Conciliation Service. The date set for the hearing was April 9, 1975.

However on April 1, 1975, Chief Scott requested that arbitration be postponed while he sought legal advice from the City Attorney. The Chief could not state when he would have the opinion asked for, and so the Association refused to request for a postponement.

The arbitration hearing was convened at 10:00 a.m. on April 9, 1975 as previously agreed. The Department's representatives informed the Arbitrator that they had been told by their supervisors not to proceed with arbitration. Then they left. The POA asked the arbitrator to continue the hearing until a court order could be obtained requiring the Department to submit the dispute to arbitration.

The hearing was held on July 9, 1975 in San Francisco Superior Court. Association Labor Relations Attorney Alan C. Davis presented a Notice of Motion for Order Directing That Arbitration Proceed, and the Memorandum of Points and Authorities in Support of This Petition. This eight page document covers at least ten case law matters, as well as the California Arbitration Act.

Finally on July 30, 1975 the following notice was received by the POA, "S.F. Police Officer's Association vs. City and County of San Francisco. Heretofore submitted motion for orders directing that arbitration proceed is granted. Vera Mahoney, Deputy Clerk, Dept. 5."

Thus, a good issue, a grievant to see it through, A Grievance Committee chairman to see it through, a POA president to stay on top of it, and the funds to hire an expert labor relations attorney all combined to bring the successes you are beginning to associate with your Police Association.

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Treasurer's Report

by Jack Ballentine

I like to re-emphasize again this month the changes you see in the activities of the SFPOA is not because of a dues increase. First, we won't see any of that money until around the first part of October, and second because our budget has not really changed. The increased activity is from more participation by the membership and a dedication by the board and the members of the various committees.

The first thing I want to mention is the dues deduction from your paycheck. Why is it larger than \$6.16? Because we're picking up the July and that part of the August dues we missed because of the lead time needed to make any changes with the controller's office. The deduction will change as soon as the new pay rate is set.

As I write this article I know that within the next two or three weeks, the participation of the membership will be the key to how much we can influence our own future wages. And, that the activity in the next several months will be the key to how much we will be effecting our future in our Police Department.

What ever continued success the Association may have will depend on the participation of its members at the General Membership meetings scheduled for the different watches on Thursday August 14th, 1975 at 5PM; and then continuing after midnight at 12:30AM on Friday and finally for the last time on that same Friday morning at 8:30AM. That's three separate, but continuing, meetings within a 15½ hour time span. All meetings at the Holiday Inn, Pine & Van Ness Avenue. We must know from the membership how they feel and want to act in the matter of Salary Standardization.

We must also have several hundred of our members present at the Board of Supervisors meeting at City Hall at 2PM on Monday August 18, 1975 for this is when they will have the first reading of our salaries for 75/76. Your presence is vital.

6 MONTHS MORITORIUM

What is your reason for not belonging to the POA? Whatever your reason was or is, now is the time to put these old reasons aside and get on the POA bandwagon, without the heavy penalties normally imposed.

In the June election, a large majority of those voting said in effect "Hell yes, let's give the non-members a fair shake, and let them join us in the POA, without having to pay past dues and assessments."

That's the story in a nutshell. There are but five of the six months forgiveness moratorium left in which non-members can join. The monthly dues are now \$13.36.

Join now, and immediately you can participate in any of our insurance programs. After one year in good financial standing, you will then be entitled to full rights and privileges of POA membership.

The Insurance Committee reports that several non-members enjoy many of the POA insurance plans. Under the moratorium, those non-members should join the POA to keep their policies in force at the present rates. If any non-members do not exercise their right to join during the moratorium, they will be excluded from these group insurance plans, and will have to pay higher rates on an individual basis with the respective insurance companies.



Gale Wright Editor

BOARD OF DIRECTORS

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

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- 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.
- Arcles should be limited to three pages, typed, double-spaced.

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President's Corner

BY JERRY CROWLEY



FOUR DAYS TO DECISION

As the tense days prior to decision grow shorter strong voices of dissatisfaction grow louder. Policemen know full well the implications of a lost salary standardization. City Hall chambers are rife with rumors as Supervisors call for Police to "Bite the Economic Bullet" in a city that is the spotlight of National Crime Surveys. Their campaign slogans call for Safe Streets, Police Protection and Fiscal Responsibility, but they question whether or not it is in their best interest to protect the human and economic rights of Policemen who provide fiscal and physical insurance for the citizens who walk our streets.

It may appear to those incumbent candidates for Supervisor that Policemen will not be politically active during the next several months.

It also appears that these same incumbents feel that we do not have the political clout necessary for them to think that it is important to honor the salary standardization provision of the Charter.

Denied the right to negotiate fringe benefits and all other money items we are left in the hopeless position of begging our elected officials to simply be fair.

Our frustration grows daily as the political manipulation of 'fiscally responsible' politicians seek to appeal to a frightened public.

We shall begin plans to form a political action committee funded through voluntary contributions in compliance with Federal, State and local campaign spending laws and become active in support of those candidates who fairly represent the public interest as well as the interests of Policemen.

Rather than give Policemen an alternative, such as the negotiation process, Politicians and City Attorneys have forced us deeper into the use of the political process as the only means of sustaining our economic position while maintaining some semblance of dignity.

Our course is clear because our past frustrations have left only two possible alternatives, job action or political action.

RAISES and BENEFITS

by Al Casciato, Co. A

In speaking to many members of the Association, I have realized that many have missed the importance of the salary standardization issue, presently at hand.

If the Police Department receives a raise that is not in accordance with a standard formula, the ramifications will be felt for years and it will be years before they could be corrected.

One must realize that

salary standardization gained, collective bargaining, formula is separate from any type of benefit formula.

Salary standardization gives the men of the Police Department a formula which would guarantee that their pay would be comparable to other departments. **Salary Standardization protects the raise only, not the benefits.**

Benefits must be attained through ballot measures, charter amendments, and, if improving our benefit status.

HOUSE OF KARLSON



We are glad to welcome a new advertiser to these pages — The House of Karlson.

The House of Karlson is a complete home furnishings store which has been in business in San Francisco for nearly thirty years.

At the House of Karlson, they service what they sell. They check all merchandise to make sure it is in good condition when it is delivered. And, within the Bay Area, delivery is free.

They carry practically all lines of furniture, carpeting, draperies and color television in medium and better quality merchandise. And, if you present your P.O.A. membership card, you are entitled to a very substantial discount. Of course, these days, when salaries never keep pace with inflation, this can be a very important point.

So why not stop by there — they're located at 351-9th Street, between Harrison and Folsom. Parking is free at 445 - 9th Street.

A Tribute to Captain WALTER S. AMES, deceased, of the SFPD

Justice Harold Brown wrote this tribute in a four page letter to Jerry Crowley, who kindly passed it on to the Editor.

Captain Walter Ames, who died in 1972, was one of the founders of the first police newspaper in 1937. We hope you will read this work of Justice Brown and appreciate that many of the conditions and rights we enjoy today did not come easily.

In Harold's letter about Captain Walter Ames and the Police Signal he tells the story of a hard driving, courageous, fearless member of the department who put his job and career on the line to achieve a purpose. Ames had a dream about helping and benefiting the men of the department and himself and the people of San Francisco. Activating the dream to accomplish the goals meant bucking the establishment and incurring bitter criticism, resentment and wrath. One high official in the department said "That Police Signal is a magazine of hate."

There is a great story here that your readers will enjoy. Some will learn, profit and will be stimulated. Harold (in modesty, I think) has left out quite a bit of the excitements, the dangers, the dramas.

Best wishes,
J. Francis Shirley

Dear Jerry:

I enjoy reading "The San Francisco Policeman" and hope that you will keep me on your mailing list. While reading your last issue, it occurred to me that your readers would be interested in knowing about another San Francisco policeman's newspaper published many years ago. It was called "Police Signal." The first issue was published and distributed to the men of the police department and all public officials in January of 1938. Its existence terminated upon the accomplishment of its main purpose about the time the United States entered World War II.

The purpose of the "Police Signal," like "The San Francisco Policeman," was to promote the efficiency and the good name of the San Francisco Police Department and its members. It also had another reason for its existence; namely, to publicize the poor working conditions of the San Francisco policemen and to correct those conditions.

Police records of the 1930's will disclose that policemen were prohibited from organizing as a unit to voice complaints about their deplorable working conditions which needed so much to be remedied. One San Francisco policeman — a patrolman — decided that the time had arrived for some action. He believed that improved working conditions, better pay and an adequate pension system should be demanded. He felt that the failure to compensate officers for overtime spent in court appearances, the failure to furnish free ammunition to the men even for target practice, the failure to provide uniforms and to keep them in good condition, etc., were injustices whose "time had come" to be remedied. He believed that policemen with good working conditions could do more effective police work and thus benefit the public they served.

This idealistic and courageous patrolman was Walter S. Ames. He died in San Francisco on April 30, 1972, but he will long be remembered by his associates on the police force and the men who served under him. He was particularly friendly with the Conroy brothers who served in the department with distinction for many years and with Jim Quigley who gave a course to prospective police officers prior to their taking police examinations. He was survived by his wife, Grace, who retained all the issues of the

"Police Signal" and who now desires that these issues be incorporated in the historical records of the police department.

Wally, as he was known to his friends, was a native San Franciscan. He attended Lick Wilmerding High School where he excelled both scholastically and athletically. He participated in all sports and was a guard on the championship football team which at that time was coached by Orrin "Babe" Hollinberry. Wally was graduated from San Francisco Law School and he was also a student of police affairs and regulations. He was promoted to the rank of captain through civil service examination. He was also interested and involved in political activities.

Wally conceived the idea of forming the "Police Signal" as a medium of expressing the many grievances and hopes of the men of the police department. He was well aware that his career as a police officer would be jeopardized if his activities to change the system became known to his supervisors. Nevertheless, he volunteered to furnish material for the newspaper from his knowledge of police activities but his participation was always to remain anonymous.

To accomplish his plans for a better department, he communicated his views to two young lawyers who were his long-time friends, Harold C. Brown, presently Associate Justice of the Court of Appeal, and J. Francis Shirley, a brilliant trial lawyer. Both Brown and Shirley made an intensive study of the subject before undertaking the ambitious suggestions of Walter Ames, and ultimately agreed with his plan of action. They selected George McLaughlin, a printer, as the publisher, and Arthur Hextrum, a retired police officer, as the person to have direct contact with the men of the department. Later, Robert Lange, a retired army officer, was named the editor. With Brown, Shirley, McLaughlin, Hextrum and Lange, as an advisory board, the "Police Signal" was incorporated and launched. Walter Ames' knowledge of the appalling conditions of the police department could now be voiced and his anonymity protected.

The first issue in January of 1937 outlined the purpose of the publication as follows:

"With this the initial issue of the "Police Signal" an effort will be made to offer to the men of the San Francisco Police Department an opportunity of expression through a medium reaching every man interested in improving conditions.

"It must be obvious to every thinking man in the department that there are certain conditions over which they have no control that should be corrected; corrected because improved working conditions will better the service and raise the morale of the men."

The response to the first issue was of a magnitude that encouraged the Signal's advisory board to continue on a forceful scale.

While the general objective of the "Police Signal" was to ultimately have a policeman's organization which could represent itself, the immediate specific objectives were (1) to obtain for the men and their widows an adequate retirement system; (2) to compensate for overtime worked, including overtime required on court appearances; (3) to update stagnant civil service promotional lists and to require vacancies to be filled immediately; and (4) to generally correct numerous seemingly insignificant and petty annoyances which

interfered with good police work.

The monthly publication of the "Police Signal" contained articles disclosing that the Advisory Board of the Signal and Attorneys Brown and Shirley, working with Wally anonymously, prepared a detailed retirement plan. Both attorneys also appeared before the Police Commissioner and had an official visit with Mayor Angelo Rossi regarding overtime for court appearances and to move the stagnated civil service lists. The Chief of Police, Bill Quinn, was persuaded as to the merits of the demand for overtime credit for court appearances and expressed his approval for such a plan.

The people of San Francisco have always had an efficient police department and its efficiency to a great extent attributable to the "Police Signal" was becoming well known as evidenced by an article in the Readers Digest in September of 1938, citing San Francisco as an example of the important task of crime prevention.

The "Police Signal" also actively supported during election time various candidates for public office — supervisors, the district attorney, mayor and others — who took the time to become knowledgeable of the importance of an efficient police force. It participated in widow and orphan benefit affairs, it argued against the elimination of super ranks, it publicly denounced the Civil Service Commission for being critical of the Police Commissioner for claiming that they treated the officers too leniently. It also pointed out the deficiencies in the Health Service System and criticized one-man operated police radio cars.

To detail the efforts of the Advisory Board in accomplishing the Signal's avowed purposes would require a more lengthy letter than this. It is of interest to note that after two years of publication, a pension plan had been drafted and passed by the voters; overtime was granted for court appearances; ammunition was furnished free; and an organization of policemen was started in the form of a retired police officers' organization. At the same time, under consideration by the Board of Supervisors, were the issues of shorter working hours and increased pay.

More important than the accomplishment of the elimination of unjust working conditions was the new public awareness that it has a fine police department and that the policemen far more than merely arrest the criminal. He protected the children. His help was solicited by the parties in matrimonial disputes. He decided quarrels between neighbors. In truth, the public was made aware that the policeman is "a court of first resort."

Important also was the fact that public officials finally recognized that the policeman and his family were important segments of San Francisco society.

Captain Walter Ames, Arthur Hextrum, George McLaughlin and Bob Lange are now deceased. Their successful efforts are embodied in the issues of the "Police Signal" which will be delivered to you as a part of the history of the San Francisco Police Department. The real tribute is to Walter Ames for his dedication to the well-being of the men of the police department.

Trusting the information submitted will be of interest to you and your readers, I am

Sincerely yours,

Harold C. Brown

Associate Justice

Court of Appeal State of California
First District — Division Three

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WHAT IS PROBATE?

by Stephen Bley
SFPOA Attorney

For those of you who read the article a couple of issues ago on joint ownership, there must have arisen in your minds, what exactly is probate.

In simple terms, probate is the court supervised collection of a decedent's assets, the payment of his or her debts, and the distribution of the remaining assets according to the terms of the will. Or, if the person died intestate, i.e., without a will, then in accordance with the laws of intestate distribution.

As that article pointed out, a little knowledge can be a very dangerous and expensive thing. Both the planning of your estate and drafting of your will should be done by attorney. If you don't know an attorney, contact the Bar Association for a referral of a competent attorney. More litigation is created and more money wasted by non-professionals attempting to draft their own wills, or "mickey mouse" around with property titles, in the effort to save a few dollars, or to "beat" the tax man than you would believe.

It was my feeling that if I could just roughly outline what probate is, many of you would be in a better position to evaluate your own positions and that of other family members and friends.

First of all, the thought of probate should not immediately send you reaching for the Malox bottle. For in many instances, the cost of probate will be far out gained by savings of capital gains taxes, upon the eventual sale of appreciate property owned by a husband and wife.

There is not time or space available for a complete examination of all of the ramifications of the forms of title and the various tax consequences involved, but let me at least try to give you an outline of the proceeds of probate as the law now stands.

1. Upon the death of an individual, the decedent's will must be filed with the Clerk in the County in which that person resides.

2. Then a petition must be filed requesting the Court to appoint or approve the appointment of an individual to act as the Executor or Administrator with the will Annexed, depending upon whether there is a will and if a person has been named by the decedent to act as Executor.

3. At the same time as a petition to appoint an Executor is filed, the Court is requested to admit the will to probate, provided there is a will.

4. Once an individual or a bank is approved as the Executor, etc., Letters of Testamentary or of Administration are issued. Again, depending on whether or not there is a will. The Court will also set the amount of the bond that must be posted by the Executor, unless the will waives a bond (the cost of the bond is born by the estate).

5. Once the Executor is appointed, his first duty is to find out what the assets of the decedent are and where they are.

6. The Executor must also publish notice to any creditors, which in essence gives the creditors four months to file their claims with the Court or the Executor. If the claims are not filed within that time, they are usually barred.

7. After the assets are determined, the Executor must prepare an inventory for the State Inheritance Tax Referee, who in turn will evaluate the assets. It is usually upon his evaluation that the taxes are determined.

8. Once the State Tax is determined, a Federal Estate Tax return must be filed, provided that the estate is over \$60,000.

9. Once all of the taxes have been paid and the inventory and appraisement has been prepared and filed, and the four months since the publishing of the Notice to Creditor has elapsed, theoretically the estate is ready to be closed. In practice, it may take longer, depending upon the degree of complexity of the estate, and the speed with which the several steps set forth are taken.

10. Once the estate is in a condition to be closed, the Executor files a Petition for Final Distribution and Discharge. Included in this Petition will be a request for fees for the Executor and the Attorney. The fees are usually established by law, based upon the value of the estate.

11. Once the Court grants the Decree of Final Distribution, which contains in it the planned distribution of the net assets, the Executor then distributes, according to the will or the terms of the laws of intestacy, the assets.

As you can see by the above outline, the basic concept of probate is not complex. But, in practice, it may become quite protracted. However, the more you as an individual understand the overall picture, the better you will be able to cope with the situation if you are forced to be involved with a probate.

The best advice I, as an attorney, can give you is this, "Seek professional advice if you have a question on probate."

LETTERS

Dear Presidents Crowley and Ferguson:

Thank you for the opportunity to appear before your group and to enable me to answer you on certain questions.

We did not have the time to cover all the questions and answers we need, but it was a good start and I would be happy to clarify any further factors of concern and interest to us all.

Should I have, with the good Lord willing, the success in the election, you can be assured I will be in close contact and liaison with you to effect the best answers for all.

Above all we must do everything in our power to return the business to San Francisco, as well as to generate more to enable us to afford the best Police and Firemen in the country.

Thanks again for your considerations. I remain

Sincerely,
Victor W. D'Orazi
362 Kearny Street
San Francisco, Ca. 94108

Dear Jerry:

Thank you for allowing me the privilege to participate in the joint Candidate's Night sponsored by your organization and the Firefighters Union. Though, as is inherent in any Candidate's Night, Sponsors as well as Audience and Participants, knowingly

Officer Richard T. McKevitt

began involved in a several-hour marathon, such is the basis of the democratic process — hence no one ought to fault the civic endeavor you so expertly hosted.

Rather than set forth my myriad of impressions, at this time, I feel that you — and your Organization — might be interested to know that the entire evening (one well spent) will be the subject of a forthcoming column of mine in the San Francisco Sentinel.

For now, I wish to extend to you my gratitude and appreciation.

With every best wish,
Thomas M. Edwards

Dear Sgt. Crowley:

I want to thank you and the Police Officers' Association for the opportunity to address the members. I feel it is important for citizens to be able to attend forums and hear the candidates speak to the issues of importance to them. I was very impressed with the organization that went into arranging the candidates' night and was pleased, as I'm sure you were, at the level of interest.

Again, my appreciation for the invitation.

Sincerely,
Joyce J. Ream

Dear Jerry:

Congratulations on an exceptionally well run candidates night. It was terrific.

Officer Richard T. McKevitt

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SAN FRANCISCO POLICEMAN — Page 7 August 1975

A LIVING TRUST

by Gale W. Wright

A couple of issues ago, we printed the very informative article from the Credit Union booklet, Everybody's Money, on the subject of "What Is Joint Tenancy?" In this issue, we have an article from one of the Association attorneys, Stephen Bley, on "What Is Probate?"

In this same context, the subject of A Living Trust naturally follows. This reporter attended a one hour seminar at the Pacific Telephone and Telegraph building on New Montgomery just yesterday, August the 7th. During the lunch hour over 150 people attended to learn how they can save themselves some money. As it turns out, one can literally save a whole lot of money, if you determine to use the Living TRUST METHOD.

The seminars are sponsored by Reynolds Securities Inc. people, who have offices in the Transamerica Pyramid at 600 Montgomery St., San Francisco. Two brothers, Irwin and Max Safie, oversee complete Asset Management. A few months ago, they addressed the Board of Directors, of the POA, and this was the first seminar anyone was able to attend on behalf of the membership. The POA is always interested in how we can bring better ways of doing things to our members.

"Nothing will go to probate that is in the Living Trust," was one of the very first catchy statements made to the group. After the speakers had our attention, the other statements built our confidence in the presentation.

In a situation where the husband dies, and the community property estate amounts to \$100,000, the probate administration costs and taxes are fairly reasonable, because the bulk of the estate goes to the wife, naturally. But if she dies and the estate remains around \$90,000 the probate and taxes will eat away a very large portion of that estate. Why? Because she is taxed, and in effect the husband is taxed again, although he passed away earlier. They were two, but now she is single, and the taxes hit hard.

The Basic Family Living Trust has three points:

1. One can be his own trustee, lawfully.
2. There are no limitations with your own estate.
3. The cost is negligible, if you select yourself as trustee.
4. Trustee costs are one half to 1%. Banks charge a minimum of \$1000.
5. Use your children as backup trustees.
6. But — do not draw the trust yourself. Pay a one time fee for this service, and get it done right.
7. Nothing will go to probate that is in the Living Trust.
 - a. No delays
 - b. Costs are reduced.
 - c. No publicity (Since it is not a public record, nobody learns your business)
8. Anything held in a Living Trust, will wipe out any capital gains taxes (not reduce them, but eliminate them).

Several examples were given to compare the costs between the common Will estate with probate, versus the Living Trust estate. The costs are greatly reduced in the Living Trust (LT) situation.

Question: How long does one have to wait before the benefits of a Living Trust are available? There is no reason to wait, the benefits are available right away. And one does not have to wait until later years for the benefits, it is always amendable. An LT can always include new assets.

This is not a do-it-yourself project. Have a professional write your LT correctly, and then you can administer it.

Question: Where does one get started with a Living Trust?

Reynolds Securities offers an estate planning service. The average savings are in the thousands of dollars.

Question: If an LT is so good, won't the Federal Government do something to close the advantages? That is very unlikely, as two-thirds of the U.S. Senators have Living Trusts. Reynolds does not suspect they will change the laws to hurt themselves.

Costs are compared in the case of a \$10,000 Life insurance policy and how if that policy is carried to maturity, the case value may be \$5,000. If the insured dies, the company only has to come up with \$5,000 of their money in order to pay the claim. Reynolds thinks people pay too much for life insurance. They believe they can reduce the premiums and one can still have the face value they desire on life insurance.

Reynolds Securities will review your life insurance policies. They will send it to an analyst. They will also review your assets situation and advise you on where you can save money. Naturally there is a fee for this service, but it is a reasonable \$100.

This is not their main business. They are in the investment field. But they guarantee to save you at least \$5,000 or the \$100 fee above will be refunded to you. Or, if you don't think you have received the service promised, just ask for a refund and you'll get it.

This then is the report I've made from my notes of that one hour seminar at PT&T. I personally don't make the promises or guarantees, but Reynolds Securities does. If you are interested, write to them at 600 Montgomery Street, San Francisco, CA 94111 or phone them at 983-8000.

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July 29, 1975

Joe Patterson, Vice President
510 7th Street
San Francisco, California 91103

The Honorable John H. Rousselot
House of Representatives
1706 Longworth House Office Building
Washington, D.C. 20515

Dear Sir:

As you no doubt know, one of the greatest concerns of the American public is the safety of their families and homes. As one who has sworn to protect the lives and properties of our citizens, it is naturally a grave concern of mine and the other 400,000 Policemen across the country.

However, due to the severe financial hardship that some municipalities find themselves in, large numbers of Policemen and Firemen are being laid off in order to meet other fiscal responsibilities. This not only deprives the citizens of adequate protection, but also places a hardship on the men, women and the families of those who have been laid off.

On May 8, 1975, the Honorable Peter A. Peyer of New York introduced H.R. 6837, "Public Safety Emergency Aid Act of 1975." This bill, if enacted by Congress, will go a long way in helping our cities maintain a full compliment of Police and Firemen to protect our citizens. It would also prevent those who would have been laid off from adding to our overburdened welfare rolls.

On behalf of the members of the San Francisco Police Officers' Association, the members of the International Conference of Police Associations and all Public Safety Officers throughout the country, I strongly urge your support in getting this Bill passed.

Sincerely yours,

Joe M. Patterson
Joe M. Patterson
Vice-President, I.C.P.A.

JWP/lp

Edward J. Kiernan, President, I.C.P.A.

Edward J. Kiernan, President of the International Conference of Police Associations, today joined with the Honorable Peter A. Peyer, (R), 23rd District, Westchester, New York, as a co-sponsor of a press conference at New York City Hall to announce legislation which would save jobs of police officers and other public safety employees.

"The time has come," Kiernan said, "for the Federal Government to realize that one of its responsibilities is to maintain a sufficient force of police, fire and other public safety officers so that the citizens of this country may be guaranteed the protection they have come to expect." Kiernan further stated that in this day and age when the Congress and the Federal Government have seen fit to provide federal funds to assist farmers, the oil industry, and just about every other group of employees and employers throughout the country, that they recognize their responsibility to these dedicated people who daily place their lives on the line to protect the lives and property of not only these Congressmen but every other citizen of this country.

"We have witnessed in the past the millions and millions of dollars being provided to everyone of these communities through LEAA funds or other federal funds for the purpose of purchasing communication equipment; highway patrol cars; sophisticated teletype equipment; scanners; and all other forms of police oriented equipment. While we can fully support the Federal Government allocating these funds for these very necessary purposes I must stress that there is no need to buy highway patrol cars unless we guarantee the presence of the man who operates these very cars. We have all considered carefully the statements emanating from the Federal Bureau of Investigation as well as our local police departments which indicate to us that the crime rate has

increased tremendously and shows little indication that it will stop increasing in the near future. It is a well known fact that when hundreds of thousands of our citizens have been placed on the unemployment rolls, when their union benefit funds have run out, and they find that they can no longer provide for their children the necessary food and clothing to at least maintain their dignity that these people very often resort to crime. At times like this it becomes apparent that we need more policemen rather than less."

Kiernan further stated, "I believe very strongly that the Congress and the President will support this very worthwhile piece of legislation which at its best will do no more than maintain the existing levels of police and fire protection that existed in 1974 and I think that we can feel safe to say that we are not asking too much from our legislators when we ask them to provide this guarantee of continuing service to the people of our country."

ICPA NEWS

On May 8, 1975 the Honorable Peter A. Peyer introduced H.R. 6837, "The Public Safety Emergency Aid Act of 1975." This bill is designed to provide emergency financial assistance to assure that there are adequate levels of police and fire personnel to provide for the public safety of citizens residing in areas which have been forced, due to severe financial hardship, to lay off public safety officers.

In this issue is a press release by the President of the ICPA and a copy of a letter that was sent by me to all of the members of the House from California, soliciting their support of this bill. You will also find minutes of two recent ICPA Vice-Presidents meetings that I attended.

Joe Patterson
Vice-President, ICPA

given by John Sullivan, Portanova, Yonkers PBA; President of the Seattle Police Officers' Guild, who then introduced the Chief of Police, Robert L. Hanson, who welcomed the Vice Presidents to Seattle.

Executive Director, Robert D. Gordon, then called the roll and the following Vice Presidents were in attendance.

David Baker, Memphis Police Association; George Berger, Seattle Police Officers' Guild; Harry L. Duple, Long Beach Police Officers Association; Jay F. Ehlers, North Las Vegas Police; Jack Hawkinson, Chicago Confederation of Police; Robert B. Kliesmet, Professional Policemen's Protective Association; Saul Lankster, Compton POA; Harold McKenna, Sioux City Police Association; Eli Miletich, Duluth Police Local; Joe Patterson, San Francisco Police Officers Association; Alfred J.

Each proposed change was presented to the Vice Presidents and discussion followed on an item by item basis.

The first order of business was the By-Laws Committee report presented by Dick Feider of St. Paul.

At the conclusion of his report Chairman Feider stated he would entertain a motion that the By-Laws



International Conference of Police Associations

by Joe Patterson

Meeting of Vice Presidents
July 18, 1975

Washington Plaza Hotel
Seattle, Washington

The meeting was called to order at 9:00 A.M. by President Kiernan, who led the Pledge of Allegiance to the Flag of both countries.

President Kiernan then introduced the members of THE LAW OFFICER staff, Stephen C. Reynolds, Jim

The invocation was given by Past President Richard Feider of St. Paul.

The welcome address was

Committee Report, as presented to the Vice Presidents, be recommended to the full body, with certain modifications as proposed by the Vice Presidents. Motion was made by Hobart Rogers, P.B. & P.A. of Springfield, seconded by John L. Sullivan, D.C. Retired Policemen's Association. Motion carried unanimously. Vice President Dave Baker of Memphis, Tennessee, abstained.

R. Mike Scully, Minneapolis Police Relief Association, was then recognized to present the report on the presentation of Paul Burke and Associates, Inc. of Minneapolis, Minnesota. Mr. Scully pointed out that he had paid a visit to this company and was very impressed with the operation. He asked the Vice Presidents to review the information which was passed out and if they were interested to get in touch with Mr. Howard W. Bennett, Vice President.

President Kiernan then reported on the LAW OFFICER MAGAZINE and the effort that had been put into making the new magazine a reality, and then called upon Mike Scully to give the Publication Committee Report. Mr. Scully emphasized the care that had been taken to insure that the mailing lists would be protected, and advised the Vice Presidents of his feelings about Tony Amador of Los Angeles who had requested 9,000 copies of the magazine. He pointed out that we had not received the mailing list from Los Angeles. He felt that unless they joined an individual association, he had indicated they should not be sent out.

Joe Patterson of San Francisco indicated to the delegates that he agreed with Mike Scully.

In a discussion about the magazine it was recommended by John L. Sullivan that the front of the magazine should indicate that we are the largest police union in North America.

President Kiernan announced that he would so advise the delegates.

A question was raised by Alvin Rankin as to how changes of addresses would be handled.

Chairman Scully pointed out that a master list would be run off for the Washington office and a separate list would be prepared so that the Washington office could forward it to individual associations to update their lists.

Mike Scully then pointed out that since the International had now involved itself with the magazine and certain debts had been incurred, that Key Man insurance should be carried on the President and Secretary-Treasurer, with the ICPA as beneficiary so that the International Conference of Police Associations would be protected in the event of an accident involving either of these men.

President Kiernan stated that he would have no objection to this and that he felt it would be a good idea. He further pointed out that he was in excellent health at the present time but one never knows when something might happen.

Stephen C. Reynolds, publisher of THE LAW OFFICER was then recognized to give his report. He stated that the response to the magazine had been most encouraging and that a more detailed report would be

furnished at a later date. He stated that we now had a magazine to show to advertisers and he felt that more and more people would advertise. He asked the Vice Presidents to send in any material they were interested in which could be incorporated into the magazine. He asked that they keep him advised as to what type of advertising they would like to see. He further stated that we had a unique magazine in that it went to the homes of policemen, a market that has not been available before.

Trudy Trapski of Fox Associates, West Coast Advertising Representative for THE LAW OFFICER, was then recognized. She advised the Vice Presidents of the type magazines her Agency represented and advised that now that we had a magazine to show advertisers it would be much easier to sell advertising.

Chairman Scully called attention to one of the ads in the magazine, the Cloud 9 ad, and he was assured that the advertisers would redesign the ad. Dave Baker asked if it would be possible for the Vice Presidents to receive five or six extra copies and he was assured that this arrangement could be made.

Alvin Rankin stated that he was impressed with the magazine so far and was looking forward to receiving the next issue.

Jim Chposky of THE LAW OFFICER pointed out that the Letters to the Editor column was most important and requested that favorable or unfavorable comments be provided.

Bob Gordon announced that Don Collins of Albuquerque had suffered a heart attack following the contract problems in Albuquerque and that he would try to reach Mrs. Collins and give the delegates a further report.

Bob Kliesmet was recognized to comment about the Stress Program. He stated that we had received \$100,000 from the Police Foundation, that we were anticipating a grant of \$200,000 from HEW and that there was a possibility of over one-half million dollars from LEAA.

This would enable the I.C.P.A. to enlarge its staff, as well as provide additional service to the members. He advised that further information would be provided later on.

A motion was made and seconded to adjourn. Motion carried.



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Erl Rolandson, Asst. Treasurer

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ROOM 127

VETERAN'S BLDG

MONDAY-FRIDAY, 9-4

431-2877



International Conference of Police Associations

Meeting of Vice Presidents
July 19, 1975
Washington Plaza Hotel
Seattle, Washington

The meeting was called to order by President Kiernan at 9:00 A.M. Dick Feider of St. Paul gave the invocation, which was followed by the Pledge of Allegiance to the flags of both countries.

Joe Patterson asked that letters be read from the Vice Presidents who were unable to attend this convention, and the letters were read by the Executive Director, Bob Gordon. The information contained therein will be mailed to all member associations.

President Kiernan advised the Vice Presidents that Peter Lawer of the Northern Ohio Benevolent Association had requested him to resubmit their application for membership in the I.C.P.A. President Kiernan stated that at the Winter Board Meeting in Memphis all parties involved in this dispute were advised to try to resolve their differences. President Kiernan stated that Lawer's request was being referred to the Membership Committee for a report on Monday.

The next order of business was a request from Tom Garvey of the Fraternal Order of Police of Pennsylvania that a resolution be adopted condemning LEAA for a recent grant which had been made to the City of Philadelphia to conduct a study on police brutality. Discussion followed from the floor and the matter was turned over to the Chairman of the By-Laws and Resolutions Committee, Dick Feider of St. Paul. It was recommended that the resolution, if approved, be sent to the President, the Vice President and Attorney General. John L. Sullivan recommended that it also be sent to the Honorable Mike Mansfield and Speaker of the House, Carl Albert.

Bob Gordon pointed out that many grants offered by LEAA were contrary to the intent of the law, which created this agency. As an example funds had been given to ex-convicts to set them up in a security business.

A suggestion was also made that we should also enlist the assistance of John Tunney, Senator from California. The California delegates had no objections to this proposal and with the approval of the Vice Presidents it was referred to the By-Laws and Resolutions Committee.

President Kiernan then announced that the Canal Zone Police Association, a member of long standing, had requested our assistance relative to the Panama Canal Zone Treaty. At the request of the President the Vice Presidents ordered the By-Laws and Resolutions Committee Chairman to prepare a resolution on this matter to be sent to the proper officials.

President Kiernan announced that under the regular order of business the first matter to be considered was the Finance Report and the proposed budget.

He pointed out that the ICPA had operated in the red by about \$16,000. However, he further pointed out that had all Associations honored the commitments made in Chicago the operation would have been in the black by about \$10,000. He pointed out problems encountered because of the failure of associations to honor the commitments. In spite of the problems faced President Kiernan said that he still had faith in the organization, that it was strong and would continue to operate and provide proper service to the members. He pointed out that the Vice Presidents had received letters about the non-payment of the \$500.00, which had been approved in Chicago. He also stated that Mike Scully had not received the \$5,000 which had been approved for him as Chairman of the Publication Committee. However, based on anticipated income it was pointed out that the Association could live within the proposed budget. He stated that the budget, as presented, was contingent upon the action taken yesterday relative to associate membership. A conservative estimate of revenue from THE LAW OFFICER magazine was \$40,000.

President Kiernan then discussed item by item the budget, and discussion followed on the floor. John Sullivan recommended that the members of the staff - secretarial - receive 10% rather than the 9% proposed. President Kiernan advised that the 9% was the figure that had been negotiated and that everyone was pleased. President Kiernan was asked to explain what the Watts telephone line was, which was done. President Kiernan stated that if the by-laws, as recommended, were approved, a contingency fund would be set up and if this fund exceeded anticipated income he planned to reinstate the payment to the Vice Presidents because he felt they should be reimbursed for the time and effort expended in behalf of the I.C.P.A.

Joe Patterson wanted to know if there was leeway in the proposed budget in the event that some of the programs such as the associate membership were not approved. President Kiernan assured the Vice Presidents that if the programs were not approved the proposed budget was flexible enough to continue the operation of the I.C.P.A.

Phil Yacovino told about his Association providing him with a car and stated that he felt the ICPA should have a car for official business. Harry Duple concurred with the remarks about having a

car available for official business.

At the conclusion of the report and discussion from the floor President Kiernan advised that he would entertain a motion that the Financial Report and the proposed budget be adopted. Motion made by John L. Sullivan, Retired Policemen's Association of D.C. and seconded by Joe Patterson of San Francisco.

Eli Miletich questioned the proposed budget for auditing and legal fees. President Kiernan explained that Jerome K. Tankel had not been paid the retainer fee approved in Chicago and had not been paid for preparing the brief on the Fair Labor Standards Act which was filed in the Supreme Court. The amount budgeted should take care of this, as well as auditing fees.

A question was then raised about funds for Peter McGuire. It was pointed out by President Kiernan that this expense was included under legislation expenses, and that currently we owed Pete for several months work.

Mike Scully asked if the Internal Revenue Service should come in to investigate were the books of the I.C.P.A. in order.

President Kiernan advised the Vice Presidents of new procedures which had been set up and stated that everything was in order and complied with I.R.S. requirements. The Vice Presidents were told that they were free to inspect the books as well as the expense vouchers which had been submitted for payment.

Mike Scully then brought up the Key Man insurance. It was agreed that information would be obtained and the matter would be taken care of so that the I.C.P.A. would be protected.

Eli Miletich asked for information relative to Labor Seminars. It was pointed out that this would be reported on by Bob Kliesmet and that he would also report on the Stress Project. President Kiernan gave a brief resume of what had happened relative to the seminar which had been scheduled for Hawaii, which had to be cancelled because of lack of participation by local associations.

John Sullivan of the Retired Policemen's Association of D.C. pointed out that there was a motion on the floor on which no vote had been taken.

The motion carried unanimously. Dave Baker of Memphis, Tennessee, abstained.

Art Marcus of Bache & Co., Inc. was then recognized to give a report on the ICPA Commingled Trust. Mr. Marcus pointed out that presently interest was being drawn at the rate of 5.79% and that all funds were invested in U.S. Government Securities. Reports were presented to those in attendance. At the present time, after all expenses have been paid the fund has \$406,000. He urged the Vice Presidents to go back to their members and show them the facts about this fund and urged them to stop talking about investing and send their money in. A more detailed report will be presented to the

delegates later on.

President Kiernan cited an example of what the fund could do. He had told Tom Blake of the Arlington County Beneficiary Association that he could run his office and pay his dues to the I.C.P.A. from interest. He didn't believe it. However, in December this Association invested \$63,000 and since then has earned more than \$4,000 in interest which more than covers his dues to the I.C.P.A. and covers at least part of the office expenses. He further pointed out that there were many Associations sitting with large sums of money in checking accounts. This money could be invested, be drawing interest, and within 24 hours could be back in their hands if it were needed.

Art Marcus pointed out that Bache gets 1/2 of 1% for handling the fund and that the I.C.P.A. gets nothing. The benefits revert to the Association investing funds.

Jerry Tankel pointed out that he was handling funds for a widow who had no other source of income. He went to Art and had him prepare a presentation, which was beautifully done, everyone concerned liked it and the widow is most happy with the handling of her financial affairs. In giving this example he was trying to point out that Bache & Co., Inc. was a "whole" company and could be of invaluable assistance to the Associations who are currently members of the I.C.P.A.

Art Marcus stated that Bache and Company, Inc. was the second largest brokerage firm in the country. They have twenty offices in other countries, 159 domestic offices in most of the major cities. Their stock is listed on the New York Stock Exchange. He pointed out that a lot of their work was done on pension matters and if any of the members needed assistance just get in touch with him.

Mike Scully pointed out that he was probably the one who brought Art Marcus to the International. Back some years ago they wanted to put some of their pension funds with Bache and Co. and Arthur and one of their other representatives came out to give them a report. They now have a substantial amount invested with Bache. He would like to see all of our members participate in this program. He is well pleased with Bache & Co., and is certain that you would be too.

Alvin Rankin advised the Vice Presidents that in New Orleans their Association had invested quite a bit of their pension money with Bache & Co., and that they too were well satisfied with the results.

President Kiernan then read a telegram which had been received from the Honorable Henry "Scoop" Jackson, which is as follows:

"Welcome to Washington. Regret that commitments in Washington, D.C. make it impossible for me to join with you. I know you will have a most successful conference. We are honored that you have chosen our beautiful state. Please extend my warmest greetings to all attending."

He further stated that although Gerald Crowley had not yet arrived he wanted to

SAN FRANCISCO POLICEMAN — Page 9 August 1975

touch on the ICPA Interested Committee on Political Action. He advised the Vice Presidents that the ICPA would be soliciting money so that we could help candidates on the national level, through contributions as well as endorsements, and that he wanted them to go back to their organizations and acquaint them with the program. Ways and means of collecting monies for this purpose would have to be worked out.

Bob Kliesmet pointed out that the International Association of Fire Fighters were raffling off a car selling chances at \$1.00 each. At the present time they have bought the car for \$5,000 and have \$280,000 in their political action fund.

President Kiernan stated that we would have raffles, dinners honoring the Man of the Year, and that we needed the cooperation of all members of the I.C.P.A.

President Kiernan further stated that the next issue of the LAW OFFICER would deal in depth with the political action committee and strongly urged that all police officers get involved in politics.

Phil Yacovino commented on the report relative to the States' laws on police officers being involved in politics. The report stated that the Attorney General of New Jersey had not responded. Phil pointed out that police officers could run for office but that they had to take a leave of absence. They have tried to block this but so far they have been unable to do so.

President Kiernan stated that the I.C.P.A. would look into the possibility of having a test case in the Supreme Court relative to the constitutionality of a state refusing a police officer the right to run for office.

Robert D. Gordon, Executive Director, was then recognized to give the Legislative Committee Report, a copy of which is attached. Following discussion on the various bills in which the International is interested he pointed out that high on the list is H.R. 2584, which will be discussed by our guest speaker, the author of legislation which would provide funds to help our police departments maintain the proper number of uniformed officers to protect the citizens of this great country, the Honorable Peter A. Peyster of New York. Ed

and I attended several press conferences with the Congressman and this legislation has been reported out of Subcommittee by the full Education and Labor Committee.

He requested all associations to comply with requests from the I.C.P.A. to contact their members of Congress and to send copies of such letters to the ICPA office.

Steve Reynolds suggested that the LAW OFFICER magazine be used, including a tear out card which members could mail in to their Representatives.

Attorney Jerry Tankel agreed to check to see if this is legal.

Joe Patterson stated that they used their paper for

things like that and so far no one had told them it was illegal and he felt that we could use the LAW OFFICER since this is our official publication.

Phil Yacovino pointed out that he and his members had had great success using the Mailgram. Further discussion was held on this particular problem by Eli Miletich and Saul Lankster.

Bob Gordon then pointed out the problems of the National Airport Police where the Chief had tried to consolidate the Fire and Police Groups. The I.C.P.A. has testified on pay legislation for these officers, whose salaries are approximately a grade 4. The I.C.P.A. has also vigorously protested the combining of the two services.

John L. Sullivan pointed out that a number of retired D.C. police and firemen were working at the airports and he is to provide a list of those members who may be able to assist in the negotiations.

The National Airport Police are trying to decertify from IBPO and have asked the ICPA to handle their negotiations and are willing to pay the International the dues they would have paid IBPO.

The Executive Director pointed out the problem that Tom Blake is having as far as the Teamsters are concerned and the vote will be taken next week as to who will be the recognized representative for the Arlington County Police Officers, the Association, the Teamsters or IBPO. We are doing everything we can to assist Tom with his problems.

Bob Kliesmet was recognized to give the Labor Seminar Report. He advised that plans had been made to have a seminar in Hawaii but because of the lack of local participation it had to be cancelled. With only 11 people from Hawaii it would have been a financial failure. It is hoped that at a later date another seminar can be planned and this time there will be sufficient interest and that it will be successful.

He pointed out that in conjunction with the Iowa State Police a seminar had been held in Waterloo, where there was outstanding participation and that assistance had been given to police officers of the State of Iowa who had been granted collective bargaining and binding arbitration.

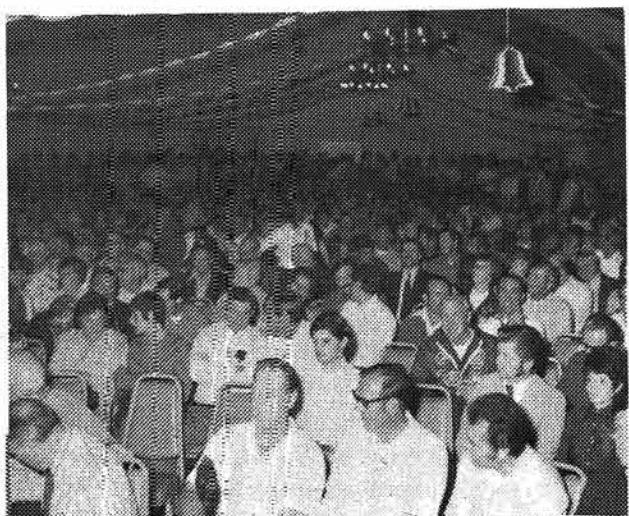
Bob Gordon, Jack Hawkinson, Jerome Tankel and Bob Kliesmet attended the seminar and offered their expertise and guidance to the police officers of Iowa.

Chairman Kliesmet further reported that the Seminar account was now solvent and that there was \$67.00 in the checking account.

A question was asked as to how many states had collective bargaining. President Kiernan stated that 36 states now have collective bargaining of some kind. Harry Duple announced that in August they would be having hearings. Alvin Rankin announced that they would be going for collective bargaining in the next legislature — that that was all they were going to ask for and Illinois would be going for collective bargaining.

Candidates Night

Police/Fire Style



The well advertised Candidates Night brought over 1500 officers, fire fighters, families and friends to the Irish Cultural Center on the evening of July 31, 1975. The crowd started coming in at 6:30 pm and the house was overflowing by 7:30 pm.

Eight candidates for mayor and ten candidates for six supervisoral seats told the audience how they wanted the greatest city in the world to have the finest police and fire departments in the world.

All candidates answered a standard set of nine questions and then they were allowed a few minutes to make a summation or other comments.

Those candidates for Mayor included Board of Supervisors President Dianne Feinstein, State Senators Milton Marks and George Moscone, Supervisor John Barbagelata, Superior Court Judge John Ertola, Victor D'Orazi, Raymond Cunningham and Crown Prince Arcadia.

Those Supervisors seeking re-election are Terry Francois, John Molinari, Robert Mendlesohn, Ronald Pelozi and Quentin Kopp. Newcomers Thomas Edwards, and others joined the field.

It was a very long night which ran well past midnight. The audience dwindled a little after the major candidates had spoken, but to our credit they were at least 400 people still there to listen when the evening was over. The political process is working for us. If you take that 1500 and multiply it by five (the number of other voters one can easily influence), that's 7500 votes, which just might be the difference in a close election.

Congratulations to all of those policemen, fire fighters and the office staff who prepared the whole event for a most enjoyable evening.



THE SAN FRANCISCO POLICE YEARBOOK

THE SAN FRANCISCO POLICE YEARBOOK

An opportunity to purchase a 200 page pictorial book on the policemen of the 1975 San Francisco Police Department is about to be given each member of the Department. This unique book, which has been given the approval of the Board of Directors of the San Francisco Police Officers' Association and of Chief of Police Donald M. Scott, will contain a brief written history of the Department from the very beginning up to the current modern Department of today.

This book will also contain an individual portrait picture of each current San Francisco police officer, and those retired officers who wish to participate. In addition, the past and present years will be relived through a generous selection of Department and private photographs. These will be in both full color and black and white. All photographs will be identified for record keeping purposes.

Because this entire program will not be financed by any funds other than by book purchases, all books must be paid for at the time of ordering, and only those books paid for will be ordered.

This entire book is being prepared by your fellow policemen for you ... and is reasonably priced at \$16.50. Each member of the Department will also be given the opportunity to purchase a full-color portrait of himself. This portrait will be taken in uniform (dark shirt and tie for all ranks) and in civies (sport coat, white shirt and tie) for retired members. Pictures will be taken in a studio setting at each station and the Hall, starting on August 12, 1975 between the hours of 1000 and 1900. These pictures must also be paid for at the time they are taken.

Also available is a standard photograph package, which will be in full-color, and will contain two 5 x 7 and 10 wallet-size photographs. When purchased with the book, the combination package will be only \$24.50. If the standard photograph package is purchased separately, the cost will be \$12.95.

Remember, there is no obligation to purchase any of the above, your picture will still be taken (no photograph substitutes accepted) ... but don't miss out on this once-in-a-lifetime opportunity! Samples of photographs and other police department books will be available for you to look at when your photograph is being taken.

Purchase of this Police Yearbook will insure delivery of same for Christmas of this year.

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SCHEDULE FOR YEARBOOK PHOTOGRAPHS

Please read the following schedule closely to learn the date and place for you to have your photograph taken. All photos will be taken between 1000 and 1900 hours on any given day. The schedule is two (2) days for each station and five days for the Hall personnel, including makeups from any of the stations.

Please note that Friday, September 12, 1975 is the final day for all photos, and no substitute photos will be allowed.

DRESS — All ranks shall wear dark shirt, tie, no hat. Retired members shall wear a sportcoat, white shirt and tie. Bureau of Inspectors shall wear a sport coat, white shirt and tie.

RETIRED members may go to the station nearest their residence, or to the Hall of Justice during the week of Sept. 5 through 12, 1975.

MAKEUPS — If you miss your station dates, you may go to the adjacent station on their dates or the Hall of Justice on September 5 - 12, 1975.

Co. A.....August 12 and 13, 1975

Co. B.....September 11 and 12, 1975

Co. C and SE StablesSeptember 2 and 3, 1975

Co. D.....September 4 and 5, 1975

Co. E.....August 14 and 15, 1975

Co. F.....August 21 and 22, 1975

Co. G and Stables and HondasAugust 19 and 20, 1975

Co. H.....August 28 and 29, 1975

Co. I and RangeAugust 26 and 27, 1975

Hall of Justice Personnel respond
to Planning & Research Conference Room

All 5th Floor Personnel, Property Clerk and Garage .. Sept. 8, 1975

Station makeups, any on-duty personnel (Holiday) Sept 9, 1975

All 4th Floor Personnel and makeups.....September 10, 1975

Co. B and Co. K. and makeupsSeptember 11, 1975

Co. B and Co. K and makeups FINAL DAY.....September 12, 1975

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COINS OF THE AMERICAN COLONIES

Part II 1722-1776

In their desperate need for small denomination in coins the American Colonists minted or accepted many coins made in America or in Europe for their daily transactions. These included maravedi and reales from Spain or from the southern countries (Mexico, Peru, etc.), halfpenny to shillings from England, halfpenny to shillings from Ireland and deniers, liards and sols from France. Because of the number of coins involved it would be impossible to technically and specifically describe each coin or groups of coins that was used. But in the period of 1722 to 1788 some of these coins are mentioned in the paragraphs below.

Irish Coins:

George I king of England gave the right to William Wood to mint copper coins for issuance in Ireland and in the American Colonies. It was in halfpenny, penny and twopenny denomination. There were two types.

1 - The "Rosa American" so called because the reverse had a rose as a design with a bust of George the First on the obverse which was minted in 1722-23-24 and a pattern in 1733. (Coinage scarce).

2 - The "Hibernia or Wood's Coinage". These coins were originally made for Ireland and was minted in 1722-23-24. The obverse had a bust of George I while the reverse displayed a seated figure playing the harp. These "Hibernia" was unpopular in Ireland so they were sent to the American Colonies. The Hibernian coins were of farthing and halfpenny denominations only and were not too popular with the colonists. Probably because of the bust of George I on the obverse. (Some coinage available, some scarce, some rare).

Pitt Coins:

William Pitt who actively tried to repeal the stamp act and thereby was popular with the colonists had two type coins minted. They were a farthing and halfpenny dated 1766. The obverse had his bust with words concerning the repeal of the stamp act while the reverse had the picture of a sailing vessel. (Four masted bark?) With words commenting again on commerce and free trade. (Rare).

New Hampshire:

New Hampshire had just one coin at this time. This state was the first to consider coinage for the United States after the Declaration of Independence. William Moulton was authorized to mint a quantity of coins by the State House of Representatives in 1776 and the coin was a "New Hampshire Copper". It had a tree on the obverse and a harp on the reverse and though this was the only coin authorized to be minted there are many patterns of various designs in existence.

From 1776 to 1788 there were five other states that coined minor metal currencies. The sizes ranged from about 24 mm Vermont 1785 copper to 34 mm "Massachusetts Pine Tree Copper" 1776 pattern.

The five states to mint coins are as follows:

Vermont	1785-86-87-88 Coppers
New York	1787 Coppers (halfpenny imitations)
Connecticut	1785-86-87-88 Coppers
Massachusetts	1776 Coppers 1787-1788 Halfcent and Cent
New Jersey	1786-87-88 Coppers

There are many other coins issued between 1776-1788 that is not described here (Continental dollar, Novo Constellation, Immune Columbia Coppers, Confederatio Coppers, etc.) due to lack of space. But the series to date will give the reader a fair background of the early coinage of the Americas.

End of Series of Early American Coins.

George W. Sailor
Curator
S.F.F.D. Numismatic Society

LANGUAGE BARRIER

Legislation by Senator John V. Tunney (D. Calif.) to remove the language barrier to fair trial in Federal court proceedings was approved today by the Senate.

The bill the Bilingual Courts Act provides for simultaneous translation of Federal Court proceedings in civil and criminal cases involving non English speaking citizens.

"The cornerstone of our legal system is the equality of treatment that is guaranteed to every citizen, rich or poor, old or young, black, brown or white," Tunney said. "We

would

not permit the circumstances of birth to decide the right of redress in the courtroom. But that is precisely what happens if these citizens, because of language barriers can understand imperfectly or not at all the court proceedings that affect them.

Tunney said the measure attempts to remedy a long-standing deficiency in our judicial system — the inability of thousands of our people to defend themselves adequately in proceedings conducted in a language alien to them.

The bill, he said, "would

WIDER TRAILERS

FOR CALIFORNIA'S HIGHWAYS?



CSAA OPPOSES 14-FOOT-WIDE MOBILE HOMES

A bill currently before the state senate that would permit 14-foot-wide mobile homes on California highways — six feet more than the present regular legal limit — has drawn strong opposition from the California State Automobile ASSOCIATION (AAA).

"There are two main reasons for our disapproval of this proposed measure," said A. F. Federico, CSAA vice

president general manager. "First, problems of traffic congestion, which are bad already, would certainly increase. But more important is the dangerous threat posed by these 14-foot monsters to the safety of other motorists."

Federico pointed out that the widest lane of any road in California is only 12 feet — two feet less than the actual width of a 14-foot mobile home. "The resulting

overhang would create extremely hazardous situation for other motorists, bicyclists, and pedestrians."

The currently proposed legislation, AB 1901, has already passed the assembly and is now before the senate. Introduced by Assemblyman Tom Bane, it is similar to a bill that was narrowly defeated two years ago following studies by both the State Department of Public

Works and the California Highway Patrol. Both recommended against the extra wide loads on state highways.

"This new bill is just as acceptable as the one of two years ago," says Federico. "It must not be allowed to pass. If AB 1901 were to become law, it could open the door to the movement of other and even wider land barges on our public highways."

CAMP HIGH SIERRA

On Saturday, July 26, 1975, at 9:30 AM, the first 100 San Francisco youngsters departed from the Polk Street side of the City Hall for Camp High Sierra.

This camp, the cooperative effort of the San Francisco Police Department and the United States Marine Corps, allows 400 Young men the opportunity to enjoy the beauty and healthful environment of the Sierras.

Each week for the next four weeks 100 boys escorted by San Francisco Police Officers and members of the Marine Corps, will spend a week at the marine base near Bridgeport, California.

Numerous outdoor activities from horseback riding to hiking are planned and will be supervised by police officers and members of the Marine Corps.

cannot permit the circumstances of birth to decide the right of redress in the courtroom. But that is precisely what happens if these citizens, because of language barriers can understand imperfectly or not at all the court proceedings that affect them.

Simultaneous or consecutive translation of proceedings he said would occur in a manner similar to that used at the United Nations.

Tunney said he hoped for speedy House action on the bill. The legislation passed the Senate last year but was not acted on by the House.

MEDI-GRAM

To my patients:

I am deeply concerned about the current "malpractice" insurance crisis.

Unless the legislature acts soon, I am uncertain about being able to continue caring for you and my other patients.

In a number of cases, doctors already have been forced to limit their practices -- or close their offices completely, because of skyrocketing insurance costs. While I certainly hope it won't come to that, "hope" alone will not solve this crisis.

If you share my concern, I urge you to write your State legislators and Governor Brown in support of the legislative reforms outlined below. Prompt action is crucial in this emergency.

Thank you.

Solutions to the "malpractice" insurance crisis

These legislative reforms are essential in order to control the exorbitant cost of "malpractice" insurance.

1 Establish a definite time limit for filing lawsuits so that insurance rates can be accurately calculated. We believe two years is a reasonable limit.

2 Put a reasonable limit on legal fees so the patient receives a higher percentage of any award.

3 Establish fair upper limits on awards to compensate injured persons adequately and still control insurance costs.

4 Stricter enforcement of medical standards by expanding the disciplinary powers of the Board of Medical Examiners.

5 Freedom of information to prevent duplicate payments. Sometimes juries make excessive awards because they don't know about other collateral sources of money the patient is receiving.

6 Provide prompt arbitration. Many claims can be handled without the delay and cost of a court trial. Arbitration is a fair way to resolve many disputes.

7 Spread out payments. Payments should be made periodically as costs are incurred or money is needed rather than in lump sums.

CLIP AND MAIL COPIES TO STATE ASSEMBLYMAN & SENATOR

I support the "malpractice" insurance crisis reforms outlined on the reverse side, as proposed by my doctor and the other doctors of the California Medical Association.

Name _____

Address _____

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HELLO -

This entire newspaper is the product of the San Francisco Police Officers Association.

The Editor is a policeman.

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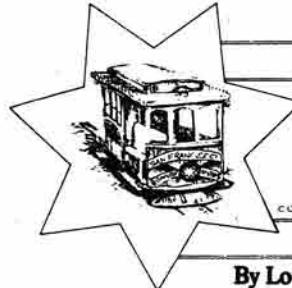
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SAN FRANCISCO POLICE DEPARTMENT

BUREAU OF CRIMINAL INFORMATION / TECHNICAL SERVICES

C.A.B.L.E. - GRAM:By Louis H. Feder, Director, Criminal Information
Assisted by Sgt. Richard Seelig

THE 10-29 (Persons and Vehicle Check) is a valuable procedure to be used regularly in the Patrol Officer's performance of duties. Identifiable property can also be checked through CABLE and you will be able to determine if this property is lost or stolen and make arrests and recoveries using this information.

Here are a few of the results, through the use of CABLE, in June and July.

On 06/01/75 Officers Aissa #218 and Mager #1547 were investigating an automobile accident at Industrial and Charter Oak Streets. During the course of the investigation CABLE checks were made on the involved parties. One of the female subjects was wanted by this department for fraudulent claims for Welfare and also a traffic violation.

In the early morning of 06/02/75 Officers Jones #871 and Omholt #1155 in 3C4 made a traffic stop at Third and Jenold Streets. The subject was checked through CABLE. He was wanted for violation of probation on child support payments by Contra Costa County, three traffic warrants from San Francisco and another traffic warrant from Oakland.

Officers Defanti #1524 and Wasley #1046 in 3A1 were sent to an optical company on Sutter Street on 06/03/75. The complaint was about a suspect who had taken two pair of glasses, put them in his pocket but hadn't left the store. The suspect was questioned and made the subject of a CABLE check. He was wanted for defrauding the proprietor of a hotel.

In the late evening of 06/04/75 Officer Mollat #214 and Manweiller #340 in 3T4B were on patrol in the vicinity of Eddy and Leavenworth Streets.

They observed a young female loitering in the area. She was questioned and asked to identify herself. A CABLE check was made. The subject had two misdemeanor warrants. When she was told she was under arrest, the suspect then said that she had given them an alias and was really a juvenile. She gave them another name and date of birth. A CABLE check revealed she was wanted as a runaway from Napa. Further investigation showed there were also wants for this juvenile under yet another alias she had been using.

On 06/02/75 Officer Pardella #828 in 4C19 stopped a traffic violator at 6th and Folsom Streets. The suspect was questioned and checked through CABLE. A warrant was discovered for violation of probation on a charge of soliciting. The warrant was in the name of an alias the suspect had used.

On 06/29/75 Officers Cassidy #1400 and Wasley #1046 in 3A4 responded to the 300 block of Bay Street on a shoplifting investigation.

In the afternoon of 06/05/75 Sola Motorcycle Officers Libert #1077 and Dito #1850 observed an interesting event at 3rd and Harrison Streets. One male suspect was chasing another male down the middle of the street with a board in his hand. The suspect being chased ran into a welding shop and emerged with a broom handle. The officers ordered both subjects to divest themselves of their wooden weapons and they did so. When order was restored they were questioned and run through CABLE. One was wanted by the Sacramento Police Department on a Burglary charge and by our department for failure to appear on a peddling without a license charge.

On 06/09/75 Officers Keohane #1663 and Bernardi #2008 in 3D7 responded to a hotel in the 1900 block of Mission Street. The manager told them there had been a suspect causing a disturbance and when asked to leave threatened to return with a gun and shoot him. The officers searched the area and were able to locate a suspect that matched the description given to them. Questioning and a CABLE check revealed he was wanted by this department for Battery against a Police Officer.

On 06/09/75 Officers Collins #1799 and Batchelor #1219 were on patrol in 3F14 in the 1500 block of Haight Street. They stopped to investigate an unattended, double parked van. While they were issuing the citation the driver appeared. They checked him through CABLE. He was wanted by this department on a warrant for forgery.

On 06/12/75 Officers Colla #1011 in 4B32 made a CABLE check on a subject at Ocean and Phelan Avenues. The response showed that the name given to the officer was possibly an alias. The suspect's true name was given and further computer queries revealed she was wanted by this department for narcotics violations, the Department of Corrections for Welfare Code violations in addition to having eight traffic warrants.

Officers Passaglia #1066 and Tursi #997 in 3C2 were in the 2600 block of 3rd Street in the evening of 06/28/75. They observed a suspect exit a vehicle and stagger down the street. They investigated and a CABLE check showed he was wanted by the San Mateo County Sheriff for drunk driving and also had two traffic warrants from San Francisco.

On 06/29/75 Officers Cassidy #1400 and Wasley #1046 in 3A4 responded to the 300 block of Bay Street on a shoplifting investigation.

The suspect had to be forcefully taken into custody by the store security personnel. During the course of investigation CABLE information showed he was wanted by this department for aggravated assault and resisting arrest.

In the early morning of 06/30/75 Officers Berliner #1986 and Mattoon #1439 in 3F4 observed a vehicle traveling at high speed in the vicinity of California and Divisadero Streets. They were able to make a traffic stop. The driver of the vehicle had no license or identification but gave the officers a name which they ran through CABLE. They also checked the vehicle through CABLE. Results revealed warrants on a subject with a name similar to the one given. Further questioning of the suspect and his girlfriend revealed that the suspect was indeed the wanted party. He was booked on numerous traffic warrants from San Francisco and Fremont.

In the afternoon of 07/08/75 Officers Tursi #997 and Duncan #382 in 3C2 were on patrol in the vicinity of 22nd and 3rd Streets. They observed a vehicle being operated without a current registration tab. They stopped the vehicle and questioned the driver. The driver had no operator's license but his identity was determined through other papers in his possession. They made a CABLE check. He was wanted by this department for selling narcotics, burglary and violation of probation.

On 07/06/75 Officers Arietta #304 on foot patrol in the vicinity of Hermann and Church Streets observed a vehicle double parked and heard the occupants engaged in an altercation. He investigated and ran CABLE queries on the parties. One was wanted by this department on a narcotics charge.

Beginning at 0000 hours, Friday, August 1, 1975, the Southern Police Station and the Field Patrol Company will make their reports via the automated incident case sub-system. All reports of incidents that occurred after the above time and date shall be automated reports. The ICSS will route station copies of these reports to the Companies concerned. The Unit to which the incident is assigned will also receive a copy of these reports.

Supplementary reports to any automated report must also be dictated via incident case sub-system. At the time and date above, Taraval Station, Southern Station and the Field Patrol Company will also be operating via automated ICSS.

Stolen and recovered vehicle reports will continue to be reported to Auto Statis.

SO LONG TO OUR RETIRED MEMBERS

The following note was received just the other day. "I have been going around and shaking hands with members leaving our Department. Is there anyone astute enough that can write an article for the paper explaining to the members, the Department's loss as well as the companionship loss of fellow police officers, at their retiring? It seems a shame at this time in their life that someone can't tell them how much their friendship and police effort were appreciated."

The writer is Captain Andy Kristensen, and his message is well taken. About the only time one even knows that a member is retiring is either he works with that officer, or he might see a retirement dinner notice on one of the bulletin boards.

We have a great deal of communications, up and down and sideways in the Department, but the type of communication we need in this area is lacking.

Certainly all of us experience the loss of any retired member, whether consciously or not. Certainly the experience one gains in police work over a minimum of twenty-five years is invaluable. To whom? Well for one, to the Department, because that officer makes better investigations, better reports, better testimony, thus better service. And for the same reasons, that officer serves the community better, because "he's been there." Only the complainants or victims are different each time out. And still, these same reasons apply to one's fellow officers who know they are watching a "pro" do his job, while standing at his side, backing him up "just in case."

Most of the officers spend the last five or ten years of their careers at one station or unit, or bureau before they retire. They see the younger officers come and go on the transfers and even work with some of them on the day watch, usually.

Sometimes there is a conflict, but most times the older officer will show the younger officers the ropes, and thus gain the silent admiration of his partner. Compliments are few in our Department for jobs well done. But still, the older officer knows he handled his assignments well, made complete reports, labeled the evidence properly, and made a few new friends for law enforcement everyday he worked.

While no one really likes to lose a friend, we all respect that one's decision to retire is his right. If he decides he had enough, so be it. That wonderful human mechanism we all have, allows us to accept the loss, regretfully perhaps, but accepted nonetheless. We go on, doing our jobs, remembering how "he" taught us to handle it, and maybe trying to improve our m.o. just a little, so when we reach that veteran officer status ourselves, maybe we can teach the younger officers a thing or two.

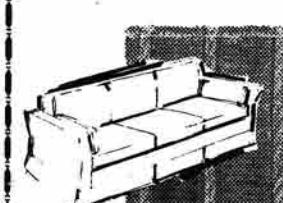
Retired Officers, past and present: Thank you for your years of service. Maybe you don't hear a drum-roll, or see a salute for you, but it's there just the same. Many, many thanks to you.

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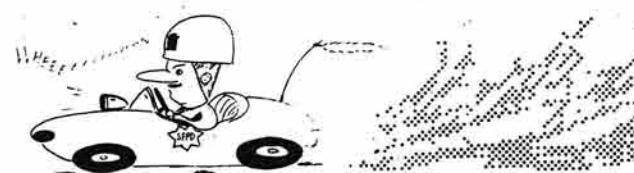
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ON ROUTINE PATROL by S.G. Yasinitsky

This month's column is being written in the Sierras while I am on vacation. And, although being with nature is fine, one realizes what it is like to be "roughing it" when only one of the two showers works in your cabin, and when your women forgot to bring their hair dryer. Sheer hell! . . . Vacationing isn't all simple. They have some strange laws here. Signs in all the bathrooms proclaim: "Changing of clothes prohibited. Tuolumne Co. ord. 516." I guess I'll have to run around in the same shirt and pants till I go home . . . Seen here on the camp bulletin board was a notice about a "lost boy's watch" for which a reward was offered. But what about the lost boy? . . . It is all in the punctuation, though. I am reminded of the police report describing a loss as: "purple alligator lady's purse." I've yet to see a purple alligator lady, much less her purse.

"I'm gonna blow you away," a suspect told Burglary's Jerry Roberts on Ocean and Miramar, and pointing a gun at him, pulled the trigger. Click — a misfire! George Guglielmoni rushed to Jerry's side. Bang! The crook fired again. This time a near miss. Our men held their fire because of the multitudes on that street at midday. The gunman disappeared.

That day our sleuths searched the files, checking on the common name they had on the suspect. And out of 30 such names they came up with the right one. The next day the assailant, who had armed robberies and assaults in his past, appeared at his parole office across the Bay, as if nothing had happened. But Jerry put the arm on him and brought him back to face the music.

My daughter, Jenny, saw the "HOOD RELEASE" lever inside my radio car and asked whether it was the mechanism which we use to eject dangerous bad guys.

An off-duty watchman called Tom Easton of the Northern when he saw a known burglar on Pacific Street going inside a tradesmen's entrance of a fancy home. Tom staked out the place till the crook emerged carrying an expensive camera. Tom drove up in his radio car and asked about the crook's sudden acquisition. The burglar quickly alibied that the camera was given to him by a friend whom Tom recognized as another burglar, but who was nowhere nearby. After the thief was booked, a phone call came in with a bomb threat for Tom Easton. He says he knows who called, though, so that guy had better watch his step.

And what's wrong with having court rooms rearranged so that the witness doesn't have to look at the audience? I myself have seen defendant's friends giving me the finger-across-the-throat gester or mouthing threats while I was testifying. And you know that the Square Apple Citizen who goes on the witness stand, perhaps the only time in his life, could die a thousand deaths looking at the disapproving and threatening faces of the defendant's relatives and cohorts. The European system where the witness testifies to the judge and to the jury, with his back to the audience, is much better. It guarantees uninhibited testimony instead of intimidation while trying to tell all the truth, so help him, dear God.

Joe Germain of Los Angeles P.D., Hollywood Station, was having lunch with his vacationing family inside their camper

on Middle Drive, in Golden Gate Park, when two baddies walked up to the car behind Joe's and started breaking in. Joe got his gun and dashed out, grabbing one of the crooks. Al Benner of Parks and Beaches, meanwhile, had spotted the thieving duo, watching them from behind some bushes. He broadcast the description of the second suspect and went to the Los Angeleno's aid. The whole park seemed to come to life. Bob Fife, other motorbike units, and Joe McGinn with Frank Watson in their 3-George-S, Park Station units, surrounded the area. I myself had just driven into the park, and wouldn't you know it—the fugitive crossed JFK Drive right in front of me at Sixth Ave. He handed me his parole officer's card when I nabbed him. This case was worthy of Hollywood even at that point. But when two of our mounted men rode up on their stallions . . . well, too much . . .

Warren Omholt and Quin Jones of the Southeast took a report from a gentleman who complained that having accepted a solicitation from a lady at the Double Rock Recreational Fun Center (what a title!) he took her to his bedchamber, but was stopped half way, being told by her that his meter just ran out. Distraught, he left his domicile to cool off. Returning he discovered the woman as well as his watch and radio gone. But the victim seemed more upset by the woman's meter reading than by the property loss.

Several significant retirements took place recently. Among these, Ken Manley, the first one from my academy class of 1950 who pulled the pin after his full 25-years' service. Ken earned himself quite a reputation as a homicide investigator. His favorite formula for doing good work: "Leave me alone and I'll get the job done."

The second one goes back to my youth when I first met Rudy Nieto, retired on disability recently. Rudy was only 14 when we were both noncoms in the California State Guard, trying to do "our part" early in World War II. Patriotic Rudy had enlisted in the only outfit that would take him, after one of his brothers was killed and he remained the only son at home. Rudy left a mark on this department after having earned eight Meritorious Service Awards and several dozen commendations, quite a record for one man.

And Roy Kramer of the Crime Lab who had to retire on his 65th birthday, but who probably would have worked until he was 85. He was probably the most valuable man in the Department. Aside from designing and outfitting our first mobile crime lab and his other achievements, Roy was thorough, knowledgeable, and extremely diligent. I recall now after two members of the Lab were unable to find prints on a piece of jewelry I'd submitted, Roy dusted the inside of it, developing the print of a master criminal. That bad guy was responsible for more than \$350,000.00 worth of thefts from just one credit card company in 10 months, and there hadn't been enough evidence to prosecute. Roy's print made the case and sent the baddy to prison. Roy Kramer's replacements will have to go far to fill his shoes.

Let's stop sniping at Reno Rapagnani (the able new Property Clerk) because he didn't take a Civil Service test for his newly created job. Eventually this promotion will be

available through an exam. In the meantime, let's be happy that the one who has worked at it for 17 years and who knows every facet of his assignment got the position.

Lou Bronfeld of the Sheriff's Office went to a garage sale on 31st Avenue and was approached by the seller himself who whispered out of the corner of his mouth, "Want some pot seeds?" Lew nodded and soon pinched the man, seizing a goodly quantity of genuine seeds of the cannabis plant. Diversification at these garage sales could go too far . . . And, by the way, did you ever see a garage sale where the garage was really being sold?

Louis of Arabia, Lou Feder, our Director of Criminal Information, that is, who just returned from his stint as adviser to the police of Saudi Arabia, says that one of the things that struck him most was how the chiefs of police agencies did not delegate authority there. Lou recalls his team's report-making session to their top chief. The meeting was steadily interrupted by uniformed officers approaching Chief, clicking their heels, and bringing stacks of documents for him to approve, sign, and peruse, and by multitudes of petitioners who came in a steady stream directly to him with their problems. Finally, realizing that nothing could be accomplished without stopping this flow, the doors to the immense office were closed. Soon, though, Lou says, the temperature of the room got up to around 120 degrees, and a window was opened. Immediately, as in some movie, people poured inside through the opened window, resuming their petitioning and reporting. Perhaps they ought to put their chief's office on the fifth floor . . .

A suspected bomb in a suitcase was found at the Bank of America at Sixth and Geary. Bill Langlois and his bomb-sniffing dog, Judge, responded, together with the Bomb Squad's Bill Trainer and Dale Boyd. Judge sniffed the suitcase and gave the nod to his master, "It's a bomb!" Bill and Dale then went into their dangerous thing, when the owner of the suitcase returned and sheepishly opened it, showing that it contained brooms and mops he was selling. Bill Langlois shrugs it off, saying that his Judge is entitled to one poor judgment, so shouldn't be judged. But after the strenuous exercise, our bomb men insist that Judge be returned to the training kennel for a refresher course.

A silverplating plant on Geary near Polk got ripped off. Barry Johnson of Burglary got wind of a possible suspect in an apartment a few doors away. He and John Kelly of Northern Station learned that the neighbors there had heard loud hammering the night before. Barry AND John paid the suspect a call and found one of the stolen items, a fancy, sterling-handled fingernail file which helped to finger the rest of the loot. The baddy admitted that he built a stash place under the floor, below the refrigerator. It was really a cool hiding spot, but the not-so-sterling character underestimated our men, hot on the trail.

Fewer and fewer fellow workers get their radio cars washed, it seems. Last month, after taking my car to a car wash, I was talking to a bunch of young boys who refused to believe that I was in a police car. "Your car is too clean," they explained.

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YOUR ACHING BACK

Editor: Back aches might be ranked with the common cold. Everybody seems to get one, now and then. The following article is presented in a series so the reader may save himself some unnecessary discomfort in the future. An experienced physical therapist describes her psycho-physical approach to low back pain.

The specific exercises are directed toward stretching the muscles in your back and legs, and strengthening your stomach muscles. These should be incorporated into your daily routine like brushing your teeth. When doing them, set aside a time (preferably, first thing in the morning) when you won't be bothered with interruptions. Since your full attention might be given to your body at this time, arrange to be alone, even avoiding the stimulation of music. Before describing them, I want to say just a few more words about these exercises: (1) always do them on the floor or an exercise mat, (2) wear non-restricting clothing or nothing at all, (3) coordinate slow, deep breathing with the motions, inhaling as you stretch, exhaling as you relax and (4) remember, it is better to give one slow stretch than numerous rapid motions.

The starting position for all but the last exercise is as follows: Lie on your back with both of your legs flexed at hips and knees, feet resting flat on the floor with your heels fairly close to your buttocks. Your arms should be at your sides — not over your head! Spend as much time as you can resting in this position if or when your back pain flares up. It flattens our the low back curve, allowing the muscles along the spine to relax.

Now for your first exercise. Wrapping your hands around your knees, draw them firmly up to your chest. Hold the position for as long as you can comfortably hold your inhalation; then gently lower your feet to the starting position as you exhale. Repeat slowly three times concentrating on the sensation in your low back as you do it.

The second exercise does not involve much motion at all; it is a tipping of the pelvis to completely flatten the low back curve. Do this by simultaneously tightening your stomach muscles and squeeze your buttock muscles. Don't make the mistake of sucking your stomach in as you tip. To get the correct abdominal sensation, laugh or cough and feel the tension it produces in your stomach. That's the feeling you want. Once you get the idea, do this exercise as much as you want. Practice it with your legs straight out on the floor, sitting in a chair, and standing with your back to the wall.

The next exercise is for stretching your hamstrings, the muscles that run up the back of your thigh. From the original starting position, stretch one leg straight up in the air, aiming the sole of your foot toward the ceiling. Hold it for about twenty seconds at the point where you feel a gentle stretch behind your knee. Repeat three to five times with each leg, slowly and deeply inhaling as you stretch, then exhaling as you gently return your leg to the starting position.

The fourth exercise is a spinal twist. For this one, vary your basic position by stretching your arms out perpendicular to your body. Straighten your left leg so that it rests flat on the floor and draw your right knee up toward your chest. Now, rotate your spine by swinging your right knee over to the floor on your left side. Be sure your right arm does not lift off the floor as you twist. Alternate legs, repeating three times on each side.

Next come sit-ups. You should aim for doing twenty at a time with your knees bent and your hands behind your neck. If you can't do them this way yet, reach your arms in front of you as you sit up. If this is still impossible, put a one to three pound weight in your hands, stretch your arms behind you on the floor and using your momentum plus the weight, swing up to a sitting position. Should even this prove infeasible, raise your head and shoulders from the floor reaching your hands over your knees. As you repeat this ten times, concentrate on the sensation of tightness in your stomach muscles. Remember your goal is to do at least twenty regular sit-ups a day. One more thing about sit-ups — don't do them with your feet held down!

The sixth, and last, exercise is a combination hamstring and back stretch. Sit with one leg outstretched and the other bent at hip and knee so that the sole of the foot rests along the opposite thigh. Reach your arms overhead while taking a deep inhalation; then exhale as you bend forward grasping the outstretched leg with both hands. It doesn't matter how far down the leg you reach as long as it is to your limit. Now, as you breathe naturally, try to pull yourself a little further by bending your elbows. Relax into the stretch and maintain it for about twenty seconds. Repeat twice on each side.

Follow your exercise session with a few minutes of conscious relaxation. This is one of the most luxurious of sensations — similar to the feeling of waking naturally in the morning after a restful night's sleep. However, what makes it

even more blissful is the fact that you are fully awake and mentally alert while "watching" your body sleep. Practice this by lying flat on your back, your feet about a foot apart and arms loosely at your sides with palms up. Close your eyes. Now tightly contract all the muscles in one leg, lift it about twelve inches, and allow it to drop limply back down. Mentally feel the contrast between the tension and the relaxation. Repeat this with the other leg and move on up your body in the same manner, first tensing then releasing the tension. Be sure you don't forget the muscles of your face. When your entire body is relaxed, keep your eyes closed and for a few minutes and "watch" yourself breathing. When you must return to reality, give yourself a good long stretch, taking a lesson from the cat. Then slowly get up, maintaining part of that relaxation as you return to your daily activities.

Muscle tension is one of the body's natural self-protective mechanisms. At the time of a fall or blow, the muscles automatically contract to protect the bones and joints from breaks and dislocations. When this tension persists beyond its usefulness, however, trouble sets in. The strange thing about



Grace Harstad received her degree in Physical Therapy from the University of Wisconsin and has done post-graduate study in spinal manipulation in Australia.

She is a member of the American Physical Therapy Association and specializes in orthopedic disabilities. Her private practice is at 2211 Post Street in San Francisco.

this protective mechanism is that the muscles cannot distinguish between an emotional trauma and a rear-end collision; between an unhappy marriage and walking on ice. The psychological reaction is identical regardless of the apparent source. Pain and muscle tension can, in fact, be an unconscious attempt to make psychological pain real. Wilhelm Reich felt that muscular rigidity is an essential element in psychological repression, that it acts like armor to prevent further emotional pain.

Even in your posture, there is no escaping the psyche. Your manner of standing, sitting, walking and gesturing is constantly expressing your inner feelings; it is a visual picture of the total you. To quote Ida Rolf: "An individual experiencing temporary fear, grief or anger, all too often carries his body in an attitude which the world recognizes as the outward manifestation of that particular emotion. If he persists in this dramatization or consistently re-establishes it, thus forming what is ordinarily referred to as a "habit pattern; the muscular arrangement becomes set."

If faulty posture and muscle tension have made your back vulnerable, it may take nothing more than a few changes in your life to set off the low back syndrome. The changes can be happy ones or unhappy ones; it doesn't matter. What does matter is that your adaptive mechanism becomes over-loaded. You are then a prime target for an accident or just plain old tension pain. Nearly all the patients I see for back trouble were experiencing some significant life change at the time of their accident or onset of pain. The strange thing about this is that they will usually deny it when first questioned about it. Take Willie S. for example. He was referred to me for low back pain following a minor rear-end collision while driving a bus. Now that he was thirty years old, he had given up all sports and other exercise and had gained about twenty extra pounds around the middle. He dressed immaculately and gave every indication of being a fastidious, compulsive person. He admitted to suffering from frequent migraine headaches. When I inquired during his third visit about any changes in his life, he couldn't think of any. However, during later conservations, it came out that he had a brand new baby girl, was in the process of looking for a larger house, and consequently was applying for a second job as an insurance salesman.

Frank S., an extremely tight-muscled, round-shouldered fireman also insisted there was no significant change in his life at the time he injured his back in a fall. He and I spent many sessions together before it spilled out in conversation that his twice-divorced and chronically ill daughter had moved back into the family residence with an eight-month old baby. It was obvious in the way he spoke of her that this daughter was a great source of frustration and resentment for him. Her return coincided with some minor marital and

Part II

financial problems of his own.

So what can you do to break this tension-pain cycle or prevent its occurrence in the first place? Basically, "know thyself," emotionally as well as physically. It is essential that you become thoroughly involved with the whole you.

Begin your self-administered therapeutic program with an honest evaluation of your feelings toward your job, your employer and your co-workers. If you are less than satisfied with any of these areas but can see no way out at the present, your project will be to come to terms with the facts as they are rather than attempting to deny their unwelcome existence. A large number of industrial accident repeaters are really expressing job dissatisfaction. Let's fact it, you are spending a third of your day on your job so you might as well love it or leave it. Life is too short to be victimized by it.

Possibly even more intense soul searching is required for your personal relationships. If there is unexpressed resentment or conflict, you can be sure it will have to come out in some way — most likely in a physical problem or an accident resulting in injury. So, for your body's sake, openly confront your inner and outer dilemmas, thereby allowing them to evaporate rather than simmer and brew within you.

Now let's consider your posture. People who develop back trouble as adults frequently have postural deviations which date back to childhood or adolescence. Begin with your feet. Check to see whether or not you have a tendency to stand with your weight shifted back on your heels. This habit forces your knees into a locked position, producing an abnormal amount of sway in your low back. Flat feet will frequently induce the same locked-knee, sway-backed posture. Too much low back curve also accompanies rounded shoulders. Linda had this problem. When she was in her early teens, she grew much faster and taller than her classmates. Her self-consciousness molded her round-shouldered posture. Once she became aware of what she had been doing, it became quite for her to develop the stateliness of her five foot eight-inch figure.

Test your own alignment by standing with your back to a wall — heels, buttocks, shoulders and head touching it. Now put your hand between the small of your back and the wall. If it fits easily, you have too much sway, or lumbar lordosis. Flatten your spine until your hand fits snugly between it and the wall. In doing this, be sure you are not rounding your shoulders and bringing your head forward. If you can't keep your head to the wall without tipping your chin up, you probably have rounded shoulders. If so, try to flatten your neck to the wall while keeping your low back in the flattened position. This will give a little stretch to your neck muscles. (Incidentally, it is not possible to completely flatten your neck, so don't attempt that feat.) When you step away from the wall, maintain your corrected posture even though it may feel strange and exaggerated at first.

In addition to your correct postural alignment, there are a few other things to keep in mind until they become automatic reactions. Just as a dieter avoids whipped cream, you must avoid long periods of sitting. For example, a double feature movie is too much to ask of even the healthiest back; and long car trips should be broken up with frequent (every two hours) stops for walking and stretching. If you must stand for long periods, put one foot on a stool or chair rung to relieve the tension on your low back. When gardening or vacuuming, be careful not to exert pressure from a bent-over position; and when lifting, by all means, use your legs while keeping your back straight. If you are over-weight, now is the time to start counting calories. That excess poundage wreaks havoc on your spine as well as your heart. If you are a stomach sleeper, I'm afraid you'll have to break the habit also. Side or back-lying is much more restful for the spine.

This brings us to the subject of beds. The rule here is: the firmer, the better. If yours is not extra firm, put a plywood board between the mattress and box spring; or throw out everything but the mattress, put it on the floor and sleep hippy style. Hotel and motel beds can also ruin your back during a vacation or convention. MORE THAN ONCE, I have flung the motel bedding on the floor and spent the second half of the night in comfort there after tossing and turning on a sagging mattress for the first half.

Perhaps the most important part of your back-curing program is exercise, both general activity involving your whole body and specific exercise for your spinal area.

General exercise is essential, not only for your heart and lungs, but also for ridding your body of the tension that accumulates from living in this stressful, automobile-centered society. Jogging, brisk walking, swimming, or bicycling are all excellent tension-relieving activities. Pick the one you like best and do it five days a week for twenty to thirty minutes at a time. Ordinarily walking or twice-a-week golfing aren't enough.

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The San Francisco Mounted Unit is unique in these times of automobiles and airplanes. It's once colorful past has tarnished and the memory of these men has dimmed.

The mounted unit is now in the process of brushing away the cobwebs of the past and putting together a museum; however, we need your help.

Any old photographs or articles once used by this unit would be greatly appreciated. We understand that momentos which have been in families for many years are hard to part with, however, if we could photograph them it would be of great help.

The plans for this museum are in their infant stages but as it stands now, all momentos which are donated will be on permanent display to be shared by all.

Anyone wishing to assist in the planning or submit ideas will be most welcome.

Bob Mahoney, Mounted Unit, 752-6255.

A Walk on the Dark Side

by Eugene Van Tricht

We've all taken that solitary walk down the ever present deserted alley, where the lone street lamp makes a valiantly enfeebled effort to chase "the things that go bump in the night" into oblivion.

Each beat has at least one such place, where slithery fingers tighten ever so slightly around the gut as you enter.

We give very little thought to that pathetic lamp, encrusted in the middle of the block, or the fact that it helps to keep those slithery fingers from forming into a fear-fist deep in our bowels.

The weak glow it casts forth barely enters our consciousness until it is shattered by the lucky-unlucky stone throw of a playful boy or a serious man.

Suddenly the fist tightens, crushing our viscera in its trembling vise.

We know this street, the deep recesses in the walls, the ever ripe, overflowing garbage cans that spatter the asphalt.

We know the history of similar streets suddenly grown dark and threatening and filled with the crys, shattered dreams and sometimes bodies of victims. So we take a deep breath and enter the dark maw.

Our flashlight flicks its tongue of light into the door-cavities of the surrounding walls, slashes suddenly behind the garbage cans and is extinguished immediately so no lurking nightcrawler can pinpoint our position. Finally it's over and how warm and friendly in the well lit coffee shop around the corner.

Our walk on the dark side is finished for the present, but there are those who walk this road endlessly, no street lamp for them, no flashlight ray slashing forth under their feet. They too have heard the crys in the night, they too have felt the tension rise at the sound of running footsteps echoing behind them, and they too need a warm and friendly haven. Such a place is available to them at the San Francisco Lighthouse for the Blind. Here is the chance to learn techniques of daily living, Braille to help gain knowledge otherwise veiled forever from eager minds, locked on the flat printed page. The warm companions, the shared interests in crafts and theatrical activities wash away darkness for a few pleasant hours and you, through the contribution of your Community Services Committee have helped to provide a few pleasant minutes on an endless road of darkness.

THE BOBBY'S LAMENT

Found this poem in a Scottish newspaper I read on vacation. Sort of looks like the sentiment of policemen is the same the world over, that is the Western World.

The word "NEDS" is the slang for criminals or lawbreakers in general.

Jim Mullan, Fraud Detail

Gordon Grant (34) is a police constable based at Stewart Street, Glasgow.

He's patrolled in some of the toughest districts in the city. His poem, "The Old Cop's Lament," appeared in the police magazine, "Guardian." Here is an extract:

A very old cop, many years on the Force,
And just about to retire, of course,
Build like an ox, standing six feet in height
Sat in the mess-room one cold winter's night.

At the far corner table sat a boy of nineteen,
Six months in the job and still blinkin' keen,
The old cop crossed over and smiling, said, "Here!
Do you think that you'll make the police your career?"

The youngster looked up, said, "I'll wait and see,
For this job isn't quite what I thought it would be."
He looked at the old cop, said, "What about you,
If you were in my place, just what would you do?"

"That's a difficult question," the old cop replied.
He unbuttoned his tunic, put his feet up and sighed,
"Son, the changes I've seen o'er the last few years,
Would reduce any real policeman to tears."

"The criminal pampered, the victim ignored,
Except by the Criminal Injuries Board.
The crime rate is rising and nothing is done,
If it goes on much longer, the neds will have won."

"There's the Juvenile Panel, it's no bloomin' use,
We catch the neds and they turn them loose,
The Social Work Act is a modern day curse,
All that it's done is to make things far worse."

"There's a special department to look into complaints,
Made by people who think that cops should be saints,
And others, of course, made by dyed-in-wool crooks,
Determined to get a good policeman his books."

"So to answer your question son, what would I do,
If I was in the same position as you.
Well, I think I would stay and hope the day would come,
When do-gooders realize the harm that they'd done."

"Then policemen could once again hold up their heads,
And get on with the real job of jailing the neds,
Then decent folk, knowing we were using our powers,
Would feel a lot safer in this city of ours."

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**BASEBALL**

The focus of the PAL summer program has been baseball. Over sixty teams in various age categories have been active throughout San Francisco since early June. In the Joe DiMaggio League (16-18 year olds) Phoenix Builders will have to have an exceptional day to overcome the well coached Meyers Club.

The Cal-Pal League has some good ball players of its own. 13-15 year olds have been playing in two divisions since June. Baseball coordinator, Pete Franceschi reports that the Mission Lions and the American Health Plan Club will be representing San Francisco in San Jose PAL Stadium's Cal-Pal Tourney starting August 12th.

The tournament will consist of outstanding teams from all over Northern California.

FOOTBALL

Football is in the air. Fifteen PAL teams in various age categories are now winding up their two weeks of conditioning and getting down to the nitty gritty — contact. The teams will now see who are the serious football players. These boys will go on to November to see who will win the coveted Sgt. Joe Lacey Memorial Game which will mean the PAL Championship. Good luck to these teams in their quest for the championship.

15th PAL CIRCUS

The San Francisco Police Activities League (PAL) is presently conducting a fund-raising solicitation of businesses and residents of San Francisco for its 15th Annual PAL Circus which will be held at the Cow Palace on November 22nd and 23rd.

This is the major fund-raising event of the year for the PAL, and being a non-profit charitable and educational corporation, persons contributing are

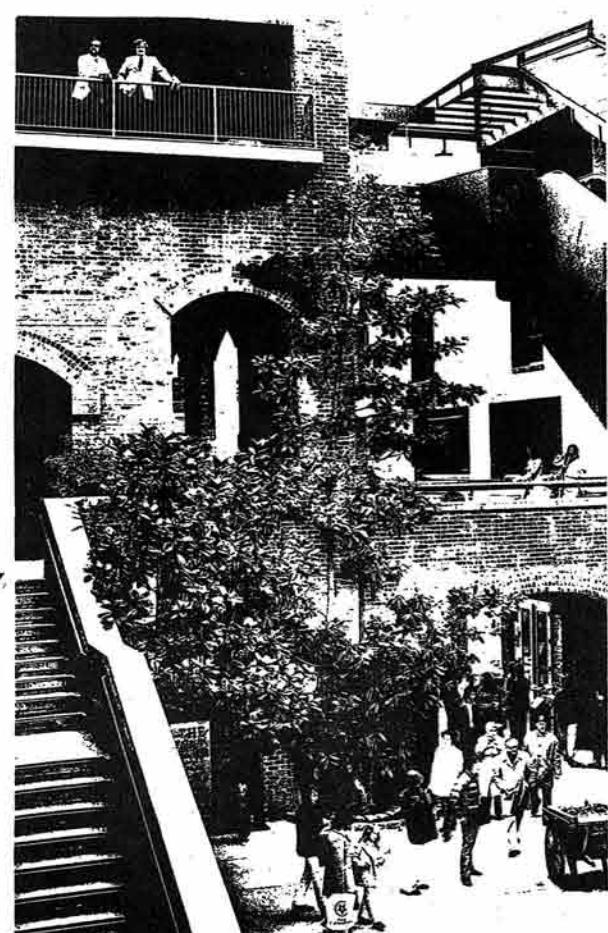
entitled to use same as a tax deduction.

There are at present over 8,000 boys and girls involved in the many athletic, recreational and educational activities provided by the PAL and they benefit directly as a result of the generous contributions and donations received as a result of the Annual PAL Circus.

For additional information, phone PAL at 567-3215.

CENTURY ELECTRIC CONSTRUCTION

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**RESPONSIBLE POLICE OFFICERS . . . OR NOT??**

by Al Casciato

Recently the Police Commission passed an order that gives an off-duty police officer the option of carrying a gun or not. This order gives the impression that off-duty officers are no longer required to take action when observing a crime. This impression is false. Police officers are responsible for all their actions on or off duty.

When a police officer performs his duties within his scope of employment, his actions are scrutinized by his superiors, the Police Commission, the courts, public, federal agencies and the Departments own Internal Affairs Bureau. All of the above have the power to bring charges against an officer, from which he must defend and justify his actions satisfactorily or face being disciplined or sued.

What is little known is that daily officers are called upon to answer for their actions

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22. Served at various stations and was appointed an Assistant Inspector in 1966, a Sergeant in 1967 and a full Inspector in 1969. Bob was in the Burglary Detail at the time of his death at age 45.

The Secretary reported the following donations:

Jay Bruton (St. Francis Hotel Florist) money recorded in till-tap - \$19.00

Members of Co. B — in memory of Calisto Musso - \$20.00

David Nash a constant contributor for services performed by Co. E - \$25.00

Ida Edwards - for services performed by Co. G - \$10.00 Joseph I. Wilson - another faithful contributor - \$5.00

Treasurer Barney Becker reported the death of Robert Kane. Bob joined the Department in 1950 at age

Respectfully submitted,
Bob McKee, Secretary

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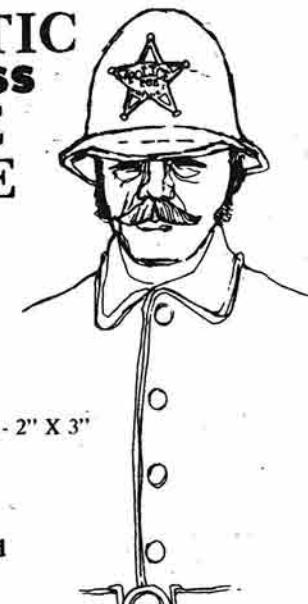
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SPORTS

JINX BEATEN

S.F.P.D. SOFTBALL FINALE 1975

by Bill Fox

Prior to the July 5th SFPD softball championship game with Ingleside, Mission had a problem. How do you overcome a jinx?

Not since 1972 had they defeated Ingleside. And Mission's regular season pasting by the fogbelt boys 20 to 3 in April gave little reason for optimism in the title game.

But the champion was not crowned until the 12th inning when **Bill Dyers** hot shot up the middle past the vainly outstretched glove of **Mark Porto**, gave Mission the title and revenge, 6 to 5.

It was a fitting climax to a great season that was filled with many upsets.

The seasons closeness could be seen in the results of the playoffs. In the first round Mission outslugged the UC Police 20 to 19 and won a berth in the title game, beating the Inspectors 13 to 12. Ingleside found its way into the championship game by beating the Sheriff's 2 to 1 then flew past the Airport Police 12 to 6.

So, on a brightly lit and warm Saturday afternoon, the two survivors of the closest race in SFPD softball history slugged it out for the title. In the first inning Mission jolted Ingleside as **Tom Bruton**, **Chuck Collins** and **Gary Fox**, the first three Mission batters scored.

But, Ingleside fought back in the second inning with three runs of their own by **Dave Maron**, **Manny Coreris** and **Dave Berti**. The game then see-sawed with both teams threatening but each managing to come up with big defensive plays. In the fourth, **Berti's** bid for extra bases was thwarted by a great shoe string grab by **Fox** (no relation to this writer). The Mission captain then made three more superb defensive plays to shut down the Ingleside bats.



Mission's **Gary Fox** makes shoestring catch of **Dave Berti's** sinking liner in fourth inning.

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NORTHERN STATION

GOLF

This year 141 golfers responded to the Northern Station Annual Golf Tournament held at San Geronimo. The date this year was July 24th. Keep July in mind for next year too.

All proceeds were donated to the Hanna Boys Center, at Sonoma. The prizes for each winner were as follows:

Tom Gordon had the low gross, a 78, and won a trophy and prize.

Bill Gregg of the CHP had a low net of 59. He too won a trophy and prize.

Bill Sisack won the hole-in-one and won a stereo.

Bob Mucci won the long drive for accuracy and won a Carmel trip for himself.

Jerry Cassidy stroked the second low gross, and **Tom Callen** hit the second low net. Both players won trophies and prizes.

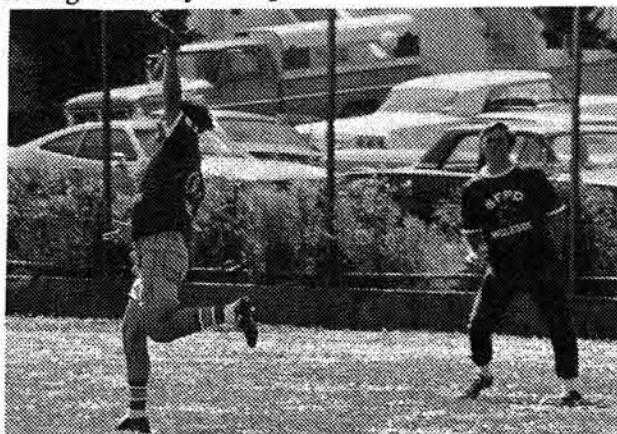
Of Co. E. Dick Klapp had the best low score of 86.

SAILING CLASS

The SAN Francisco Central YMCA, 220 Golden Gate Avenue, is offering a sailing class consisting of an evening of theory on Friday, August 15, from 7-9:30 PM, followed by a Day on the Bay Saturday, August 16. Since numbers are limited, early registration is required. For further details, call Central YMCA at 885-0460.



Mission's **Dan Dragos** scores winning run in 12th Inning on **Bill Dyers** single.



Ingleside's **Roddy Glover** prepares to catch **Jim Taylor** fly ball after it deflected off **Larry Frost's** glove in fifth inning.

CREW

by Al Casciato

July 19 saw the SFPD Crew speed to victory over Contra Costa's Sheriffs crew and gain a 2 to 1 advantage in the series. Though it was extremely foggy the day of the race, spectators present enjoyed a good race.



Coxswain **Kevin Griffin** is tossed into Lake Merced in a victory gesture by the crew. July 19, 1975.

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Sat., Sept. 7, 1975 — 10 A.M.

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S.F.P.D. to compete in State Olympics

More than 2100 law enforcement officers from throughout the State are expected to converge on Ventura next week to participate in the 9th annual California Police Olympics.

San Francisco Police will be represented by approximately 85 officers, many of whom have won a fair share of medals in previous Olympics.

(Reno Rapagnani, S.F.P.D.'s own senior "Mark Spitz," who has won more than 27 Gold Medals in prior State, National and International Police Olympic competition, reportedly will be making his last appearance at this year's meet.)

The San Francisco officers will compete in 21 of the 37 events during the four-day program which runs from August 14 thru the 17.

Events in which S.F.P.D. will be represented will include arm wrestling, basketball, billiards, bowling, crew, diving, equestrian, golf, gymnastics, handball, judo, pistol and rifle shooting, surfing, swimming, table tennis, tennis, track & field, waterskiing, weightlifting and wrestling.

The San Francisco officers, who will need all the moral support they can get to boost their morale, will go to Ventura on their own time and at their own expense.

The Police Olympics were born here in California in 1967 when a handful of California officers got together in friendly competition amongst themselves. (Included in that founding group was Officer Joe Mollo and Insp. Paul Schneider, both still active in competition.)

In the ensuing years, the Police Olympics has spread to other states throughout the nation and here in California is now considered to be the third largest of its kind in the number of participants, surpassed only by the World Olympics and the Pan-American Games. It is the largest of its kind in number of events.

The meet will be hosted by the Ventura County Sheriff's Association, with headquarters at the Holiday Inn, Ventura.

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"BEEP" SOFTBALL

by Layne Amiot,
Southeast Station

On Saturday, June 28, Southeast's softball team traveled to Enchanted Hills, located in the beautiful Napa County hills. Enchanted Hills is the summer camp facility for the Lighthouse for the Blind. It was at this location Southeast's team played the children of the camp in a game of beep softball, and wouldn't you know it, like all seasons, Southeast gave up the big inning and were soundly defeated by the camp's team, 9 to 2. Even though Southeast came loaded with such players as, Mike (Hands and Knees) Travis, Ted (The Legs) Wallace, John (The Peek) Payne, Jerry (The Flash) Sarin, Frank (The Pro) Walker, Bob (The Ex-Fireman) Van Dis, and Ray (Borrowed) Mullane.

But, the camp's powerhouse team made up of Rick Edwards, Mike Lin, Damion Pickering, Brian Lawyer, Charlie and Joe Jammer, Kim Fawell, Aletha Hall, Rosemary Taglis and Katie Achers, were just too much for Southeast.

One of the biggest highlights of the day was when the camp team was presented with official P.A.L. Tee-shirts and caps. For this I would like to extend a special thanks to Sgt. Spellman of P.A.L. for supplying same. I know he would be proud to see these young people representing the P.A.L. The last word I heard was they were even going to wear them to bed that night.

After the game, the members of the Southeast team were invited to use the facilities at the camp. The day was ended with a Bar-B-Q, which of course, the Southeast did very well.

On behalf of the members of the Southeast Softball Team, I would like to thank very much the Staff and Campers of Enchanted Hills for making it a very rewarding day for all of us. I hope you will accept our challenge for a rematch next year. I would also like to take this opportunity to thank the members of the Southeast team who took time to make it the day it was. San Francisco P.A.L. and the Southeast Station couldn't have been represented by a finer group of guys. Thanks again.

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WIVES' CORNER

This article is mainly directed to ex-members of the Wives Club, to women who would like to do activities outside their home but don't know what to do, and to those women and men who have heard "things" about the Wives Club.

The San Francisco Police Officers Wives Auxiliary has just celebrated its 10th Anniversary and looking back over the last 10 years the club has gone through a lot of women who joined and then after a few meetings stopped coming. Some of these women found the club to be unfriendly, cliquish, snobbish, and nothing more than a gathering of hens. Unfortunately, these impressions may have been true, but they were true of the past. This club like all clubs and organizations is constantly changing and our club has realized some of the flaws we may have had in the past years.

The dinner celebrating our 10th Anniversary was held at Veneto's where a new board was also sworn in for the upcoming year. Stanlee Garriott did an excellent job organizing the entire celebration. Gag gifts were presented to 5 of the original charter members, and Ellen Carlin received the award for "Best and Hardest worker of the year."

The new board now consists of 3 positions; the President is Kathy Travis, the Secretary is Linda Thiffault, and the Treasurer is Norma Simmons. We also have a new

purpose of this organization is to promote a social friendly relationship among the San Francisco Police Officers Wives; to render volunteer charity work when the need arises, and strive for the betterment of the San Francisco Police Department. This is what we really do regardless of other rumors.

We have started a college scholarship to be given to a San Francisco Policeman's son or daughter in 1976. Maureen Falcone is chairwoman of this important project. Qualifications for the applications will be available in October.

At the last Peace Officers Wives Club Affiliated convention our past president Carol Gerrans was elected as Treasurer to serve a two year term. The P.O.W.C.A. is a very hard working organization made up from all Police Departments throughout California. This group is trying to improve the Policemen's public image and also unite those women who share the common bond of being married to law enforcement officers. The next convention will be held in Oceanside on October 17th and 18th.

To get in the swing of summer we are holding a picnic on August 17th at the Junipero Sierra Prk in San Bruno, so bring a lunch and come and enjoy the outdoors.

There will be a Wine Tasting Party on September 14th at the Brookside Tasting Room at 1645 El Camino in Belmont (take Ralston turn off of the Bayshore Freeway). The tasting will start at 1:00 with cheese and crackers being served. Tickets are \$2.50 a person; club members get a 25% discount. If interested contact Kathy Travis — 871-6053 or buy your ticket at the door. Come and bring a friend and enjoy a fun afternoon.



A fun night out to celebrate the 10th Anniversary of the San Francisco Police Officers Wives Auxiliary was had by all at Veneto's.

We are now in the process of upgrading the club's goals and in doing so hope to overcome past prejudices against us and thus bring in more members. The meeting night; the next meeting will be on Friday, August 8th, at 8:00 at the Old Central station on Greenwich, refreshments will be served. In an attempt to let people see

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