

# GENERAL MEMBERSHIP MEETING

SFPOA HALL 7 p.m. REFRESHMENTS  
NOMINATIONS OF OFFICERS AND DIRECTORS

## 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

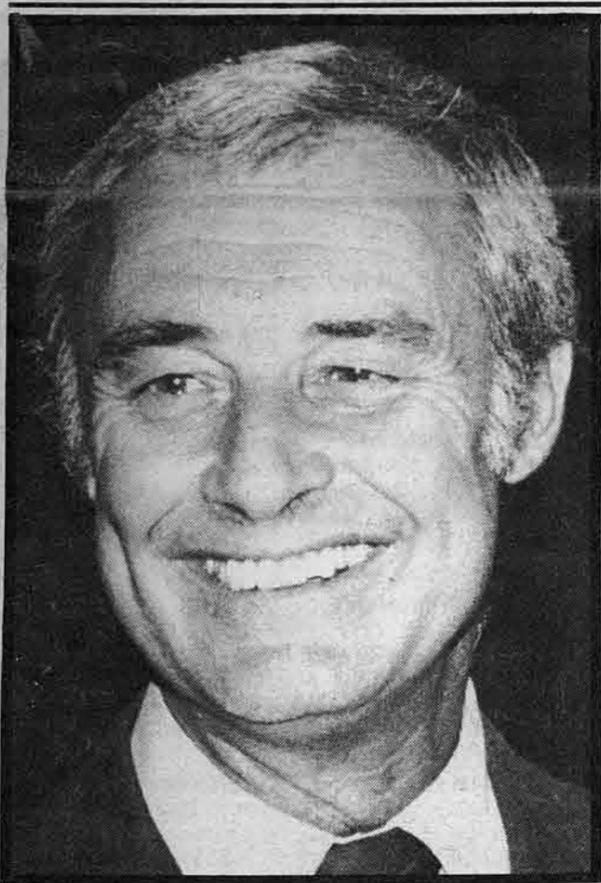
VOL. 9

SAN FRANCISCO, DECEMBER 1978



No. 12

# PREDICTABLE DISASTER FOR SFPD



Mayor George R. Moscone  
1929-1978

## MAYOR MOSCONE'S DEATH

by Paul Chignell

### A Loss To Us All

The facts surrounding the death of the late Mayor George R. Moscone are well known both within and without the San Francisco Police Department.

We as police officers share the sense of horror and outrage that such an act can take place in a civilized society.

While our political differences with George Moscone as Mayor are well known, we as police officers owe much to him, a man who as *(Continued Back Page)*

by Jerry Crowley President, SFPOA

The most critical issue facing the people of San Francisco and our police officers is the growing efforts to civilianize our Police Department.

This move is being attempted under the guise of saving the taxpayers money and putting more police officers on the street.

The police department has for a long period of time hired civilians for work not directly connected with law enforcement. A comparison of police departments of major cities, shows the SFPD has long had one of the highest percentages of civilian workers. Now strong pressures are developing to hire civilians for jobs which deal with law enforcement and law offenders.

The first uniformed group on the chopping block is in the Traffic Bureau. The Police Association is now completing a study which will demonstrate poor performance, the loss of revenue to the city, and the dilution of crime prevention and crime detection, by reasons of the substitution of Parking Controllers for police officers to police parking regulations.

Equally disturbing is an attempt to extend the elimination of police officers to the supervisory category as well.

Officers in other bureaus, where activities are not directly engaged in so-called street work, are also candidates for extinction.

Let us examine the source of the major factors that will make a disaster of San Francisco, if civilianization moves forward.

#### 1. Emergencies:

Civilians who are in desk jobs cannot function effectively in any emergency. If there is any major city that is emergency prone, it is San Francisco. Only last week in the face of the unbelievable tragedy which befell our city, 40 police officers had to be taken from desk jobs to protect our Board of Supervisors, around the clock. Many of these 40 police officers would no longer be in the department if the proponents of civilianization were to succeed. Could the civilians take over? What about the countless emergencies and criminal problems where the police officer at the desk must make decisions? His experience, self-reliance and leadership qualities are essential in dealing with crucial problems. Is this the time to reduce the size of the uniformed force in San Francisco?

#### 2. The quality of civilian replacements:

The lack of job knowledge and experience, questions of reliability, and the turnover of personnel are factors that loom large, and are major contributors to the downgrading of our police department. It is clear that the lack of commitment, *(Continued Back Page)*

## A BROTHER IN NEED

An Auto Accident Caused  
the Removal of His Spleen

by Bob Barry Co. A

Mike Howard isn't a police officer and his name probably isn't a household word around the police locker rooms, but — there wouldn't be very many wounded police officers, or savagely beaten victims lying in the gutter that wouldn't be happy to see his face. For Mike Howard would probably be responsible for saving their lives.

Mike is one of the many Aubulance Stewarts (last assignment, County Jail #1) that care for the infirmed, and ride the streets waiting for the inevitable shooting victim, stabbing, heart attack, other catastrophe that we've all witnessed during our daily tours.

Unfortunately, Mike won't be riding our streets for a while, or preping the many victims for Mission Emergency's Trauma Center either.

Several weeks ago Mike was involved in a severe auto accident in which he lost control of his vehicle while entering a freeway on ramp.

No other injuries occurred, however, Mike suffered extensive internal injuries that necessitated the removal of part of his liver and his entire spleen.

The spleen serves as a storage area for a large quantity of blood and acts as a filtering system for the old blood cells. As a result of that removal, Mike's body becomes more susceptible to disease and infection. Fortunately though, there are other filtering systems that will help counteract disease, and hopefully — his system will continue to resist such infections.

Mike was recently placed on critical life support systems and he needs all the *(Continued Back Page)*

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# WIDOWS & ORPHANS

The November meeting was called to order by Pres. Andrew Quaglia, Wednesday, November 15, 1978 at 2:10 p.m. in the Traffic Bureau Assembly Room, Hall of Justice. All officers were present, Trustee Parent, excused in the hospital and all other Trustees were present.

Treasurer Barney Becker reported the following deaths:

**CLIFFORD BIANCULLI** — Born in 1924, Cliff entered the Department in 1947 at the age of 23. He worked at A.P.B., Communications 6 years, Co. D 6 years before being assigned to the Bureau of Inspectors in 1963. Appointed Assistant Inspector in 1965, Inspector in 1967 and Sergeant in 1970. He retired in 1970 on service. In 1952, 1958 and 1959, he received Captain Commendations. In 1960, a 2nd grade meritorius for capture of an armed burglar who he disarmed by force. In 1962, a 2nd grade for arrest of gang suspects armed with knives. In 1966 a 3rd grade for arrest of robbery suspects escaping in an auto. Cliff was 54 at the time of his death.

**ALOYSIUS STARIHA** — Born in 1900, Al entered the Department in 1927 at age 27. He served at Co. G for 11 years, then worked both Fairs at Treasure Island in 1939 and 40. He was then assigned to Co. B where he worked until his retirement for service in 1965. Al was 78 years old when he died.

**CLIFFORD WAYMAN** — Born in 1898, Cliff entered the Department in 1925 at age 27. Cliff worked at various district stations until 1940 when he was transferred to Co. E where he served for 22 years. He was assigned to Co. A from where he retired in 1963 on service. Cliff was 80 years old at the time of his death.

The usual bills were reported to the membership and approved after a motion by Jeffery and seconded by Hurley.

The Secretary reported the following donations:

**Dr. Joseph Rubin** — for service provided by Officer Ferrier - Cab Detail.

**Paul Wexberg** — for fine police work by Communications and Officer Michael Millane, Co. I.

**Members of Co. B** — two donations. One in memory of the father of Artemus Adams, 2nd in memory of retired Lieut. Moriarity, father of Sgt. Daniel Moriarity.

**Wand D. Burke** — regular contribution for services performed by members of Northern Station.

**F. P. Gallot** — services performed by S/O Williams and Off. Richard Kulstad of Northern Station. Harold Burner of the School Safety Patrol.

Bro. Jeffery reported that the Trustees and Officers had met with Mr. Murray of the Hibernia Bank, newly appointed head of Trust Department, who had listed some of the difficulties that we were having regarding our delinquent members, etc. and had promised to see that corrections were made.

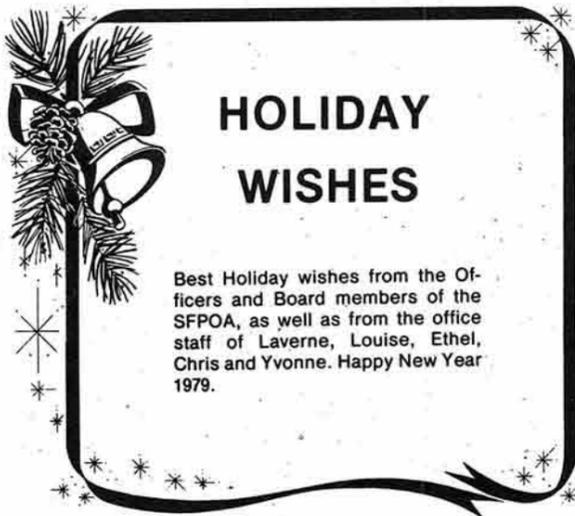
Under unfinished business, Bro. Hurley reported that he would look into and report back on some form of remembrance on our 100th anniversary.

Under new business, the following were nominated: President, Robert Kurpinsky, Vice-President, George Jeffery. Trustees William Hardeman, William Parenti and James Sturken.

There being no further business to come before the membership the meeting was adjourned at 3 p.m. in memory of our departed Brothers.

Fraternally,  
Bob McKee, Secretary

A "State of the Union" letter will be mailed to all members after the December meeting and we are hoping that we do not have the same number returned this year as we did last year due to incorrect addresses. If you have moved, please notify us immediately. Barney Becker, 3 Valencia Court, Novato 94947 or Bob McKee, 147 Moffit Street, San Francisco 94131.



## HOLIDAY WISHES

Best Holiday wishes from the Officers and Board members of the SFPOA, as well as from the office staff of Laverne, Louise, Ethel, Chris and Yvonne. Happy New Year 1979.

## POLICE POST #456 NEWS

**HELP WANTED:** S. F. Police Post 456 Federal Credit Union. Full time employment. Retired police officer preferred. If interested, call 431-2877 between 9 a.m. and 4 p.m., Monday through Friday

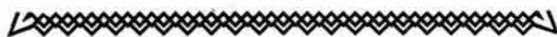
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MERRY CHRISTMAS

AND A HAPPY NEW YEAR TO ALL

FROM

POLICE POST 456



## Northern Station Testimonial

### Sergeants

Ron Akers  
Al Benner  
John Carlin  
Dan Hallisy  
Joe Northern  
Frank Reed  
Dale Smith



### Assistant Inspectors

Curtis Cashen  
Isiah Nelson  
Mike Pera  
Dale Smith  
Chris Weld  
Duane Otis

### Retirements

Joe Borg John Carney

**Place:** Bacchini's (555 Golden Gate Ave)  
**Date:** Jan. 18, 1979 No Host Cocktails 6-8 pm  
**Dinner:** 8pm (Prime Rib)  
**Cost:** \$12.00 (inc) Dinner, Tax, Tip, Wine & Gift  
**Contact:** Tom Sullivan/Bob Martinez - Day Watch or Mike Paulsen 4/12 - 553-1564



## SAN FRANCISCO Fellowship of Christian Peace Officers

by Ed Erdelatz

Music by Freddie Nierhake opened the November meeting of the "Cops For Christ". Jim Crowley and Jim Higgins announced that they will appear on the "700 Club" in December. The program, which is telecast on the Christian Broadcasting Network from Virginia Beach, Virginia, is seen daily by over three million people. Crowley and Hig-

gins will be seen December 29th on Channel 20. Pastor Stan Way from "Church of the Highlands" in San Bruno was our guest speaker. Stan spoke on the need to live God's word without compromise. Our next meeting will be on Tuesday, December 19th, 7:30 p.m. at Bethel-Lutheran Church, 2525 Alemany Boulevard.

# THE INCARNATION

Enclosed in that Sacred Womb  
Encased in that precious living night  
Before the morning light  
Within His heart  
Did burst upon this desert bare  
With burning love beyond compare  
A singular question  
Runs through my mind  
As I pen these lines!  
Was I there?  
Could it be  
That as a branch  
Of that living vine  
I was known and loved  
In that yet unborn Mind Divine  
Oh God! Could it be  
That Mary also gave birth to me.  
As part and partial of that living tree  
Could it be  
That she also gave birth  
To the likes of me?  
Am I not part of His body  
Is He not the force  
That energizes me  
Even now as I grope my way  
Down this alley of life's night  
Drawn by that light sublime  
Into the out-stretched arms  
Of the living Lamb who loves me  
... Yes, loves me  
Just as I am.  
Oh wonderous day  
When in the manger did lay  
That Babe so sweet  
I fain would worship at His feet.

—Thomas Warren Powers

the San Francisco  
**POLICEMAN**  
OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION  
510 - 7TH STREET, SAN FRANCISCO, CA 94103  
(415) 861-6020 861-5050  
Publication #882320

### BOARD OF DIRECTORS

PRESIDENT .....	Jerry Crowley	CO. H .....	John Minkel
SECRETARY .....	Joe Patterson	CO. I .....	Reno Rapagnani
TREASURER .....	Jack Ballentine	CO. K .....	Bill Hardeman
CO. A .....	Al Casciato		Gale Wright
CO. B .....	Joe Toomey	HQ. ....	Mike Hebel
CO. C .....	Ignacio Fuentes		Vic Wode
CO. D .....	Mike Dempsey	Insp. ....	Bob Huegler
CO. E .....	Paul Chignell	CSTF .....	Theodore Schlink
CO. F .....	Mike Gannon	RETIRED .....	Joe Carew
CO. G .....	Roy Sullivan		

Gale Wright ..... Editor

**ASSOCIATION OFFICE** ..... 861-5060  
**ADDRESS ALL CORRESPONDENCE TO:** Editor, S.F. Policeman 510-7th St., San Francisco, Ca. 94103. No responsibility whatever is assumed by the San Francisco Policeman and/or the San Francisco Police Officers' Association for unsolicited material.

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

### ADVERTISING:

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

- Address letters to the Editor's Mail Box, 510-7th St., San Francisco, Ca. 94103.
- Letters must be accompanied by the writer's 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 editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be limited to two pages, typed, double-spaced.

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# ELECTION TIME

by Gale W. Wright

Nominations for officers and directors will be presented at the General Membership meeting at the SFPOA Hall, 510 - 7th Street on Tuesday, December 19, 1978. The meeting will start at 7 p.m.

It is expected that the Nominating Committee will read the names of those members who have submitted their names for the January election, and for the office each candidate aspires. Nominations will also be taken from the floor during the nominating period.

A long time ago, I coined the phrase, "A Crisis A Day At The POA". Nothing has really happened to change that, nor do I see anything or anybody on the horizon to change that.

As the senior member of the Board of Directors, it has been my experience that usually only half or less of the Board members do the work so necessary to and for our police association. To effectively function in all of the areas that association work takes us, we need officers and directors who are willing to make some sacrifices they expect to make; plus many more that just happen because "the issue" at any given time is "vital" to our members.

Sacrifice, but my definition means giving up a fair share of otherwise leisure time to aid the "cause", to attend a seminar, to work on a committee, to get the refreshments for a meeting, to pick up one of our lawyers at the airport, and so on.

Popularity contests serve a purpose, I guess, but when your vote is solicited for this election, make some observations about the candidate(s) and for gosh sakes, ask some questions.

If the candidate is one seeking re-election, consider his record. Is it wishy-washy or strong and dynamic? Knowledgeable or one of the herd? Attends all meetings regularly, or when he feels like it? Does he report to his members what took place at the meetings, and if so, does he do this for all watches? Does he write an article for the newspaper once in a while, so you know where he stands, or is he a fence sitter? And most of all, does he pursue those objects mandated by a majority of all the members?

If the candidate is seeking office for the first time, give him the business by demanding he state his platform and why he considers those planks to be necessary. It is not difficult to carry out planned speeches and just talk about those things which are pleasant, so not to offend anyone.

Talk about pay raises, new benefits and the like are, of course, trigger words. But look past the words, and try to figure if the person talking has the wherewithal to carry them forward and be successful.

Since April 1976, the San Francisco Police Officers' Association Headquarters has been housed in a first-class building of our own. We have a Board of Directors' Conference Room, some individual offices, a large general business office, and a very large meeting hall. Come to the meeting on December 19th, learn who the candidates are and be ready to query them between the 19th of December and the election during the last week of January 1979.

## SFPOA President Works Longer for Retirement

Several years ago, the President of the SFPOA was detailed full-time as per the Memo of Understanding (written by the Labor Relations Committee). When the Police Commission refused to honor that agreement, the Board of Directors voted to pay the President's full department salary. However, that left his retirement and health benefits unfunded.

For every day the President is on a Leave of Absence from the department and works for us, he will have to work one more day for the department in order to gain the same retirement benefits which you and I earn in regular time. He also has to pay his own health premiums without partial payment from the city or the SFPOA.

# FEDERAL LITIGATION

Judge Peckham has requested that due to the recent tragic events in the city, that all parties to the Federal Litigation Suit attempt to reach a settlement.

During the coming week all parties to the litigation will participate in these discussions in an attempt to reach a settlement.

If no agreement is reached, the trial will continue on Tuesday, December 19, 10:00 a.m.

Any agreement or tentative settlement by all parties will be brought to the membership for approval.

There will be many rumors and talk of specific terms of agreement that will leak out of these talks.

I understand your concern and apprehension during this tense period and the natural tendency to transmit these concerns to your fellow officers.

Rest assured that we will negotiate in good faith and only relay reliable and truthful information for your final decision.

# ASIANS OPPOSE QUOTAS

Recently the Northern California Oriental Peace Officers' Association hosted a debate at the San Francisco Press Club. The speakers, Jack Ballentine (SFPOA) and Henry Der (Chinese for Affirmative Action), debated the issue of quotas. Immediately afterwards, the membership met and issued the following press release.

The Northern California Oriental Peace Officers' Association, with 150 members in 35 different law enforcement agencies in Northern California, has declared its opposition to any quota system which may be an outcome of the current lawsuit against the San Francisco Civil Service Commission and Police Department. It is presently in trial in Federal court.

President Alan Lim, a member of the San Francisco Police Department, stated, "Our members feel any quota system, whether used in recruitment or promotions, would work to the detriment of all Asians. We feel there is an abundance of qualified Asians for the San Francisco Police Department and all other law enforcement agencies. However, in the past, the San Francisco Civil Service Commission has not affirmatively recruited Asians into the police force. Any efforts were only token gestures with unacceptable results. In 1974, when the current hiring list was established, less than one percent of the 1900 man force were Asians.

"The Civil Service Commission must aggressively recruit qualified Asians to fill the ranks of the Police Department by utilizing resources from the community such as the Northern California Oriental Peace Officers' Association, Chinese for Affirmative Action and the Japanese-American Citizens League.

"Job-related testing procedures should be used at entry and promotional levels. However, it should offer everyone a fair and equal opportunity, regardless of race, sex or national origin.

"Finally, our members are more than willing to use their own time to assist the Civil Service Commission in planning and executing its recruitment policies and efforts."



## President's Corner BY JERRY CROWLEY



The year behind us demanded great courage from all the membership of this Association.

The year ahead will demand even greater courage but even more importantly, greater organization and strength.

We have only begun to utilize the potential of a unified police movement in the State of California and throughout the United States.

The pressures will not diminish nor the future immediately become brighter.

The commitment of leadership and the loyalty of members must become stronger as the opposition increases its efforts to erase recognition rights and power of public employees.

The challenges of the future must be met by a knowledgeable membership who recognize that solidarity and strength of the police movement is the only answer to the survival of their profession.

I have attempted to organize, recruit and support that vast group of unrecognized and misrepresented police officers who can form the basis of real police power.

I have recognized that respect for the local Association, recognition for its concerns, and the ability to represent its members increases in direct proportion to its involvement in the growth of a state and National brotherhood of police officers.

This organization and its members have played a most significant role in making the state and national dream become a reality. It is a beginning and a challenge to all of us.

It is important that this embryonic police movement mobilize its influence, political action, and manpower to build a sense of confidence, security and hope to the individual police officer and his family.

Your confidence and support for the last six years have given me a rare opportunity to implement a human as well as an organizational philosophy. This philosophy is anchored in the principle that a police officer has pride, is a human being and cares about himself, his brother officers, and the public he serves.

You have given me the honor of being your advocate in articulating these basic beliefs to police officers and the public.

It is with pride and faith in this philosophy that I know that the coming New Year can only bring a brighter future to all San Francisco police officers and their families.

I sincerely wish every member and his loved ones a Merry Christmas and a Happy New Year.

## NOB HILL ASSOCIATION'S ANNUAL POLICE OFFICER OF THE YEAR

Officer Glenn M. Hardin of Central Station was the recipient of the Nob Hill Association's Annual Police Officer of the Year award at its annual meeting held in the Peacock Court of the Hotel Mark Hopkins on November 28, 1978.

Officer Hardin, a twenty-year veteran of the San Francisco Police Department, has been assigned to Central Station for the past ten years and is currently assigned to the Union Square area.

Association President C. Edward Head, in presenting the award, said that this was in recognition of a long career of dedicated service to our community and this is their way of saying "thank you" to our police officers. Assisting Head in the presentation was Supervisor John Molinari and Captain Cornelius Murphy.

Along with an engraved wall plaque, Officer Hardin and his wife Josephine, will be given a "Night on Nob Hill" including limousine service, a luxury suite, dinner, the Venetian Room show and a champagne breakfast in bed.

Officer Hardin is the fourth recipient from Central Station to receive this award.

# AROUND THE DEPARTMENT

by Al Casciato

... Shortly after the assassinations of Mayor Moscone and Supervisor Milk, I spoke with Ms. Mia, an employee of Supervisor Milk. After having expressed my condolences, she expressed deep concern for Dan White's wife, family and the loss that police officers must feel for one of their own. Truly the mark of a sensitive lady concerned with people...

... Notes from Internal Affairs: If an IAB complaint is filed against an officer and the investigation determines that it is the officer's word against the complainants, the complainant is offered a polygraph exam. If the complainant passes the exam (even though polygraphs are unreliable) then a hearing is held before the Chief where suspension can be imposed up to 10 days...

... Another aspect of complaints is that many complaints are now being sent to the district stations for investigation. At the station a Lieutenant or Sergeant investigates the allegation and makes a recommendation. The recommendation is then forwarded to the Field Operations Bureau (Deputy Chief Taylor's office), reviewed and forwarded to IAB. The interesting thing is that lately some of the investigations have been returned to the stations from the F.O.B. for a recommendation change prior to being sent to I.A.B. It bothers me that the burden of IAB investigations is being dumped on an already depleted patrol force and that the F.O.B. has assumed the role of IAB investigations review board. Complaints should be investigated and reviewed by the Internal Affairs Bureau only where responsibility and accountability can be maintained...

... The diaper brigade continues to grow. This past month Jim and Maggie Taylor (Co. A) added James Anthony, 10 lbs. 7 1/2 oz. to the clan. Also Mike and Luz Gannon (Co. F) welcomed Sean Francis, 7 lb. 10 oz. and promptly dubbed him "Foxy The 3rd" in honor of late Grandpa Francis Gannon, SFPD. Congratulations to all...

... Retired News: Jim and Maggie Collins celebrated two memorable events last month. They welcomed a new addition, daughter Tara, 8 lbs. 1 oz. and celebrated Jim's passing of the Bar Exam by opening a law office on Union St. So, if you are in the area, drop in and say hello and congratulations...

... Red Face Dept.: Recently Sgt. Jim Sullivan stopped to help a stranded motorist on 3rd St. Unable to get her car started, Jim summoned a tow and prepared to leave. When he tried to start the patrol vehicle, it too had a dead battery. Needless to say, the motorist and Jim sheepishly waited for their tows together...

... That petition for beards being circulated by Ted Schlink (SCU) has drawn quite a bit of media attention. Seems that the reporters like the idea of police with beards. Oh well, beards, yes or no, it will be interesting to see what occurs...

... Merry Christmas and Happy New Year!...

# ATHLETES BEWARE

by Mike Hebel

On September 27, 1978 Governor Brown signed AB2555 which provides that any employee injured while voluntarily participating in an off-duty recreational, social, or athletic activity that is not part of the employee's work related duties is not eligible for workers' compensation benefits or full pay disability leave.

This law, to become effective on January 1, 1979, would compensate injuries arising out of athletic endeavors only if this ac-

tivity was a reasonable expectation of employment or was expressly or impliedly required by the employment.

Department athletes should therefore be aware that their injuries will not result in compensation benefits (medical care and disability pay) unless their employment as a San Francisco police officer required their participation in the athletic event. Voluntary participation is done at each officer's own risk.

# CRIME PREVENTION ALERT

## CHRISTMAS SAFETY

The holiday season is here again and it is time to be merry, but it is also a time to be wary. The season brings with it a whirlwind of social events, last minute shopping, special preparations and good times. In the past, criminal activity always increases during this time of year, and is usually at its peak. Homes are more susceptible to burglary because they are left unattended more than usual. The pace of holiday shopping makes us more vulnerable to fraud and schemes of con-men. The opportunity for theft of valuables from your person or car is also more likely.

During the entire year but especially around the holidays, protect yourself against crime by practicing these basic safety tips. When you go out, make sure your home is locked and secure. Give it a lived in appearance by leaving a light on and a radio playing. Be aware of others in your vicinity when entering or exiting your home, especially when transporting items to and from the car. When giving parties, open your door only to those who are invited. When you go Christmas shopping, carry only a minimal amount of currency. Keep cash and important documents on your person, not in your purse or wallet. Carry only those credit cards which you will be using. If credit cards are stolen report the loss immediately. Halt all further transactions even if notified that they have been found. Women should carry their purses under their arms. Don't dangle it. If the purse is grabbed, don't hang on to it. What's inside is not worth the risk of injury. Attempt to obtain a description or other information which will help the police department apprehend the suspect.

Men should carry their wallets in their inside coat pockets to deter pickpockets. Be alert in crowds and check your valuables if bumped or distracted. When shopping with children, keep them within sight and provide them with a means to be identified, should you become separated.

With the increased shopping, traffic will be congested. Both drivers and pedestrians must take extra caution as they move through the city streets. Make sure doors and windows are properly secured when driving as well as when the car is parked. Never keep valuable items visible on the seats of your car; lock them in the trunk. Be careful when you return from those holiday parties. A drunk driver can ruin the holiday with one turn of the wheel.

With all the extra distractions during the holidays, it is easy to become careless about personal safety. Remember that being a victim of a crime is no Christmas present.

**ATTENTION!**



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# CALIFORNIA SUPREME COURT

by Roger Farrell  
Park Station

I wish to take time to express my opinion, and the opinion of most S.F.P.D. rank and file officers, on the confirmations of Chief Justice Rose Bird, and the ultra liberal California Supreme Court.

This is to all those good conscience voters who believe in human rights, though, not necessarily for everyone. This is to all those good conscience voters that believe in due process, though, not necessarily for everyone.

Due Process? What Due Process? Where was due process when flower store manager Donald Smith was given the death sentence on a San Francisco street with a bullet in the back by an admitted criminal? Where was the due process when jeweler Edwin Golden was given the death sentence on a San Francisco sidewalk, by the same murderer, with a bullet in the head? What crimes were they guilty of? Were they read their inalienable rights of life, liberty, and the pursuit of happiness before being executed?

Mr. Smith and Mr. Golden were denied their civil rights on San Francisco streets. And, both men were murdered by the same person who also admitted to 10 robberies and one assault. Where is due process when the California Supreme Court disregards both Federal and State Constitutions by creating ex post facto decisions that release admitted and convicted murderers to the streets?

The courts have ruled capital punishment as cruel and unusual punishment when ordered by the state for capital crimes. Only recent public pressure and the ballot have caused change in capital punishment laws, permitting it only after the commission of certain specific crimes. Where is due process when the courts appear to make every attempt to release convicted criminals on the criminal's testimony and disregard the people's testimony (especially on technicalities in the law)?

Unfortunately, the death penalty cannot bring back the dead. But the lack of it does release murderers to the streets to dole out the death penalty to another unsuspecting citizen.

In the case of Mr. Smith and Mr. Golden, their slayer received a total of 4 months for each of his crimes (2 murders, 10 robberies, 1 assault). It appears to me the only people that have to worry about cruel and unusual punishment are the citizens themselves who are robbed, raped, and murdered, and who often suffer the rest of their lives from crippling injuries, or the elderly, whose bones will not heal after being thrown to the ground as a result of a savage attack from a purse snatcher.

All of this is the end result of shrewd lawyers and ultra liberal courts who seem to coerce to find loop holes and technicalities in the law to release convicted criminals. As a San Francisco police officer, I know first hand the demoralizing effect this has on police officers trying to do their job arresting criminals only to see the courts release them on some technicality. And the weight the fear of civil suit carries for inadvertently violating some criminal's civil rights on a matter that can only be decided in court by these judges is astounding.

Congratulations Mr. or Ms. upstanding, good conscience citizen. Your decision, and the courts decision, will play a heavy role the next time you walk to the corner grocery and YOUR civil rights are on the line as you look down the barrel of a gun or feel the point of a knife in your back, paying this criminal for his time with your valuables, or your life.

Look over your shoulder. That suspicious character behind you may be judge, jury and executioner at that point in time. And you can thank the courts for that.

# GOOD ADVICE

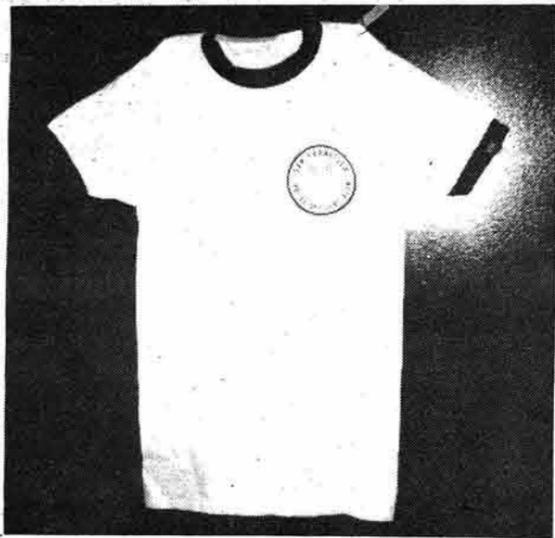
by William E. Beaton, Vice President  
Healy Insurance Agency, Inc.

Insurance protection can be a key to success in your personal and/or business life. Lack of proper protection can lead to failure.

You can manage your own insurance program to obtain good coverage at the lowest possible cost. But to do so you must formulate a plan. Following are suggestions to assist you:

1. Keep complete records of your insurance policies, premiums paid, losses and loss recoveries. Don't keep these records in your home. Fire can destroy those carefully saved records. Put them in a safe deposit vault, and let your family know where they are. Keeping records may help you get better coverage at lower costs in the future.
2. Don't try to save money by under-insuring or by not insuring perils that could cause a loss. If the probability of a loss is small, the premium will also be small.
3. Have your property appraised periodically by independent appraisers. This will better inform you as to your exposures and help you prove your actual losses if they occur. Silverware is an example. Silver is rapidly increasing in price and is easily melted and disposed of by burglars.
4. Don't withhold important information from your insurance agent. He is trying to help you just as your family physician does.
5. Get professional advice about your insurance. Insurance is complex and detailed. Conferring with a professionally qualified agent, broker or consultant is often advisable.

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# VICTIMS OF HIT AND RUN

by Gale W. Wright

Victims of hit and run traffic accidents are usually people who, through no fault of their own, suffer hundreds of dollars in repair damages because careless and irresponsible persons hit their cars.

You may have already been a victim. You parked your car at the curb for the night, and the next morning you find it partly up on the sidewalk. Examination shows fresh heavy damage to the rear end (the point of contact) and maybe a buckled right front fender when the car was pushed into a tree, or a sign post, or another parked car.

**What can you do about it? The first reaction is to call the police and have them make an accident report, and well you should.** If you have a camera, take a few pictures of the damaged areas (not too close up) for insurance purposes.

If there is a paint transfer onto your car from the hit and run car, don't touch it as it is usually very frail. If you must still try to drive the car to work, and you will report the accident later, protect yourself by putting a piece of scotch tape over the paint transfer, lift it up and tape it to a 3 x 5 card, and put it in your glove box for later use with your report.

Take another minute to see if the hit and run car left any of its parts from the collision. You might find a bumper guard, parking light lens, — something that can be matched when the suspect car is identified.

Supply and demand dictates that every hit and run accident cannot be investigated at the scene by almost any police department. If you call the police in San Francisco, you may be asked how severe the damage is, and is the car driveable. If you determine that the car

can still be driven, you may be advised to report the hit and run at the nearest district police station at your convenience. To steadfastly remain at the scene, may cost you several hours of waiting time. The department doesn't like it that way, but it is a fact of life.

Regardless of what you may think about the situation, **DO MAKE A POLICE REPORT.** The Hit and Run Detail of the Traffic could actually solve more cases than they presently do, **IF ALL HIT AND RUN accidents were reported, and here's why:**

Because the Detail gets many good, complete description TIPS from different sources, but too many times this tip information cannot be matched, because someone did not make a police report. Thus the case remains unsolved as the victim car cannot be identified.

The loss of the use of one's vehicle is bad enough, but to have to pay for repairs you didn't cause is an acute indignity. But if you want your car to look like a car again, you may have to pay for the repairs yourself. Will we solve all cases, of course not, but more can be solved than have been solved previously.

**Every police officer at any district police station can take a hit and run report, therefore it is not necessary for the victim/reportee to have to go to the Hall of Justice traffic bureau, unless it is convenient.**

Civil Rights: The police report can help you to exercise your civil rights with your insurance company and/or in a later civil trial regarding the accident. An official police report will help you to protect your rights. Don't be put off by friends meaning well, but not really giving you good advice. Make a report and document the accident.

## Affirmative Action to get new hearing

Reprinted S.F. Examiner 12/11/78

Washington — The Supreme Court agreed today to rule on a major new "reverse discrimination" case calling into question the legality of some affirmative action plans voluntarily adopted by employers.

Participants in the case, which could prove more significant than the highly publicized Bakke decision of last summer, include:

- Brian Weber, 32, a white who works as a laboratory analyst at Kaiser Aluminum and Chemical Corp.'s Grammercy, La., plant and sometimes wears a hard hat.
- Kaiser Aluminum & Chemical Corp. and the United Steelworkers of America, which negotiated an agreement in 1974, creating an on-the-job craft training program to orarily reserving half its openings for blacks.

Kaiser hoped that by adopting the program as part of an industry wide agreement, it could head off discrimination suits by blacks and comply with executive orders obligating

federal contractors to take affirmative action.

But the firm wound up being sued by a white instead.

Weber, a union steward, was "burned up" when some blacks with less seniority got into the program, which leads to bet-

ter pay and job security, while he was left waiting in line. "Those guys weren't discriminated against," he said.

A federal district judge and the 5th U.S. Circuit Court of Appeals agreed the plan was illegal because it gave preferen-

tial treatment to members of one race without any showing that the company had discriminated against them in the past.

"In the absence of prior discrimination, a racial quota loses its character as an equitable remedy," the circuit court said.

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# THE YEAR AHEAD

by Mike Hebel

This Association has in the past several years found it necessary to proceed in many directions — local, state and national— in order to attain fair and equitable wages, hours and terms, and conditions of employment. It has been necessary to engage in political activity at all levels of government. At the local level we have pursued Charter changes, at the State level we have pursued the "Police Officers Bill of Rights" and collective bargaining and at the national level we have pursued the \$50,000 death benefit and also a national collective bargaining bill.

1979, however, must be the year where the major focus is set right here in San Francisco.

## The City Issues

The efforts of the Association must, of necessity, fully face the salary setting problem. A 1.2% raise in fiscal year 1977-78 followed by a completely empty hand in fiscal year 1978-79 speak for themselves. This must be the first priority for 1979 and will entail a working relationship with the Board of Supervisors and Mayor.

The civilization of the Police Department will produce future problems unless a more persuasive message is presented by this Association.

The federal litigation suit which has been tearing the department asunder since 1973 needs and demands very close attention to detail as various proposals are being discussed for the purpose of a consent decree. The results attained here will intimately effect a whole generation of police officers.

Meet and confer sessions with the Police Commission have in the past taken on the air of hopelessness. These meetings seldom ended without yelling matches. A new Memorandum of Understanding (setting forth terms and conditions of employment) awaits negotiation.

The barrage of Charter amendments, adverse in nature, handily passed by the electorate since 1975 must reach, and reach soon, a point of termination. This erosion of working conditions by the electorate urges and exhorts major initiatives in regaining, to any extent possible, favorable relationships with the various groups and communities in San Francisco.

Important elections for supervisors and the mayor will occur in 1979. The mayor's race, of course, has direct bearing on the Police Department since the mayor selects both the police commission and the chief of police. It is anticipated that this Association's political activity will continue which leaves grave decisions ahead with respect to endorsements and financial support.

The Charter Revision Committee, elected in November 1978, will take up its task shortly. A major effort must be made to preserve the protections and benefits now provided by Charter.

## The State Issues

With the recent elections adding seven republicans to the Assembly and one to the Senate, the fate of a strongly worded collective bargaining bill (binding arbitration) is sealed for this year.

The proclamation of Governor Brown denying pay raises to State employees resulted in the inability of cities and counties' receiving state bailout monies, to grant employees a pay raise. This city's share of the 1979 fiscal year surplus plus pay raises to State employees will require the major attention at the State capitol.

Defeating adverse workers' compensation legislation supported by the insurance industry, closely watching and interacting on police licensing and police reserve legislation will command some effort.

Resolving continuing concerns within the California Organization of Police and Sheriffs will call for attention, especially financial contributions and work load concerns.

## The Local Focus

1979 is a time to re-group right here in San Francisco. There are significant issues calling for immediate attention. The first priority must be the pay raise. After that, there is the federal litigation and its attendant problems, followed by the local election of supervisors and mayor.

# BEARDS ???

## Yes

### PETITION REQUESTING

### AMENDMENT OF THE RULES OF THE S.F. POLICE DEPT.

by Ted Schlink III

Pursuant to section 2.17 of the Rules and Procedures, Police Department, the members signing this Petition request that rule 2.38 (Personal Grooming) be amended as follows:

(( )) double parentheses indicates deletion  
**Bold** indicates addition

#### 2.38 Personal Grooming:

Male members shall be clean shaven with hair and sideburns neatly trimmed when reporting for duty, except that mustaches shall not extend more than one-quarter (1/4) inch beyond the corners of the mouth nor shall they extend below a line horizontal with the corners of the mouth more than one-quarter (1/4) inch. Sideburns shall not extend below the bottom of the earlobe and shall end with a clean shaven horizontal line. Hair shall be neat, clean, trimmed and present a groomed appearance; hair shall not touch the collar except for the closely cut hair at the back of the neck. The neck hair may be blocked or tapered. Side hair shall be trimmed so as to conform to the contour of the head. Moderate "Afro" type haircuts are permitted if they qualify within the limits described above. **Beards, goatees ((or)) and other facial hair ((not specifically provided for above shall not be permitted)) are permitted and shall be neat, clean, trimmed and present a groomed appearance.**

The members signing this Petition request that Chief of Police Charles Gain approve this Petition and then submit it to the Honorable Police Commission for final action. If and when required, a full and complete justification for this proposed rule change will be given.

#### SWORN MEMBERS

Signature \_\_\_\_\_

Print Name \_\_\_\_\_

STAR NUMBER \_\_\_\_\_

If you have not as yet signed this petition, please sign here where indicated above and forward this article to Ted Schlink III at the CSTF-SCU or at the POA offices. Thank you.

## No

by John Hennessey  
 CSTF

As a uniform member of the San Francisco Police Department, I feel obligated to respond to Brother Officer Theodore A. Schlink III's petition to liberalize grooming standards for uniform personnel.

It is my personal opinion that this is an ill conceived proposition that would only serve to further erode our image in the public's eyes. I have listened to the arguments depicting Berkeley Police as being modern and providing this liberty to their officers. I cannot however look at this and consider it to be beneficial to us. It seems to me that the same civilians that would accept this, are the civilians that cast their ballots in favor of repealing our retirement system and provided that wonderful pay survey.

At a time when nearly all police departments require a college education, and we require only a GED equivalent, at a time when we haven't received even a decent cost of living increase in pay, at a time when mandatory quotas threaten to obliterate hard working police officers' hopes of promotion, it is certainly comforting for me to know that Brother Schlink is pursuing such beneficial goals.

During the last few years the City and the Courts have left us with very little except our pride. I would hate for us to surrender that, especially by our own hand.



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THE SAN FRANCISCO POLICEMAN  
 510-7th Street - San Francisco, CA 94103

# Association Letter re PDS

You should have recently received a letter from the POA Insurance Committee re the new Professional Dental Service plan. Inadvertently, a paragraph was left out of the letter stating that if you had already joined the PDS plan, then please disregard the letter.

## PDS LETTER

Recently, members of PDS received a letter from PDS asking them to choose a dentist from the panel and send that information to PDS. Several members have questioned why such a letter. Hopefully, my explanation will help.

Because everything is subject to change, when you go to a panel dentist and present your PDS ID card (as you should always do) the secretary will call the 800 number at PDS to verify your eligibility.

Rather than to be flooded with these calls, PDS has decided to make a master eligibility list, send it to all the dentists for their use, and thus save everybody lots of time. That's it, nothing more.

Another way of looking at it, is that you must make a choice rather than put it off, and most important of all, now that you have made a choice, get to the dentist and protect your teeth.

## REFUNDS

We have received a few calls about refunds. Usually the refundee expected a few more dollars than was sent to them. Although we have a full accounting in our files, there are doubts as to its correctness. To explain:

The rates may vary, but the example is the same. For instance you paid \$13.90 every pay check for a monthly sum of \$27.90. But since you get a bi-weekly check, that makes for a 13 month year period.

We were billed by the old dental plan on a regular 12 month billing. Thus, we added \$2.31 to your \$27.90 to pay a premium of \$30.11 for a 12 month billing process.

Review: \$13.90 x 26 pay periods - \$361.40  
\$361.40 divided by 12 - \$30.11

When the plan folded, the Insurance Committee had a right to recover all those monies we put with your premiums to make up the extra needed with the 12 month billings. Thus, your deductions not paid to anybody after the old dental plan folded, less the amounts we put out for you, was the sum refunded to you. I really hope that is very clear.

# PROFESSIONAL DENTAL SERVICES

by Gale W. Wright  
Chairman, Insurance Committee

## OPEN ENROLLMENT ALL CITY EMPLOYEES

Professional Dental Services is a referral plan which has over 35 dentists and/or specialists to service members of the San Francisco Police Department, as well as all City employees.

If you live out of San Francisco, that's no problem, as PDS has dentist/specialists throughout the Bay Area. The membership fee is low and the dental brochure will tell you just what any cost will be for other than teeth cleaning and x-rays, for which there is no charge.

PDS is an excellent dental plan for people who want good dental service at reduced costs. If you don't wish to switch dentists, this is not the plan for you, unless your dentist is on the panel. If you anticipate high dental costs for work you already know you need, PDS can help cut those costs for you. If you want the family to have regular checkups and be on top of a dental problem before it becomes aggravated, then PDS is for you.

PDS is not California Dental Service (everybody has to belong), and PDS is not an indemnified plan (claim forms, deductibles, and pre-authorization). PDS is licensed by the State of California to provide a referral service to participating groups with their contracted dentists.

A dental plan is a really good benefit. However, if you are waiting for the City to present you with one, forget it. On the other hand, you can join the Professional Dental Services plan right away and get to the dentist and protect your teeth.

The typical question I get is, "What's new with the dental plan?" The answer is that the new plan, Professional Dental Services, became effective on October 1st for retired members and on October the 11th for active members, who got their enrollment cards in on time.

Some former PDHF members have not yet informed us as to whether or not they wish to join the PDS plan, and we are continuing to receive monies via payroll deduction for the old dental plan. If you have forgotten to notify us, remember, we require a written notification from you so it can be filed for any future reference. You can do this by either completing the enrollment card sent to you, or drop into the SFPOA office and complete the choice there.

If you have a refund due, and join the PDS plan, some of the refund monies will be applied to the new PDS rate and you will still get a refund of the excess. If you choose not to join PDS, upon notification we will have the deduction stopped and when we receive those monies, a refund will be made to you.

We do have PDS dental brochures at the SFPOA office at 510 - 7th Street and we are open 9 a.m. to 4 p.m. Monday through Friday, if you wish to drop by and look over the brochure and the list of dentists before the mail out.

### PRICES FOR THE PDS PLAN

	Annual	Per Pay Period 26 per year
Single . . . .	\$49.	\$1.89
Couple . . . .	\$71.	2.73
Family . . . .	\$99.	3.81

### OPTOMETRY

Another benefit of the PDS plan is Optometry. The fee schedule is printed in the same brochure so you can look that over too. Again, there is a list of optometrists for you to consult, and you will be able to save some money with this included benefit.



### COST COMPARISON CHART

	DENTIST CHARGES "U.C.R."	
INDIVIDUAL	X-rays & Exam - - - - -	\$ 26.00
	Teeth Cleaning - - - - -	20.00
OPEN	3 Crowns @ \$185 - - - - -	555.00
	3 Fillings @ \$18 - - - - -	54.00
ENROLLMENT	(3) Tri Root Canal - - - - -	310.00
	<b>TOTAL</b>	<b>\$965.00</b>

These figures taken from a random survey in Southern Ca.

THE FOLLOWING IS BASED ON 1 FULL YEAR OF ELIGIBILITY - HUSBAND, WIFE, 2 CHILDREN

AVERAGE WORK	PDS	Safeguard	Denticare	Prudential	Fin. Assur.	Blue Cross
X-rays & Exam	-0-	-0-	-0-	\$ 6	-0-	-0-
Teeth Cleaning	-0-	-0-	-0-	10	\$ 10.40	-0-
3 Crowns	\$360	\$345	\$345	360	303.00	\$240.00
3 Fillings	20	21	21	39	37.20	-0-
(3) Tri Root Canal	120	144	145	235	198.00	180.00
Patient Pays	\$500	\$510	\$511	\$650	\$548.60	\$420.00
Add Deductible	-0-	-0-	-0-	100	100.00	?
Add Premium	86	90	96	168	246.00	299.40***
Total (Out of Pocket)	\$596	\$600	\$607	\$918	\$894.60	\$719.40
SAVINGS	379	365	358	47	70.40	245.60
Patient Pays (%)	60.7%	62.2%	62.9%	95.1%	92.7%	74.6%

\* Group (Employer) Paid Only/Sold as an 80%/20% Plan  
\*\* Individual Enrollment/Sold as an 80%/20% Plan with 6 month waiting period  
\*\*\* Includes \$15 Annual Membership Dues

This Cost Comparison does not take into consideration:

- 1) Waiting Periods
- 2) Pre-existing Conditions that are Excluded



### BENEFIT COMPARISON CHART

BENEFITS	P.D.S.	Safeguard	Denticare	Prudential	Financial Assur.	Blue Cross
Knox Keene License	YES	trans. lic.	trans. lic.	N/A	N/A	trans. lic.
Optometry	"	NO	NO	NO	NO	NO
Orthodontia	"	YES	"	"	"	"
Complete Oral Surgery	"	NO	"	YES	"	"
Affordable Cost	"	YES	YES	?	?	?
Provider Offices	430	approx/130	approx/160	ALL	ALL	31 Southern Ca.
Waives Waiting Period	YES	YES	YES	NO	NO	YES
Deletes Pre-authorization	"	"	"	"	"	"
Waives Claim Forms	"	"	"	"	"	"
Waives Deductibles	"	"	"	"	"	"
Guaranteed Issue	"	"	"	"	?	"
Pre-existing Conditions Covered	"	"	"	"	NO	"
Private Practice Doctors	"	?	?	YES	YES	?
Understandable Policy	"	YES	YES	?	?	YES
Waives Maximum Allowance	"	"	"	NO	NO	"
Coverage is Portable	"	"	"	"	YES	"
Charges to patient known in advance	"	"	"	?	?	"
Simple Administration	"	"	"	?	?	"
Optional Employer or Employee Paid	"	"	"	NO	YES	"
Toll Free Number	"	NO	"	"	NO	NO
Emergency 24 Hour Availability	"	YES	"	YES	YES	YES
TOTALS - POSITIVE	20	15	15	3	4	13

# BOARD OF DIRECTORS MEETING — November 21, 1978

The meeting opened with the Pledge of Allegiance to the flag. A roll call showed fifteen (15) members present, three (3) excused and one (1) absent. Excused were Amiot Co. C, Hardeman Co. K and Wode, Headquarters. Absent was Dempsey Co. D.

The first order of business was a brief presentation by Mr. Rob Rideout, Regional Director of the Fitness Motivation Institute of America. Mr. Rideout will address the membership at our December General Membership meeting.

Next Brother Casciato made two motions that were seconded by Bro. Schlink. Motion #1, that the Board request the Community Services Committee to donate \$500.00 to the Special Olympics to be held in San Francisco on December 16th. This motion passed by voice vote. Motion #2, that the SFPOA donate \$300.00 to the Bay Area Police, Sheriffs and Firefighters Football Tournament to be held at City College of San Francisco December 2nd and 3rd. This also passed by voice vote.

The President gave his report. In accordance with Article 5, paragraph 3, he appointed Bill Traner, Raymond Portue and Nick Marota to the Nominating Com-

mittee. He then told the Board about the move by the police department to civilianize the department and enlightened us on the steps and methods we are taking and anticipate taking to counteract this move.

He also informed us that the department is planning to send out a questionnaire to each sworn member, which they, the department, intends to use in justifying replacing sworn personnel with civilians. We cannot stop the survey, but we hope to have some input into the questionnaire.

Next was the Treasurer's report, combined with the Federal Litigation report. The Treasurer's report was approved as printed. As far as Federal Litigation, the trial has been recessed for two (2) weeks. Other litigation includes, we go to court on December 18th on the 1977-78 pay suit and at that time, the Presiding Judge of the Superior Court will assign the case to a court. Also the Residency Suit should be decided in mid-December. It is in Judge Rolf's Court. He has asked for briefs from the plaintiffs (us) and defendants (City) after the hearings. When he finishes reading the briefs, he will probably make a decision.

Brother Wright gave a Publications and Insurance Committee report. The aforementioned \$1,400.00 that the postal authorities was billing us for, was successfully negotiated thanks to Brother Wright, down to \$523.60. With more paid subscribers, we shouldn't be faced with this again. The Insurance report is in the last issue of the POLICEMAN.

There was a motion made by Hebel and seconded by Casciato that the SFPOA grant Ethel George a 5% raise retroactive to July 1, 1978. A roll call vote showed fourteen (14) yeas and (0) nays. The Board also approved the construction of an office, on the mezzanine level of the building, for our Welfare Officer.

Bro. William Kidd, our representative on the Retirement Board, introduced Mr. Mark Stacy, of the Hartford Insurance Co. and Ms. C. J. McCall, of Dean, Witter, Reynolds. They gave a presentation on the Deferred Compensation Plan. This plan is being made available to all city employees through the Retirement Board.

The meeting was adjourned after they finished.

Joe Patterson  
Secretary, S.F.P.O.A.

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Closed Saturdays, Sundays & Holidays

ATTENTION!

ALL YOU BEAUTIFUL  
S.F. POLICEMAN READERS

*Will you do us a favor?*

*When you patronize any  
display advertiser —*

MENTION  
THAT YOU SAW THEIR AD IN THE  
S.F. POLICEMAN

—WE WOULD APPRECIATE IT!

I know you believe you understand what you think I said, but I am not sure you realize that what you heard is not what I meant.

### S.F.P.O.A. BALANCE SHEET Month Ending October 31, 1978

ASSETS		LIABILITIES & RESERVE	
103 General Fund	\$(22,607.69)	321 Federal Payroll Taxes	\$1,094.36
105 Legislative Fund	(10,000.00)	326 State Payroll Taxes	246.79
		501 Net Worth	(33,948.81)
	<u>\$ (32,607.69)</u>		<u>\$ (32,607.69)</u>

### S.F.P.O.A. INCOME STATEMENT Month Ending October 31, 1978

<b>INCOME:</b>	
Dues - Active	601 \$296.08
Dues - Retired	603 45.75
Gifts & Donations	630 5.00
	\$346.83
<b>EXPENSES:</b>	
Administrative Expenses	701 70.00
Accounting	728 260.24
Equipment Rental	744 1,225.00
Insurance & Bonding	753 105.00
Janitorial Svc.	761 66.75
Maintenance (Equipment)	771 (139.22)
Mailing	772 350.00
Public Relations	773 1,188.00
Rent	776 1,426.85
Salary - Office	777 2,388.00
Salary - Executive	781 (87.10)
Supplies - Office	782 135.03
Supplies - Administrative	782A 529.33
Administrative Exp.	785 2,137.68
Federal Payroll Tax	787 506.08
State Payroll Tax	792 722.27
Utilities	
	\$10,883.21
<b>Committee Expenses</b>	
Board of Supervisors	810 134.62
Civil Service	815 88.30
Community Svc.	820 300.00
Grievance	825 8.70
Health Svc./Retirement	830 600.00
Insurance	835 (1,148.33)
ICPA	840 1,126.56
Legislative	845 11,000.29
Legislative - Collective Barg.	845A (300.00)
Legislative - Charter Revision Comm.	845C 1,000.00
Labor Relations	850 867.56
Screening	860 6,446.32
Publication	863 739.56
COPS	870 1,412.22
Insurance - Life	872A 1,636.43
Dick George Pro.	885 (500.00)
	23,412.43
	34,295.64
	<u>\$ (33,948.81)</u>

## 17 WAYS TO KILL AN ORGANIZATION

Reprinted

Illinois Law Enforcer

1. Don't attend organization meetings. But if you do, arrive late.
2. Leave before the meeting is over.
3. Never have anything to say at meetings; wait until you get outside or back at the district.
4. When at organization meetings, agree to do everything, and then go home and do nothing.
5. The next day, find fault with your organization officers and fellow organization members.
6. Take no part in the organization's affairs.
7. Be sure and sit in the back so you can talk things over with another organization member. Nobody will notice.
8. Take all the members will give and all they are working hard to get, but give nothing in return. After all you pay your dues.
9. Talk cooperation, but never cooperate.
10. Never ask a fellow officer to join the organization, or forever hold it against him because he didn't join when we first started or because he dropped out.
11. Threaten to drop out or resign at every opportunity. Tell others they stand for too little or too much.
12. If asked to help, always say you don't have time.
13. Never accept an office; it is much easier to criticize others than to do something yourself.
14. If appointed to a committee, never give any time to it; let the chairman do all the work.
15. Nominate or vote for a candidate for office even if he doesn't attend meetings; that way if you attend meetings he will know less than you do, and if you don't attend meetings he won't know any more than you do.
16. Constantly spread rumors and criticize your organization officers. This gives you something to do and to talk about. It may even get them to work a little harder for the organization. They all want to be big wheels, or they wouldn't have run for office. (Do you think they will run again?)
17. Don't do anything more than you have to. And when others willingly and unselfishly try to use their ability and time to help the organization, howl as loud as you can because the organization is being run by a CLIQUE!!!

## PROPOSITION F

### Sick Leave Payoff

NOTE: Additions or substitutions are indicated by bold-face type; deletions are indicated by ((double parentheses)).

Section 8.363 Leaves due to Illness or Disability

The civil service commission by rule shall provide for leaves of absence, which leave or leaves may be cumulative, if not used as authorized, provided that the accumulated unused period of sick leave shall not exceed six (6) months, regardless of length of service ((, and provided further that)). Those persons who are officers and employees on the effective date of this amended section may receive a cash payment only for unused sick leave accumulated prior to said effective date and remaining unused on the date of the officer's or employee's retirement, or death or separation caused by industrial accident. Those persons who become officers and employees after the effective date of this amended section shall not be entitled to or receive a cash payment or compensation of any type for accumulated unused sick leave. A violation or abuse of the provisions of said rule and ordinance by any officer or employee shall be deemed an act of insubordination and inattention to duties. The board of supervisors shall approve, amend or reject all amendments to the rules governing leaves of absence as proposed by the civil service commission; provided, that before making any amendment thereto the board of supervisors shall request the civil service commission to review and report on said proposed amendment.

**This is now a civil service property to administer, and they have asked the City Attorney for opinions, which he has not made at this writing. Editor**

# SPORTS

## SFPD FOOTBALL

by Dan Lawson

A very balanced, successful football team that has consistently made the playoffs the past four years in the Jackson Football League, had a very disappointing 1978 season. Jim Taylor, filling in for Mark Porto as helmsman, did a heroic job of attempting to ignite a sputtering offense in a league considered to be the most physical and competitive in Northern California.

In mid-October Mark Porto returned as the offensive leader, and a very dedicated team began making preparations for the second half of the 1978 season — the Law Enforcement Football Tournament and the annual Police-Fire Benefit Game.

On Saturday, December 2nd at City College of San Francisco field, seven law enforcement teams met to do battle for the championship of this year's tournament. In San Francisco's first game, they surprised a Presidio All-Star team 27-0. On the first play of the first two respective SFPD offensive series, Flash (Jack) Minkel ran for two 50 yard touchdowns. The SFPD struck again quickly against a tough San Mateo County team.

After one quarter of play San Francisco led 13-0 but a stubborn San Mateo defense held S.F. scoreless the rest of the game. San Mateo scored twice on long pass plays but failed on the two PAT attempts and lost a squeaker 13-12.

On Sunday, December 3rd at 2:00 p.m. S.F. met a very confident Oakland team. Oakland, a very large and physical team, breezed through their first day of play. Oakland's size advantage however was not enough to stop a fired up S.F. offense. S.F. ran and passed through a stunned Oakland team to win the championship game 39-18. The final tournament standings were as follows: 1st place—SFPD; 2nd place—Oakland P.D.; 3rd place—Military Police; 4th place—San Mateo County; 5th place—S.F. Airport Police; 6th place—Berkeley P.D.; 7th place—S.F. Sheriffs.



1978 S.F.P.D. Football Team and Bay Area Law Enforcement Tournament Champs

The SFPD has one game left in the 1978 season and that's against their arch-rivals the SFFD. The Fire Department has always fielded a talented and aggressive team which should provide for an exciting and entertaining game.

At this point in the article I would like to acknowledge the coaches and players that have developed over the past few years into a very organized, talented and sportsman-like team. The SFPD as a whole should be proud of these men.

**Coaches:**

Bob Clendenny, Joel Spears

**Offense:**

**Quarterbacks**

Mark Porto, Jim Taylor

**Running Backs**

Jack Minkel, John Payne

**Receivers**

Herman Clark, Jeff Barker, Dave Fontana, Jim Sweeney, Frank Walker

**Linemen**

Bob Barnes, Mark Gamble, Dan May, Dave Maron, Ed McDonough, Ray Shaffer

## RUNNING THROUGH MY MIND

by Walt Garry

The first ever Bay Bridge Run held last month, should be ranked along with the Bay to Breakers and the Bridge to Bridge, as events more so than runs.

For the mass of those who started at the Oakland Army Terminal it was a slow shuffle along a back road until in steeple chase fashion, you leaped the rail on to an excellent running surface and started the long pull across the span to the on ramp at Fremont St., then down to the Embarcadero and finishing in front of the Ferry Building. Among the 6,000 plus runners were Lou Barberini Solos; Paul Kotta Auto Detail; Jim White Sex crimes; Jeff Brosch Homicide; Mike Yalon General Works; Lloyd Cunningham Vice Crimes; Ray Minkel Co. A; Mike Dempsey Co. D; Art Gerrans Vice Crimes; Mike Mahoney and Dennis Gustafson Co. C and Dan Inocencio, Jerry Sarin and Walt Garry Y.S.D.

Dennis Gustafson who attempted to run three bridges that same date, fell short by one (bridge). At the Larkspur Ferry Landing, 32 miles into his run, the rain and cold took their toll and Gus called off the last 10 miles that would have taken him over the Richmond-San Rafael Bridge, a first.

The Sacramento Pepsi 20 was held in a light rain this year, but that didn't stop the 1,500 runners who entered this long established event. Al Crestetto Co. G looked real good finishing in the top 200. Also finishing in the 500's were Walt Garry YSD, Marty Walsh Solo's and Mike O'Connell Co. G.

It still is not too late for the Christmas relays. Some teams might be in need of a last minute replacement. Call Mollo for race info.

**BENEFIT — POLICEMEN VS FIREMEN**  
**3rd Annual Charity Football Game**

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PROCEEDS TO BE DONATED TO THE  
 SPECIAL OLYMPICS FOR THE HANDICAPPED

---

**SATURDAY, DECEMBER 16, 1978 - 1 p.m.**  
**Washington High School (32nd Ave. & Geary)**

First Prize: TRIP FOR TWO — LAKE TAHOE  
 — Other Valuable Prizes —

DOOR PRIZES RAFFLED OFF AT HALFTIME  
 Need not be present to win

**DONATION: ONE DOLLAR**

**Defense:**

**Safeties**

Mike Keyes, Leroy Lindo, Mike Puccinelli

**Cornerbacks**

Dan Lawson, Mike Lawson, Jim Taylor

**Linebackers**

Bob Barbero, Bob Del Torre, Al McCann, Bob Mondin

**Linemen**

Marion Jackson, Fred Kolar, Herb Lockner, Andy O'Mahoney, Harry Pearson, George Stasko

The tournament and benefit game commissioners would like to thank the SFPOA for its generous donations.



1978 Law Enforcement Football Tournament Championship Game. S.F.P.D. (right) vs. Oakland P.D. (left)

## Golf Club News

I hope most of you missed my column last month. Because of this oversight we have had three tournaments since the October issue of the POLICEMAN.

On October 30th we played Round Hill Country Club. Sixty-one players found the narrow fairways and windy day too much and the scores showed it.

Grant Fahs again had the low score of the day, a 79. He was the only player to break 80. Rich Renehan was the low net winner with a net 68. You see, Smokey, he really was playing golf that day. The four flight winners were: Dennis Martel, Virgil Vandevort, Jack Doherty and Jack Daly. R. C. Epps, who was a guest of Johnny Phillips, won the hole-in-one with a shot 8'5" from the hole. Virgil Vandevort was a mere 5" further away at 8'10" and was followed by Joe Buckley a distant 10'3".

Round hill is a very nice course which was enjoyed by most of us even if the weather conditions made it play a little tough. Hopefully some day we will return and have a better day.

\* \* \*

On November 10th we journeyed North to Santa Rosa Country Club where sixty-eight players had a much easier time against the golf course.

Once again Grant Fahs had the low score of the day. What made this so remarkable is that he beat the next best score, a 74 by Even Lammers, by six strokes. Grant had the best score in the history of the club, a 68.

Low net winner was yours truly who shot 75 and got beat by seven strokes. The four flight winners were: George Eimil, John Cavalli, Nick Eterovich Jr. and Joe Allegro Sr. The hole-in-one was won by Jack Daly with a shot 8'6" from the hole. Even Lammers was second at 10'11" followed by Virgil Vandevort at 11'9". Pat Paxson won the guest flight.

Once again, I'm sure everyone was impressed with Santa Rosa Country Club. It's a very nice course and the people who run it are very accomodating.

\* \* \*

On Monday, December 4th we swung South to play Sunnyvale Muni. It was a little cold starting out but turned out to be a lovely day.

For once Grant Fahs didn't have the low score of the day. Thanks for staying home Grant.

The low score of the day was a 73 turned in by Lt. Joe Buckley. Capt. George Eimil was a little unhappy with Joe about this as George turned in a nifty 74 and would have won except.

The low net winner was Fred Fegan a former 25 handicap who shot an 82 for a net 57. You shouldn't fool with mother handicapper.

The five flight winners were: George Eimil, Bill Grosward, Pete Buckley, Jack Doherty and Joe Allegro Jr.

Pat Paxson, who can usually be found guarding one of the entrances to the hall won both the hole-in-one and the guest flight. If he isn't more careful, Pat will find getting off much harder in the future. Noone likes big winners. His shot which was 9'4" from the hole beat out another guest, Frank Seput, who was 9'10" away. Even Lammers was third at 13'10 1/2".

The year 1978 is now finished. This completes our fifth year as a club and judging from the membership and participation, I believe the club has been a success.

The club is open to all active and retired San Francisco police officers. We play monthly tournaments on different Bay Area golf courses. Anyone having an interest should contact either Lt. Vic Macia at the Youth Services Bureau (553-1321) or myself as below. The yearly dues are \$5.00 to cover expenses. Make all checks payable to the S.F. Police Golf Club.

Jerry Cassidy Co. K E&I  
 Rm. 150, Hall of Justice  
 553-1245  
 or  
 237 San Marin Dr.  
 Novato 94947  
 897-0226

## Predictable Disaster

which is one of the major problems in the work force today, would be a major factor in tearing down standards in the department. The times dictate that we need improvement, not the destruction of the police department.

### 3. The long term costs involved in civilianization:

Clearly, if a stable work force is to be developed, competitive salaries and fringe benefits will be required. Will one civilian fill in for one sworn police officer, or will two civilians or more be required to replace one police officer? In the case of positions involving highly technical and professional functions, the comparative salaries are often higher than those paid to police officers. Existing experience demonstrates that conversions will not come cheaply, and the risks are substantial. And in the end there may be absolutely no savings at all.

### 4. Civilianization shortens the careers of police officers.

It is no secret that police officers are subject to the aging process like other human beings. Therefore, while an officer with substantial experience will be of great value to the department even when taking incoming calls or supervising others, it is expecting too much for him to take the day-to-day pressures on the street. In addition, all of us develop some physical disabilities as we age. If the jobs off the street are no longer available, valuable police officers will opt for early retirement. This will rob the department of police officer depth and will also reduce any so-called cost-saving because any savings in salary will be offset by charges against the retirement system. There is also an important human factor involved. It is unfair to throw an officer onto the garbage heap when he can no longer meet the day-to-day arduous tasks of the street.

### 5. A police department by definition has to be a paramilitary organization if it is to be effective.

A police officer is capable of performing exacting assignments. He is capable of accepting close discipline as part of a para-military structure and to act with independent discretion as well. An officer is required to handle confidential and sensitive matters, while in the civilian world that is not necessary. A police department has to be well disciplined and there must be a respect for authority.

#### Civilianization would result in the following:

(a) Experienced and qualified sworn personnel in the department would be sharply depleted.

(b) The department itself would become a civilian department. The sworn personnel themselves would become de facto civilians and develop the same responses as civilians to work styles and authority.

In short, it would completely undermine the strictness, the commitment, the effectiveness and the image of the department. It would obviously seriously undermine the morale of the surviving sworn personnel.

Needless to say, the Police Officers' Association is going to fight the attempted civilianization with all of our strength. We are going to force the advocates to show us why, where and how the civilians can do the job effectively and at what cost saving. We will show that most positions, within the police service must be filled by sworn personnel. It would be impractical and sometimes illegal to use civilian personnel in any activity related to law enforcement.

**IT IS IRONIC THAT IN AN ERA WHEN FIRST RATE POLICE SERVICE IS THE MOST CRITICAL NEED IN OUR HISTORY THAT EFFORTS ARE BEING MADE TO REDUCE AND WEAKEN THE ROLE OF SWORN PERSONNEL IN THE DEPARTMENT. THIS COMES NOT ONLY FROM THOSE WHO DESIRE TO SAVE MONEY FOR THE CITY (HOWEVER ILL ADVISED) BUT ALSO FROM THOSE WHO TRULY WANT TO MAKE THE SAN FRANCISCO POLICE DEPARTMENT JUST ANOTHER CIVILIAN AGENCY.**

*Let nobody forget that the police officer is the mainstay of the police department.*

## S.F. Police Department is No. 2 in the Nation in U.S. Cities over 500,000 population

CITY	TOTAL	# SWORN	# CIVILIAN	% SWORN	% NON-SWORN
Jacksonville	1,534	931	603	61	39
San Francisco	2,475	1,631	844	66	34
Houston	2,563	1,867	696	73	27
Kansas City	1,688	1,233	455	73	27
Dallas	2,384	1,797	587	75	25
San Diego	1,434	1,125	309	78	22
Seattle	1,343	1,064	279	79	21
Columbus	1,144	926	218	81	19
Honolulu	1,810	1,473	337	81	19
Indianapolis	1,325	1,072	253	81	19
Phoenix	1,868	1,512	356	81	19
Memphis	1,594	1,300	294	82	18
Denver	1,670	1,390	280	83	17
San Antonio	1,335	1,120	215	84	16
Washington D.C.	5,323	4,546	777	85	15
New York	35,273	31,147	4,126	88	12
Chicago	14,672	13,018	1,655	89	11
Detroit	5,957	5,429	528	91	9
Cleveland	2,186	2,001	185	92	8
New Orleans	2,343	2,189	154	93	7
Pittsburg	1,484	1,459	25	98	2

High: 39% (Jacksonville) Low: 2% (Pittsburg) Average (Total): 17.9 San Francisco: 34%

## Mayor Moscone & Supervisor Milk

State Senator in Sacramento authored and supported much legislation on our behalf.

During the tenure of Governor Ronald Reagan, the time and a half overtime bill for police officers was fervently supported by Senator Moscone. Reagan vetoed that bill but it wouldn't have left the Senate without Moscone's support. The original Police Bill of Rights was wholeheartedly supported by Senator Moscone; in fact, George helped to secure passage of that bill through his influence in 1976.

The present police retirement system said by many to be the finest in the nation was improved considerably by the passage of Proposition M in 1974. George Moscone was a vocal supporter of that amendment. Hundreds of police retirees should thank George Moscone for improving their benefits as his support of Proposition H in 1974 was crucial to the success of the amendment. George Moscone always fought the erosion of police worker's compensation benefits and was usually successful.

The loss of any human being is tragic, but seemingly doubly so when the Chief Executive of our City is gunned down.

The police officers of San Francisco extend their condolences to the family of George Moscone and we truly regret the loss of an honest and compassionate public servant.

Protections for the widow and children of slain Mayor George Moscone, killed in the line of duty, are very little indeed. We urge everyone to contribute to the:

George Moscone Family Memorial Fund  
Bank of American  
345 Montgomery Street  
San Francisco, 94104

### Supervisor Harvey Milk

1930-1978

Supervisor Harvey Milk was slain minutes after Mayor Moscone was killed. Although he was "new" to city government as a member of the Board of Supervisors, he was not the "overnight star" success story one hears, for such stories are untrue. Harvey began his political career not unlike other people, by getting involved in neighborhood problems. As he became successful in those problems, he reached out for more and more involvement.

The District elections of Supervisors enabled Harvey to concentrate his election in a largely gay community district. As a homosexual, his followers could identify with him, and he in turn could identify problems of individual rights. It is no secret that he spent less and less time running his Camera Shop in order to spend more and more time on the affairs of City government. He will be missed.

## Brother In Need



moral support you can give him to survive this ordeal.

The POA has assisted by giving Mike the necessary blood he needs, but the moral support is just as critical and he needs that support now.

PLEASE — Send cards or letters to Mike Howard, c/o Marys Help Hospital, 1900 Sullivan Avenue, Daly City, CA 94015.

Mike is no longer receiving his pay check so if you care to send a small donation, his wife Kathy and their family would be grateful.

Send checks to Nurse June West, Hall of Justice, 850 Bryant Street, San Francisco, CA 94103, County Jail #1. Make checks payable to Mike Howard Fund.

The POA thanks you for your help and we wish Mike a speedy recovery.

P.S. Our blood supply at Irwin Memorial is getting short — so you may want to go and give a pint.

**HAPPY HOLIDAYS**