

THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK

(November 1967--No. 1)

TURKEY NITE - Nov. 21.

THE ANNUAL TURKEY DRAWING NIGHT WILL BE THE REGULAR MEETING OF NOVEMBER 21st., 8:00 PM., 2269 MARKET ST. THE EXECUTIVE BOARD WILL REPORT ON PROGRESS OF OUR MAJOR RETIREMENT AND FRINGE BENEFIT PROGRAMS AND ON POSSIBLE CHARTER REVISION AT THE JUNE 1968 ELECTION.

IN MEMORIAM: Oct 10, 1967.

Officer Harry B. O'Donnell, Traffic Bureau, a member of the Department since 1932.

RETIREMENTS:

Chief of Insp. John A. Engler, Nov 1; Off. Leonard H. Estupinian, Oct 1 & Off. Richard D. Hubert, Oct 1.

ELECTION RESULTS:

Propositions "E" & "F" which the Association endorsed won by good majorities and things are looking up for our members. At this time it is too early to assess all the trends and what Mayor elect Alioto will do in 1968. Our Association has already set up tentative dates to meet with the Mayor's aides and to present our programs for improvement of the wages, hours and benefits of policemen.

The recruitment and retention of qualified men in the police department (not only in S.F., but nationwide) is a pressing problem. Qualified men do not seek law enforcement careers, there are no waiting lists for jobs, the pressures of modern police work, send good policemen to fire or less trying occupations. Our Association feels that if every avenue of pay and fringe benefit (including retirement) is explored and expanded we can attract and hold qualified policemen. We feel the people of San Francisco will support our cause as it is their cause too.

COMPARISON OF BENEFITS (Source P.O.R.A.C Annual Salary Survey 1967-68)

This chart will show some of the benefits received by other California cities of various populations. Some of the cities surveyed did not report in all categories so they are noted here as "no".

	Over 100,000	50 to 100,000	25 to 50,000	10 to 25,000	Under 10,000	REC'D BY BAY AREA
Total cities (248)	(15)	(35)	(41)	(67)	(90)	
Bay Area " (53)	(4)	(16)	(11)	(16)	(6)	
Unif. Allow.	10 2	25 12	30 11	55 15	77 6	41 of 53
Annual Leave 20 days or more.	11 3	17 8	19 7	14 6	10 2	26 of 53
Shooting Bonus	3 0	9 1	8 0	9 1	3 0	2 of 53
Longevity	4 0	9 3	8 1	7 1	2 0	5 of 53
1½ O.T.	2 0	3 3	2 1	0 0	0 0	4 of 53
100% Health Plan (SF-38.8%)	9 2	24 13	32 8	45 10	53 3	36 of 53
Fluctuating Ret.	7 2	12 7	24 7	37 11	35 5	32 of 53

NOTE: For cities over 100,000:

Minimum retirement age.

- 1 @ 41 yrs
- 1 @ 46
- 5 @ 50
- 1 @ 51
- 7 @ 55 (SF is 55)

Sick Time:

- Unlimited 8
- 6 months 2
- 150 days 1
- 120 days 1
- 100 days 1
- 6 dys pr yr 1
- not accul. 1

Type of Ret. System:

- State 5
- Local 8 (SF is local)
- Local & Co. 1
- Local & OASI 1

FOR THOSE THAT TELL YOU S.F. POLICEMEN ARE RECEIVING TOP PAY AND BENEFITS, YOU CAN QUOTE FROM THE CHART---WE ARE NOT---FOR THE TORMENTOR WHO SAYS THE "BIG CITY" HAS EVERYTHING, READ HIM THE CHART ON SMALL TOWNS. ASK YOUR TORMENTOR WHY OUR MEN ARE LEAVING FOR SMALLER BAY AREA CITIES WHICH FEATURE MANY OF THE BENEFITS LISTED ABOVE.! OUR CITY SHOULD KEEP GOOD POLICEMEN, ONE WAY TO DO SO IS TO GIVE ADEQUATE BENEFITS.

THANKS:

At the request of the Association and after investigation the Chief and the Police Commission increased court overtime from 2 to 4 hours.

The Association can only say, "Thanks".

The healthy climate that exists between the Chief of Police and your Association continue to be beneficial for all members of the department.

WITH THE TREND FOR 25 YEAR RETIREMENTS IN POLICE SERVICE---LETS TAKE A MOMENT TO EXAMINE OUR RETIREMENT SYSTEM AT PRESENT.

Monthly retirement allowance upon service retirement of fireman and policeman who are Sec. 168.1 & 171.1 members: After at least 25 but less than 30 years of service, and before attaining the age of 55, expressed as percentages of the average monthly compensation earnable during the 3 years immediately preceding retirement.

Age of qualification for normal service retirement

Age of retirement	51	52	53	54	55
46	36.685%				
47	38.9139	36.3964%			
48	41.3352	38.6611	36.0932%		
49	43.9714	41.1268	38.3951	35.7728%	
50	46.8510	43.8201	40.9095	38.1155	35.4340%
51	50.0000	46.7654	43.6592	40.6773	37.8156
52		50.0000	46.6789	43.4908	40.4312
53			50.0000	46.5851	43.3078
54				50.0000	46.4825
55					50.0000

HERE A FEW EXAMPLES OF WHAT A POLICEMAN WOULD RECEIVE IF HE RETIRED WITH 25 YEARS SERVICE.

Age Appointed	Age at 25 yrs Service	Retirement
21	46	36.685
24	49	35.7728
27	52	43.4908
30	55	50.

THE ABOVE IS WHY YOUR ASSOCIATION IS PUSHING FOR A CHANGE IN OUR RETIREMENT SYSTEM, AND IS WORKING CLOSELY WITH THE FIRE DEPT. COMMITTEE. WE HAVE SUPPORT FROM "DOWNTOWN" INTERESTS, OUR ACTUARIAL SURVEY IS BEING MADE AND COMING THIS SPRING OF 1968 IT IS PLANNED TO HAVE A RETIREMENT PLAN PATTERNED AFTER THE LOS ANGELES SYSTEM ADOPTED LAST YEAR.

The features are: 55% retirement after 25 years of service and being at least age 50.

70% retirement after 30 years of service.

Fluctuating retirement.

No limitation on earnings after retirement.

ALL MEMBERS OF THE ASSOCIATION SHOULD APPOINT THEMSELVES A COMMITTEE OF "ONE" TO BECOME INFORMED, ATTEND THE MEETINGS, ASK QUESTIONS, AND TO WORK FOR BETTER CONDITIONS.

FROM INTERNATIONAL CONFERENCE BULLETIN:

Riot Toll: (1967 & before)	Dead	Injured	Arrested
1964 Eight cities	8	1,056	2,643
1965 Watts, Chicago	35	1,080	4,310
1966 Eighteen areas	12	366	1,647
1967 31 Cities to date	86	2,056	11,094

Does a police officer have the right to refuse to answer questions at a hearing or investigation into his official conduct? **NO.**

Authority: Garrity v. New Jersey & Spevack v. Klein, U.S. 1967.

In Garrity the Supreme Court held that evidence obtained from police officers under the threat of removal from office was inadmissible in a criminal trial against the officer. It was coercion..plain and simple -- no different than physical coercion in its result; Its violation of the Fifth Amendment privilege against compulsory self-incrimination.

However, in Spevack the Court noted that the Garrity decision did not reach the question of whether or not a police officer could be removed from office for refusing to testify at disciplinary hearings.

It is the Law of California that refusal to testify can lead to dismissal. (Christal v. Police Commissioner of San Francisco, 33Cal. App 2d 564, 92 P2d 419).

SAN FRANCISCO POLICE OFFICERS' ASSN.

2269 MARKET STREET
SAN FRANCISCO, CALIFORNIA 94114

BULK RATE
U. S. POSTAGE
PAID
San Francisco, Calif.
Permit No. 6687

Mr. Michael S. Hebel
1225 Seventh Avenue
San Francisco, Calif. 94122