

# 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



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VOL. 10

SAN FRANCISCO, OCTOBER 1979

## FEINSTEIN FOR MAYOR



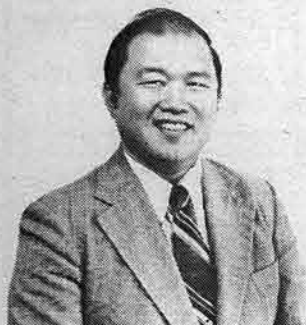
John Molinari  
District 3



Dianne Feinstein



Lee Dolson  
District 9



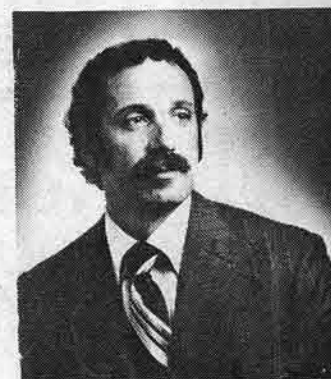
Gordon Lau  
District 1



Ron Pelosi  
District 11



Arlo Smith  
For District Attorney



Bob Geary  
For Sheriff

Candidates & Propositions — See pages 10, 11, 12 and 13

### ELECTION '79

by Bob Barry

There is no question that apathy amongst our voters is running very high and with only 28 days left until election day, there is little doubt that this year's election will be rather dull, with the exception of the mayor's race and a few propositions.

The POA's recent poll of 850 registered voters indicates an

overall 45% of the voters have yet to make up their minds on the citywide races and propositions, while the percentages for the various supervisors' races are even higher.

Although these figures will begin to drop drastically in the next two weeks, only about 58% of those registered to vote will take the time to go to the polls.

Although I would like to think that our members are different, the fact remains that we aren't — unless there's a great deal of motivation instilled in each of us.

Proposition "A" should be that motivation. Passed by the Board of Supervisors in August by a vote of 7 - 4, Proposition

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# WIDOWS & ORPHANS

The meeting was called to order by Pres. R. Kurpinsky at 2:15 p.m. Wednesday, September 20, 1979 in the Traffic Bureau Assembly Room, Hall of Justice, with a sufficient number of members present for a quorum.

Treasurer Barney Becker submitted the following list of delinquent members who were dropped from the rolls by the President under Art. III, Sec. 4 of the Constitution: Gabriel M. Alva, Louis T. Apo, Harold E. Cole, Jack Delmas, Michael G. Edmond, Benny Fong, William A. Frazer, Patrick G. Henry, Kenneth Ingram, James K. Mah, Stephen Mattoon, John J. Murray, Patrick J. O'Shea, Joseph O'Sullivan, Curtis J. Potter, Edward J. Rosas, Manuel Serrano, Ralph R. Storch, Richard M. Yoell. Any member dropped from the rolls can be reinstated under the Constitution by the Board of Trustees. Any of the above should contact the Treasurer or Secretary or any member of the Trustees regarding reinstatement.

Treasurer Barney Becker reported the following deaths since the August meeting:

**CHRISTIAN GRUTZMACHER** — Born 1900, he entered the department in 1926 at the age of 25. He worked out of the Chief's Office in radio cars, servicing all the District Stations. He was transferred to the Mounted Unit in 1935, working in the South of Market area. Transferred to the 3 wheel unit when some of the mounted were phased out. Chris worked this detail until his retirement for service in 1956. He was 70 years old at the time of his death.

**JOHN P. O'CONNOR** — Born in 1893, Paddy entered the department in 1921 at the age of 27. He worked the various stations for several years, being transferred to the Bureau of Special Services where he served for 7 years. He was transferred to the Chinatown Detail in 1942, serving in this unit until his retirement for service in 1956. He was 77 at the time of his death.

A donation was received from **JOHN J. HUGHES**, in memory of Betty Ryan, the wife of Captain James Ryan.

Senior Trustee reported the reinvestment of monies in the S.F. Police Credit Union in money market certificates, also the purchase of Federal Farm Credit Bank Notes due in 1985, returning 9.7%.

There being no further business to come before the membership, the meeting was adjourned at 2:40 p.m. in memory of our departed Brothers.

Fraternally,  
Bob McKee, Secretary

Members are advised that the next regular meeting will be Wednesday, October 17, 1979 at 2:00 p.m. in the Traffic Bureau Assembly Room, Hall of Justice.



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SAN FRANCISCO

## Fellowship of Christian Peace Officers

Our October 23rd meeting featuring Dave Boyer, a Christian musician, will beheld at the Church of the Highlands, Skyline Blvd. at Sneath Lane in San Bruno. It was necessary to move from our regular meeting place at 2525 Alemany Blvd. due to the large crowd which is expected. In November we will return to the church hall on Alemany and our speaker will be the Rev. Dave Duplessis.

For those police couples interested in a marriage retreat, one is being palnned for the weekend of Jan. 25-27 and will be held at the St. Clare Retreat Center in Santa Cruz. Anyone desiring further information, contact Jim Crowley, Jim Higgins, Ed Erdelatz or Joe Mollo.

### FOOD FOR THOUGHT

Scripture Reading for Today: Romans 5:1-8

SAVED BY A SUBSTITUTE  
GOD HATH . . . APPOINTED US . . . TO OBTAIN  
SALVATION BY OUR LORD JESUS CHRIST, WHO  
DIED FOR US.

1 THESSALONIANS 5:9,10

During the Civil War in the United States, a farmer named Blake was drafted as a soldier. He was deeply concerned about leaving his family, because his wife had died and there would be no one to support and take care of his children in his absence.

The day before he was to leave for the army, his neighbor Charlie Durham came to visit him. "Blake," he said, "I've been thinking. You're needed here at home, so I've decided to go in your place." The farmer was so overwhelmed that for a few moments he was speechless. The offer seemed too good to be true. He grasped the hand of the young man and praised God for this one who was willing to go as his substitute.

Charlie went to the front lines and performed his duties nobly. But sad to say, he was shot and killed in the first battle. When the farmer heard the news, he immediately saddled his horse and rode out to the battlefield. After searching for some time, he found the body of his friend. He arranged to have it buried in the churchyard near the spot where they had often stopped to talk after the services.

On a piece of marble he carved an incription with his own hands. It was roughly done, but with every blow of the hammer on the chisel, tears fell from his eyes. He placed the marker on the grave of his devoted substitute. Many villagers wept as they read the brief but touching inscription: HE DIED FOR ME.

The Bible declares that the Lord Jesus sacrificed His life that we might escape ETERNAL DEATH (1 Pet. 3:18). As we reach out by faith to claim Him as our substitute, we too will be able to say, "He died for me!"  
-H.G.B.

THOT: LIVE FOR CHRIST — HE DIED FOR YOU.

Reprinted from "Our Daily Bread"

## MANLY HUMILITY

I bend my knee to no man  
Save to help a fallen brother  
Regain his still unsteady feet.

I bend a knee to no man  
'Cept to lift a crying child  
To his mother's outstretched arms.

I bend my knee to no man  
Save to loose a kitten  
Snarled in a ball of yarn.

I bend a knee to no man  
'Cept to Christ the King,  
As to his feet my wretched sins  
I do bring.

— Thomas Warren Powers



# POLICE POST #456 NEWS

Did you know that Charlie Sandoval has been twice honored by civic and veterans groups? To say nothing of the recognition that has been given him by the Police Department for valorous acts and excellent police work. This is a first as far as this scribe knows from the research that I've done. He's a man's man and certainly a policeman's policeman.

Jack Reed and his lovely wife Dot are living the good life in the warm weather of San Jose. It's hard to visualize Jack with a hoe in his hand, tilling the soil. He's got some beautiful roses and other flora and fauna growing. Good exercise and he's producing good results.

Wonder how Al Thorington is doing since he resigned as treasurer of the credit union? He was thinking of moving to San Diego. He's got a good replacement in the person of Harry Beare. With the help of Erl Rolandson he'll have no trouble whatsoever. A lot of us will miss the plumbing work of Harry and Ed Rose. Following them from job to job must have been a comedy in itself. We wish both Al and Harry the best of luck.


Speaking of the Credit Union, why don't you drop in for some good sound financial advice and while you're there, either invest in savings which pay good dividends or borrow for your needs.

See you next issue.

Your Police Post Scribe,  
John Russell

### GRANDMA'S SALOON

Jim (Goober) Smith  
Retired SFPD  
1232 Noriega St., San Francisco CA 94122  
Phone (415) 665-7892



the San Francisco  
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OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION  
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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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# BILL TRANER—MY FRIEND—OUR COLLEAGUE

by Paul Chignell

A San Francisco police officer named Bill Traner passed away recently of a sudden illness.

In a few short weeks, Bill Traner was transformed from an active, healthy police officer to one who is no longer with us.

But though Bill is gone, his legacy will remain with us — and a special legacy that is.

Scores of officers knew Bill, and loved Bill for different reasons. I have one of the reasons and would like to share it with you.

In 1970 with less than one year in the Police Department, I was working a radio car in the fog of the Taraval district at 1:30 in the morning. A voice came over the police radio that sounded unlike any I had ever heard. It was a precise, harmonious voice that can only be described as spellbinding. But one could not be lulled by that voice emanating from police communications because he could strike a kind of terror in the officers laying in "the weeds" attempting to dodge the typical dog watch calls of the Taraval. Who wants to respond to dog barking or phony prowler calls in the avenues at two in the morning? Bill Traner could get those radio cars in service and out of the weeds because you first were attracted to that voice and secondly, that cop had been on the streets and knew how to get action through embarrassment.

That one morning a dog was barking incessantly on 10th Avenue and all five of the Taraval radio cars knew that the run was hanging. No one wanted to respond. The Traner voice came over the air: "Taraval 1". No response. "Taraval 2". No response. "Taraval 3". No response. "Taraval 4". No response. "Taraval 5". No response. He then went through all the Richmond cars and all of the Park cars with no response. Bill then stated, "Any Taraval unit for a buxom, nude young woman seen at 9th & Irving, - three complaints". Immediately a Taraval unit answered the call and Bill said, "Cancel that call, Taraval 1, it was a phony, respond to 1261 - 10th Avenue on a barking dog". That was my first experience with Officer Bill Traner.

I met Bill Traner shortly after that incident but did not have much contact with him until early 1977 when Bill and colleagues Bill Pacheco, Dale Boyd and Ray Portue filed a grievance over transfers from the "Bomb Squad".

The transfers were immediately rescinded because they were accomplished due to the fact that Traner, et al said the procedures and policies of the Bomb Squad were promoting hazardous conditions.

However, this grievance was to continue into the summer of 1979 with members of the administration balking each and every step of the way, necessitating further meetings with Chief Gain. At least thirty (30)

hearings were held with Chief Gain and finally the San Francisco Police Department was cited by CAL-OSHA for safety violations brought forward by Bill Traner.

Throughout this laborious process, Bill Traner kept his "cool" and was pushing forward with one objective — to make the Bomb unit facilities and procedures dependent upon SAFETY.

He spent literally hundreds of hours of his own time researching and preparing for the grievance hearings. Bill encountered the typical disgusting administration attempts to transfer him while the grievance was processed and attempts were made to isolate him from his colleagues. There were also attempts to intimidate Bill into submission, but none of those tactics were successful.

Due to Bill's actions, a final standard operating procedure for the Bomb unit was finally written and disseminated throughout the department.

There is no officer in this department who was more unselfish and tireless in achieving such an important objective.

I, for one, will never forget those months and those hearings, but especially the man who instigated them, Bill Traner.

God bless you, Bill. I miss your wit and your voice, and I know I always will.

## MALIBU REPLACES NOVA IN RADIO CAR FLEET

(They're good Chief, but we still don't like baby blue!)

by Pete Godbois  
Uniform & Safety Committee

The narrow streets, steep hills and traffic congestion in San Francisco present a driving challenge to police in even the most routine assignments. When the stresses of code 2 and code 3 responses are added to the already difficult driving environment we are fortunate to have such capable vehicles as our newly acquired, 1979 Chevrolet Malibu radio cars.

The vehicle specifications for our department call for a radio car which possesses, "outstanding roadability, maneuverability, cornering and other road handling characteristics necessary for a vehicle engaged in law enforcement work" and requires that vehicle to meet certain minimum performance standards.

Last Thursday, September 20, 1979, two of the new cars were pulled out of service and driven to the CHP Academy near Sacramento where they were evaluated for acceleration, top speed, roadability, and braking. Because our radio cars are such a basic and important tool for us, I thought you might be interested in the test results.

The Malibu is similar in size and weight to the Nova, which it replaces. The car uses the same 350 cubic inch V8 engine, which produces 165 bhp at 3800 rpm. Aside from a cleaner, more aerodynamic looking body, the major differences between the Malibu and Nova are to be found in their handling characteristics.

Chevy has fine tuned an already good suspension and produced a car with nearly neutral cornering abilities. The result is a car that rides and handles better than the Nova. More importantly, the suspension gives the car predictable handling qualities which, under certain conditions, the Nova lacked. When the Novas were tested at the CHP track, last year, they were found to have a tendency to want to come out of the turns backwards, oversteer was so great. This handling quirk was so pronounced that it became the subject of a

departmental Information Bulletin. Although, in theory, the fastest cornering cars are those which do tend to oversteer, the trouble with such cars is that they demand more driving concentration than the average driver usually applies. Although most cops are above average drivers, it is to their advantage to have a car which doesn't demand total concentration from them when they are driving under stress.

Quotes from the comments made in last week's Malibu performance evaluation may give you some idea of what can be expected from this car:

"Directional stability at speed was excellent. Cars maintained a level fore and aft attitude even at speeds above 90 mph. No lift was ascertainable by either the driver or track-side observers. The cars exhibited nearly neutral cornering characteristics."

If the driver entered a turn too fast, mild understeer was experienced which could be corrected quite readily by simply getting off the gas. We were able to (deliberately) induce oversteer in a tight banked turn at 55 to 60 mph, by jabbing the brakes, but the condition was so slight that the track banking corrected it without any other correction needed. It was found that in moderate to high speed cornering the car was limited more by mediocre engine power than by lack of tire adhesion or suspension weakness.

The comments on the braking tests were especially encouraging.

"No fade was observed. Pedal pressure remained firm, and the car came to a stop in a straight line. Not only did we experience no fade, we found that (as the drivers' skill at impending skid braking increased) each stop was accomplished in less distance than the one before."

It was the conclusion of the test drivers, supported by the data below, that the Malibu exceeds the 1979/80 performance specifications.

|                            |                                   |
|----------------------------|-----------------------------------|
| Zero to 60 mph .....       | 11.0 sec.                         |
| 20 to 40 mph .....         | 3.6 sec.                          |
| 40 to 70 mph .....         | 10.0 sec.                         |
| Standing 1/2 mile .....    | 18.5 sec. at 73 mph               |
| Top speed (observed) ..... | 99 mph                            |
| 60 to 0 mph .....          | 148 ft.                           |
| .....                      | (directional stability excellent) |
| 90 to 0 mph .....          | 325 ft.                           |
| .....                      | (directional stability excellent) |

During the braking test one of the vehicles developed a transmission fluid leak (which, I am informed, has occurred on more than one of these cars) but, other than that, the cars seemed to cope with the rigors of testing in the 90 degree heat quite well.

With the purchase of these cars, the City has provided us with an exceptionally good tool with which to perform our motorized duties. That we have such a vehicle, is a tribute to some enlightened thinking by SFPD administrators and, in no small part, to the efforts of Uniform & Safety Committee member Jim Hughes who, for several years, has lobbied to upgrade our fleet of vehicles.

The cars are not without their problems, however. In addition to the transmission fluid leak, mentioned above, some have also been found to leak oil from engine gaskets, and barbeque their spark plug wires on the exhaust manifold. Perhaps more weaknesses will become evident as they accumulate mileage and hard knocks, but future problems can be minimized by taking reasonable care of these cars. Although there's much improvement possible in the SFPD, at least in the area of transportation, we seem to be making progress.

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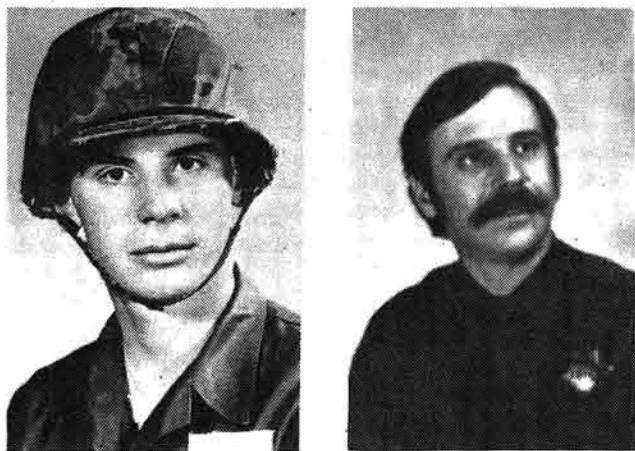


## AROUND THE DEPARTMENT

by Al Casciato

... The Grievance Committee, and especially Chairman Paul Chignell, deserve acknowledgment and praise for their hard work and over 90% victory rate for grievances filed over the last three years. Paul is now looking for more members to assist in the committee's work. Since Ted Schlink is pulling triple duty on the Federal Lit, Overtime and Grievance Committees, all with a heavy workload, and Jerry Schmidt is giving all his time to the May 21st investigation. Also it is anticipated that numerous grievances will be filed if the administration tries to discriminate against members of Central Station because of personality by transferring them when the FTO program arrives in March. So, if you can help Paul and the rest of the guys, give him a call...

... The guess who picture last month sure generated a lot of phone calls. In fact, I stopped counting after 150. Actually, the first one to guess was my wife, Maritza, who drew a mustache, cut off the helmet and assumed him to be heavier. But, I disqualified her from the T-shirt and went through all those phone calls until Vince Neeson, Co. A, called with the correct answer.



So, here he is. The mystery man then and now. Wild Wes Hayes, Co. F.

A thank you to Bob Fitzer Co. F who submitted the picture. If you have an old picture collecting dust, send it in and I'll print it...

... If you are considering turning in your mace or tear gas containers for a new one because the expiration date has been reached, don't unless it's leaking. Range Master Vic Wode advises that because of a FDA regulation which requires dating of chemicals, the companies that sell chemical agents put an early expiration date in hopes that we'll buy more. So, according to Vic, chemical agents are good until the container leaks or has been used up...

... Speaking of the Range: I ran into former Range Instructor Walt Strohmeier at the Tut exhibit. Retirement is sure treating Walt good. He's lost 30 lbs., grown a mustache and looks years younger and is feeling better than ever. That's the way retirement should treat everyone. Enjoy a long one, Walt...

... Wonder Woman at the Traffic Bureau? Well, those of us standing in the rear parking lot of the Hall on September 21st at 9 a.m., saw Wonder Woman exit a vehicle and enter the Traffic Bureau. Being curious, we followed her in and found her singing Happy Birthday to Sgt. Eddie Eimil. Wonder Woman and a surprise cake were the gifts given to Eddie by the meter checkers who work for him. The festivities were nice and everyone had a good time. But a mystery surrounds the event. Why did the cake have written on it "Happy Birthday to Rotten Eddie"? Everyone I asked only laughed and evaded the question...

... Job opportunities for retired officers: Laykin & Co. located in I. Magnin's needs at least 2 retired officers to split up a 6 day week. Call Martin Katz, 362-2100, Ext. 2150. K.G.O. at 277 Golden Gate Ave. is also looking for retired officers to work the 4-12 shift. Call Steve Sosin, 863-0077. Finally, the Hartford Building at 650 California Street is looking for an assistant director of security. Contact Dave Triollo, 398-1010...

... Retired Sgt. Bob Pearson became a proud grandfather this past month with the arrival of Jacqueline Lorraine, 8 lbs. 6 oz. at the Harry and Louis Pearson, Co. E household. "Finally a boy" is what Gary and Shannon Manini, Co. D are saying since Jared Alexander arrived on the 18th of August. After two girls they deserved a lil' guy. Congratulations to all...

## ON THE BIAS

by Kevin Starr

Kevin Starr is a political writer for the San Francisco Examiner and he has written several articles on this Federal discrimination case, as well as the Consent Decree and its operation. Ed

The affirmative action people at Public Advocates are at it again. They have pretended to settle the Officers for Justice suit against the city — but only pretended. They have not forsaken their goal of enforced quotas for the San Francisco Police Department.

On September 26, 1979 at 10 a.m., the lawyers of Public Advocates will appear before federal Judge Robert F. Peckham and ask him to throw out the 1979 Q-2 Police Officer audio/visual examination — and to impose racial quotas, regardless of competency, upon the already beleaguered, faction-ridden, politically-tampered-with Police Department.

What is the Q-2 examination? Is it something very difficult — something that discriminates against minorities? No, the Q-2 examination asks only that the potential police officer be able to read and speak basic English, and to count to 10. The test was developed by a Ph.D. industrial psychologist, Leonard Beckham, under contract to the Civil Service Commission. Beckham is black, and nationally noted for his expertise in the field of testing minorities.

The test was administered by boards of three, mostly minorities themselves. The oral exam had one objective — to find out if the candidate could observe a specific situation, then report upon it in clear English. Not too much to expect of a potential police officer.

The candidates were shown photographs of street scenes, several men standing around a street corner for instance. The candidates were then asked, "Describe what you see." If the candidate replied that he or she saw several men standing around a street corner, the candidate passed.

In the second part of the test, a candidate was asked to describe how he or she would travel from one location to another in San Francisco. This necessitates at least a minimal knowledge of the terrain. A candidate, for instance, was asked how he could get from the Hyatt Regency to City Hall. The candidate replied, "I would go from the Hyatt up Market Street and turn right on Van Ness to City Hall." That candidate passed.

Third, the candidates were given simple situations to analyze. For instance: "Three boys are dropping rocks onto traffic while standing on a freeway overpass.

Describe the hazard." If the candidate said something to the effect that the rocks might strike a windshield or otherwise cause an accident, the candidate passed.

This test did not involve complicated situations. It did not involve points of law or overly prudent judgments, such as police officers in the field are expected to make every day. This test was no more complicated than similar tests administered by the Army to determine whether or not a recruit has the ability to be a private soldier — "to see lightning and hear thunder," as the old Army joke goes.

The lawyers of Public Advocates — with straight faces, I presume — will tell Judge Peckham that this test is blatantly racist and ought to be thrown out; that, furthermore, the skills determined by the test — the possession of at least basic English and eyesight and a rudimentary thinking ability — have nothing to do with being a good police officer. Peckham, incidentally, already had validated this test in the early stages of the litigation by allowing the examination to go forward in 1974.

City Attorney George Agnost has agreed to back the demands of Public Advocates that the results of the 1979 Q-2 audio-visual examination be thrown out. "We are sure to lose," Agnost has told his deputies.

If that is true, if Peckham does throw this examination out, if Public Advocates has its way, then we are all sure to lose — you and I, the taxpayers of this city, so desperately in need of competent police. How the minorities of this city can stand by when Public Advocates so viciously insults them is beyond me. There are people buried in Holy Cross cemetery who could have passed that examination! Why isn't Willie Brown jumping up and down with threats of political reprisal against the mayor, as he was in the Dr. Smallwood case? Public Advocates, in effect, will be telling Peckham that minorities can't count, can't speak, can't find their way around San Francisco, can't assess a simple situation of fact — but should nevertheless be made police officers, responsible for the preservation of law and order.

Why aren't the Officers for Justice themselves insulted? They, I presume, are all good police officers who have passed the same tests as their non-minority colleagues. They can count to 10, can't they? They can drive from the Hyatt Regency to the City Hall, can't they?

What's going on in this town, anyway?

Public Advocates should be laughed out of court. They won't be. They are appealing, you see, to the racist assumption that minorities should be exempted from speaking English and counting to 10. What an insult! What cynicism! What stupidity!

## FEDERAL NOTES FROM THE SECRETARY

by Al Casciato

Many questions have been asked regarding what is the current strength of the department. The following statistics are presented in hopes of answering some of those questions.

The Consent Decree states that by January 1, 1981, there will be 1971 sworn personnel. As of October 8, 1979 there was a total of 1559 sworn personnel for a deficit of 412 officers. 15 of the officers in the 1559 figure are on leave without pay for one reason or another and the department anticipates an attrition rate of 10 officers per month during the next year. Based on these statistics, the Consent Decree unit will begin recruiting in early November and a new entrance

exam will be given sometime in January or February.

In regards to testing the Consent Decree Unit will also be developing promotional exams with the captain's test being the first priority followed by a lieutenant's exam.

Monitoring the appointment of sergeants and assistant inspectors is another aspect of the department that the Consent Decree Unit will be looking at and reporting back to Judge Peckham.

More news will be printed next month on the actual functions of the Consent Decree Unit which will be operating out of the old academy on the 5th floor of the Hall of Justice.



... The man pictured above is Bob Ferrandez, the new cook at the Olde Gavel. Seems that Bob is making his home San Francisco after cooking his way around the world 30 times on luxury liners and a host of other ships. If the reviews are accurate (Bob's cooking is alleged to be excellent) the Gavel will soon be "the" lunch spot around the Hall of Justice, now that the Shamrock has stopped serving meals and Zukas has been sold...

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# FEDERAL LITIGATION

by Al Casciato, Secretary

Printed here are the two (2) orders issued by Judge Peckham relative to hiring and future testing (entrance and promotional) recruitment and retention. The Federal Litigation Committee comprised of Jack Ballentine, Ted Schlink III, Jim Strange and I, are available during business hours to answer any questions a member might have.

IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF CALIFORNIA

THE OFFICERS FOR JUSTICE,    THE CIVIL SERVICE COMMISSION  
et al.,    OF THE CITY AND COUNTY OF  
Plaintiffs,    SAN FRANCISCO, et al.,  
v.    Defendants.

UNITED STATES OF AMERICA,    CITY AND COUNTY OF SAN  
Plaintiff,    FRANCISCO, et al.,  
v.    Defendants.

No. C-73-0657 RFP and No. C-77-2884 RFP (Consolidated)

ORDER

This case once again comes before the court, this time upon plaintiffs' motion to enforce the entry level portions of the Consent Decree entered March 30, 1979.

The reports and formal memoranda of the Auditor-Monitor have kept the court abreast of developments concerning the administration of the Consent Decree.

On September 11, 1979, a hearing was held on the motion. At the court's initiative the parties retired to the judges' robing room for a conference. At the conclusion of this long session, the court met with the parties and was apprised of their inability to agree on a solution to the controversy. The court instructed the Auditor-Monitor to submit his recommendations and in-

structed the parties to file their responses.

On September 26, 1979, a full-day's hearing was devoted to hearing from all parties argument regarding plaintiffs' motion and proposed orders.

Having carefully reviewed the entire record, and the briefs, supporting papers and oral argument submitted by the parties,

IT IS HEREBY ORDERED that

1. The City and County of San Francisco shall hire 160 police officers to be selected from candidates on the Q-2 examination E-91. Eligible candidates shall be ranked according to their E-91 scores with 50 percent weight given to the oral examination and 50 percent weight given to the audio-visual examination. Appointments shall continue in rank order until 160 officers are selected.

2. The City and County of San Francisco shall meet the Consent Decree requirement for hiring an additional 30 women and 9 bilingual police officers from the list of eligible candidates.

3. These 199 officer candidates are to be enrolled and trained in consecutive training classes beginning with the first class of 40 commencing after the issuance of this order. This first class is scheduled to commence on November 13, 1979.

4. The City and County of San Francisco shall recruit and re-examine candidates in accordance with the provisions of the Consent Decree and orders of this court in order to obtain officers needed in addition to the first 199 officers selected pursuant to this order.

5. The City and County of San Francisco shall establish a special "Consent Decree Unit" whose primary function is to administer and coordinate the execution of the City's obligations under the Consent Decree. The nature and duties of the Consent Decree Unit will be specified by further order of this court.

Dated: September 27, 1979

/s Robert F. Peckham  
Chief United States District Judge

ORDER ESTABLISHING CONSENT DECREE UNIT

Having read all of the papers submitted in regard to this matter prior to the hearing on September 26, 1979, including the resolution of the Civil Service Commission and its memorandum of understanding with the police department, and having further received and read the letter of the City Attorney dated September 27, 1979, and having considered the arguments and observations of counsel of all parties at the hearing,

IT IS HEREBY ORDERED that

1. The City and County of San Francisco shall establish a special "Consent Decree Unit" to administer and coordinate the obligations of the City and County of San Francisco under the Consent Decree entered March 30, 1979.

2. The Consent Decree Unit shall be located within the police department under the direction of a Coordinator who shall have the specific responsibility to fulfill the Consent Decree objectives.

3. The Coordinator of the Consent Decree Unit shall be appointed from the staff of the Civil Service Commission by the General Manager, Personnel.

a. Upon issuance of this order Mr. Geoff Rothman shall be the Interim Coordinator of the Consent Decree Unit, Mr. Rothman having already been designated by the Civil Service Commission to be Coordinator of the Police Recruitment and Examination Activities in recognition of the Consent Decree requirement for ongoing centralized supervision from a single authority.

b. Seven days after the issuance of this order Mr. Rothman shall become Coordinator of the Consent Decree Unit unless the Civil Service Commission satisfies the court that good cause exists for the selection of another individual to serve as Coordinator.

4. The staff of the Consent Decree Unit shall be appointed by the Police Commission subject to the approval of the Civil Service Commission.

5. In conjunction with the duties prescribed by the Consent Decree, the Auditor-Monitor shall serve as an ex-officio member of the Consent Decree Unit.

a. The Consent Decree Unit, the Chief of Police, the Police Commission, and the Civil Service Commission are to consult with the Auditor-Monitor, and where appropriate pursuant to paragraph 12(f) of the Consent Decree, seek the Auditor Monitor's approval for programs to be implemented.

b. The Auditor-Monitor shall regularly report to the court as to the progress toward the implementation of this decree, and as to the effectiveness of the Consent Decree Unit.

c. The Auditor-Monitor shall recommend further orders by the court as needed to achieve compliance with the terms of the March 30, 1979 Consent Decree.

6. The Civil Service Commission shall, for the duration of the Consent Decree, delegate to the Consent Decree Unit the functions of recruitment and examination for classifications in the police department. Recruitment and examination functions of the Consent Decree Unit shall include the preparation of examination announcements, the receipt and evaluation of

applications, and the administration of examinations.

All recruitment and examination activities delegated to the Consent Decree Unit shall be subject to the review and final approval of the Coordinator.

7. Detailed procedures regarding the administration of the Consent Decree Unit shall be established by the Police Commission after consultation with the Coordinator, Civil Service Commission, the Chief of Police, and the Auditor-Monitor.

All official correspondence on these matters shall bear the signature of the Chief of Police and the signature of the Coordinator.

8. The Police Commission, the Chief of Police, and the Coordinator shall be guided in the administration of the Consent Decree Unit by all Civil Service policies, directives, and procedures regarding personnel matters to the extent such policies, directives, and procedures are consistent with the obligations of the City and County of San Francisco under the Consent Decree.

9. The duties of the Consent Decree Unit shall include:

a. Retention of recruits, and probationary and permanent personnel.

b. Continuous recruitment for entry level positions in conjunction with the Police Academy's continuous training program to insure the availability of personnel for the future police needs of the City and County of San Francisco.

c. Recruitment focusing on potential candidates in schools (area high schools, technical and vocational schools, community colleges, colleges, and universities) and in the military.

d. Utilization of uniformed recruiters already detailed by the Chief of Police, or who will be detailed by the Chief.

e. Remediation, tutoring, counseling, and special training of eligible candidates and probationary employees to ameliorate the problem of attrition in the Police Academy and field training programs.

f. Development and validation of police examinations.

g. Continuous administration of entry level examinations.

h. Administration of promotive examinations as required.

i. Timely reports as required by the Consent Decree.

j. Compilation of data and if feasible the use of an independent computerized information management system.

10. This order shall be executed expeditiously. In particular, the Consent Decree Unit shall be fully operational in sufficient time for the City and County of San Francisco to be able to immediately hire police officers who may be needed in addition to the 199 officers hired pursuant to the September 27, 1979 order of this court.

11. This order shall be implemented by the City and County of San Francisco, through its Mayor, Board of Supervisors, Chief of Police, Police Commission, Civil Service Commission, and their successors.

Dated: October 1, 1979

/s Robert F. Peckham  
Chief United States District Judge

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# ALCOHOLISM OR HEAVY DRINKING? Dealing with Drinking Problems

"Am I an alcoholic or just a heavy drinker"? is the most commonly asked question at Azure Acres, an alcoholism rehabilitation center in Sebastopol, California. The answer to that question is far more complex than most people realize. It is an answer that varies from person to person and depends on a number of factors. For example, the amount, the frequency or the speed with which one drinks is only part of the diagnosis of alcoholism. Uwe Gunnersen, M.A., a Director at Azure Acres is quick to point out that, "the personal and social consequences of one's drinking tend to be the most significant and reliable indicators of alcoholism."

The personal consequences of alcoholism might include deteriorating health or emotional problems. The social consequences of alcoholism might include such job performance problems as absenteeism, poor judgment, tardiness, erratic behavior, decreased effectiveness, low self-esteem, lowered morale, chronic resentment and/or damaged interpersonal relations. Other social consequences of alcoholism might include financial problems, family/marital problems or legal problems. Have you or your friends noticed an increased level of frustration, decreased ability to cope with daily stresses and a concomitant increase in alcohol consumption? All of these factors play a role in the diagnosis of alcoholism at Azure Acres Rehabilitation Center.

Gladys Hendrix, Azure Acres Administrator, emphasizes that "among the things that one learns at Azure Acres is that the alcoholic person is not alone. Alcoholism is one of the most widespread and devastating health problems in the United States. Deaths related to alcoholism have risen to 205,000 per year. The financial cost to the nation has risen to over \$43 billion per year. And the toll exacted in marital and family strife, as well as legal, financial, and emotional problems is beyond calculation".

Quoting a recent Congressional report, Dr. Mark Feldman, a Director at Azure Acres, noted that "there are an estimated 10 million problem drinkers in our adult population and 3.3 million problem drinkers among the nation's youth. Each of these 13.3 million problem drinkers affect the lives of many other family members, co-workers, employers, friends and innocent bystanders. Thus, literally tens of millions of Americans are touched by consequences of alcoholism".

Fortunately, alcoholism can be successfully treated. The alcoholic person can live a happy, healthy, productive life and realize personal, social and career success. The recovery process is difficult, but professional, experienced help can make it easier.

Azure Acres Alcoholism Rehabilitation Center is one of a small but growing group of private, non-institutional treatment programs around the country. Located in the beautiful Russian River redwood country of Sonoma County, Azure Acres provides the peaceful seclusion of a rustic redwood lodge surrounded by thirty acres of wooded rolling hills. The environment assures privacy. And, the warm supportive atmosphere provides an opportunity for personal awareness, understanding, growth and recovery.

The environment is not all that is unique about Azure Acres. The intensive 21 day (3 week) recovery program emphasizes more than just abstinence from alcohol. It emphasizes reconstruction of disrupted lives and reconceptualization of lifestyles. But, most importantly, it emphasizes hope for both the problem drinker and his or her family, hope for a happy, rewarding future.

Dr. Feldman notes that "the problem drinker, more often than not, feels hopeless. This hopeless feeling is expressed by the mistaken belief that nothing can bring about positive change in his life and that even if he stops drinking nothing will change. This attitude tends to reduce the motivation to improve his life or to enjoy whatever life he is living. Instead he tends to feel dull, tired, resentful, frustrated and, possibly, angry or fearful about the future. Azure Acres' staff is uniquely aware of this attitude and helps residents develop a more realistic perspective on their ability to take control of their lives and develop the capacity to assume responsibility for a personally rewarding future. Hope is a necessary condition for positive action. The Azure Acres program instills a sense of hope by assisting residents in an extensive life planning process that enables them to accurately assess their life situation, identify and reorganize personal goals and reshape their lives."

The life planning process at Azure Acres is reinforced by individual, group and family counseling. Educational sessions inform residents and their families of the



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physiological, medical, psychological and social aspects of alcoholism. As Guenther Nuernberger, a program counselor, indicates, "every resident is oriented to the Alcoholics Anonymous program through a series of lecture and discussion sessions, as well as A.A. meetings". The program is highly structured, well-organized and intensive, involving approximately 10 hours of programming per day. However, as Mr. Gunnersen notes, "the program maintains the flexibility to treat each resident as an individual with special needs, unique to his or her situation".

It is also notable that Azure Acres has a special program designed to meet the specific needs of the woman alcoholic. Describing this program, Sandra Wyman, the Womens' Program Coordinator, indicates that, "within the context of their shared experience, women residents participate in an individualized treatment process, the goal of which is a restructuring of each woman's concept of self relative to her environment. Coping skills necessary to achieving meaningful sobriety are detailed throughout the process and within the context of Alcoholics Anonymous."

Ms. Wyman also notes that, "outpatient services are available for those women whose current life situation is conducive to the less intensive outpatient treatment or who are currently facing short term life crises that may threaten sobriety".

A significant feature of the Azure Acres treatment process is the aftercare program. This program is specifically designed to assure each "graduating" resident ongoing support as he or she leaves Azure Acres to face the pressure of a non-drinker in a drinking society. The basis of aftercare is an individualized plan for cop-

ing with the day to day stresses that might obscure new found hope and threaten stable, satisfying sobriety.

Azure Acres Alcoholism Rehabilitation Center justifiably boasts a nationally prominent, experienced staff. The two Directors of the facility, Mark L. Feldman, Ph.D. and Uwe Gunnersen, M.A., developed the national standards used by the Joint Commission on Accreditation of Hospitals in evaluating the quality of treatment in alcoholism programs. Other credits include serving on the Standards and Evaluation Task Force of the President's Commission on Mental Health, directing the State of Illinois Division on Alcoholism, training literally hundreds of alcoholism and drug abuse treatment personnel across the nation and providing international consulting services in the operation of alcoholism and drug abuse treatment programs.

Other staff at Azure Acres is also impressive. The Medical Director, W. J. Hopper, M.D., has extensive experience in the alcoholism field and has long made treatment of alcohol-related medical disorders a specialty. Similarly all of the counselors have years of experience in working with alcoholism. They are a professionally trained coordinated team of recovering alcoholic and non-alcoholic individuals who deeply involve themselves in meeting the therapeutic needs of the residents. Their objective is to aggressively implement a systematic, inter-disciplinary approach to recovery. Their dedication to this service is marked by skillfulness and compassion.

For further information on Azure Acres Alcoholism Rehabilitation Center, call (707) 823-3385 or write to Azure Acres, 2264 Green Hill Road, Sebastopol, California 95472.

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# SERGEANTS & ASSISTANT INSPECTOR APPOINTMENTS

by Bob Barry

Paul Chignell and I met with Chief Gain and Deputy Mullen on Wednesday, October 3, 1979 regarding the excessive delay in appointing Sergeants and Assistant Inspectors. We stressed the urgency to appoint Sergeants because of the lack of supervision at the district stations, as well as the need to fill the many vacancies in the Bureau of Inspectors.

Our primary concern is to insure that all the appointments are made by January 1981. Although the process may be a slow one (because of the depletion of police officers at the station level), the P.O.A. will continually monitor the appointment process to insure that the department is proceeding at the appropriate rate.

Chief Gain and Deputy Chief Mullen were understanding of the members' anxieties in waiting so long for the appointments and they assured us that whenever possible, the appointments would be made on a timely basis.

We discussed several alternatives to make the appointments in a much faster way, but yet retaining our station strength for the proper amount of police service for the public.

## ALTERNATIVES

1. Long range plan to end (on a temporary basis) extended loan personnel to the various details and fill those positions with Assistant Inspectors.

2. Fill the station 35 and 38 units with Assistant Inspectors (temporary basis) until the Q-2 level has increased. The Assistant Inspectors would then move to the bureau.

On October 10, 1979, four (4) Sergeants were appointed over and above Inspectors that are also in line for appointment.

During the month of November and December, the same amount of appointments will be made.

Therefore, we will analyze the vacancies that arise and upon the funds becoming available in January, we will request additional Sergeant and Assistant Inspector appointments.

# OVERTIME SCHEDULING

by Pat Celaya  
Richmond Station

In January of this year, I was assigned the task of staffing the Legion of Honor and the de Young Museum with off-duty police officers to guard the Dresden Collection and the King Tut Treasures. This meant scheduling and keeping filled nearly 3,000 positions 24 hours a day over a nine month time span.

I would like to thank the officers for their cooperation and also to thank their families who graciously accepted my late night and early morning phone calls and sometimes changed their plans to answer my urgent call for help.

My sincere appreciation goes to each officer who never missed an assignment, each officer who always showed up on time and to each officer who found his or her own replacement or gave me enough notice so I could find one.

Members of Company G deserve recognition for filling in when a few officers failed at the last minute to honor their commitments.

Thanks to the P.O.A. (Al Casciato and Jim Strange) for their help, especially Ted Schlink for trying and succeeding in getting the pay checks out faster.

A very special thanks to Maureen D'Amico, Andy Balmy, Mary and Jim Petrie, Bruce Gendron, Bill Cooke, Jim McKeever, Linda Dean, the Inspectors Bureau, Co. C, Co. K and Co. H. Also Tom Mulkeen deserves special thanks for making all the charts for the sign-ups.

Last but not least, my thanks and gratitude go to Captain James A. Ryan for entrusting me with the assignment and to both Captain Ryan and Captain Kerrigan for allowing me the authority to carry it out.

This has been an experience I will always remember. These past months have only strengthened what I already know — that San Francisco police officers are loyal, hard working and dedicated and there's no one else like them.

# EMERGENCY PROCLAMATION RULED INVALID

by Bob Barry

Superior Court Judge Ira Brown has ruled that the Emergency Proclamation instituted by the late Mayor George Moscone and continued under Mayor Feinstein was not a valid emergency.

Judge Brown stated "The Court finds that the facts do not support the conclusion that an emergency exists within the meaning of the Charter. There is no sudden, temporary, or unexpected necessity requiring speedy action and authorizing the suspension of the charter provisions." The plaintiffs petition for writ of mandate heretofore submitted, is granted as prayed for.

Accordingly, the writ commands that the City shall pay back wages in accordance with Ordinance No. 338-79 of the City and County of San Francisco for the period from December 1, 1978 to June 30, 1979, without imposing any condition that such persons must first execute a waiver and release of any legal or equitable claims they may have against the City and County of San Francisco . . .

The writ further "commands defendants Board of Supervisors and Mayor to adopt an ordinance fixing the rates of compensation for the period -rom July 1, 1978, through November 30, 1978" . . .

The City will now appeal the Judge's decision. In the meantime the city will still require that the waiver be signed prior to an employee accepting the seven months retroactive pay. Based on the Judge's decision, the POA advises all members to accept the seven months pay. Assuming the Court of Appeal upholds the Brown decision, the additional five months pay will be due each employee.

# CHANGING TOURS OF DUTY

Dear Chief Gain:

It has come to my attention that during the recent visit to San Francisco by Vice President Walter Mondale, all day watch solo-motorcycle personnel were advised that their tours of duty were to be changed to assist in the proper traffic and security for the Vice-President's visit.

Although I fully recognize and understand the need to have the appropriate manpower available for this type of a function, the personnel that were affected by this change of watch were not advised of the change until 1600 hours on the day preceding the Vice President's arrival.

This sudden change caused a great deal of difficulty for many members and their families. Had the proper notification been given to those personnel (for an event that was planned weeks in advance), then these officers could very well have changed any existing personal commitments in advance rather than to disrupt their existing schedules.

I would respectfully ask for your assistance and direction to alleviate any problems of a similar nature in the future.

Thank you for your assistance and concern in this matter.

Sincerely,  
Robert F. Barry  
President

# CONTROLLED GROWTH FOR NOVATO

Association member Bob Bernardini, has been selected to co-chair the Novato Committee For Growth Management. The growth management issue is slated for this November's election in Novato and promises to end the constant battle between big builders and the citizens who want to slow the explosive growth rate.

According to Bernardini, also a Novato Planning Commissioner, "Our planning staff has building applications for nearly 4,000 units, that means we could have houses jammed down our throats. San Jose is a good example of overbuilding — today their local government is in a quandry over how to provide adequate service with their limited funds."

Bernardini, while wearing his Planning Commissioner's hat, further stated that he has been fighting the

large builders for nearly two years, and that he has frequently heard the major developers state that they have the interest of the Novato citizens on their minds. "That is pure bull! I say that, because I have seen the big developers finish their project, collect the money and leave Novato without any further concern" said Bernardini.

This is a real opportunity for the 250 police officers and their families who live in Novato to demonstrate their strength by defeating the overbuilding measure by voting YES on Measure K.

Bernardini asked that if any of the voting officers in Novato want to get involved or donate a few bucks, that they could contact him at home, 897-9185.

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# SOCIAL SECURITY FOR POLICE OFFICERS

by Mike Hebel

In October of 1977 the U.S. House of Representatives Ways and Means Committee passed a piece of legislation pertaining to social security financing which included a provision mandating universal social security coverage for all workers not then covered. When that bill reached the floor of the House of Representatives for debate, the section providing for mandatory coverage was completely eliminated and in its place the House approved a provision establishing a two (2) year study of the feasibility and desirability of universal coverage. In 1978 a committee was formed entitled the Universal Social Security Coverage Study Group which began to receive testimony throughout the United States. This study group has also, in 1979, continued to receive testimony and is expected to have a report on the desirability of Universal Coverage submitted to the House of Representatives in the near future.

The same advisory counsel recommended that half of all social security benefits received be subject to income tax. Since the inception of this system in 1935 its benefits have never been subject to Federal or State taxation.

It is evident that there are sufficient forces at work presently attempting to bring present and future employees of Federal, State and Local governments into the social security system. When the study group was in San Francisco soliciting testimony, this Association went on record as opposing the inclusion of police officers into the social security system.

It should be remembered that the attempt to include police officers in the social security system in the early 1950's resulted in the development of a National Police Organization which later gave rise to the International Union of Police Associations.

the system is that the ratio of workers to beneficiaries is decreasing. Presently 3.1 persons receive social security benefits for every ten (10) workers who pay social security taxes. It is projected that in the next century five (5) persons will receive benefits for every ten (10) workers who pay social security taxes. It is inevitable that two (2) things must occur: (1) present workers must pay higher social security taxes, and (2) more workers must be included in the system to increase the numbers who pay such taxes.

Thus, the pressure to include police officers along with all other Federal, State and Local employees in the social security system.

Now workers in the system pay 6.13% of their wages into the system. This percentage is due to increase at the beginning of 1981 unless Congress takes affirmative action to stop the already voted increase. If you have been reading the papers recently you would know that such movement is a foot in light of the current national recession. Should this occur the social security system will have fewer monies to pay benefits from and will have additional financial problem meeting its requirement that current beneficiaries receive annual cost of living increases. Further financial pressure will be put on the system leading Congress to take a very, very hard look at the Universal and Mandatory Social Security Membership.

\* Instant social security benefits to immigrants (plus medi-care) is also a factor. This subject, dealing with Congressman Phillip Burton's free-ride bill, has been covered extensively by S.F. Examiner staff writer Guy Wright. Ed.

## LOCAL

### GOVERNMENT EMPLOYEES

In September of 1979 the Social Security Advisory Committee voted to recommend to the Congress that all newly hired employees of the Federal, State and Local Governments be brought into the social security system on a mandatory basis. Workers already employed by government agencies could opt into social security or remain in the existing government retirement programs.

## SOCIAL SECURITY OUTLOOK

Recently the Chief Actuary of the Social Security Administration has indicated that the relatively small financial deficit which began in this system in 1975 is expected to continue to rapidly grow during the balance of this century as a result of: (a) unprecedented and unanticipated inflation in recent years, coupled with the failure of average wages to grow at a faster pace than the cost of living; (b) unexpected high rates of unemployment beginning in 1974 and projected to continue through the 1980's. \*The real problem however in

## MAYOR COMMENDS SFPD REGARDING SNIPER

Attached is a copy of a letter I sent to the President of the San Francisco Police Commission October 10, 1979.

I felt you should be aware of my commendation and gratitude on behalf of the citizens of our City for the professionalism and courage the police officers displayed during the recent sniper siege.

Warmest regards.

Sincerely,  
Dianne Feinstein  
Mayor

Honorable Richard J. Siggins, President  
San Francisco Police Commission

Dear Commissioner:

I cannot overstate my commendation for the men and women of the San Francisco Police Department in the containment and then capture of the sniper in the State Compensation Building last weekend. I witnessed first-hand the calm professionalism of the Department in mobilizing units, securing the building, and cordoning off the wide expanse of the Civic Center within range of the sniper's fire. Deputy Chief Kevin Mullen and Commander Cornelius Murphy took immediate charge at the scene and personally made an infinite number of decisions from the location of police sharpshooter posts in the building and across Market Street in the Fox Plaza to the closing of theaters and stores subject to gunfire.

Their decisiveness and sense of command were impressive and were fundamental to the eventual outcome to the long siege. They set the atmosphere where professionalism prevailed and in which there was no room for rash action. That there was no loss of life throughout the 23-hour ordeal is due, in large measure, to the early decisions made by these two fine officers.

Also, vitally important to the outcome was the great skill and patience of the negotiations team, headed by Chris Hatcher of Langley Porter Clinic. At first, team member Officer Vince Reppeto was on the phone with the sniper through the night, cutting through his early ravings and threats. On Saturday, Officer Maureen D'Amico took over and calmed him further, and then, about 3 o'clock on Saturday afternoon, noticed a change that brought about the sniper's capture and the release of his hostage. The change simply was that the sniper no longer was answering the phone.

Deputy Chief Jeremiah Taylor, who succeeded to overall command mid-day Saturday, theorized that the sniper, exhausted and emotionally spent, might have fallen asleep. He outlined a plan advancing down a corridor to the sniper's hideaway by using two office chairs, draped with a bomb blanket, as a shield. It takes courage to make, as well as execute, tough decisions, and the Deputy Chief was willing to stand behind

his plan by being the first to volunteer. He set an example of courage and command clearly in the highest tradition of police work.

The volunteers who made the dangerous trip down the exposed hallway were two lieutenants, who had been in charge of the tactical situation outside the sniper's office since the outset, Lieutenant William Scheffler, formerly with the Crime Specific Task Force, and now at Central Station, and Lieutenant Charles Beene, with CSTF, displayed extraordinary courage in moving down that corridor, not knowing whether the door to the office had been rigged with explosives or the sniper was waiting inside, ready to open fire. The possibilities of risk to themselves were numerous and deadly, but the result was quick and final, the capture of the gunman and the release of Chiyo Tashiro, whose own courage and fortitude were quite remarkable.

I am hopeful your Commission will provide proper honor to the officers involved; for they, by their deeds, beyond what mere words can describe, gave lasting proof of the real fibre and ability of the San Francisco Police Department.

Sincerely,  
Dianne Feinstein  
Mayor

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# OVERTIME REPORT

by Ted Schlink

SAN FRANCISCO POLICEMAN - Page 9 October 1979

When I was installed as Chairman of the Overtime Committee this past February by President Barry, I was astounded with the antiquated system used to process our overtime monies. In the beginning I was continually left with the impression that the P.O.A. was intruding into the affairs and sanctity of the Controller's Office. There were a few times when I nearly fell to my hands pleading for our O.T. monies, only to be slapped on the back and kissed off as another red hot who would eventually grow tired of the Civil Servants Syndrome and the rhetoric that follows suit.

The situation as it developed, seemed to be a tug of war between the City and our own Fiscal Section. The City always blamed the delays on the ineptitude of our Fiscal Section and our Fiscal Section had their own appropriate remark to levy against the City.

Rather than involve the P.O.A. as an arbitrator, your committee stepped in to investigate the claims and counter claims of both parties. The result was very simple. The Controller and E.D.P. are not geared, nor do they have the motivation to process our O.T. checks in an expeditious manner suitable to our reasonable requests. The problem was met head on and a meeting was called with Deputy Mayor Rudy Nothenberg. At this meeting, Mr. Nothenberg was advised of our findings, whereupon he promised to do everything in his power to rectify the situation. As a matter of fact, one of our findings was so politically volatile, it was decided to leave it on the table to never be discussed again.

Enclosed with my article is a letter dated September 17, 1979, addressed to Bob Barry sent by the Chief. Please read the letter for yourself and when you are done, I hope you realize how much the department really cares about your financial rewards for overtime worked.

Lt. Mike Lennon and Officer Tom Bywater, along with Betty Gerstal and Jim Larson have knocked themselves out with their tremendous efforts in securing our O.T. monies through their association with the Fiscal Section. The clerks at the stations and the bureaus have also exhibited a terrific compliance in the manner in which the O.T. roles are submitted. My hat is off to those persons and a hearty thank you from all of us.

On the other hand, I interpreted the letter from the chief to mean that due to a 20% reduction of O.T. monies, the department simply cannot afford to pay us within a reasonable length of time anymore, although the Chief gives his assurance that the Fiscal Section will do its utmost to submit our O.T. time roles within seven working days, provided of course, they are operating under normal conditions.

Please take a minute of your time and ask yourself, "What does the Chief mean by that?"

To put it bluntly, fellow police officers, the City that know how is doing it to us again. Without the overtime expenditure for the processing of our O.T. rolls, we again are going to be faced with long delays anticipating payment. As far as this organization is concerned, if a member works overtime, he is to be promptly paid for same. If not, the City will be requested to begin paying interest on those delinquent O.T. monies due. Furthermore, this organization is not going to sit by while the City unjustly enriches itself with unpaid O.T. payrolls because as I see it, the City is borrowing our money to use elsewhere. Bank America charges 1 1/2 % monthly to their charge account customers, and isn't that what you have to pay when payment of your balance predicates itself on your O.T. earning?

Should the O.T. payments again slip back to what they were one year ago (2-4 months) I would suggest that you sit down with an investment counselor and have him explain to you in dollars and cents what you lose by not having those monies promptly in hand. As soon as you find out about your lost investment and spending capital due to the shrinking dollar, in the immortal words of General George Patton, "You will know what to do".

I am going to continue to monitor the situation and watch it unfold. The P.O.A. is cognizant and thoroughly knowledgeable of the City's accounting procedures with regards to our overtime payments and this time we are ready to act.

## Chief's Letter re OT

Dear Mr. Barry:

When the payroll function was reassigned from the

Personnel and training Division to the Fiscal Section in June, 1978, it became evident that time rolls for police officer overtime were not being sent to the Controller for several weeks after submission to Fiscal. Because of an increase in the number of time rolls prepared by the Fiscal Section, i.e., CETA, Tital II, Community Development, several grant payrolls, in addition to permanent personnel, it became necessary to increase the payroll staff by one employee. A restructuring of the several responsibilities of the Fiscal Section resulted in the assignment of one officer to the duties of completing and submitting the overtime rolls within ten days after the end of the pay period.

In April 1979, after a series of meetings between the Fiscal Section and the overtime committee of the Police Officers' Association, the department began to process and deliver overtime rolls to the Controller in less time: three days after the end of the pay period. The accelerated early submission of payrolls to the Controller, coupled with a shorter processing period in the Controller's Office, resulted in the receipt of checks approximately two and one-half weeks after the end of the pay period.

The overtime expended by the Fiscal Section to prepare pay rolls in an accelerated mode cost the department \$350.00 in overtime per pay period. Because of a 20% reduction of overtime in the current budget, constraints must be applied in its use. Therefore, it is necessary to terminate the overtime for the Fiscal Section expended in submitting overtime rolls.

The Fiscal Section will do its utmost to prepare and submit time rolls to the Controller in a timely fashion. Under normal conditions, overtime rolls should leave the Fiscal Section seven working days after it receives watch reports from the various bureaus, divisions and sections. If the Controller's Office continues to process rolls in two weeks, checks should be available three and one-half weeks after the end of the pay period.

Sincerely yours,  
Charles R. Gain  
Chief of Police

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# ELECTION -'79

## ELECTION EDITION



**Mayor Dianne Feinstein**

Mayor Feinstein has served the citizens of San Francisco very well since early 1962 when she accepted an appointment to the then Mayor's Committee on Crime (1962-1969). Her first elected term of office as a member of the Board of Supervisors was in January 1970. The large number of votes she earned reaped the benefit of also becoming the President of that Board for 1970 and 1971. She was able to repeat her election success again and again which resulted in her functioning as President in 1974, 1975 and 1978. Many of the committees she served on for the Board allowed her to learn the problems of the City and to do something constructive about them.

She has served on all of the following committees of the Board of Supervisors since 1970: Rules; Health and Environment; Community Services; State and National Affairs; Streets & Transportation; Legislative & Personnel; Budget & Governmental Efficiency; Planning & Housing; and Fire, Safety & Police.

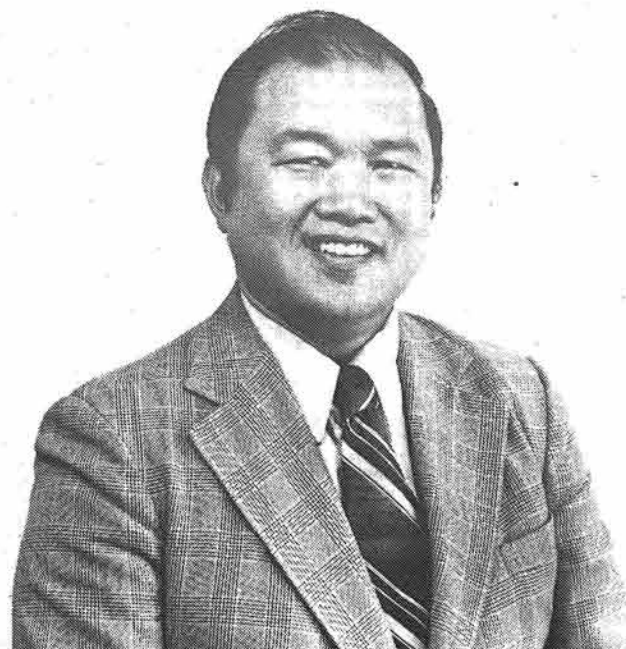
Mayor Feinstein has her share of awards too, which include Woman of Achievement, 1970 Business and Professional Women's Club of S.F.; Distinguished Woman Award, 1970 San Francisco Examiner; L.L.D. (Honorary) 1977, Golden Gate University; and Honorary Fire Chief, 1977 San Francisco Fire Department.

### For Mayor Dianne Feinstein



**Supervisor John Molinari**  
**District 3**

Supervisor Molinari is most electable as he won his first term to the Board in 1972 and was re-elected in 1976 and 1977. Currently, he is the President of the Board of Supervisors. John is married and has two children. He was born and raised in San Francisco and is a graduate of Lowell High School and USF. Supervisor Molinari is the Chairman of the Rules Committee, as well as a Director of the Golden Gate Bridge. He stays active in over thirty local community organizations.



**Supervisor Gordon Lau**  
**District 1**

Supervisor Lau was elected to the Board in 1977 from District #1. He is married and has three daughters. He is a partner in the law firm of Lau & Lee. As a member of the Board, he serves on 3 committees. He is the Chairman of the Health and Environment Committee, a member of the Legislative & Personnel Committee and a member of the Association of Bay Area Governments. Mr. Lau is a graduate of the University of San Francisco Law School, having graduated in 1966.

**District 5**  
**No Endorsement at this time**

**District 7**  
**No Endorsement at this time**





## For District Attorney Arlo Smith

Mr. Smith is and has been the senior Assistant Attorney General for the State of California since 1971. He is no newcomer to prosecution of persons for criminal misconduct and/or offenses. He graduated from the University of California, at Berkeley Boalt Hall as a lawyer in 1952. He too is a San Francisco resident and has been for over twenty years. He and his wife Helen, have four children.

Arlo Smith was also the Chief Assistant Attorney General from 1962 - 1971 before his present appointment. His experience covers all of the bases from Trials and Investigation, Criminal Division, as well as Federal Legislation, Grand Juries, Pornography and miscellaneous legislation. Mr. Smith has argued cases before the United States Supreme Court on no less than six times. His executive experience is vast during his multiple endeavors for the Attorney General's office over the past fifteen years.



## For Sheriff Bob Geary

Bob Geary is a police officer with twelve years experience. He is also a member of the SFPOA Board of Directors.

Bob Geary is very knowledgeable about the problems of San Francisco, as demonstrated by his involvement in the Citizens to Stop the Sewer Tax. His background shows he is a graduate of St. Mary's College with a B.A. degree; and a veteran and former Commissioned Officer in the U.S. Army. He has taught in the S.F. Unified School District and is currently studying for his Doctoral Degree.

He is an experienced correctional administrator and as such he would clean up the jails. His goals are to build morale amongst the deputies, demand that deputies develop a professional attitude in handling prisoners, but at the same time this does not mean cuddling or abuse of the inmates. Bob Geary is cost-conscious too and he will guide the monies budgeted for the Sheriff's office to produce a cost-efficient discipline. Last but not least, the jails will be safe, secure and less prone for escapes.



## Supervisor Ron Pelosi District 11

Supervisor Pelosi has his roots in San Francisco, as he was born and raised here. He attended St. Ignatius High School and Stanford University with a side trip to the Georgetown Graduate School in Washington, D.C. His credentials include serving as a member of the Planning Commission from 1964 to 1967, and was president of this commission in 1966. He was first elected to the Board of Supervisors in 1967 and re-elected in 1971, 1975 and 1977. He has also served as President of the Board in 1972-1973. Supervisor Pelosi too has served on many of the committees of the Board and contributed many solutions to vexing problems of city government.



## Supervisor Lee Dolson District 9

Supervisor Dolson was elected to office in November 1977 from District #9. The professor from the Community College of San Francisco decided to get involved and he did and has, in a big way. He is the Chairman of the Governmental Services Committee and he also serves on the State and National Affairs Committee, and the Legislative & Personnel Committee.

Lee Dolson has been involved before as the former president and member of the San Francisco Board of Education, before his present Supervisor responsibilities. Lee is married and has two children.

He is a veteran of World War II and the Korean Conflict, serving in the U.S. Navy. He goes outside of the regular business contacts to learn from and keep in touch with the problems by being a member of several education and neighborhood groups. And, as you might have guessed, he was born, raised in San Francisco and graduated from the University of California at Berkeley.



# Election Day is Nov. 6, 1979

## Election '79 continued

"A" will provide for Collective Bargaining for police officers and firefighters should the voters adopt this amendment.

For some, Proposition "A" may seem to be insignificant, but in reality, Prop "A" is one of the most important ballot measures that we have ever placed before the electorate.

Although the undecided vote is rather high, those that have taken a position on Proposition "A" favor the process as a "fair way" to deal with management/employee relationships. Within the next ten days, the police and fire campaigns will be in full swing. As part of our campaign strategy, various members of the Board of Directors will be addressing every line-up to inform you of the content of Proposition "A" and what you as a concerned member can do to help insure that Prop "A" is a winner come November 6th.

Each member will receive a handout (questions and answers) similar to the Q and A printed in this edition of the POLICEMAN. I would ask that you read up on the measure so that when you are questioned by members of your family, friends or total strangers, you'll be able to intelligently discuss the issue. The Board members will also be asking you to sign a pledge card to assist us in the campaign.

I cannot stress the importance of your participation in this campaign. Please! Read all the literature that becomes available and pledge your support to make our efforts successful.

Thank you in advance for your help and don't forget to vote YES on "A".

### Proposition A endorsed by:

**Supervisors—**

**Lee S. Dolson**

**Donald Horanzy**

**Ella Hill Hutch**

**Gordon J. Lau**

**Ronald Pelosi**

**Carol Ruth Silver**

**Harry Britt**

**Treasurer Thomas Scanlon**

**State Senator Milton Marks**

**Assemblyman Willie L. Brown**

**Assemblyman Art Agnos**

**Black Leadership Forum**

**Frederick Douglass Symposium**

**Democratic Central Committee**

**District 8 Democratic Club**

## ARGUMENT IN FAVOR OF PROP A

It's seldom you will find all of us supporting the same issue — especially one at the local government level. Proposition "A" is an exception.

Proposition "A" represents good government and is in the best interests of all San Franciscans.

A YES on Proposition "A" will establish an objective framework for resolving differences in contract negotiations involving the fire and police departments.

The charter presently prohibits strikes by police and fire department personnel, however, Proposition "A" goes one step further. It will prevent other types of job actions similar to those that recently occurred in other Bay Area counties.

A YES vote on Proposition "A" will take politics out of the current process and bring a reasonable approach to the bargaining table — one that both sides can agree to.

A YES vote on Proposition "A" will also mean local control in setting salaries of fire and police personnel. Our present system is ridiculous. Why should we allow a formula based upon five other California cities.

We urge all of our friends and supporters to join us and vote YES on Proposition "A".

State Assemblyman Art Agnos

State Assemblyman Willie L. Brown Jr.

State Senator Milton Marks

There are many good reasons to vote YES on Proposition "A" but one of the best is that this process will stop strikes of fire and police officers — forever!

The people of San Francisco recognizing that strikes by public employees are prohibited by the Charter will establish a final offer process to resolve differences between the City and County and the fire and police employee organizations by a YES vote on Proposition "A".

The "final offer" approach forces each side to be more reasonable since the arbitrator must accept one of the two final offers made on each issue. He cannot compromise the offer. This means that each side will negotiate until they are very close together to minimize the risk of losing everything.

Proposition "A" also demands that the arbitrator MUST consider "the financial condition of the City and County and its ability to meet the cost of the award" before deciding the issue. This protects the City and County from being saddled with unreasonable or too high costs.

Proposition "A" will also force each negotiating party to pay its fair share of costs of the arbitration proceedings. They can't just send the bill to City Hall.

Join us and urge your family and friends to be fair to the City for a change; to the taxpayer for a change; to ourselves, for a change. Vote YES on Proposition "A".

Thomas Scanlon, Treasurer  
City & County of San Francisco

## Prop. A — Police & Fire Bargaining & Arbitration

### Vote Yes

Proposition "A" was placed on the ballot with the support of many state and local legislators because it's time for constructive change.

In the wake of Proposition 13, you, the voter and taxpayer, as well as local and state officials are now focusing on the ever increasing cost of government to ensure that government works more efficiently without reduction of essential services. That's a responsible approach we must all adhere to.

Proposition "A" is consistent with that reasonable approach to solving current and future problems in local government.

Proposition "A" brings back the local control in setting wages and terms and conditions of employment for police officers and firefighters. Other cities now have this control through the use of non-workable formulas. It establishes a fair and equitable process for Collective Bargaining with a truly unique approach in resolving employee/management disputes.

For example, should a dispute arise between the employees and management and the parties cannot agree to a resolution, a three member arbitration board consisting of outside professionals will judge the issue

in dispute and render a binding decision on the proposal that is the most reasonable.

Present law does not allow for this reasonable approach, thus forcing the city and employee groups into protracted litigation costing thousands of tax dollars.

Proposition "A" will eliminate this tremendous tax burden and allow for good faith bargaining without conflict.

We've all witnessed the lengthy sickout by Alameda County Sheriffs, the strike by Marin District Attorneys and the total disruption of Bart services. Had those jurisdictions adopted the reasonable offer approach such as Proposition "A", the withdrawal of those essential services would not have occurred.

Finally, the implementation of Proposition "A" will not affect your tax dollars. When determining an award, the arbitrators cannot go beyond the city's financial ability to pay wages. That's responsible government.

Vote YES on "A".

Robert F. Barry, President  
San Francisco Police Officers' Association

## Prop. Q — Vice Squad Abolition

**Initiative Ordinance: Shall the "Vice Squad" of the SFPD be abolished and future creation of any such entity be prohibited and shall various vice ordinances be repealed?**

This proposal, if approved by the voters, would result in the continued moral breakdown of San Francisco!

We would become the first "wide-open" metropolis in the nation!

Every whore, pimp, drug pusher and gambler, with the price of a plane ticket, would be on the next flight to San Francisco!

With our vice squad disbanded, the "pickings" would certainly be easy!

Read this proposal carefully! Obviously, the State of California would immediately declare such a local law invalid, nevertheless, the City still could only budget one dollar a year for VICE SQUAD activities!

The prostitutes would be lined up, four abreast, in front of every downtown hotel! In addition, open prostitution would quickly spread into every residential neighborhood in the City. Like to have a bordello open up right next door to your home?

The tremendous amount of untaxed cash flow generated would instantly attract major organized

crime and provide ample funds for attempted bribery of our entire local criminal justice system.

While many liberal-minded San Franciscans are tolerant of discreet prostitution "between consenting adults", with a DISBANDED VICE SQUAD you must be willing to accept increased child prostitution, both male and female, (as young as twelve years old!), pimps, drug pushers, "muggers", robbers, and all the other violent unsavory crime that is an integral part of this open prostitution "scene".

San Francisco could use an ENLARGED VICE SQUAD, not its ABANDONMENT!

PLEASE VOTE NO

W. F. O'Keefe, Sr.

Proposition Q was created in a vacuum and will create a city of chaos should you adopt this measure.

The small core of individuals that conceived this legislation are destined to destroy the entire criminal justice system.

## Vote No

They're calling on the voters of San Francisco to abolish the Vice Squad in the San Francisco Police Department. They're trying to pull the wool over your eyes by telling you that the Vice Squad's sole function is the investigation of so-called "victimless" crime. On the contrary, the Vice Squad is one of the most essential units the police department has at its disposal. Their concentration on sex deviates that prey on our youth has resulted in substantial arrests and convictions, and the control of the major prostitution problem in San Francisco has shown a substantial reduction in the amount of robberies, hotel burglaries and assaults in the Tenderloin and downtown area.

Without the necessary enforcement of these laws by a Vice Squad trained to combat this activity, our neighborhoods will degenerate; assaults on our senior citizens in the Tenderloin area will increase, and San Francisco will become so permissive, that the pimps, deviates and other criminals that associate with them will run rampant through our streets.

San Francisco has too few police officers as it is — take away this most necessary enforcement and you'll take away your liberty to walk down the streets safely.

Vote No on Proposition Q

Robert F. Barry, President  
San Francisco Police Officers' Assn.



# WHAT IS PROPOSITION A?

Proposition A is a city charter amendment placed on the November 1979 ballot by a 7-4 vote of the San Francisco Board of Supervisors.

It would establish a collective bargaining (i.e., negotiating) process between the Board of Supervisors and the employee organizations of the fire and police departments. The two parties would be able to discuss employment issues and reach agreement on those issues. If there remain items on which agreement cannot be reached, either side may call for the issue(s) to be submitted to a three-member arbitration panel.

An extremely important "side" benefit of this proposition is that it will end strikes by police officers and the firefighters forever.

## Q. Is Proposition A necessary?

Yes. Proposition "A" will open up a process of communication between police/firefighters and the Board of Supervisors which does not now exist. The two groups will be able to talk over employment issues in a peaceful, businesslike manner. It will relieve frustration on the part of the police and fire officers by guaranteeing that the Board of Supervisors discuss and negotiate issues related to their employment. If issues remain that the two sides cannot agree upon, an Arbitration Board provides a fair and effective alternative to prolonged deadlocks and work stoppages/strikes. Such work stoppages are not acceptable to the residents of San Francisco and are not what police and firefighters want.

## Q. What is collective bargaining?

Collective bargaining is a method of negotiating wages, hours, working conditions and other employment issues. Representatives of management (the Board of Supervisors) and representatives of the employee organization (police or firefighters) meet to discuss and decide on contract settlements of those issues.

## Q. What is arbitration?

Arbitration is a last-resort method of solving employment differences. In the event that certain issues cannot be decided upon during negotiations, either side can ask for the issues to go to the three-member Arbitration Board. The Board listens to presentations of each side and then makes its decision. Arbitration is used as an alternative to deadlocks in negotiating.

## Q. What is final-offer arbitration?

With conventional arbitration, the selected arbitrator will hear evidence from both sides, and then write his/her own decision. In final-offer arbitration, the arbitrator will select either the city's final proposal or the employees' final proposal on each issue in dispute. It acts as an incentive for both sides to negotiate to the point where they are very close together; each side wants its offer to be accepted by the arbitrator, and, therefore, makes every attempt to submit a reasonable final offer.

## Q. Who are the three members of the Arbitration Board?

The Board of Supervisors selects one representative, and the employee organization selects one person to represent it. Together, the two select the third, neutral member. If the Board and employee representative cannot agree on the third member, they obtain a list of seven qualified local arbitrators from the State Mediation and Conciliation Service and take turns eliminating names until one name is left. He/she becomes chairman.

## Q. Is the third-party neutral arbitrator trained and qualified?

Yes. The arbitrator may be an attorney. He/she may have been a judge for the National Labor Relations Board. Because of his/her experience, the arbitrator has become a specialist in labor/management settlements.

## Q. Does arbitration always follow collective bargaining?

No. In most cases the issues are settled by the two sides during negotiations; arbitration is only used as a last-resort method when requested by one of the parties if an issue or issues remain which cannot be resolved. The Board of Supervisors and the police or fire representative may arrive at their

own decisions up until the point the arbitrator makes his/her decision public.

## Q. What kinds of issues will be negotiated?

The negotiations will open up for discussion of budgetary as well as non-budgetary items. For instance, working conditions, uniforms, safety items, vehicles, wages, etc. Non-budgetary items may include working shifts, educational/training incentives, additional in-service training, and so forth.

## Q. Is the Board of Supervisors giving up its authority when it participates in the collective bargaining process?

Since 1975 the Board of Supervisors has delegated its responsibility in setting police and fire wages to a pay formula based on what five other California cities pay their police and firefighters. Proposition "A" would put that responsibility back with the local Board of Supervisors — where it should be. The decisions will be made locally, by local people. It is only as a last means that an issue will go to the arbitrator — and even the arbitrator has to be a local Bay Area citizen.

Cities and counties already have many different "third parties" make decisions that affect voters and taxpayers. Whenever there is litigation a judge decides. For an example, mayoralty candidate Quentin Kopp has recommended that an arbitrator be selected to resolve the current teacher/school board dispute. Out appointed Planning Commission and other boards, such as Permit Appeals, or the Police Commission, are not under the direct authority of the electorate, yet they have a very great impact on the taxpayers.

## Q. Is arbitration an illegal delegation of public authority?

No. The Wyoming Supreme Court, the first state to consider the issue back in 1968, declared it was not a delegation of public authority. The Court reasoned that the arbitrator is selecting one or the other proposals submitted to him on each disputed issue; the arbitrator is not initiating the plans, and is therefore not performing a municipal function. The California Supreme Court has upheld arbitration decisions as being constitutional. Twenty-eight states have functioning arbitration statutes. The voters of Vallejo, Oakland, Palo Alto and Hayward have already adopted collective bargaining/arbitration for firefighters and police.

## Q. Do the negotiation process and the arbitration process drag on?

No. Experience in California cities indicates that settlements arrived at through negotiations take no longer than any other process. In any case, negotiations will not extend past June 15. If the issue is submitted to arbitration, a strict time table must be adhered to by the Arbitration Board. Every effort must be made to secure a decision from the Arbitration Board within 30 calendar days after submission to the Board. However, the decision must be made by August 1 of each year. The two parties then have five days after receiving a copy of the decision to meet privately to amend or modify the decisions of the Arbitration Board. At the end of those five days, or ten days maximum, if mutually agreed upon, the decisions become public and binding.

## Q. Is the negotiating/arbitration process expensive?

No. If the collective bargaining process results in an impasse, and an Arbitration Board is needed, the strict time table is such that the arbitrators will only be used for a very restricted time. A provision of the proposition would split the arbitration costs between the city and the employee organization.

## Q. Would collective bargaining mean that taxes would go up?

No. Proposition 13 limits the property tax rate to \$4 per \$100 assessed valuation. Any increase in tax rate must be by a  $\frac{2}{3}$  vote of the registered voters.

The majority of the issues addressed are not even budget items. With respect to any increase in wages, whether through prevailing wage formula or negotiation/arbitration, the budgeting is handled internally by the Board of Supervisors.



**Full text of Prop. A as written for the Charter**

The people of the City and County of San Francisco, recognizing that strikes by public employees are prohibited by this charter, hereby find that wages, hours, and other terms and conditions of employment for the uniformed forces of the fire department and police department should be established through the process of collective bargaining between the city and county and recognized fire and police employee organizations.

**Police Salary Survey**

(a) Not later than the 15th day of February of each year, the civil service commission shall survey and certify to the board of supervisors rates of compensation paid police officers or patrolmen employed in the respective police departments in all cities of 100,000 population or over in the State of California, based upon the latest federal decennial census. For the purpose of the civil service commission's survey and certification the rates of compensation shall be the average of the maximum rates paid to each police officer or patrolman classification performing the same or essentially the same duties as police officers or patrolmen in the City and County of San Francisco.

Not later than the 1st day of April of each year, the Board of Supervisors shall have power, and it shall be its duty, by ordinance, to fix rates of compensation for the members of the police department whose annual compensations are set forth in section 3.531 of this charter and said rates shall be in lieu of said annual compensations and shall be effective on the 1st day of July next following.

The rates of compensation set forth in the budget estimates, the budget and the annual salary ordinance shall be those fixed by the Board of Supervisors as in this section provided and appropriations therefor shall be based thereon.

The Board of Supervisors shall 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.

**Salary Deadline**

If the Board of Supervisors revises said rates of compensation, then it shall, not later than the 25th day of August of the then current fiscal year, have the power, and it shall be its duty, without reference or amendment to the annual budget, to amend the annual salary ordinance and the annual appropriation ordinance to include the provisions necessary for paying the rates of compensation fixed by the Board of Supervisors as in this section provided for the then current fiscal year.

For all purposes of the retirement system, the expression "rates of compensation" as used in subsection (a), shall mean "salary attached to the rank" as used in section 166 of the charter of 1932, as amended, and, with the addition of fifteen dollars per month now provided in subsection (b) with respect to members assigned to two-wheel motorcycle traffic duty, shall also mean "compensation earnable" as used in section 8.549.

The term "police officers or patrolmen" as used in this section shall mean the persons employed in the police departments of said cities of 100,000 population or over or of the City and County of San Francisco, to perform substantially the duties being performed on the effective date of this section by police officers, police patrol drivers and women protective officers in the San Francisco Police Department.

**Police Meritorious Conduct**

On the recommendation of the chief of police, the commission may reward any member of the department for heroic or meritorious conduct. The form or amount of said reward to be discretionary with the commission, but not to exceed one month's salary in any one instance.

If any member of the department appointed as an assistant inspector is a sergeant at the time of the appointment or is appointed a sergeant thereafter, he shall receive the rate of compensation attached to the rank of sergeant.

**Solo Hazard Pay**

(b) Not later than the fifteenth day of February of each year the Civil Service Commission shall survey, and certify to the Board of Supervisors, any additional rate of pay paid to members assigned to two-wheel motorcycle traffic duty in the respective police department of all cities of 100,000 population or over in the State of California, based upon the latest decennial census. For purposes of the Civil Service Commission's survey and certification the additional rates of compensation for two-wheel motorcycle traffic duty shall include

the average additional amount paid to members assigned to two-wheel motorcycle traffic duty in the cities surveyed.

Not later than the first day of April of each year the Board of Supervisors shall have power, and it shall be its duty by ordinance to fix the additional rate of pay for the members of the police department who are assigned to two-wheel motorcycle traffic duty.

The Board of Supervisors shall have the power by ordinance to revise the additional rate of pay as in the section provided. Said revised rates shall be effective from the first day of July of the then current fiscal year.

If the Board of Supervisors revises said additional rate of pay then, it shall, not later than the 25th day of August of the then current fiscal year, have the power, and it shall be its duty, without reference or amendment to the annual budget, to amend the annual salary ordinance and the annual appropriation ordinance to include the provisions necessary for paying the additional rate of pay for members assigned to two-wheel motorcycle traffic duty fixed by the Board of Supervisors as in this section provided for the then current fiscal year.

Said additional rate of pay shall be in addition to the rate of compensation provided for in subsection (a).

**Fire Salary Survey**

(c) Not later than the 15th day of February of each year, the Civil Service Commission shall survey and certify to the Board of Supervisors rates of compensation paid firemen employed in the respective fire departments of all cities of 100,000 population or over in the State of California, based upon the latest federal decennial census. For purposes of the Civil Service Commission's survey and certification the rates of compensation contained in said certification shall be the average of the maximum rates paid to each fireman classification performing the same or essentially the same duties as firemen in the City and County of San Francisco.

Not later than the 1st day of April of each year, the Board of Supervisors shall have the power, and it shall be its duty, by ordinance, to fix rates of compensation for the members of the fire department whose annual compensations are set forth or otherwise provided in section 3.542 of this charter, and said rates shall be in lieu of said annual compensations and shall be effective on the 1st day of July next following.

The rates of compensation set forth in the budget estimates, the budget and the annual salary ordinance shall be those fixed by the Board of Supervisors as in this section provided and appropriations therefor shall be based thereon.

The Board of Supervisors shall 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.

If the Board of Supervisors revises said rates of compensation, then it shall, not later than the 25th day of August of the then current fiscal year, have the power, and it shall be its duty, without reference or amendment to the annual budget, to amend the annual salary ordinance and the annual appropriation ordinance to include the provisions necessary for paying the rates of compensation fixed by the Board of Supervisors as in this section provided for the then current fiscal year.

For all purposes of the retirement system, the expression "rates of compensation", as used in subsection (c) of this section shall mean "salary attached to the rank" as used in section 169 of the charter of 1932, as amended, and "compensation earnable" as used in section 8.549.

The term "firemen" as used in this section shall mean the persons employed, in the fire departments of said cities of 100,000 population or over of the City and County of San Francisco, to perform substantially the duties being performed on the effective date of this section by drivers, stokers, tillermen, truckmen, or hosemen, in the San Francisco Fire Department.

The expression members of the fire department does not include members of the fire commission.

**Fire Meritorious Conduct**

On the recommendation of the chief of department, the commission may reward any officer or member of the department for heroic or meritorious conduct, the form or amount of said award to be discretionary with the fire commission, but not to exceed one month's salary in any one instance.

**Meet and Confer**

(d) It shall be the mutual obligation of the Board of Supervisors, with the fire commission or the police

commission, and the recognized fire department or police department employee organizations to meet and confer promptly upon the request of either party to negotiate in good faith on all matters within the scope of representation, pursuant to California Government Code Sections 3500 to 3510, and subsequent sections on public safety employee collective bargaining, for the uniformed forces of the fire department or police department.

Matters within the scope of representation may also include establishment of procedures for the resolution by a neutral third party of grievances submitted by such employee organizations over the interpretation or application of any negotiated agreement or other instrument which fixes the terms and conditions of employment for the uniformed members of the fire department and police department.

**Existing Conditions Protected**

Unless and until agreement is reached through negotiations between the Board of Supervisors and such employee organizations or a determination is made through the impasse resolution procedure hereinafter provided, no existing benefit or condition of employment for the uniformed members of the fire department and police department shall be eliminated or reduced.

**Impasse Resolution Board**

All disputes or controversies pertaining to wages, hours, or other terms and conditions of employment which remain unresolved after good faith negotiations between the Board of Supervisors and a recognized fire department or police department employee organization shall be submitted to a three-member Impasse Resolution Board upon the declaration of an impasse by either party to the dispute if such declaration is made before the 15th day of June of each fiscal year. The Board of Supervisors and the recognized employee organization, through their representatives, shall each select one member of the Impasse Resolution Board within three (3) days after either party has notified the other, in writing, that it has declared an impasse. The Third member of the Impasse Resolution Board shall be selected by agreement between the members selected by the Board of Supervisors and the recognized employee organization, and shall serve as a neutral voting member and chairman of the board. In the event that the members selected by the Board of Supervisors and the employee organization cannot agree upon the selection of a chairman within ten (10) days from the date that either party has notified the other that it has declared an impasse, either party may then request the Conciliation Service of the State of California Department of Industrial Relations to provide a list of seven (7) persons who are qualified and experienced to resolve disputes involving employer-employee relations. If the members selected by the Board of Supervisors and the employee organization cannot agree within three (3) days after receipt of such list on one of the seven (7) to act as chairman, they shall alternately strike names from the list of nominees until only one name remains and that person shall then become the chairman of the Impasse Resolution Board. The party striking the first name shall be determined by lot.

**Chairman, IRB**

The chairman of the Impasse Resolution Board must be a person who lives or works in one of the following nine (9) State of California counties: Alameda, Contra Costa, Marin, Napa, San Francisco, Santa Clara, San Mateo, Solano and Sonoma. determination. The chairman shall preside at the hearing, shall rule on the admission and exclusion of evidence and on questions of hearing procedure and shall exercise all powers relating to the conduct of the hearing. The chairman shall permit both parties to be heard and to present evidence and cross-examine witnesses. On request of either party, the testimony of the witnesses shall be given under oath. The rules of evidence and rules of judicial procedure need not otherwise be observed.

Upon application of either party or upon his or her own determination, the chairman shall have the power to issue subpoenas for the attendance of witnesses and subpoenas duces tecum for the production of books, records, documents and other evidence. Subpoenas shall be served and enforced in accordance with Chapter 2 of Title 3 of Part 4 of the Code of Civil Procedure.

**Final Offer**

At the conclusion of the hearings, the chairman shall direct each of the parties to submit, within such time as

(Continued Page 15)



# PROPOSITION A

## Continued from Page 14

the chairman may establish, a last offer of settlement on each of the issues in dispute. The Impasse Resolution Board shall decide each issue by majority vote by selecting either last offer of settlement on that issue it finds most nearly conforms with those factors traditionally taken into consideration in the determination of wages, hours, and other terms and conditions of public and private employment, including but not limited to, changes in the average consumer price index for goods and services, the wages, hours, and other terms and conditions of employment of other employees performing similar services, and the financial condition of the city and county and its ability to meet the cost of the award or by making an award that is within the parameters of the last offer of settlement by each party on each issue.

In the event that either party fails to appear at the hearing, it shall be within the power of the Impasse Resolution Board of decide the controversy notwithstanding such failure to appear. In the event that the member of the Impasse Resolution Board selected by either party fails to appear or to participate in the hearing, it shall be within the power of the chairman to solely decide the controversy notwithstanding such failure.

### Deadline — August 1

Every effort shall be made to secure an award from the Impasse Resolution Board within thirty (30) calendar days after submission of all issues to the board, however, the award must be made no later than the 1st day of August of each year.

After reaching a decision, the Impasse Resolution Board shall mail or deliver a true copy of its decision to the parties. The decision of the Impasse Resolution Board shall not be publicly disclosed but shall not be binding until five (5) days after it is delivered to the parties. During that five day period the parties may meet privately, attempt to resolve their differences, and by mutual agreement amend or modify any of the decisions of the Impasse Resolution Board. At the conclusion of the five day period, which may be extended by mutual agreement between the parties, but in no case may the period be extended past the 10th day of August of each year, the decision of the Impasse Resolution Board together with any amendments or modifications agreed to by the parties shall be publicly disclosed and shall be final and binding upon the parties.

Pursuant to subsections (a), (b) and (c) above, the Board of Supervisors shall make any and all necessary amendments to the annual salary ordinance and the annual appropriation ordinance to include the provisions necessary to implement the award. The employee organization shall take whatever action is necessary to carry out and effectuate the negotiated settlement or award.

### Costs of Arbitration

The expenses of any impasse resolution hearing convened pursuant to this section, including the fee for the services of the chairman of the Impasse Resolution Board shall be born equally by the City and County of San Francisco and the employee organization. All other expenses which the parties may incur individually are to be borne by the party incurring such expenses.

The provisions of any negotiated agreement between the Board of Supervisors and a recognized fire department or police department employee organization or the provisions of the decision of the Impasse Resolution Board together with any amendments or modifications agreed to by the parties shall only contain matters which are within the scope of representation as set forth above and shall prevail over other provisions of this charter or any inconsistent ordinances, resolutions, rules or regulations established or adopted by the Board of Supervisors or by any officer, board or commission of the City and County, except that no vested interest in retirement benefits for the uniformed members of the fire department and police department may be repealed or reduced by such agreement or decision.

The provisions of this section shall become operative on January 1, 1980. Wages, hours and other terms and conditions of employment for the uniformed forces of the fire department or police department for the fiscal year 1979-80 shall be determined pursuant to the provisions of Section 8.405 in effect on November 6, 1979.

APPROVED AS TO FORM:

GEORGE AGNOST  
City Attorney

## BLOOD BANK NEWS BULLETIN

SAN FRANCISCO POLICEMAN - Page 15 October 1979

"Every minute counts when you're counting on people to donate blood for patients in our local hospitals," says Irwin Memorial Blood Bank's Assistant Director of Services and Operations, Vince Yalon. "The Blood Bank must recruit an average of 500 donors a day, Monday through Friday. To accommodate the community's needs and those of the volunteer blood donor, we are extending our hours at our Downtown San Francisco Donor Center as of October 1," continues Yalon.

Irwin's Downtown Donor Center, located on

the 11th floor of the Phelan Building at 760 Market Street serving the business and financial district, will be open Monday through Friday from 8 a.m. to 3 p.m. (Prior closing time was 2 p.m.)

The Blood Bank's main facility at 270 Masonic Avenue is open 8 a.m. to 7 p.m. Monday and Tuesday, 11 a.m. to 7 p.m. Wednesday through Friday, 8 a.m. to 3 p.m. on Saturday, and 10 a.m. to 3:30 p.m. on Sunday.

For further information or to schedule a donor appointment at either facility, call 567-6400.

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# SOME OF THE REASONS WE SUPPORT DIANNE FEINSTEIN

by Paul Chignell

I urge you to reject the motion in not to endorse any candidate for Mayor. No. 1, the policies of this organization under the prior leadership and of the present leadership of Mr. Barry, is that we take a stand on issues and not duck issues. It is also a maxim in politics of public employees that you get in early because when someone is seeking your endorsement you don't procrastinate and wait until the last minute.

You support the candidate you think is the best and the one that is going to win at the beginning and get in early because they appreciate it much, much more. Both of them urgently want this endorsement. This endorsement is going to be public and is going to get a lot of press. It is very important.

Now we have to look at the two candidates. If you talk to any saavy political person in this town they will tell you that Dianne Feinstein is going to be the Mayor in January of 1980 and that Quentin Kopp doesn't have much of a chance in winning. I think you would have to take that into consideration.

Now, if you look at the issues you'll see that over the years Dianne Feinstein has supported the POA and the police department over and over again. She defeated civilian review boards twice on 6 - 5 votes. She led the fight against closing the stations; she wrote Prop. "E" which allowed our Board members Bob Huegle and Mike Pera to get into the Bureau of merit instead of on political patronage.

You say she has waffled on Gain, well the prior Mayor would never have done anything with Gain. We got rid of Gain because of one reason, Dianne Feinstein. Now we may not have gotten rid of him in May or June of this year but he's going in January. If George Moscone had been in there, we would have had Charles Gain for another four (4) years and I think you should take that into consideration.

She supported Prop. "M" 100% as well as giving our retired officers under "H" hundreds of dollars that they would not have had and brought people up from poverty level to an equitable wage. It's also giving our members fluctuating pensions. Secondly, politically, how do we fair on the Board of Supervisors if we don't endorse Dianne Feinstein? Terribly. Because Supervisors Molinari, Hutch, Horanzy and Lau were supervisors who we have been cuddling to get "A" on the ballot, who we have been going to issue after issue.

Just the other day, I didn't give a report tonight on this because there were a lot of minor items that maybe you didn't want to hear about. But, one is just on the cars, taking away police officers' cars who are on-call, and captains' cars. Well, we have to go up on those issues. We were successful on Monday. We go up on those issues every week to the Board and try to get the votes out of these people that go back and forth, Hutch, Horanzy, Lau and Molinari. They want us to endorse Dianne Feinstein and if we don't endorse Dianne Feinstein, they're going to be very upset at us and we're going to have trouble up there over the insuing months.

That woman is going to win. I think we should go with the winner early. Look at her total record. I'm sure she's playing around with the Consent Decree. She waffles on this and on that. But if you look at the whole list over the years, she's been on the Board ten (10) years, she's been our friend much more than some of these other people like Britt, and Moscone and Gonzales. Look at her total record and get in early, she wants the endorsement. She wants is desperately. She is asking for it and we should give it to her.

Thank you.

## The BRASS RING

by Gale W. Wright

You haven't seen the Brass Ring for about five years or so. Before the strike in 1975, the POA had a long string of winners at the ballot box. But now things are swinging our way again.

Just getting the Board of Supervisors to put Collective Bargaining on the ballot was a big job. The endorsements from "name" people and groups are good and growing. The firm of Slevin/Brown has been hired to run the campaign. We are spending over \$35,000 of your dues money to win Proposition "A".

But all of the money and all of the zeal, and all of the rest of the work necessary to win Prop. "A" is still not as good as what you can do. You are trained and experienced police officers. You can get YES votes for us just by giving good police service.

Be yourself: competent, interested, courteous knowledgeable, communicative (good language) and professional. Kissing off poeple, talking down to them, passing the buck, not making the report and other negative actions tend to leave a bad taste in the mouths of the people. If you give good service, we are sure to win Prop. "A".

Nobody likes to be lectured to, and believe me, I'm not lecturing you now. But, somebody had to talk about the complaints of poor police service (and it happens, you know that) so I have chosen to address the problem.

Some DON'TS: Parking in the middle of the bus zone, while you are 10-7m; changing lanes without looking or signaling; not taking on a driver who has just committed a moving violation right in front of you and all the other drivers; arriving at a call and acting like you would rather be somewhere else; trying to talk people out of reports; not directing traffic at heavy 586s or accidents, but driving away from the area. There are more, but why go into them, I'm sure you are way ahead of me.

The POA can do all of those things which need to be done for you, like getting the amendment on the ballot and so forth, but only you can be you, and give good police service. The Brass Ring is there. What are you going to do about it?

## Prop. A Vote Yes

## Prop. Q Vote No

### BOARD OF DIRECTORS MEETING — September 25, 1979

Opened with the Pledge of Allegiance.

Roll Call: 17 present. Excused were Toomey, Schlink, Hebel and Carlson.

Special Order: Eric Moncur, candidate for District #11. Presentation before Board requesting endorsement.

Presentation by Steve Solomon regarding Emergency Proclamation Suit. Approximately a year to year and a half for appeal to be resolved. Main issue is, how will the formula be calculated. If the Court affirms the appeal it will include retirees.

Vice President Report: Deferred.

Secretary's Report: Minutes approved by voice vote, M/Chignell, S/Dempsey.

Treasurer's Report: M/Casciato, S/Chignell to approve report as printed in September issue of the POLICEMAN. Passed by voice vote.

Federal Litigation: Update given by Steve Solomon

on status of litigation. We will be in court before Judge Peckham on September 26th regarding length of weighing of exam.

M/Wright, S/Sullivan to move to new business. Passed by voice vote.

Endorsements: Presentation by Judith Brown and Ed Slevin on poll taken by their firm.

District #11 Race: M/Casciato, S/Sullivan to endorse Pelosi. Passed 15 yes, 2 no (Geary and Gannon).

District #9 Race: M/Wright, S/Amiot to endorse Dolson. Passed by voice vote.

District #7 Race: M/Casciato, S/Hammell to not endorse in District #7 at this time. Passed by voice vote.

District #5 Race: M/Patterson, S/Gannon to not endorse in District #5 at this time. Passed 16 yes, 1 no, (Schmidt).

District #3 Race: M/Chignell, S/Wright to endorse Molinari. Passed 13 yes, 4 no (Geary, Schmidt, Gannon and Casciato).

Proposition "A" — Collective Bargaining and Binding Arbitration: Presentation by Ed Slevin and Judith Brown regarding campaign strategy. Long discussion held with Board and General Membership.

Meeting adjourned.

Submitted,  
Croc A. Casciato, Secretary

### GENERAL MEMBERSHIP MEETING

September 25, 1979

1900 hours — Cancelled. No quorum.

#### SAN FRANCISCO POLICE OFFICERS' ASSOCIATION BALANCE SHEET SEPTEMBER 30, 1979

| ASSETS |                      | LIABILITIES & RESERVE |                                      |
|--------|----------------------|-----------------------|--------------------------------------|
| 103    | General Fund         | \$1,280.00            | 321 Federal Payroll Taxes \$1,888.44 |
| 153    | Advances to Officers | (300.00)              | 326 State Payroll Taxes 421.08       |
|        |                      | \$980.00              | 501 Net Worth (1,329.52)             |
|        |                      |                       | \$980.00                             |

#### SAN FRANCISCO POLICE OFFICERS' ASSOCIATION INCOME STATEMENT SEPTEMBER 30, 1979

|                |  |             |             |
|----------------|--|-------------|-------------|
| INCOME:        |  | \$24,067.35 |             |
| Dues - Active  |  | 28,25       |             |
| Dues - Retired |  |             | \$24,165.60 |

|                           |  |          |           |
|---------------------------|--|----------|-----------|
| EXPENSES:                 |  |          |           |
| Administrative Expenses   |  | 105.00   |           |
| Accounting                |  | 10.06    |           |
| Bank Charges              |  | 161.70   |           |
| Dues Collection           |  | 194.30   |           |
| Equipment Rental          |  | 319.50   |           |
| Janitorial Service        |  | 217.23   |           |
| Mailing                   |  | 434.40   |           |
| Public Relations          |  | 994.00   |           |
| Mortgage                  |  | 2,456.00 |           |
| Salary - Office           |  | 3,346.00 |           |
| Salary - Executive        |  | 403.07   |           |
| Supplies - Office         |  | 96.30    |           |
| Supplies - Administrative |  | 113.73   |           |
| Administrative Expense    |  | 2,697.95 |           |
| Federal Payroll Tax       |  | 454.02   |           |
| State Payroll Tax         |  | 700.95   |           |
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| IUPA                   |  | 2,258.33   |             |
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| Legislative            |  | (587.00)   |             |
| Prop "A"               |  | 3,607.93   |             |
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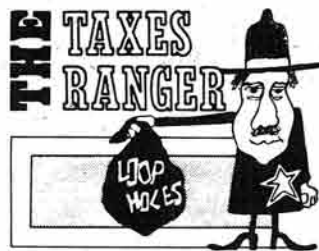
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## USER CHARGES

The beleaguered homeowner, although aided by various state property tax relief measures, by the deductions for mortgage interest and property taxes and by the passage of Proposition 13, is again the subject of a new tax relief plab under consideration by the Legislature. This latest homeowner relief scheme would permit homeowners to deduct all user fees and service charges from their personal income taxes.

too has the pressure on the State Legislature to provide some kind of relief.

Tax deductions, however, are not the answer. If taxpayers are allowed to deduct their user charges, an inequity between taxpayers in different municipalities will be unavoidable. Different municipalities offer different kinds and amounts of municipal services. Those services which are not covered by the municipality are left to be provided by the private sector. Therefore, taxpayers living in low municipal service communities could not deduct the cost of those services which are privately provided, while taxpayers in high municipal service districts would benefit from the deduction.

A tax deduction for user charges could also prove unfair to renters. Since most deduction plans allow only owners of property to deduct the costs of services, renters would not be able to deduct the user charges which they, not the landlords, pay. Hence, a deduction on property-related user charges would not be available to the 47% of Californians who rent their residences.

Over the past ten years, service charges by California's municipalities have increased at an annual rate of 14%. The passage of Proposition 13 has even further intensified their use. Between June 1, 1978, and November 1, 1978, cities and counties increased their use of user taxes and fees by \$101.5 million. As the reliance on user charges has increased, so

Another fault of such a plan is that each taxpayer must itemize his or her deductions in order to benefit from the tax break. And since 53% of all California's taxpayers use the standard deductions, and thus do not itemize, this proposed tax benefit would exclude the majority of California's taxpayers.

Moreover, any deduction from taxable income will always provide a great benefit to wealthy taxpayers. The higher the tax bracket, the more that can be saved by deductions. Hence, the intended relief from user charges would largely benefit those who need the least help.

User charges themselves are a highly regressive source of revenue because the poor and the wealthy are charged at the same rate for these vital services. If user charges become tax deductible, municipalities might be encouraged to increase their use of these inequitable taxes even more.

If people need relief from the spiralling cost of user charges — and they do — it makes no sense at all to limit the benefit to wealthy homeowners who itemize their deductions and who happen to live in high public municipal services communities.

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## SHOVELING AGAINST THE TIDE

by Don Brewer

When I first started writing these articles, I had several dozen in mind, but the list keeps getting longer rather than shorter.

Also, due to ever-changing conditions, I have had to vary some and delay others.

In addition to this, I have recently discovered that things are even worse than I had thought. As a matter of fact, I haven't been so surprised since the Mike O'Brien trial when the politicians and other hypocrites tried to send an innocent police officer to San Quentin in order to retain a voting bloc.

These recent investigations require an increase expenditure of time, effort and money on my part.

Unlike my critics, I do not write anything that is not researched and done as accurately as I can possibly make it.

I have decided not to reply to critics of my most recent article since I deem their efforts to be minuscule and self serving. In fact, I cannot believe that they took the time to comprehend the title, let alone the material in the article. However, I feel that I should thank them for confirming my views and hope they continue to do so.

My articles are written for thoughtful, broadminded people of good will rather than speed readers or skimmers who choose to go off half-cocked while engulfed in their own selfish interests.

I am unable to comply with the many suggestions that I have received regarding subjects to write about due to the time element involved. However, may I suggest that these welcome sources of information and tips endeavor to write their own articles. They are already

familiar with the subject material and can do so without the time expenditure that would be required of me.

I think it would be great if employees of all governmental agencies would make known to the taxpayer the various ways that they are being ripped off.

I recall some years ago, when we had the "court watchers" taking in the court scenes, the judges ran an entirely different operation than they did when none were present.

Recently, a distinguished judge resigned and went back to practicing law because he could no longer stand the way our judiciary system is run. What a pity he did not decide to inform the public of this while still on the bench and try to gain some much-needed reforms.

Fortunately, one ray of hope has just made an appearance via a ruling from a federal judge that the old "Daley Machine" violates the first and fourteenth amendments and is therefore unconstitutional. I am certain the "machine" will contest this ruling all the way to the Supreme Court, but now that their MO has been brought to the attention of the public at large, logic should prevail and the ruling should stand. Then, we can go after the "Burton Machine" as well as other persons who use their position to further their own ends.

The opinion printed here does not necessarily represent the position of the San Francisco Police Officers' Association. Our policy has been, and continues to be, to print as broad a representation of opinions as space allows. This policy includes articles by both police officers and non-police officers. Editor.

## LETTERS

## Cartoon

Editor:

In the August issue of the Policeman, page five, you showed an editorial cartoon concerning the plight of the renters. I do not see where this has any connection with police working conditions. This definitely is not a police issue and makes me wonder if the new policy of the present P.O.A. administration is to champion other causes. I hope in the future the competent staff of the Policeman newspaper stays clear of subject that are not pertinent.

Sincerely,  
Louis E. Barberini  
Taraval Police Station

We believe many officers pay rent and therefore the cartoon was pertinent. Ed

## Blood Bank

Dear Editor:

My wife and I recently suffered the tragedy of losing our infant son, Anthony. Our time of great sorrow was made somewhat easier to bear with the knowledge that our friends within the San Francisco Police Department stood by with offers of sympathy and expressions of kindness. It truly was heartening to receive offers of blood donations from Bob Barry speaking on behalf of the Association.

We wish to thank all our friends within the C.S.T.F., Narcotics Detail, and Sex Crimes Detail for their special acts of kindness. I look forward to dealing with all of you in the future and my respect for your graciousness in our time of need will never be forgotten.

Sincerely,  
William L. Fazio

## SKATE PATROL

Ambulance calls to Golden Gate Park have decreased dramatically since mid-summer and the Emergency Medical Services of the Department of Health reports that recently not one call was received from the Park. Bob Butcher, Superintendent of Ambulances states that this is due directly to the work of the volunteer Roller Skate Patrol. The number of skaters has steadily increased and it is estimated on some Sundays up to 20,000 are in the Park.

Prior to the Skate Patrol, there were about six ambulance calls every

Saturday and Sunday. Most of these were minor and they are now handled by the Patrol.

David Gordon, coordinator and spokesperson, states that the Patrol now numbers between 40 and 45 every Sunday. They wear red and yellow uniforms and the equipment they recommend for every street skater, knee pads, elbow pads and wrist guards. The members include among them professional men and women, students, salespeople, street people, one life guard and a graphic artist. All are trained in first aid and carry first aid sup-

plies. Pacific Medical Center is training them in Cardiac Pulmonary Resuscitation. Paramedics from Emergency Medical Services will be giving them instructions in wrist and ankle splinting.

When the balance of the training is completed, they will be able to handle many accidents and eliminate calling an ambulance. Since the formation of the Patrol in mid-summer, they have also assisted with injuries of many types unrelated to skating.

The members each paid for their Red Cross first aid training. Their

uniforms and supplies were donated. The two-way radio enables them to give City Emergency Control prompt accurate information on injuries and location, greatly speeding up response time. Gordon says the one thing they now need is walkie-talkies for internal communication.

These concerned citizens in the Patrol are working not only with the Health Department, but with all City departments concerned with safety in Golden Gate Park. They are trying to make it as safe as possible and to integrate skating into other recreational activities.

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# CSAA GAS ECONOMY TESTS: MOST PROBLEMS MINOR

Over 70 percent of malfunctions contributing to poor fuel economy and engine performance can be corrected easily and inexpensively, according to tests recently completed by the California State Automobile Association (CSAA).

The AAA-affiliated auto club tested over 8700 vehicles this past summer in Northern California and Nevada as part of its free Community Gas Savers Program. Results showed that one car in three had problems leading to poor fuel economy. Of the cars that did experience malfunctions, 72 percent of these problems were minor in nature, easily corrected by relatively inexpensive adjustments or minor parts replacement involving the engine or its components.

The way these malfunctions were discovered was by taking samplings of the vehicles' exhaust emissions. A mobile van,



equipped with the electronic testing unit scheduled locations throughout CSAA's territory, where vehicles of interest were tested. The program, performed free as a communi-

ty service from May to September, was operated on a first-come, first-served basis.

The most common problem uncovered by the Community Gas Savers Program was high carbon monoxide (CO) levels at idle speed, found in 2403 cars. Almost invariably, all that is required to correct this malfunction is to have the air/fuel mixture in the carburetor adjusted.

Another minor malady, excessive hydrocarbons (HC) at idle, was found in 1309 cars or 15 percent of those tested. This problem is usually attributed to malfunction in the ignition system, such as defective or worn-out spark plugs, spark plug wires, points, condenser and/or distributor cap. Repair or replacement of these parts is relatively low cost and labor time minimal.

Major repairs such as carburetor overhaul or replacement were recommended for less than 17 percent of the vehicles. These problems were diagnosed by high CO readings at engine speed of 2500 rpm.

The number of motorists participating in the Community Gas Savers Program (CGSP) this year was nearly twice as much as 1978's figure. This can be attributed to an even more pressing need for fuel economy due to gas prices increasing 45 percent over last September's average cost of 73.2 cents a gallon, as well as the popularity of last year's Community Gas Savers Program.

This year, the program received a 97 percent positive response from the motoring public who availed themselves of the free service. The surveys indicate that these participants appreciate a program that: (1) Is not contrived to get them to invest in repairs and (2) Does not subject motorists to a fine for taking steps to reduce emissions by participating in the testing. Motorists, being made aware through CSAA's efforts that there is a definite correlation between emissions levels and poor fuel economy, are willingly taking action to reduce gas consumption and save money.

## GOLD by Theorore A. Schlink III

To reflect back a month or so, we have all observed the price of gold break both the \$300 and \$400 barriers. If you are still kicking yourself for not buying into the gold market a year or so ago, join the club. One of the reasons behind the rapidly increasing price of gold rests upon the basic laws of supply and demand. If current statistics are to be believed, world consumption of gold outweighs current mining production.

In our economic status as police officers, we are limited to a fixed income and, unlike our private enterprise counterparts, a bonus is an ideology possessing no reality. To put my thought into clearer terms, you get paid the same for doing more than your share or less than your share of the work. That being the case, how in the world does anyone get ahead?

Many of us have been forced into an economic position that requires participation in some form of secondary employment. As you have presumably read in this month's COPS newspaper, secondary employment in a law enforcement related capacity can be somewhat risky in terms of the laws of arrest. Those who choose not to seek outside secondary employment seem to rely on their basic departmental overtime, although as we all know, departmental overtime is not the most dependable form of reliable cash.

During my research for this article, I came across a report entitled, the GOLD OUTLOOK — 1980 published by the Clayton Brokerage Co. of St. Louis, Mo. For your benefit, I have extracted an excerpt that depicts an European approach to investing in gold:

"Gold used in jewelry fabrication is by far the largest commercial demand category. Jewelry fabrication amounted to over half of (the) total gold fabrication last year. The purchase of jewelry in the U.S. and other developed countries is not considered an investment because the gold content relative to the total price of the item is not substantial. However, purchases of gold jewelry in developing nations are often made for investment purposes. The gold content of the jewelry is greater and of higher karat finess, thus it can be resold at close to bullion prices. Middle East demand for gold jewelry is becoming an increasingly important part of total gold fabrication. Demand from Europe, Africa, the Far East and Australia has remained fairly steady through the last decade, while demand in North America, Latin America, and the Indian subcontinent has diminished. The following chart (deleted) depicts jewelry fabrication demand by continent. Note that Europe and the Middle East are the largest consumers."

The article continues to state that they (Clayton Brokerage) expect world jewelry to decline to 31.4 million ounces in 1979 and 30.0 million ounces in 1980 as inflation erodes consumer purchasing power.

What's going to happen to the price of gold? Is gold going to price itself outside the reach of those middle income persons looking for a hedge on inflation like ourselves? Is the bottom going to fall out of the market, when and if the dollar begins to make substantial gains in the world monetary market?

The answer I have resigned myself to is that of hoping and praying that my ability to foresee the future is adequate enough to keep myself out of trouble. If I make a mistake, that's the way it goes, but on the other hand, if I calculate correctly, I win. There is an old adage I sometimes use to spark my reluctant investment tendencies, 'No guts, no glory'. As an example, in late summer, gold hit a new high of \$306.50 in Chicago. It wasn't but a few days later that the price plummeted to the low of \$280.00, scaring the living you know what out of gold investors. The name of the game is to be able to foresee the end of a decline and then buy like hell. Those officers that agreed with me on that perspiration filled day, have realized almost \$145.00 an ounce on their investments (50%). On the other hand, they could have lost \$145.00 or 50% on their investment and that is the aspect of investing none of us care to endure.

I have charted the price of gold for the past 30 or so days directly from the London P.M. closings as printed in the Wall Street Journal. Thursday, September 13, 1979, \$332.95. Tuesday, September 18, 1979, \$375.75. Monday October 1, 1979, \$414.75.


Decide yourself about the possibilities of investing in the precious metals market and if you need assistance, please contact me after 1700 hours at your Police Officers' Association, 861-5060.

NOTE: The thoughts herein expressed and the basic data from which they are drawn are believed to be reliable but cannot be guaranteed because of their complexities and their reference to the future. Neither the information presented nor any opinions expressed constitute a representation by myself of the Police Officers' Association of the purchase or sale of any commodities. Any opinions expressed herein are subject to change without notice. Those acting on this information are responsible for their own actions.

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- About 23% of all persons 60 years or older live below or near the poverty level.

Source: H.E.W. Administration on Aging

Based on 100 average Americans starting out life at age 25, on an equal footing . . . . . at age 65

1 will have \$10,000 or more • 4 will have \$2,000 to \$4,000 • 5 with no estates will be working • 54 will be dependent on relatives, friends and charity • 36 will be dead

Source: U.S. Dept. of Commerce Bureau of Labor Statistics

In other words 9 out of 10 were either DEAD or DEAD BROKE when they reached age 65.

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**I WANT TO BE IN FOURSOME WITH:** \_\_\_\_\_

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## 20th ANNIVERSARY

The San Francisco Police Activities League, which has been in existence since 1959, is currently celebrating its 20th Anniversary. Throughout these years the PAL Boosters organization has continuously supported the PAL through its annual membership drive. The PAL needs the PAL Boosters continued support to expand athletic, recreational and educational programs.

Your membership would best reflect your approval of one of the finest youth programs in San Francisco. Your support would assist the PAL organization of 400 volunteer coaches and the 5000 youngsters participating annually in the various activities.

Please take a few moments of your time to complete the membership form below and send it to the PAL with your check.

The PAL staff, coaches and the youth that we serve appreciate your attention in this matter and hopefully wish that you join as a member of the 1980 PAL Boosters.

## MEMBERSHIP APPLICATION POLICE ACTIVITIES LEAGUE — PAL BOOSTERS

**NAME** \_\_\_\_\_  
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# SPORTS

## Golf Club News

The old saying, "No news is good news", is not always correct. Since the last publication of the San Francisco POLICEMAN, the S.F. Police Golf Club hasn't had a tournament.

I did however have the pleasure of playing in the Northern Station Golf Classic, which believe me, lived up to its name.

I want to personally commend Ed Garcia and his committee who put on this tournament. I would mention them all by name but I don't have all the names.

The tournament was held at Peacock Gap on Wednesday, September 12, 1979. The weather was super and the golf was pretty good. Last year's winning score was only good for fourth place this year.

Steve Whitman and Tim Hettrich had seventy-two's to tie for low gross. Yours truly had a seventy-four followed by Grant Fahs who shot a seventy-six.

The low score for a member assigned to Co. E was a seventy-seven by Tom O'Connor. Tom will have his name inscribed on the perpetual trophy hanging in Northern Station.

Ray Crut did another great job as Master of Ceremonies at the dinner following. I did have one complaint though, that he didn't know too many golf jokes, and that he didn't let Father Heaney speak long enough.

All in all, it was a great day and I'm sure everyone who attended will be back again next year which is the best tribute that can be shown.

\* \* \*

The S.F. Police Golf Club will resume play on Friday, October 19, 1979 at Hayward Muni. In November we play Santa Rosa Country Club on Friday, November 9, 1979. I'm accepting reservations for Santa Rosa immediately so anyone interested, let me hear from you right away.

The golf club is open to all active and retired San Francisco policemen. Anyone interested give me a call or send a check for the yearly dues for \$5.00 (made payable to S.F. Police Golf Club) and I will send you all pertinent information along with a schedule.

Jerry Cassidy, Secretary  
San Francisco Police Golf Club  
Co. K E&I Solo's (Rm. 150)  
Hall of Justice (553-1245)  
850 Bryant St., S.F. 94103  
or  
237 San Marin Dr. (897-0226)  
Novato, CA 94947

## SOFTBALL '79 SFPD Wins San Jose Tournament

by Don Carlson

On the strength of two wins over a very sound Sacramento Probation Department team, the SFPD All-Stars won San Jose PD's Softball Tournament held in the South Bay on September 22 and 23.

Led by Tournament MVP John Mino, Coach Jim Drago's team won four games during the two-day affair, though their initial victory was a gift when Antioch PD failed to show by game-time. SF's first real win was a 7-5 triumph over Sac Probation in their first meeting. After finding themselves down 0-5 after two innings, SF shut out Sacramento the rest of the way, largely due to three double plays, and then scored seven runs to win.

SFPD's next game was on Sunday when they faced South San Francisco PD, winners of last year's tournament. South City was limited to three runs, as SF's infield of Gary Delagnes, Mino, Drago, and Jerry Donovan pulled off four DP's! The hitting of Al McCann, Dave Herman and Warren Hawes led to nine San Francisco runs, aided by the intimidating speed of both Mike Keys, an All-Tournament selection, and Jack Minkel.

In the Championship game following their victory over SSF, San Francisco again faced the Sac Probation club, a team that finished either first or second in all of the ten tournaments in which they've participated this year. With Roger Farrell, another All-Tourney team member, on the mound, backed by still three more double plays, San Francisco shut out Sacramento, 11-0! John Schmolke, Delagnes, McCann and others contributed eleven hits in the first inning that eventually led to a 9-0 SFPD lead that was never in jeopardy.

Thus the 1979 Softball season has ended (at last, hopefully!) on the up side, with both of the SFPD All-Star teams performing strongly in the final two tournaments in which they were entered. Now, as soon as Bob Puts' boat gets back from Europe, basketball can get started.

## RUNNING THROUGH MY MIND

by Walt Garry

For years, I have heard any number of horror stories connected with the Mill Valley Dipsea Race. Stories of broken bones, poison oak and runners lost in the fog on the side of Mt. Tamalpais. Now, you would think, tales as these would discourage most runners from entering such an infamous event. It did it for me. I said thanks, but no thanks, to invitations over the years from running friends who urged me to join them in the race.

But last spring, in a moment of weakness, I accepted a friend's number who couldn't make it, and on race day found myself at the starting line with a group of 20-30 master males waiting our turn to start. Due to the terrain the course covers, the staggered start is employed. Small groups of runners are released at approximately 5 minute intervals to start their struggle to complete the event.

The first challenge is 200 plus steps leading up from the town center which brings you to the first of many dirt trails that seem forever to be ascending. Next you find yourself plunging into Redwood groves dripping with the fog that clings to the side of the mountain. Soaking wet we emerged into one of the high mountain meadows where we were warmed by the sun just breaking through the clouds. We pushed on, starting to overtake the slower runners who had started earlier, always trying to pass on the narrow trail without bumping the person along side and hoping the footsteps you head catching up will show the same courtesy as they speed by you.

Then it was the downhill, so steep in places that you were forced to just slide, using your shoes like a skate board until a level spot was reached. Crossing a couple of small streams on moss covered rocks was another highlight of the race. From there it was uphill again, run, walk and climb in one or two places, until you reach a sign that said one mile to go. It wasn't until then that I became aware that we were near the ocean and Stinson Beach, the finish line.

I didn't see anyone with broken bones, and nobody was lost, for too long, but there were a few cases of poison oak, from what I heard. So, what are my impressions of the Dipsea, now that I've covered the course?

To be honest, I can't wait to run it again. It was, by far, the most challenging non-marathon race I've ever run. The requests for entrance forms for this long established race has grown in recent years with current popularity of running. So, if you are interested in running in the race, plan ahead. For twice the fun, you can run the Dolphin South End Runners Double Dipsea from Mill Valley to Stinson and back, held once a year in the spring, or just hike the trail at your pace and take in some of the Bay Area's most beautiful scenery.

Overlooked last month, was Tom O'Connell (Co. A) 3:19 time in the Mayors Cup Marathon. His next one, the San Diego Marathan. Jeff Brosch (Homicide) did the Third Annual Sacramento Marathan, "The flat, fast and friendly place to run". Jeff said it was all that. He clocked a 3:33. John Wydler (Robbery) ran a 10K race in Burlingame, entering a Police/Fire Division, he placed third and came away with an award. Next month, "The Big Apple."

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September 26, 1979

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Old and new friends are invited to share this evening, Saturday, October 27th at 399 Fremont Street, San Francisco, beginning with no host cocktails at 7 p.m. followed by dinner at 8 p.m. Dancing will follow dinner.

Please return the form at the bottom of this letter as soon as possible to make your reservation.

**Ray White**  
Committee Chairman

Please reserve \_\_\_\_\_ Dinner reservations  
\$30.00 per couple, \$15.00 single, for Father Heaney's  
"Evening with the Chaplain of the Port", October 27, 1979.

(PLEASE PRINT)

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Make checks payable to the Apostleship of the Sea, and mail to 399 Fremont Street, San Francisco, CA 94105

Reservation deadline - October 19

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# Voters' Guide

## Prop. A — Police & Fire Bargaining & Arbitration

Shall wages, hours and working conditions for police and fire uniformed employees be set by collective bargaining with provision for a wage survey, grievance procedure and binding arbitration in the event of impasse?

Vote Yes

## Prop. H — Retirement Trust Fund

Shall the retirement fund be a trust fund administered by the Retirement Board solely for the benefit of members and beneficiaries?

Vote Yes

## Prop. I — Retirement Pension Funds

Shall pension funds and securities be held by a recognized financial institution at the direction of the Retirement Board with the treasurer and controller retaining custody of receipts?

Vote Yes

## Prop. M — Taxicabs

Amending Initiative Ordinance: Shall taxi cab permits be transferable and Police Commission hearing requirements amended?

Vote Yes

## Prop. Q — Vice Squad Abolition

Initiative Ordinance: Shall the Vice Squad of the San Francisco Police Department be abolished and future creation of any such entity be prohibited and shall various vice ordinances be repealed?

Vote No

YES! I'LL HELP PROPOSITION "A"

please print

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Rank/position

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Station #

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