

the San Francisco
POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

Member of ICPA - International Conference of Police Associations

VOL. 10

SAN FRANCISCO, JANUARY 1979



GERALD CROWLEY JACK BALLENTINE ROBERT BARRY

**SFPOA
 ELECTION**

JAN. 22 - 26

SEE PAGES 10, 11, 12, 13, and 20

**PROPOSED
 CONSENT DECREE**

Federal Litigation Discrimination & Quotas Suit . . .

Explained by SFPOA Attorneys, Stephen Warren Solomon and Ralph B. Saltsman



Ralph B. Saltsman, Esq.

Background - In April of 1973 the Officers for Justice brought suit in Federal Court against the City Civil Service Commission and the Police Department charging racial discrimination at both the entry level and the promotional levels. Several groups covering Blacks, Hispanics, Asians and women were the named plaintiffs. The charges included intentional discrimination to exclude the plaintiff groups from entry and/or promotions.

The SFPOA immediately got into the suit as Intervenors as the careers of all police officers were at stake. In the summer of 1977, the U.S. Department of Justice joined the suit for two apparent reasons: 1) substantial Federal monies being allocated to San Francisco government, and 2) allegations of violations of the 1964 Civil Rights Act, which protects certain classes of U.S. citizens.

The plaintiff's attorneys, the Public Advocates, tried twice in 1978 to push for settlement of the case prior to any trial testimony. The SFPOA blocked both attempts at both the Civil Service Commission and the Board of Supervisors.

Now there is a consent decree that the SFPOA has negotiated with the Department of Justice and the City Attorney. The consent decree enumerated below is where we, the SFPOA, are now.

Transcribing of tapes by Gale Wright

As of this writing, more than 700 members of the SFPOA have attended one of the several SFPOA meetings to learn the reasons for the Consent Decree, how it came about, who was involved, between whom does this decree exist and what the ramifications are and may be. More meetings have been announced to give every opportunity to all members to hear our attorneys explain every aspect involved, and to vote for or against the Consent Decree.

The below text is lengthy, but it does accurately represent the points and the questions and answers on those points at just one of the several two hour meetings. I hope this effort of reproducing the meeting in words is not in vain. Editor

Introduction: President Jerry Crowley speaking.

About three weeks ago, Judge Peckham decided that because of the events in this City (the deaths of Mayor Moscone and Supervisor Milk) that it was an

opportune time to try to settle this lawsuit. At that time we were poles apart from the other parties, which are the Public Advocates, the Department of Justice and the City of San Francisco. **But at this time we do have a tentative consent decree with the City and the Department of Justice which each of us parties are proposing to their clients.** We are having meetings like this to inform you; the Department of Justice is talking to their people in Washington, D.C., and the City Attorney is talking to the Mayor, the Board of Supervisors and the Civil Service Commission.

It is very important to understand the background of this discrimination and quota suit, because in no way, shape or form could we have begun this suit in 1973, and come to a point now where the future testing in competitive civil service examination (and everything else) was on the line, without you deciding on certain guarantees contained in this Consent Decree. It is certainly not the easiest thing in the world for me, because consent decrees by their very nature are compromises.

However, it is the bottom line of negotiations and it is something which I think you must be aware of, and be aware of every part of it. Then and only then should you approve it or vote it down. **If you do approve of the Consent Decree (CD), we will have a settlement.** If you determine to vote it down, we will be back in court. At this time, only the Public Advocates is opposed to the CD, and they are making very vocal statements to the press and to the Board of Supervisors and the Mayor to block this CD. You should know that this CD came about only the past three days due to the actions of the Civil Service Commission and the Mayor who brought all parties together, regarding future testing, temporary appointments and certain other sticky issues.

Goals are not quotas. Certainly in your own mind you will have that doubt as to whether quotas are the same as goals. Quotas are mandated while goals are reachable. Our attorneys Solomon and Saltsman have been involved in this case for us for several years, and Ralph Saltsman will give you his best assessment of where we are now, and where we should be in the future if we do not accept this CD.

Attorney Ralph B. Saltsman:

Before we get into the copies of the synopsis of the Consent **Continued - Page 6**

WIDOWS & ORPHANS

The December meeting was called to order by President Andrew Quaglia, Wednesday, December 20, 1978 at 2:10 p.m. in the Traffic Bureau Assembly Room, Hall of Justice.

Treasurer Barney Becker reported no deaths for this month. Total deaths for the year were 22, well below the average of 36.

The regular bills were presented by the Treasurer and after a motion by Kurpinsky, 2nd by Hurley, were approved by the membership.

The Secretary reported the following donations received and acknowledged:

Members of Co. B — In memory of Mrs. Neary, mother of a fellow officer

Mrs. Ida Edwards — Her usual Christmas donation

Mr. & Mrs. Stephen D. Bechtel, Jr. — Because they feel that the members of the Department are doing excellent work in spite of many difficulties.

Bro. Jeffery reported that the Hibernia Bank had managed a slight increase in our portfolio even though the stock market is still uncertain.

Trustees approved the purchase of \$100,000.00 worth of Federal Land Bonds returning 7.4% on our investment.

Trustees instructed the Secretary to send the yearly letter to the members informing them of the new Officers and Trustee, also including a short resume of our finances.

Under unfinished business, Bro. Hurley reported that as our Centennial year had drawn to a close, that no celebration be held.

The president instructed the Secretary to cast a unanimous ballot for the following: **President** — Robert Kurpinsky; **Vice President** — George Jeffery; **Trustee** — William Hardeman. The balance of your Officers for the year are, **Treasurer** — Bernard Becker; **Secretary** — Robert McKee; **Trustees** — Mark Hurley, Frank Jordan, William Parenti and George Sturken.

Under Good of the Order, President Quaglia thanked the members and all Officers for the cooperation that he had received during his term in office. He hoped that the Hibernia Bank would continue to have our portfolio grow in value so that additional benefits could possibly be paid.

There being no further business to come before the membership, the meeting was adjourned at 3:00 p.m. The next meeting is Wednesday, January 17, 1979, 2:00 p.m.

Fraternally,
Bob McKee, Secretary

NORTHERN STATION TESTIMONIAL

- Sergeants**

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

Assistant Inspectors

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

Retirements

Joe Borg **John Carney**
Place: Bacchini's (555 Golden Gate Ave)
Date: Jan. 18, 1979 NoHost Cocktails 6-8 pm
Dinner: 8pm (Prime Rib)
Cost: \$12.00 (inc) Dinner, Tax, Tip, Wine & Gift
Contact: Tom Sullivan/Bob Martinez - Day Watch
 or Mike Paulsen 4/12-553-1564

HIS STRUGGLE FOR LIFE IS OVER

by Bob Barry

Mike Howard, the Emergency Medical Service Ambulance Stewart who was seriously injured in an automobile accident in October, died at Marys Help Hospital on Saturday, December 16, 1978. Internment services were held at St. Mary's Cemetery in Oakland.

Mike's injuries were so severe that his entire spleen, liver and portions of his stomach were removed. As Mike's condition worsened during the last weeks, he was entirely sustained by life supporting systems and his



courageous struggle for survival suddenly ended.

In the December issue of THE POLICEMAN, we made a request for cards and letters to be sent to Mike and for those that wished to contribute, a special fund was established at County Jail #1.

The POA wishes to thank everyone that assisted Mike and our deepest regrets and sympathy are extended to his wife, Kathy, and their families.

Mike was our brother — and he'll be sorely missed.

POLICE POST #456 NEWS

There was a marked rise in attendance at the Thanksgiving meeting held at the POA Building. Let's hope this awakens the desire in the members to get down and support their officers.

Wonder how Dorothy and John Reed enjoy living in San Jose now? Dot should be well on the way to recovery after her leg operation. John is one of the stalwarts in our credit union and a long time member of the Post.

It brings back memories of John Conroy and his loyal gang of three wheelers who, even though they were Post members, got in and served tables at our Annual Corned Beef and Cabbage Feed every year. If Don Carlson has his way, this program will be revived and well it should be. It brought out a lot of good fellowship.

Wonder what "Slippery Jack" Fortune is doing these days? There is no one faster than him on a handball court. It is the rigorous exercise that keeps him in good shape.

Regarding retired men on disability pensions, which was reported on in other spaces in this paper. Keep your eyes open for any changes in IRS legislation as it affects you under the Internal Revenue Act (A) (1) of 1954. Mike Hebel is doing an excellent job and will keep you informed.

Drop in and see Al and Earl for your credit needs. To see if you are eligible for membership in the American Legion Post, phone 431-2877. a.m. to 4 p.m., Monday through Friday.
See you at the next meeting!

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- 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.
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SFPOA'S VOTE TO JOIN AFL-CIO

New York Block Manipulates Vote

by Joe Patterson
Vice President, I.U.P.A.

In October of 1978, the SFPOA membership voted over 4 to 1 to become a member of the police charter granted by the AFL-CIO as researched by the International Conference of Police Associations.

Our delegates went to the Phoenix, Arizona ICPA meeting to vote for such a membership, but they and other member association leaders were confronted with the same old delaying tactics. The account below is what transpired at that meeting.

Strategy

The strategy of New York State organization, was to delay the 2/3s vote on the dues raise necessary to make the ICPA eligible for a national charter, thus causing the AFL-CIO to recind their offer of a Charter.

They could do this even though the national membership had voted to affiliate with the AFL-CIO. They knew everything was dependent on a sound dues structure. This was not the first time the New York block has used these delaying tactics.

They had already caused great financial hardships on other member Associations by forcing them to travel great distances at great expenses to special meetings held in safe voting areas of the Northeast.

Due to the closeness of the meeting sites, they were able to pay the expenses of all small associations in their state organization, to attend these meetings with the single purpose of casting their individual one votes against the dues raise.

The majority of the National Police leadership recognized this strategy in Toronto, and in Washington, D.C., and they felt that no one state or one man should be able to manipulate the mandated direction of the police movement.

Motives

The motive of the leaders of the New York State Association was not based on the principle of a police union, but rather on the shift in the power base of the ICPA, from the East Coast to a more reflective balance of leaders throughout the country.

They fought the change by using the outdated voting structure, regardless of the will of the leaders representing major cities and other areas of the country. This selfish attitude could not be tolerated. The Vice-Presidents were not about to abdicate their role as leaders, nor their duty to carry out the will of their memberships.

Voting Structure

The voting structure of the ICPA allowed one vote per organization of small size, and limited large organizations like ours, and Memphis, Milwaukee and others to only three votes.

Ratification of a dues raise required a 2/3s vote. Unless something was done, the vote would be defeated again. 23 of the 28 Vice-Presidents huddled with President Ed Kiernan and Secretary Bob Gordon. As a result of that meeting, 22 of the Vice-Presidents and the

President and Secretary resigned their positions with the ICPA.

These same leaders then formed the International Union of Police Associations, adopted a Constitution and By-Laws and voted Kiernan as President and Gordon as Secretary.

A per capita dues structure of one dollar per man per month, which was the previous dues structure, was adopted. All of these motions were passed unanimously.

Numbers of Members

Present in Phoenix for his historic meeting were leaders representing 40,000 police officers. It is expected that these leaders will be able to quickly recruit another 20,000 members by March of this year.

All organizations will be paying the same dues. Some of the Associations already in the IUPA are Washington, D.C., Chicago, Cleveland, Duluth, Tacoma, Memphis, Phoenix, Toledo, Las Vegas, Fort Wayne, Toronto, Puerto Rico, Springfield, Ohio; Springfield, Missouri; Illinois State, Ohio State Union, Arizona Police League, and others.

The AFL-CIO affiliation will be a reality in February when the Executive Council of the AFL-CIO meets to approve the application of the newly formed International Union of Police Associations.

Benefits through affiliation with the AFL-CIO:

- #1 — A strong voice on Federal Legislation affecting Police Officers.
- #2 — We will be protected from raiding by any other affiliated union of the AFL-CIO
- #3 — Equal or better voice with the League of Cities and the Chamber of Commerce who are constantly trying to strip benefits from Police Officers
- #4 — Local Police Association can join their Central Labor Councils
- #5 — Guaranteed autonomy where strikes or picket lines are concerned. Police Officers must take action when we are called to preserve law and order in a time of labor strife
- #6 — Grant funds can be applied for through the Department of Labor
- #7 — Research availability through the Public Employee Department
- #8 — Our lobbying efforts will have AFL-CIO support

The Fire Fighters have just one national organization which speaks for them, and that is the International Fire Fighters Union affiliated with the AFL-CIO. For too long there have been several police organizations saying they speak for all police. By far, the ICPA represented the most officers in numbers, but to confuse the issue, there was/is the Fraternal Order of Police, the International Brotherhood of Police and non-police unions like the Teamsters, Paper Workers, Operating Engineers, AFSCME, and SEIU.

President's Corner

BY JERRY CROWLEY



VOTE SFPOA ELECTION

WEEK of JAN. 22 - 26

ASSISTANT DA HELPS COPS

by Daniel J. Hance
Mission Station

Recently my partner, Officer Murphy, and I were involved in a lengthy trial. The case involved an assault on us in the line of duty by members of a notorious prison gang.

The D.A.'s office represented us with Assistant District Attorney William Smith. It is at this time we wish to let you know that in our opinion, Mr. Smith did an outstanding job. Mr. Smith spent several hours of his own time on this case. Mr. Smith faced also insurmountable odds against him in this case.

Judge Goff, in my opinion, more than bent over backwards in this matter to aid the defendant. Judge Goff allowed a Pitchess motion on our Internal Affairs complaints but denied allowing the defendants previous lengthy and violent criminal record admitted. Mr. Smith also was faced with a defense attorney in the person of Tito Torres who stopped at nothing regardless of how unethical to defend his client.

Against all this and more, Mr. Smith still managed to obtain a 9-3 verdict in favor of guilt. Mr. Torres naturally did not venture a retrial despite his false bravado. The defendant pled in the retrial to a lesser charge.

Both Officer Murphy and I again wish to both thank Mr. Smith and compliment him on a job well done. We also noted in conversations with Mr. Smith, that he was previously a police officer in Chicago. I feel strongly that Mr. Smith's experience as a police officer on the street made him far more understanding of the situation this case presented on the street. I believe your office would do well to hire more people as Mr. Smith with strong law enforcement backgrounds as opposed to other recent appointments with backgrounds connected to Delancy Street and People's Temple. Thank you for your attention.

IF YOU DON'T GET YOUR BALLOT

If you have not received your ballot by Tuesday, January 23, 1979, contact either your station representative or call the SFPOA office at 861-5060 and arrangements will be made for you to get a ballot.

RETIRED MEMBERS

The Retired members will not be sent a ballot as the candidate, Anthony Bell, is unopposed in this election. Decision made as per Constitution and By-Laws.

AROUND THE DEPARTMENT

by Al Casciato

... Last month tremendous press coverage was given to the members of the Crime Specific Task Force who are seeking to have beards while in uniform. Now another group from the Crime Specific Task Force will be seeking approval to bring their wives and girl friends to the Iranian demonstrations while on duty. It seems that many of that unit's officers observed Deputy Chief and Mrs. Taylor at the last demonstration and since the Deputy Chief was on duty and directing operations, they too would like to have their better halves there to observe them in action ...

... Since much of the past month has been filled with demonstrations of one sort or another, I'm going to report to you the news that didn't get reported in the press ...

... During the New Years Day Chinese demonstrations, Officer Mike Duffy, known affectionately around the Traffic Bureau and Central Station as Father Duffy, observed a pigeon get run over. Mike immediately stopped the patrol wagon he was driving and administered last rites for the little bird as two solo motorcycle officers stood at attention ...

... Meanwhile, the officers assigned to squads patrolling demonstrations have taken up a new hobby during their idle moments. Instead of girl watching, they are now press watching, trying to decide who in the TV media dresses the worst from the waist down. The reason for this is that since the TV reporters are only seen waist up in their broadcasts, it's all the more fun for the officers to go home and tell the family, "I saw him wearing old Levis with that Pierre Cardin jacket" and when the "worst waist down dressed reporter" is chosen, it will be announced here ...

... On a serious note, it seems that a report is floating around that our riot helmets do not meet minimum safety standards. If this is true, then a call to the California office of Occupational Health and Safety Administration is in order for corrective action ...

... Confusion in the Dog Unit. It seems that when Larry Manwiller was transferred from Taraval Station to Central Station he was not allowed to take his dog, Harley, a 3 year veteran of the K-9 unit. Larry states that Ray Bosnich and his dog were transferred together from Ingleside to Southern Station at the same time. One of the reasons Larry received for the split-up was that there were no dog vehicles at Central Station but then there weren't any at Southern Station either. But what happened at Southern Station and not at Central is what awes Larry. At the Southern the captain found an old beat-up police car, took it out to the corporation yard and had it outfitted as a K-9 unit. Larry, upset with the foregoing, filed a grievance and much to his amazement, the Chief ruled that a dog unit is not needed in the Central District, even though the district has the highest rate of commercial burglaries in the city. Meanwhile, Harley remains at home with the children, wasting 3 years of training ...

... Announcements: On January 28th, the California State Womens Powerlifting Championships will be held at the S.F.P.O.A. Hall, 510 - 7th Street. Tickets are \$2 and the event which will be media covered is well worth the price ...

... On February 17th, a benefit dinner will be held, at the P.O.A. Hall, to support San Francisco Athletics who will be competing in the National Weightlifting Championships later this year. For \$12.50 a person it will be an all you can eat affair with spaghetti, lasagna, cold cuts, wine and beer being served. For tickets and info, call Steve Gough, 553-1278 ...

... Rumor Bureau: Latest rumor on the 3rd floor of the Hall of Justice (DA's office) has it that Quentin Kopp will run for District Attorney, supported by Mayor Feinstein. Amazing rumor you think? Well, keep in mind that this year (Nov. '79) is an election year and the rumors will get better and more outlandish as time marches on ...

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ANOTHER SLAP AT THE SFPD

by Roger Farrell
Park Station

As if there is not enough rankling in the SFPD caused by hiring and promotions based solely on race or ethnic background, here's another slap in our faces.

If a citizen goes to Internal Affairs Bureau (to investigate police misconduct), and it comes down to a complainant's word against the officer's word, the complainant will be offered a polygraph (lie detector test). That's O.K.

What's not O.K. is if the complainant "passes" the test (a proven unreliable test and not admissible in court), the officer would be subject to a hearing in front of the Chief of Police, with a possible 10 day suspension (or monetarily speaking, \$720 fine). However, if the complainant fails the test, will he be changed with making a false police report??? I think not.

Judging from past instances of flagrant perjury on the stand, and NO prosecution for it from D.A. Freitas, perhaps N/A should be substituted for the last four words of the Pledge of Allegiance.

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SEWER SERVICE CHARGE REPEAL ORDINANCE OF 1979

Bob Geary, Chairman
Citizens to Stop the Sewer Tax

SECTION 1. Legislative Findings

The people of the City and County of San Francisco do find and declare as follows:

- (a) Article I, Section 2 of the Constitution of the State of California provides that: "Government is instituted for the protection, security and benefit of the people . . .";
- (b) In order to carry out the foregoing constitutionally-mandated duties, the government of the City and County of San Francisco should act to protect its citizens from unfairly imposed, inequitably apportioned and unnecessary taxation;
- (c) The San Francisco sewer service charge, more commonly known as the "San Francisco sewer tax", has been apportioned in a manner that bears no reasonable relationship to the actual use of sewer facilities by San Francisco water users;
- (d) The above-mentioned exaction, in fact, constitutes a tax on the use of water, and not a service charge for the use of sewer facilities;
- (e) The above-mentioned exaction, has been misleadingly denoted a "service charge" to avoid compliance with the voter approval requirements of Article 16, Section 18 of the Constitution of the State of California;
- (f) The so-called "sewer service charge" is being collected to finance the construction of new sewer facilities far in excess of those needed for compliance with federal and state water pollution requirements;
- (g) Since Section 164 of the Internal Revenue Code forbids payment of the "sewer service charge" from being deducted from the federal income taxes of homeowners, its collection represents an unduly costly method of financing any necessary improvements; and
- (h) Unless further collection of the said "sewer service charge" is permanently prohibited, it is foreseeable that the magnitude of this exaction will greatly increase in the near future.

SECTION 2. Collection of Sewer Service Charges Forbidden.

- (a) Neither the City and County of San Francisco, nor any official, employee, agent nor agency thereof, shall have the authority to impose or collect any fee, charge or tax assessed, or purporting to be assessed, upon the use of sewer facilities after April 1, 1980.
- (b) In the event that (a) is for any reason declared invalid by a court of competent jurisdiction, no fee, charge or tax assessed, or purporting to be assessed, upon the use of sewer facilities shall be imposed or collected, except for the satisfaction of debts and obligations incurred for the purpose of constructing sewage treatment facilities prior to November 6, 1979.

SECTION 3. Inconsistent Legislation Repealed

All ordinances, resolutions, regulations, and legislation authorizing revenue bonds which impose, purport to impose, or authorize the imposition of, any fees, charges or taxes assessed, or which purport to be assessed, upon the use of sewer facilities are hereby repealed to the extent that they conflict with Section 2.

SECTION 4. Severability

If any section, sentence, clause or phrase of this ordinance or any part thereof, is held invalid, such invalidity shall not affect the remaining portions of this ordinance and to this end the provisions of this ordinance are declared to be severable.

MORE ON THE SEWER TAX REPEAL

The amount of sewer service charge ("sewer tax") that we pay each month has nothing to do with our actual usage of the sewer system. This tax is assessed on the basis of the amount of water we use, regardless of how little or how much of this water ends up going down the drain.

The sewer tax is being used to finance the construction of a mammoth new system of sewer treatment facilities — far in excess of the minimum needed to comply with federal and state water pollution laws. Official maps compiled by the Wastewater Management Program indicate that if City bureaucrats have their way, they will continue to collect the sewer tax until they have built facilities three times more extensive than the presently projected \$1.5 billion program.

The sewer tax is a costly method of financing even necessary sewer improvements. Unlike local property or sales taxes, the sewer tax cannot be deducted from our Federal Income Taxes. The Internal Revenue Service has expressly ruled that the sewer tax is non-deductible (Rev. Ruling 75-346). Therefore, dollar for dollar, it costs us more to pay the sewer tax than other local taxes.

By labeling the sewer tax a "service charge", City officials have been unable to impose it without complying with the strict voter approval requirements of Article 16, Section 18 of the Constitution of the State of California.

The City's own official report to purchasers of sewer bonds admits that plans have been made to collect over twice the current amount of sewer tax within five years. Unless the sewer tax is immediately repealed, we will soon be paying 100% more sewer tax than is now being tacked onto our water bills.

The sewer tax was imposed by a series of ordinances and resolutions of the Board of Supervisors. It can therefore, be repealed by an initiative ordinance — requiring only 10,500 valid signatures for the November 1979 election.

by Bob Geary
Central Station

THE FIELD EVIDENCE TECHNICIAN PROGRAM

Trained Technicians not being used

by Kenneth Moses
Crime Lab

The nature of police work has changed dramatically in the last ten years. Traditional means of apprehending criminals have been drastically effected both by judicial decisions concerning testimonial evidence and by social revolution in the area of civil rights.

If the strictures applied to admissions, confessions, statements, stop and frisk, and search and seizure have changed, our goal of solving crimes has not. Every recent court decision and occupational study that has addressed the problem has emphasized the need for police agencies to replace old methods with new by placing greater emphasis on the utilization of physical evidence from crime scenes to secure convictions.

The most common and useful type of physical evidence is latent fingerprints. The recently published Rand report on *The Criminal Investigation Process* went so far as to conclude that improving the fingerprint processing capabilities of a department is the single most effective weapon which the police can use to improve its crime clearance rate.

To this end, the San Francisco Police Department in the past two years, spent approximately \$33,000 (excluding salaries) to train and \$30,000 to equip twenty-two Evidence Technicians. The Technicians were selected on the basis of their qualifications and enthusiasm to perform crime scene tasks. The Laboratory field operations staff was directed to expend hundreds of hours of time training the new technicians and preparing procedural guidelines for implementation of the program. This time, money and effort now appear to have been wasted.

A target date of October, 1977 was set for the transfer of the Technicians to the Crime Lab. That date and several others came and went until August, 1978 when

six of the Technicians were finally assigned to the Laboratory. This number brought the laboratory field staff back up to approximately the same number of officers we had nearly a decade ago.

The remaining Technicians who were not transferred were told to sit tight for an indeterminable period of time. Slated for eventual transfer, many of these officers have sacrificed permanent cars and choicer assignments at their stations and are still waiting. The very quality of enthusiasm for which they were selected has been seriously eroded by broken promises. Many have become disgusted and have expressed a desire to drop out of the program. Meanwhile, much of the training and education they received has been lost through disuse over time.

At present, due to a shortage of manpower, the Crime Lab does not respond to an estimated 70% of the burglaries, 90% of the robberies, and 99% of the auto thefts and boostings in San Francisco. Evidence that is most definitely present is not being collected, analyzed, and used to convict offenders. Such a situation is absurd in a city that professes to be truly concerned about crime.

With the transfer of the already trained eighteen Field Evidence Technicians to the Laboratory, the administration would achieve the following objectives with a minimal cost in manpower:

1. Necessary and immediate collection of physical evidence in all felony cases before that evidence is lost or destroyed.
2. Six additional line-type units on the street during the day and evening shifts (two additional on mid-nights) available to respond to emergency runs.
3. Twenty-four hour on-duty Crime Lab service to the patrol force.

4. Elimination of overcrowding in the Hall garage due to a backlog of vehicles towed there for processing.

5. Most importantly, more convictions in all types of criminal cases.

Suspect's fingerprints are found at 40% of the crime scenes to which the Laboratory responds. Any increase in the collection of such evidence must be coupled with an improved ability of the Department to analyze that evidence. With no increase in laboratory personnel, the fingerprints of all previously arrested felons could be computerized and any latent prints found at the crime scene could be matched against the data bank in a matter of minutes.

This, in turn, would lead to rapid identification of the criminal, the recovery of a greater percentage of stolen property, and the prevention of many crimes committed by undetected offenders.

The cost of automating our fingerprint files would be roughly equivalent to the cost of two of the new street-cars which the city is purchasing for Muni.

In spite of the benefit-cost analyses showing that fingerprint automation would pay quickly for itself in saved man-hours of investigation time, the administration has turned down this budget item three years in a row.

In conclusion, our Police Department is investigating crimes today in the same way we did in the 1950's, except with more constraints. We are not meeting the demands of the citizens of San Francisco for more effective law enforcement.

The implementation of the Field Evidence Technician Program and the automation of our fingerprint files would do much to correct our shortcomings without compromising the civil rights of any of our citizens.

MARY ANN WHITE FUND

The Mary Ann White Fund Committee would like to express their appreciation to all policeman and friends who have assisted by their response.

To the many people within the department who have inquired, any assistance can be mailed to "The Mary Ann White Fund", o/o The Sumitomo Bank, 365 California Street, San Francisco, California 94104. Thanks to all.

Leo Martinez
Mary Ann White
Fund Committee

CONSENT DECREE OBSERVATIONS

by Mike Gannon
Park Station

This court battle is not primarily either legal or moral. Nor is it concerned with social right or wrong.

It is and always has been a political battle, with the final result of that which is most politically expedient for one side or the other.

This Consent Decree, in the opinion of our attorneys Solomon and Saltsman, is near total capitulation for the Plaintiff's case as there will ever be. Even if the case goes to the United States Supreme Court, the results could be

totally different, and we would lose those points which we can now gain.

Where it was and where we are now:

a. The City wanted an overall goal of 60% minority — we got it to just 45%.

b. The Public Advocate's wanted Deputy Chiefs to come from the patrolman's rank — we got it up to Lieutenants.

c. The PA's wanted \$20,000 per named plaintiff — we got it to zero.

d. They wanted just oral examinations — we got written and oral exams.

e. They wanted to use the 1980 Census for figuring percentages — we got the 1970 census figures used.

f. We can beat the PA's case, but not the Department of Justice's case.

If you attended one of the several meetings held

to discuss the 21 Consent Decree points in full, listened to our attorneys, and then voted on this most vital issue, then I salute you. You paid your assessment monies, you suffered over this Federal case for the past five years, and now a time has finally come for you to "end" it. I endorse the Decree as our best possible course of action. I hope you were able to express your written, secret vote too.

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CONSENT DECREE

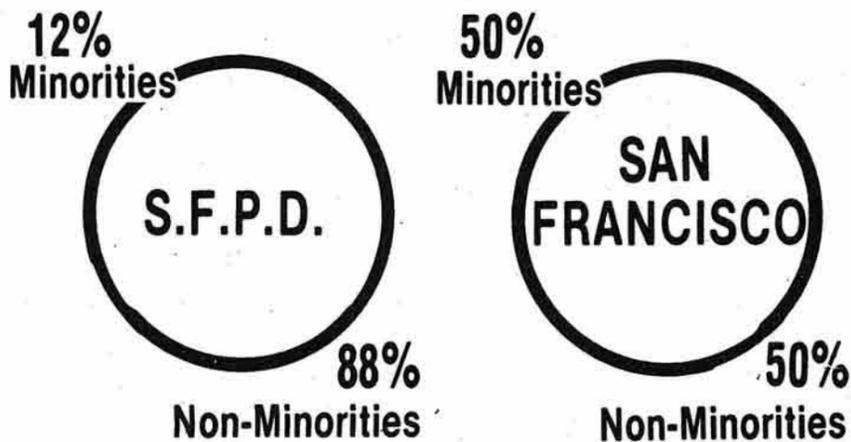
continued

Decree, which all of you have been given, I want to outline what has transpired in court, and what we think is going to transpire, assuming there is no Consent Decree (CD) approved by the membership.

You've had three weeks of trial with just one witness being heard. We figure we could be in trial for approximately one year before we wound it up and submitted the case to the Judge. Then it would be another year before the Judge rendered his decision. So far the case presented by the Public Advocates has been a case on Intention Discrimination. As we all know, they are not doing well. We, however, are doing well by disproving there was ever any intentional discrimination. We could spend the next nine months at least disproving their case, and Bob Gnaizda would lose his lawsuit.

But, approximately 16 to 18 months ago, the United States Government entered into this lawsuit and filed their own action. That action was consolidated with the existing lawsuit and although there are two different numbers for this case, we are all in court at the same time. At the end of Bob Gnaizda's attempts to establish something, and assuming he fails, the Department of Justice is going to spend about one week establishing their case. Their case is as follows:

They will show that only 12% of the SFPD is minorities and 88% are white males. The population of San Francisco is composed of 50% non-minorities and 50% minorities. Their case is statistical and the statistics were supplied by the City, and they are in evidence now, marked for identification at this point.



This is the first half of the Department of Justice's case. The second half is that they will have statisticians explain to the court that since the population of San Francisco is 50/50 and the department is 12/88, this is a violation of Federal law. That is the end of their case.

The City will come on and testify that they had no ability to relate the tests to the jobs, that their tests are not valid, and that the Civil Service Commission did not have the ability to come up with a valid examination. Then we have lost our case, and then the judge enters his decree approximately one year later.

The Consent Decree we defeated last spring contained racial quotas, it contained the dismantling of civil service system and it contained concepts of pass/fail written examinations. None of this exists in the present CD.

The Synopsis:

1. Parties to include Intervenor Police Officers' Association.
2. Classes of Plaintiffs are: a. Blacks, Hispanics and Asians. b. Women.

Ralph: These are protected classes established by the United States Supreme Court, and by Congressional action. The women are separated for two very important reasons.*

3. City promises to recruit minorities and women. Programs will be designed with the participation of the parties (including the POA).

Ralph: So whatever the City is going to come up with, we have the right to it being supervised by the SFPOA.

4. City promises to employ valid job-related tests within the Federal guidelines. All evidence of validity of tests, entry and promotional, must be reviewed by the parties (including the POA) at least 60 days prior to administration, for approval.

Ralph: This means that the Civil Service examination has to have some relationship to the job for which the City is testing. Tests for supervisory positions, such as sergeant, have to have some relations between the question and the position of sergeant. That is something we are going to supervise.

All evidence of validity of tests must be reviewed at least 60 days prior to the administration by all parties, including the POA. If we don't approve, we object, and we object in Federal court. We have the right to go to Judge Peckham and explain exactly what is wrong with the proposed examination. He will agree or disagree with us. If he disagrees and the test is approved, our objection is a later defense.

We do have legal recourse for objections. We can present evidence, testimony, arguments, motions, documentary evidence and oral evidence.

Question: How do you plan to make sure the questions for these tests are not distributed amongst some members?

Ralph: There is a protective order within the CD so that experts and counsel appointed by the judge and the other parties will have the opportunity to review it. The security will be as tight then as it is now. The actual questions will not be reviewed, but rather only the evidence of validity of such tests. That is, the type of test, but not the questions. It is not realistic to appeal the judge's decision and hold up the examination. But we can defense it later if necessary.

5. Applicants must be residents of the City of San Francisco (after appointment, residency is not a requirement of this CD).

Ralph: This applies only to the Q-2 police officer entrance level, no other levels.

6. Long term goal: 45% of the Department to be minorities. All efforts, goals and objectives by the City require good faith. Hiring subject to availability of qualified applicants.

Question: Do you honestly think we can reach these goals with the way the courts are ruling now? And, lists being reversed?

Ralph: This judge has already ruled on that. He has an outstanding order of a 2 to 1 racial quota through the present list of sergeants eligibility lists. The only reason that it has not been in effect is because we found Judge Trask in Idaho in the 9th Circuit Court, who granted a stay in February of 1977.

The way the courts have gone recently, and I'm sure you are talking about Bakke and other subsequent decisions, they don't take into consideration "previous adverse discrimination". If the Justice Department establishes their case, then there has been previous discrimination. There is not an Appeals Court in the land that has not recently upheld quotas. This includes the 9th Circuit Court, who just did it to the Fire Department in Los Angeles County.

Question: What about the Oakland case last year?

Ralph: That was a Superior court case and I don't know what will happen if it gets to the Federal Court. If there has been no past acts of discrimination, that makes all the difference in the world. Judge Peckham in 1973 or 1974 upheld a reverse discrimination case in Berkeley, saying that without past acts of discrimination, you cannot appoint on quotas. Two years later, he did issue an order for quotas in San Francisco based on past acts of discrimination. He was not influenced by his own decision with respect to the City and County.

The long term goal is ten years. Good faith means that if the City fails to meet this goal, but can demonstrate good faith, that is a defense. The court will not intervene. This means the Civil Service list is used. Good faith means the City has hired an expert, which it has never done before; that they followed Federal guidelines, something they have never done before; that they studied other examinations used by other cities, and that they used people who knew what they are doing in the civil service department in an effort to do the very best they can to make the job related examinations.

Question: We can't win this case if the Justice Department presents their case. If we don't accept this (CD), then it's quotas from Judge Peckham, no?

Ralph: This is a reality. The statistical evidence is there. There are only 12% minorities in the department and there are 50% minorities in the City & County of S.F. That violates Federal law. Unless the City can demonstrate they gave job related tests, and they damn well cannot, then you've lost and the Judge can do pretty much as he wants.

We, the POA, insisted on the phrase, "Hiring subject to availability of qualified applicants," for that is a defense if there are not enough qualified applicants.

7. Entry level goal: 50% minorities, 20% women.

Ralph: *That means if you have 100 people coming into the department you have 50 minorities, 20 white females and 20 white males. However, it has been demonstrated that over half of the females entering police departments are minorities, so they count twice. Therefore overall, you wound up with 40 white males, and 60 minorities and females.

Additionally, the Federal guidelines allow a 80% compliance rule. If the City comes up to 80% of that figure, that is a total defense. And remember, good faith is also a defense. If the applicants fail the Field Training Officer program after eight (8) months, they are statistically counted and this does not go against the City.

Question: We have been in court for five years, and your presentation of the Department of Justice case is completely new to me. If they can prove their case here, isn't it happening elsewhere too?

Ralph: It has happend in Buffalo, Chicago, Los Angeles County and Santa Ana. The Chicago case was appealed in 1977 in the 7th District Court at the same time we were appealing Judge Peckham's 2 to 1 quota order. We got a stay and they didn't. The U.S. Supreme Court said of the Chicago case, "That's fine with us in Chicago, and we don't want to reverse the case."

Question: How do we vote?

Ralph: You vote however you feel is best for the membership. Remember that the Department of Justice only entered this suit 15 or 16 months ago, and their case was consolidated with the Public Advocate's case.

Question: What if we vote this CD down tonight, are we sure of losing?

Ralph: Yes.

Question: If we enter into a CD and other decisions come down which would benefit us regarding discrimination, could we appeal then?

Ralph: No. Once you have entered into a CD, it lasts for the period of time imposed. Realistically, the 9th Circuit Court has been upholding quotas. We don't see that changing.

Question: If we attempt to upgrade the entrance and promoional standards, can that we regarded as a discriminatory nature?

Ralph: That is written into the CD. Federal law then gives us the right, opportunity and duty to supervise the Civil Service Commission. In the past this has not been the case. We've spent monies to have tests validated and the Civil Service Commission has not listened to us (re tests).

8. By January 1, 1984, the Department should have 20 Chinese-English speaking officers.

Ralph: This does not require 20 additional officers as several of the present officers speak both Chinese and English.

Question: I'm sure the Public Advocates are aware of this Consent Decree, what are they doing about it?

Ralph: They are running all over and up and down San Francisco trying to keep this case from being settled.

Question: Does it seem that Judge Peckham would go along with them?

Continued on next page

CONSENT DECREE

continued

Ralph: No. Judge Peckham wants this case settled. He does not want to have to sit through a year of this, decide it, and then watch the 9th Circuit Court argue about it for another five years or so. No matter who wins, the case will be appealed.

The Judge has had this case for five years. He will accept this Consent Decree, and has authorized the representatives to go to their clients for their approval. That is why we are here now.

Question: What about private industry cases, won't they affect our case?

Ralph: AT&T (American Telephone & Telegraph) settled their case. Other cases do not appear to have any affect on our case.

9. Q-50 and Q-35 1976 Lists: All persons on the list will be appointed in rank order from the lists by August 1, 1981. Seniority accrues from the date of the permanent appointment. Present temporary appointments will remain temporary, with no seniority accruing, until the date of their permanent appointment. After the exhaustion of the 1976 lists, the City has a goal of minority appointment to Q-50 and Q-35 proportional to minority applicant pool. From August 1, 1981 to August 1, 1985, at least 15 Q-35 permanent appointment and 25 Q-50 permanent appointment will be made annually.

Ralph: All persons on the 1975 promotional lists will be appointed by August 1, 1981 in rank order. This may sound impossible, but we arrived at this figure through statistics to prove this could be done if the department strength is increased to 1,971 sworn personnel. The word "shall" makes this increase mandatory. As you know, this has been our goal for several years.

All temporary appointment (to Sgt. and Asst. Inspector) remain temporary, until such time as their number is reached in rank order. Presently, there are around 70 Temporary Sergeants. When their number is reached, only then will they get permanent status.

The applicant pool means those percentages of minorities taking the examinations should be reflected in those percentages passing the examinations.

Minimum guarantees of appointments for Q-35s (Assistant Inspectors) and Q-50s (Sergeants) for every year for four years. And this can go higher. The City is promising they can do this. All of this is very significant as present Q-2s (police officers) are provided good upward mobility within the Department.

Question: How can all 385 officers on the Q-50 list be absorbed?

Ralph: All names, ranks, ages and so forth were fed into a computer analysis and the results were as printed below. Incidentally, the Department of Justice and the City doubted our figures, so they each did their own computer analysis. Interestingly, their figures were slightly better than ours. These computations are based on the present strength of 1668 police officers.

Q-35 Assistant Inspector List	Q-50 Sergeant List
214 on list	383 on list
9 left on list	25 left list (resigned, retired)
205	358
Total 563	
Temp. Q-50 now	- 69
	494
Temp. Q-35 now	- 40
	454
Vacancies Q-50	- 24
	430
Vacancies Q-35	- 39
	391
Vacancies Q-380	- 17
	374
Vacancies Q-60	- 9
	365
Vacancies Q-80	- 6
	359
Cross over factor*	-162* * Sgts. who are also Asst. Inspectors and vice-a-versa.
	197
Q-50s eligible to retire within next 2 years	- 54
	143
Q-60s ditto	- 31
	112
Q-380s ditto	- 41
	71
Q-80s ditto	- 18
	53
	Can be absorbed with additional officers brought into the department by this CD.

10. Lieutenant's examination will be administered after the exhaustion of the 1976 Q-50 (Sergeant's) list.

Ralph: The Civil Service Commission and the Department of Justice have agreed to an examination as soon after August 1, 1981 as is possible. The normal two years in grade requirement is waived for this examination.

Question: How is that possibly fair to make the existing sergeants wait until 1981 before there is an examination, and furthermore we have to compete with more candidates, plus giving up our seniority points?

Ralph: Your questions are well taken, but you must recognize the Consent Decree is a compromise.

Question: We sergeants are being sacrificed in this whole Consent Decree.

Ralph: I respect your remarks and can understand your position. The court as well as the Department of Justice wants to create upward mobility in the fastest way possible, and having the Lieutenant's examination in 1981 is the earliest it can be given.

In February of 1977 I went to the Police Commission and respectfully asked them for the bibliography they were charged with by law to prepare so the Civil Service Commission could begin to construct the Lt.'s exam. Commissioner Siggins told me that they knew their job and that they were doing it, and we would get the bibliography when they were ready to give it to us.

We did not get that bibliography in 1977, nor in 1978 nor yet in 1979. And know this, that as long as this Federal Litigation suit is in the hands of the court, there will not be any bibliography or any Lt.'s examination. However, you are assured of an examination in August of 1981 if the Consent Decree is signed. If you believe that a 2 to 1 promotional ratio would be better for you, call the police officers in Chicago or Detroit and ask them if it is a better way to go.

I have spoken to Mr. Darrell Salomon of the Civil Service Commission and he will begin to put the Lieutenant's exam together just as soon as the CD is approved, and it will be ready for 1981.

11. The next Captain's eligibility list will have a two year life.

Ralph: The reason for only a two year list is again, to create quicker upward mobility.

12. The City will review examination techniques for Lieutenant and Captain exams. All parties (including POA) will be notified at least 120 days prior to the administration of the Lieutenant and Captain examinations, of the nature and scope of the examinations, the procedure by which they were developed and the means of scoring and ranking of applicants.

Ralph: This gives us a four month notification of what the City is up to and if we object, we have a forum in Federal court. We do not presently enjoy this position, but we will with this Consent Decree.

Question: Will the Judge listen to us?

Ralph: Yes he will. He listens to us very carefully now, since we got the stay in 1977. He started listening again when we blocked the two attempted settlements last spring. He respects this Association.

13. Non-permanent appoints to be based on experience (which may include seniority), demonstrated performance and potential. Seniority shall be one criterion.

Ralph: The Chief of Police can do this now and he does. We had to fight to include the criteria that seniority shall be included.

14. Promotional examination shall be comprised of a written and oral component and shall be job-related.

Ralph: With or without this consent decree, there will never be another purely written examination in the Civil Service examination system. We expect that the very worst possible ratio would be 75% written and 25% oral.

Question: Why can't we get a guaranteed percentage scale?

Ralph: Not from the Judge, and not from the Department of Justice. However, if you can believe the political process, the tests will be 75% written and 25% oral.

Question: How will the Oral Board be chosen?

Ralph: Again this is Jerry's area but we want only police officer examiners from other cities of over 350,000 population. We do have a say on who sits on the Board, and the type of background examination used.

Question: Are we bound by the Rule of 3?

Ralph: The CD does not alter that rule.

15. 5% seniority allowed following 5 years from the date of the consent decree.

Ralph: Seniority in tests will not be allowed until five years after this CD. The Department of Justice wanted no seniority forever and ever. We got them to accept 5% after five years. That was quite an accomplishment.

Question: Why can't we use the 5% now?

Ralph: Because there are going to be changes caused by the CD and seniority would negate some of the changes. We did have to compromise on this point.

But in the former settlement attempt, full inspectors would have been eligible to take the Lieutenant's exam. We got that taken out.

16. All parties (including POA) shall be involved with planning, recruitment, training and promotional programs.

Ralph: This means just what it says.

17. \$500,000 of City funds shall be placed in fund for use in recruitment, training and examination development for ten years. Funds monies to be allocated by auditor-monitor.

Ralph: The Auditor-Monitor can spend \$50,000 a year or more, but the fund has to last the 10 year period.

18. A \$400,000 fund for back pay and monetary relief shall be available for minorities who can prove actual personal discrimination. \$3,720 limit per individual allowed. Monies left in fund will revert to recruitment fund. No money to named plaintiffs.

Ralph: The protected classes are women, Blacks, Hispanics and Asians who, if they believe they can prove actual discrimination at a hearing before a magistrate that they suffered at the hands of the City and County, then they will have an opportunity to receive some money. We can participate in those hearings to try to disprove their case(s).

Realistically, the \$400,000 will not be exhausted and any money left over reverts to the \$500,000 for the use of the Auditor-Monitor. There is no money to the named Plaintiffs. Just because somebody has their name on a complaint, they are not entitled to eight to twenty thousand dollars. We insisted on this point, and the Public Advocates are very upset over this fact.

19. Attorneys' fees to Public Advocates will be between \$238,700 and \$385,000.

Ralph: The actual amount will be determined after a hearing before the magistrate. Now this answers one of the first questions of why would the Public Advocates want to participate in this CD. If they don't sign the CD, they don't get this money.

Concluded on next page

CONSENT DECREE

continued

There are actually two Consent Decrees printed. One has the attorneys' fees provision in it and one does not. One has reference to the Public Advocates, and the other one doesn't mention them once. This is the incentive for the PA's to enter into this CD.

20. Court shall have ten year jurisdiction.

21. Eligibility for deputy chiefs: lieutenants and captain.

Ralph: The Public Advocates want patrol officers for deputy chief, and the Department of Justice wanted sergeants. We compromised at lieutenants.

The Judge wants to settle this case. He gave his approval when he authorized us to take the CD to you for your approval. The PAs took an hour and a half trying to dismantle the whole thing. They presented four pages of measures to change everything. The Court told them in essence, "Something you have not realized, Mr. Gnaizda, in 5 years of litigation, is you are not going to get everything you want." And, "There was never a guarantee you would get the guarantees you've got."

Question: Can the PAs take this CD to a higher court?

Ralph: No. Because the Department of Justice's action was consolidated with the PA's action, the PA's cannot appeal the CD if it is approved.

Question: If the CD is approved by us, what role will the OFJs play?

Ralph: They will be a party to the CD and have the same role as the POA will have, but without the same political clout. However, if they do not agree, they are out completely.

Question: What would Judge Peckham do if we vote this down?

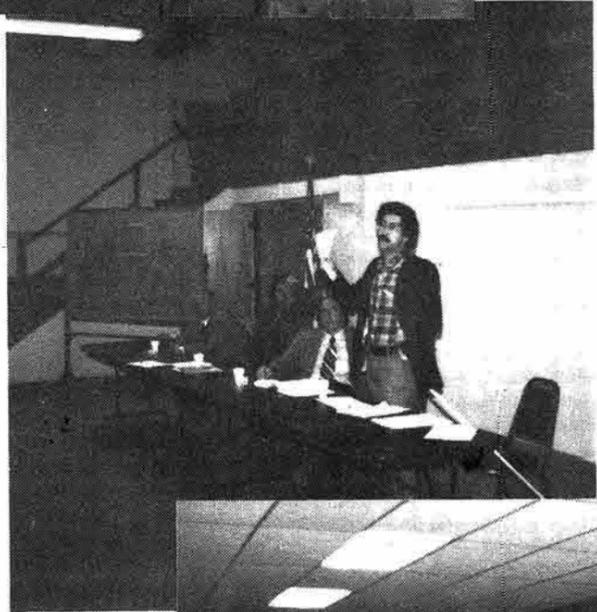
Ralph: He would find out who asked that question (laughter). He would give us quotas and other things we do not want. He may bankrupt the POA by awarding attorneys' fees and so forth against the POA.

We could be in litigation until 1985 and there won't be any permanent appointments to any rank until after the case is resolved.

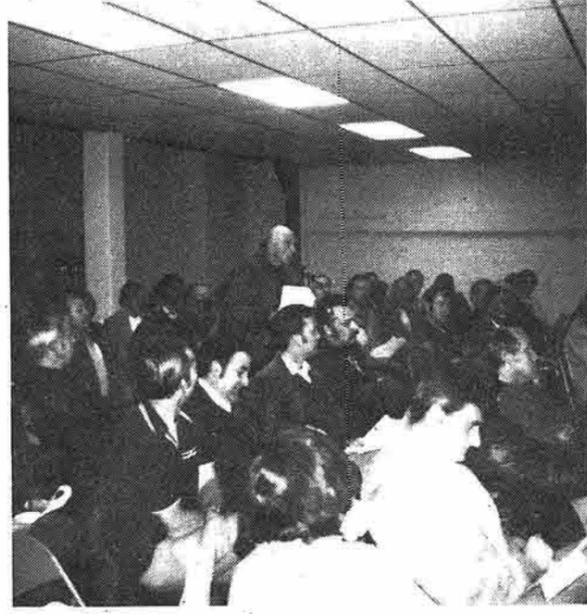
Question: We were told in 1973 that we could win this case. Now we are told to approve the consent Decree. Which is right?

Ralph: As I've stated many times, the PA's case is going badly and we can beat them, in my opinion. But when the Department of Justice entered the case, which is statistical, we (actually, the City of San Francisco) cannot win that case. Therefore, the Consent Decree is our best course of action.

The above represent changes in present Police Department and Civil Service administration. Note all references to private plaintiffs' attorneys (Public Advocates) including attorneys' fees to Public Advocates are to be deleted if the Public Advocates do not consent to this decree.



MEMBERS ATTENDING THE MEETINGS,



ASKING QUESTIONS AND VOTING

CROWLEY FOR PRESIDENT

by Ted Schlink III CSTF

My freshman year as a member of the Board of Directors representing the Crime Specific Task Force — Street Crimes Unit, was very eventful and exciting. In all, the CSTF-SCU initiated two unit grievances which were aired and resolved with the Chief favorably.

Secondly, the jobs of two other members were retained and disciplinary action in each case was reduced substantially for these two members. Thirdly, due to the unruly crowds at Candlestick Park, combined with the Iranian demonstrations, Internal Affairs representation was almost a daily occurrence. Adding to it all, let us not forget the Federal Litigation, Residency, and back pay lawsuits we have all been involved with this past year. Last but not least, our affiliation with the AFL-CIO was one heck of a step forward for our Association.

What I am leading up to is the fact that Jerry Crowley is our Association's only full-time paid employee excluding of course, our fabulous office staff. Jerry has

done a magnificent job of rallying members to donate their own time to work on projects such as I have listed above. Without Jerry's leadership abilities, our Association would have crumbled long ago.

Jerry has, throughout my first year as a Board member, taken the time to instruct and council me in the handling of grievances. Jerry has always helped when help was needed and there was never a time that I can remember that Jerry did not take the time to sit down with me or any other member to answer burning questions about whatever.

It may not sound like much, but the phrase most commonly heard at the office is, "A crisis a day, at the POA" and believe me, it is one heck of an exciting place.

What I think you will find true throughout the department is that where you have a good working and contributing member on the Board of Directors, you

will have a more aware, knowledgeable and content constituency. Likewise, you have a constituency that knows that Jerry Crowley actually does work for the betterment of our membership and has done so for the past 6 years.

President Crowley is nationally recognized as one of the leading leaders of the police movement and he has attained that proud stature leading us through many a hard times, right here in San Francisco, as he has done statewide as President of the California Organization of Police & Sheriffs.

In closing, I support Jerry Crowley for President as he has continued to progress with the times, and in these post Proposition 13 days, we need the continued leadership and proven experience and expertise that Jerry Crowley possesses. I urge you to vote Jerry Crowley for President. Thank you.

S.F. HOTEL TAX FUND . . . funny funding . . .

Marjorie Martin of the Golden Eagle Press of S.F. makes the following information available to our readers:

1977 — S.F. Hotel Tax funded ACT with \$200,000 for two plays, This is an Entertainment and Equus which starred male or female nude performers.

1977 — S.F. Hotel tax funded the Magic Theater with \$8,000 for the play WOLVES, featuring naked actresses.

1977 — S.F. Hotel tax funded the Julian Theater with \$8,000 for the play Gothe Ein Fragment, featuring a male actor nude from the waist down.

1978 — S. F. Hotel tax spent \$10,000 to finance a Gay Homosexual Parade

1978 — S.F. Board of Supervisors gave \$375,000 to the Pride Center for a Gay Community Center. Pride in

turn gave \$5,000 to start a Hooker's Union called Coyote. (Coyote allegedly stands for Call Off Your Old Tired Ethics.)

1978 — S.F. Hotel tax refused to spend any money for a Veterans Day Parade.

Do you like the way their funds are being handled? If not, write to the Chief Administrative Officer Roger-Boas and your district supervisor.

ONE POLICEMAN'S PLEA

by Marcy Bachmann Reprinted Bay Area Newspaper Unknown

Earlier this week there was a rampant rumor that several San Francisco police officers were wearing T-shirts pleading "Free Dan White". I phoned a spokesman for the department who admitted he too had heard the rumor and conducted an investigation to determine its truth. As far as he knew, he said, it was not true.

The fact that such a rumor (untrue or otherwise) was being gleefully passed along serves to accentuate society's lack of respect for the men sworn to protect it from itself.

The rumor also serves to remind me of a letter I received several days ago. Listen to a police officer who laments the lack of public support for those employed to enforce the law. He says:

"Today I attended the funeral of another officer killed in the line of duty. He was killed responding to what he thought was a call for medical assistance.

"Five hundred cops came and cried. You remember cops? The guys who don't get emotionally involved, the ones who don't really care. They did though, enough not to feel ashamed for crying for another who also cared, who cared enough to forget the normal safety precautions insuring his own safety because he was so concerned with finding and

helping someone he thought needed him quickly.

"A mayor dies because of a personal feud and thousands march to mourn him. Perhaps that is as it should be. But a cop dies trying to help someone he didn't even know and nobody notices. That's wrong.

"No newspaper headlines, no letters of sorrow, no notice. We cared because he was our friend and our brother and we loved him. With his loss we each become a little more vulnerable, we each lose a little more feeling for a public that has little feeling for us.

"Believe it or not, few cops are in the business for the money. Warehousemen make more an hour than we do. Most come into it because they feel they can help. Each time an old man is robbed and beaten for a few bucks or a child is kidnapped and molested, they care. Everytime they are abused, ignored and criticized, they lose a bit of their feeling for others. "A cop is paid to hide emotion when those around him are upset or confused. He's required to make objective decisions rather than emotional ones, yet everytime he does, he's labeled uncaring, unfeeling and a bastard.

"Instead of thinking you were stopped by a cop who

was surly and discourteous and he shouldn't be wearing a badge, think that maybe he just got called 'pig' for the 10th time that day, or he saw what a 15-year old girl looks like after a gang rape. Maybe he just helped bury a fellow officer. And maybe he's human and can have a bad day.

"We don't want mounds of praise and we don't expect to be allowed to do things we shouldn't without public chastisement. None of us expects you to like us when we give you a ticket.

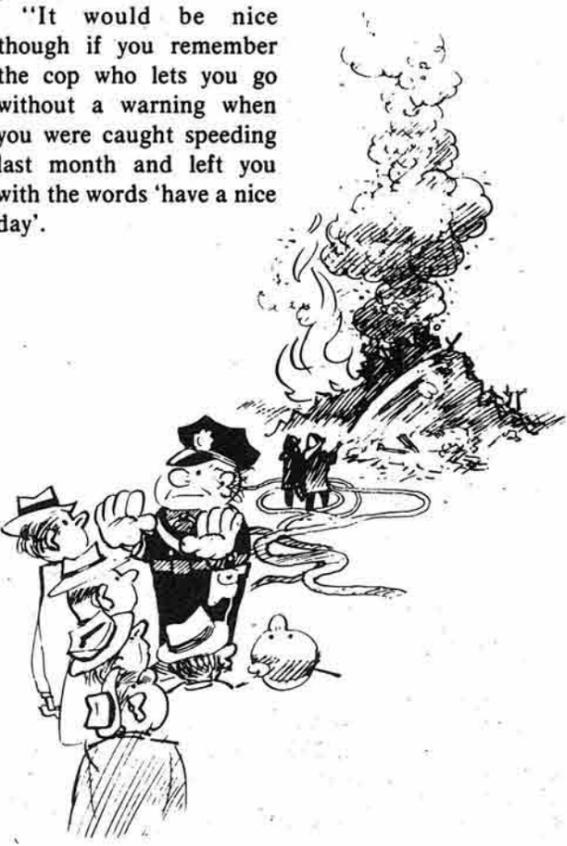
"It would be nice though if you remember the cop who lets you go without a warning when you were caught speeding last month and left you with the words 'have a nice day'.

"If this rambling makes you understand, it will help. It is appreciated. It will give us a reason to keep caring.

Very truly yours, R. Henderson, Martinez.

Well, Officer Henderson, if printing your letter helps to spread your words, I'm glad to do it. Yours is one rumor it's a pleasure to pass along.

Officer Robert Henderson is with the Contra Costa County Sheriff's Department.



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Candidates for PRESIDENT



Jerry Crowley

In just eight short years, our police association has grown from an unknown fraternal organization to "The Politically Powerful San Francisco Police Officers' Association", as reported in the S.F. Chronicle by staff reporter Birney Jarvis. Mr. Jarvis also notes that "Jerry Crowley is a long time advocate of police officers' rights".

It is difficult to believe we could have become politically powerful without the philosophy and organizational talents of Jerry Crowley, who has been our president for the past six years. His dedication to the cause of fair treatment and benefits for police officers is widely known.

Jerry has been able to bring many intelligent and concerned members into active association participation, thus creating a large manpower pool of talent to work on association projects, goals, and court suits. He has overseen the work of these members, and while their goals may be diverse, the success and results of all his work, and their work, have benefited all of us.

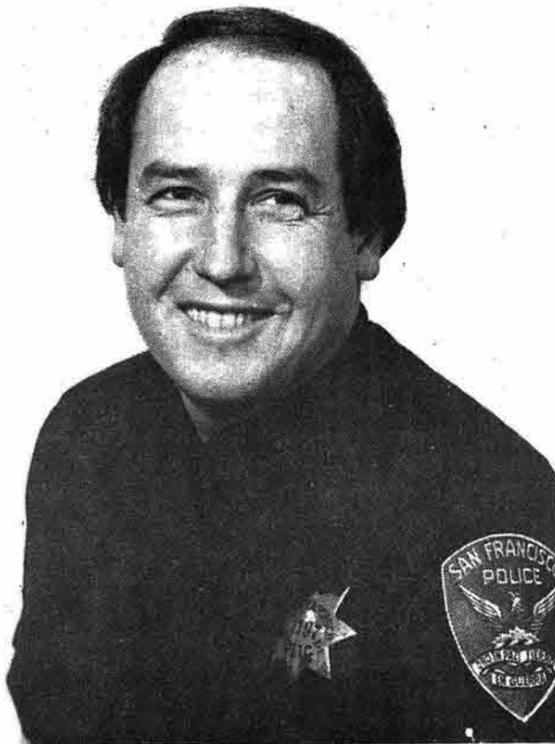
Jerry Crowley is recognized at all levels of the local, state and national levels of government. He is a respected leader in the police field. It is because of his hard work, his dedication, and the respect he receives, that he is able to effectively work with elected officials, commissions and other leaders. His presence at meetings of COPS, the ICPA or the new IUPA (International Union of Police Associations), quickly gets business going with a no nonsense manner and things get done.

It was 1971 that Jerry Crowley was swept into office as a leader of the Blue Coat movement. While other members of that slate have come and gone, Jerry has continued to provide the necessary leadership for the past six years as President. Even in 1971 he demonstrated his zeal and enthusiasm for association work by helping to get the San Francisco voters to approve a new and daring method for becoming an Inspector in the S.F.P.D.

Only since that year have police officers been able to participate in a competitive civil service examination for Assistant Inspector. In 1972 our President led the members to seven more successful ballot measures. These included the reopening of both the Park police station and the Southeast police station; the City had to start paying part of the health plan for city employees; several retirement benefit adjustments were passed, and finally police sergeants were given salary parity with police inspectors.

Ballot measures were still rewarding in 1973 when we won a fluctuating pension, as well as a maximum of a 75% retirement allowance. We also beat an unreasonable residency rule.

Least we forget, it was also in 1973 that the OFJs filed the Federal Lawsuit to introduce quotas into the police department. President Crowley got us into this fight right away. Through our attorneys, we demanded recognition as intervenors because our members' careers were at stake. He **Continued on Page 12**



Jack Ballentine

BACKGROUND:

36 years of age

Born and raised in San Francisco, California

Attended San Francisco City College and the University of California at Berkeley, also courses at Long Beach State College, University of San Francisco and San Francisco State University.

Served in the U.S. Marine Corps Reserve

Joined the San Francisco Police Department in June, 1965, stationed at Southeast Station and then Northern Station. Transferred to Accident Investigation Bureau, approximately 1970 and for the past four years has served in the Department's Psychiatric Unit.

Ran as an independent for San Francisco Police Officers' Association Treasurer in 1975 and was elected to a two year term; subsequently ran for a second term unopposed in 1977.

I have become a candidate for the presidency of the San Francisco Police Officers' Association and intend to run a strong and active campaign to win that position.

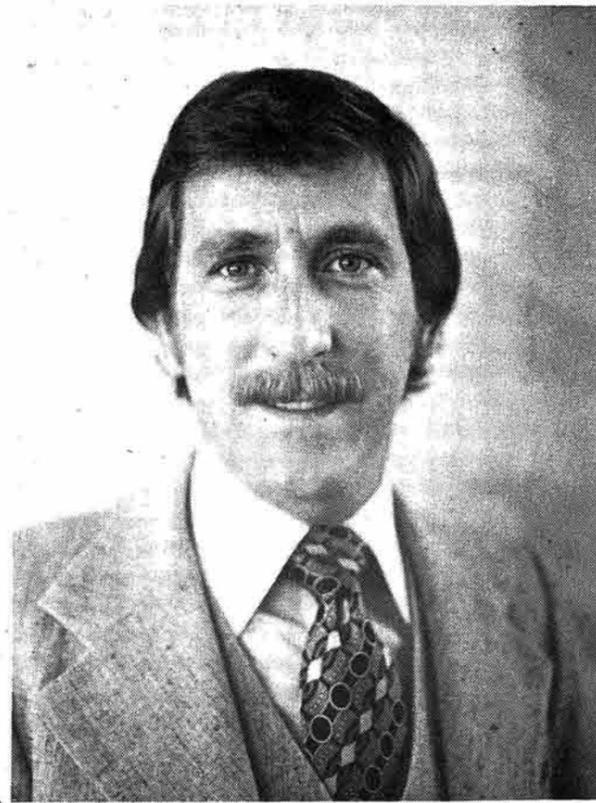
It is a time for change.

The politics in San Francisco and the San Francisco Police Department are changing and our Association needs to meet that change.

I think that our efforts for recognition over the last several years are now being heard, however, we need more than just recognition. We need an absolute respect from all areas of City Government and that means from the internal level of the police department — right through the Board of Supervisors — to the Mayor's office and beyond to the voters. Recognition and respect begin with "you" the membership. You need to know from your elected representatives what is occurring on a daily basis and they need your views in order to reflect your feelings on specific issues.

The next few years are going to be difficult in the post Prop. 13 atmosphere and we'll need to create a real method to convey our ideas to the people who can help implement them. It doesn't matter if those people are police officers, or voters or elected members of City Government. What does matter is their view of our voice. Our ideas must be well thought out and properly presented and must begin to build a mutual trust now in order to influence our own professional future.

I've worked hard over the last four years as your treasurer and believe I have created that respect and recognition in every area in which I have dealt. In the areas of federal litigation and legal representation, campaign financing and internal fund raising I invite your close scrutiny. I think the SFPOA has made major progress in the many areas during the last four years, however, this is a time for change. I can and will fulfill that change — but I need your support to gain the mutual respect we need. I need your vote to create that trust.



Bob Barry

I am a candidate for the Presidency of the San Francisco Police Officers' Association because I firmly believe that the incumbent President, as well as the existing leadership of the POA have not been responsive in meeting the needs of our membership, the department in general, and the community that we are serving.

My candidacy is not a result of some sudden burst of egotism, nor is it a decision that was made in the wake of some horrendous division of philosophy between the incumbent (Jerry Crowley) and myself. But rather, it was a decision based on the realization that we are failing in our attempts to provide our membership with the benefits they should be receiving.

It was a decision based on frustration over the last three years of my involvement with the POA — frustration in Jerry Crowley's inability to take a positive leadership role in dealing with the Administration of our department, and within the Police Officers' Association. His failing attempts to resolve our differences without the continual head-to-head confrontations that have been occurring since January, 1976, are paralyzing any attempts to move forward.

Such confrontations have resulted in nothing more than divisiveness in our daily negotiations, bad press, inadequate support at the Board of Supervisors, and above all, a discontented membership that has been standing in the wings waiting for the pay raises that have been denied for three years; waiting for the overtime checks to be paid on time (promised years ago), and waiting to be properly informed on current issues pending before the administration and the courts.

I believe that the priorities of your Association have been neglected at the local level, and substituted for extensive political action at the state and national union levels.

The POA's first and foremost responsibility to you, lies here in San Francisco, not in the Governor's office in Sacramento, and certainly not in the nation's capital where the POA has continually feathered the nest (with your dues money) of the International Conference of Police Associations.

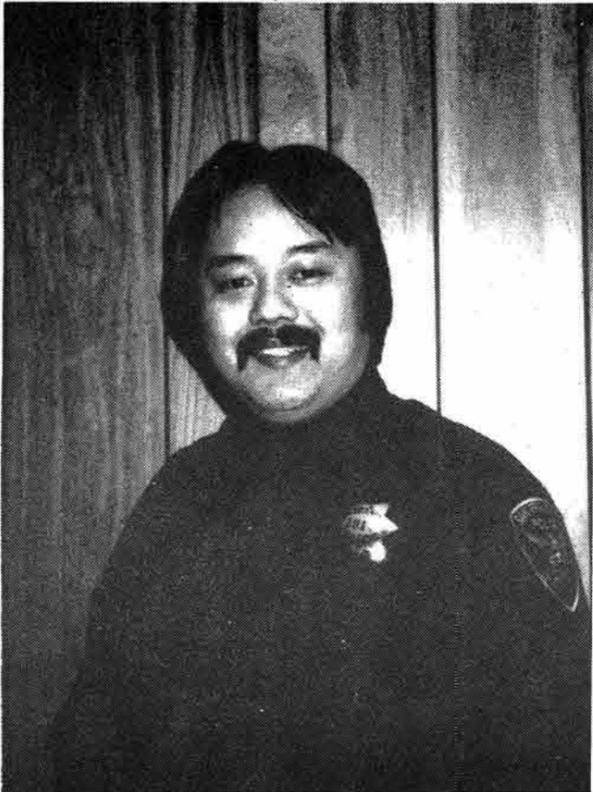
True, our benefits, however few, are derived from, or taken away through the political process, but the emphasis should be here in San Francisco first, and elsewhere second. I do not believe that enough time and/or energy have been devoted to that process in San Francisco.

Jerry Crowley and the POA leadership cannot be allowed to continue in their irresponsible fashion, and their record of inefficiency will speak for itself.

They cannot continually drain our treasury to the point of subsidizing other associations around the state to become members of COPS and/or fatten the kitty of the national union for the sake of keeping it afloat. Look at the books, then ask my opponents why?

Ask my opponents why your \$10.00 rebate check (due you last May) has yet to be paid you. Ask them why our pay raise suit now pending in Superior Court has been delayed indefinitely. **Continued Page 12**

Candidates for TREASURER



Alan Lim

My name is Alan Lim. I am running for the office of Treasurer of the San Francisco Police Officers' Association. I have been a San Francisco police officer and a member of the San Francisco Police Officers' Association for over 8 years.

I am currently the President of the Northern California Oriental Peace Officers' Association (1978).

I am fully aware of the time commitment necessary to fulfill the job requirements of the treasurer of the P.O.A.

My qualifications are: As current (1978) President of the Northern California Oriental Peace Officers' Association, I have continually spoken out against quota appointments and promotions that are based on race, creed or color for the San Francisco Police Department.

I advocate the spending of monies for more fraternal functions, necessary political endeavors, legal expense expenditures and formation of a more practical dental plan.

I will also work for payments of overtime monies within a reasonable amount of time.

If I am elected as Treasurer of the San Francisco Police Officers' Association, I will execute the duties of this office in a clear, concise and open manner.



Joe Patterson

The coming Association election is probably the most crucial one that we will ever have. We are faced with critical races for the two most important offices in the Organization. Namely, the Presidency and Treasurer's positions.

It is incumbent upon you as responsible members to elect the most experienced and qualified persons available for these positions.

As a candidate for the office of Treasurer, I offer you ten years of experience in Association work. Included is two years as Treasurer, three and one-half years as Secretary, six years as Vice-President of the ICPA and a member of the Labor Relations Committee during the entire period.

During my years as Treasurer, I did the bookkeeping, prepared the monthly financial statement, checked all invoices before any checks were issued and made sure that we had a prepared budget every year and more importantly, operated within our budget.

I sincerely feel that I am the best qualified candidate running and would like to serve as your Treasurer for the next two years. Please vote for Joe Patterson for Treasurer.



Victor Wode

I am seeking the office of Treasurer. Some of you know me and have already formed an opinion — positive, I hope. However, for those of you who do not know me, I would like to give a short biography.

I am Victor M. Wode and have been a member of the Association for some fifteen years. I am currently the Range Master of the department and the outgoing Director for Headquarters Company. I am completing course work toward my doctorate at Golden Gate University in Public Administration.

Throughout my education, I attended courses in accounting as well as budgeting. This training, as well as my participation in the preparation of the department budget, gives me both academic and practical background for the position of treasurer. My philosophy, at least as it pertains to fiscal matters, can be considered as conservative.

Finally, if you will elect me, I can pledge to you that I will handle your money in a manner that is both prudent and beneficial to you. Thank you.

Vice-President



Paul Chignell

The Association elections will be held in two weeks but I have a strong feeling of optimism that I will be your Association Vice-President for the next two years.

This feeling emanates from the fact that I am unopposed.

I am grateful to the membership for their support and look forward to serving you in my new capacity as an at-large official of the POA.

This will be the first occasion that I have sought an executive office of this Association since my entry to the department in 1969.

In 1972 and 1973 I represented the Taraval Station on the Board of Directors after two close elections; in 1974, 1975, 1976, 1977 and 1978 I represented the Northern Station, the first two years after election victories and the latter three years after being unopposed.

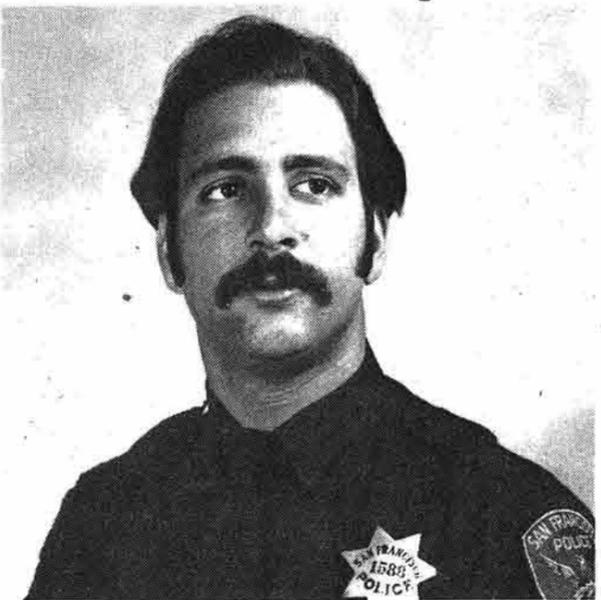
I pledge that my new departmental wide constituency will be well-represented and that in the absence of the President, the affairs of the POA will be run efficiently and with total honesty.

The new twenty member Board of Directors will face many challenges during 1979. A hotly contested three way race for President and for the important office of Treasurer prove to be at the minimum, somewhat divisive to the organization. When the elections are over, the Board of Directors must be ready to work together to solve the mounting problems that will face all San Francisco police officers.

In any endeavor, one must formulate goals and objectives so that success and/or failure can be measured. The following are my goals for 1979 — ones that I believe the Board must take swift action on in order to say that we are a successful police organization:

1. Obtain a decent pay raise for fiscal 1979-1980.
2. Win the two lawsuits that we have filed over the lack of raises from July, 1977 and July, 1978.
3. Obtain police overtime for the members within two weeks after it is worked. (I have a plan that will work. It will be presented to the new Board in February.)
4. Obtain a mechanism for negotiating working conditions, wages and fringe benefits with the Board of Supervisors.
5. Realign the benefits from the retirement system and pay formula between members hired before and after July 1, 1975.

Secretary



Croce Casciato

I wish to thank the membership for having decided to let me seek the office of secretary unopposed. I believe this to be an expression of thanks and approval of my past performance on the Board of Directors.

During the next two years I will continue to remain active on the Grievance and Screening Committees. I believe and know that it is these two committees which are the guardians of police officers' rights, the most important function of the Police Officers' Association.

Being elected at large will also give me the opportunity to visit all units and bureaus in order to become more fully aware of the memberships' concerns which will have to be represented in upcoming salary negotiations, legislation (city, state and federal), civilianization, secondary employment, and working conditions.

In closing, I urge you to look and listen closely to the candidates seeking the contested offices and cast your vote according to your own decision. Also, please read closely the proposed by-law amendment before voting.

CROWLEY for President

continued would not let the City try to settle this case without our knowledge or say so.

In 1975, Jerry helped form the California Organization of Police and Sheriffs to help us in lobbying state legislators for police officers' protections and/or benefits. The first success of COPS was the passage of the Police Officers' Bill of Rights for all peace officers in California.

The San Francisco Bar Association's hard sell for a Civilian Review Board was met head on by Jerry's leadership. While the Police Commissioners and the White Panthers insisted that the Review Board was good (and it was not), we were able to have the monies for such a board deleted by the Board of Supervisors. This insidious plot against police officers may come up again, and Jerry is prepared, in case.

Jerry spoke strongly in favor of the presentation made in 1975 for the purchase of our very own Association offices. The Board passed the motion unanimously and today that \$100,000 purchase is valued at over \$275,000.

Federal Litigation today: This lawsuit may be finally concluded via a negotiated settlement between the SFPOA, the Department of Justice and the City of San Francisco. A 21 point Consent Decree has been agreed to, but it will only become a Federal Order if the membership approves it. A Consent Decree is a compromise, make no mistake about that. However, President Crowley has never sacrificed our original position of 1) No quotas, 2) No termination of the existing promotion lists, and 3) The Civil Service merit system will not be ended. But the Consent Decree is on terms we are agreeable to.

Several meetings have been held at the SFPOA Hall and our attorneys have explained every point. The SFPOA will have Federal Court status to monitor all points of the decree from the very beginning to protect our members. The Board of Supervisors must approve the Decree. The Department of Justice must approve it and if our members approve it, we will have a settlement.

The politically naive would try to roll back the clock and make you believe our Association does not have to function anywhere but in San Francisco. Locally we could not get a reasonable residency rule, but on the State level we did. The \$50,000 death benefit came on the National level, not locally. The Police Officers' Bill of Rights is guaranteed by State law. There are scores of other examples, but we believe the point is made.

The future holds many problems, but it also holds goals which are attainable with Jerry Crowley as President. Confrontations are not always well received nor liked, however when some faction finally exposes their plan to do this or that against police officers, then yes, perhaps a confrontation is required. We cannot believe that all of our members expect our leaders to be aware of every possible problem but if such a matter arises, our President must speak out against it rather than remain silent and nonresponsive.

We earnestly request you to vote to retain Jerry Crowley as the President of the San Francisco Police Officers' Association. Your vote will insure the strongest of advocates working on our behalf at all times.

Joe Toomey	Rep. Co. B
Roy Sullivan	Rep. Co. G
Bill Hardeman	Rep. Co. K
Ted Schlink III	Rep. CSTF
Gale Wright	Rep. Co. K
Mike Gannon	Rep. Co. F
Reno Rapagnani	Rep. Co. I
John Minkel	Rep. Co. H
Mike Dempsey	Rep. Co. D

Ray McCauley	Curt Ryder	Bob Geary
Jim Pera	Ron Ray	Tom Carey
Allyn Bragg	Rick Safley	Jerry Schmidt
Nick Marota	Mike Murphy	Layne Amiot
Bill Traner	Mike Sullivan	Mike Ferrier
Len Etherington	Ray Crosat	Bill Scheffler
Ray Portue	Norm Guitierrez	Andy Quaglia
Jim Dachauer	Pat White	Dave Gillam
Edgar Eimil	Richard Frost	Mark Bruneman
Charles Anderson	Lloyd Hill	Al Fagan
Ignacio Fuentes	Vic Flemming	Shelby Ryan
Dan May	Bob Pursley	Ted Bell
		Ronnie Rhoades

BARRY for President

continued Then ask them what they've done to facilitate the speedy payment of your overtime monies. Their answers will be pure, unadulterated rhetoric. They just haven't delivered.

Almost a half million dollars pass through our books every year, and with such an enormous amount of money being transacted, strict accounting and a sound budget is an absolute necessity. WE HAVE NO BUDGET — but we do have a corporation in fiscal chaos.

My candidacy for President is being supported by very key and hard working members of your Board of Directors; Directors that have given almost a decade of their careers to further your rights as police officers; to ensure that your retirement benefits are protected, and to ensure that you, as police officers, are afforded the dignity that the courts afford common criminals.

Those Directors, Michael Hebel, counsel and welfare officer of the POA, and Paul Chignell, Northern Station Representative, who has done more to further your rights and provide you with more representation than virtually any other officer in the state, have given me their fullest support in my bid to serve as President.

I am 31 years of age, and I have served in the department for eight years (patrol force). I became very active in the POA in June, 1976, primarily in the area of public relations, and since that time, I have served on, and became extensively active on virtually every major committee within the organization.

In October, 1976, I became an outspoken opponent (at the Board of Supervisors), to the Gain/Freitas "Open door" policy on prostitution. I was instrumental in contacting and speaking before various community groups relative to that policy. As a result, the groups were urged to attend the Board meetings, and citizen outrage became highly visible. The policy was reversed.

Since then, I identified every major community group in San Francisco; their leaders, their concerns, and their willingness to develop relationships with the POA were discussed at length.

Although I met with many of the groups, the leadership of the POA has opted for other concerns, and have neglected their responsibility in making your concerns known where it really counts.

Continue to alienate the community, and we'll continue to lose the base that is directly responsible for your future. Continue on our present course of maintaining a totally reactionary posture without the sophistication that we're capable of, then your dues payments might well be spent to supplement your shrinking pay checks.

My involvement, accomplishments and objectives within the Police Officers' Association are as follows:

- Member of the Labor Relations Committee in which I have participated in every major Meet & Confer session with the Chief of Police and Police Commission.
- Member of the Legislative Committee in which I have had extensive dealings with the Board of Supervisors relative to Collective Bargaining, Civil Service testing and other charter amendments. In doing so, I took a leave of absence from the department to devote the time necessary in defeating adverse legislation. The testing reforms initiated by the Public Advocates that would have adversely affected our members was killed.
- Provided our members with countless representations at Internal Affairs, Skelly hearings and many grievances. My knowledge and application of provisions within the Government Code relative to your rights have been tested, and violations vehemently protested.
- I have devoted many weeks in dealing with the budgetary process of our department, both in its restoration to 98% funding after Proposition 13, as well as preparation for Finance Committee hearings.
- Became an outspoken opponent to the intended Office of Civilian Complaint proposed by the White Panther Party. I spoke knowledgeably on the subject based on research I accumulated through the New York, Chicago and Berkeley Police Departments, as well as the charter provisions within our own department. That proposal was summarily defeated, as was the subsequent proposal submitted by other community groups.

- Present Secretary of the Insurance Committee. As a result of our prior Dental Plan folding, and the continuing problems with Healy Insurance in paying death benefit claims and other problems, I was instrumental in correcting many of these deficiencies, and assisted in the establishment of a new dental program.

- Since January, 1977, I became active with the Federal Litigation case which included extensive input into the strategy of the case, especially in the drafting of the political literature that successfully blocked the \$3 million settlement in May 1978.

- I drafted the Public Relations/Recruitment (cost analysis for media production) program for future recruitment into the SFPD. That document was introduced in Federal Court and is now being studied by Civil Service for possible implementation.

- Since December, 1977, the POA has sponsored three Variety Shows in which a substantial amount of money was netted. I took personal responsibility in the monitoring of the soliciting operation conducted by an outside firm. Without such monitoring, the shows could not possibly continue, and the revenue generated from such shows would have been lost.

- Actively involved with the Community Services Fund and responsible for assisting over 25 Senior Citizen Organizations in attending our Christmas Shows.

- Conducted an operational analysis of the division of communications, which necessitated my transfer for a period of two months. That study revealed problems within the division (documented) that directly affect the safety of the officers in the field. The report is presently being reviewed by the Chief of Police, and interim changes within the division are taking place.

- I was responsible for generating the support to reactivate the Camp High Sierra Program that was terminated under the Gain/Moscone Administration.

- I was also one of four individual that participated in the selection of Charter Revision candidates that appeared before us for consideration. As a result of our selection process, five (5) of fifteen finalists from a list of 104 candidates were elected by the voters. Having the power to drastically change the charter and all provisions relating to the police department and any other facet of city government, their election was very important to our futures.

- As an unelected member of the POA, I can tell you that in my years of serving your interests, I have never remained silent on any issue of magnitude, nor have I failed to attend one Board meeting of your Association.

My opponents will tell you that I don't have the experience to lead such a group, and that I will become a tool of the Administration. My explicit counterence to those statements is that my involvement and accomplishments within the POA have been extensive, and my experience and proven record of fulfilling the goal(s) ahead of me have been clearly demonstrated.

I can tell you unequivocally that I have consistently stood up against the Administration without reservation, and I will continue to defend your rights, your dignity, and your inalienable rights for safe and proper working conditions.

MY OBJECTIVES ARE AS FOLLOWS:

- To secure your pay raises.
- To ensure that your overtime monies are paid promptly.
- To establish an effective means of communication within the organization and within the community.
- Provide you with the leadership in sound management of your dues monies.
- Provide you with a valid Memorandum of Understanding.

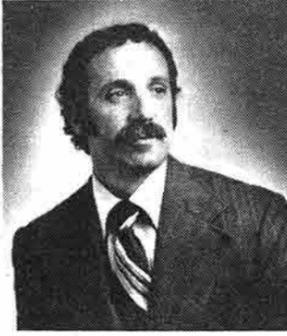
In closing, I would like to say that I have dedicated my career to the goals of our Association, and I can say with confidence that I will take charge and lead your organization effectively, and I will do it with you and your utmost concerns in mind.

Thank you for your support.

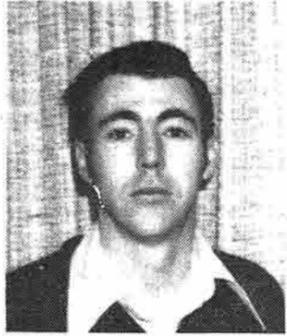
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BOARD OF DIRECTORS



ROBERT GEARY
Central Station



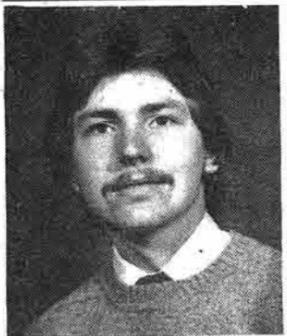
JOE TOOMEY
Southern Station

As a member of the Board of Directors, I have watched Jerry Crowley lead this Association over many obstacles. I endorse him for President and hope all other members of the SFPOA realize the importance of returning him to office.

Show business is fine, but we need his dedication and leadership for many battles that are still to be won. We have become a politically powerful organization. This is not the time (nor should it ever be) to compromise our image and our clout.

Neither of the two other candidates have the talents and wherewithal to lead our organization and keep all the different groups within the Association working together towards our common goals.

Re-elect Jerry Crowley for President.



JERRY SCHMIDT
Southeast Station

As a member of both the S.F. Police Department and its P.O.A., the issues of relative importance have become increasingly clearer. This understanding brings with it a sense of their priorities. Priorities by definition involve issues of current as well as future importance, with the election coming up, the stage is set for responsible members to re-examine their views and to cast their votes in accordance with their true beliefs.

The concept of professionalism in law enforce-

ment implies there is an identity to be found by those who choose a career in this field. It is my belief that the current basic function of the P.O.A. is to help define that identity not only for those directly involved, but also for the many other professions we deal with on a day to day basis. Locally this process would encompass the current law suits involving the L.A. pay survey of 1977, and the late Mayor Moscone's "Emergency Proclamation" in response to the passage of Proposition 13, the defeat of a Civilian Review Board in 1975, the formation of station representatives trained in grievance procedures, and a building owned and operated by the organization all help to elevate recognition for the cop "on the beat".

On a statewide basis, the Policeman's Bill of Rights and the founding of C.O.P.S. demonstrates an ever growing solidarity of the many smaller organizations striving for bargaining power. Finally, the timely intrusion by this organization into a Federal lawsuit concerning hiring practices, shows a keen understanding of the role San Francisco can play on the national level. With this realization in mind, affiliation with the A.F.L.-C.I.O. has been sought and sanctioned by members of the S.F.P.O.A. by a four to one margin.

To say these accomplishments, as well as the many others we've learned to take for granted, come without the benefit of experience, wisdom and insight, is a failure to appreciate the element of leadership present in this organization. To vote for a change of that leadership, at a time as crucial in its yet vulnerable existence, is to ignore a responsibility to its current and future members.

Elect Crowley President.



MIKE DEMPSEY
Mission Station

LAYNE AMIOT
Candidate
Northern Station
No Photo Available

ED GARCIA
Candidate
Northern Station
No Photo Available

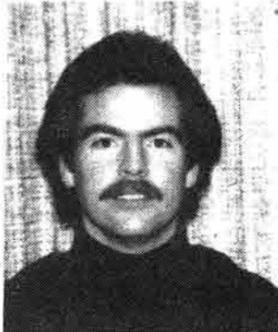


MIKE GANNON
Golden Gate Park Station

My reward is an enthusiastic, knowledgeable debate at the station and I have been richly rewarded.

Numberous serious issues face us. Let's carry on with renewed vigor and settle for only the best.

As an incumbent candidate for P.O.A. Director of Co. F, my objective remains to keep the membership informed, as it is the membership who gives direction to the representative and the Board.



ROY SULLIVAN
Richmond Station

The men and women of this Association are going to be asked to choose between three very hard working men for the office of the President of our Association.

While I like all three of them, I must honestly support Jerry Crowley for this office. He has made our Association into a very strong and important employee organization.

The SFPOA is looked to by other police organizations all over this state and the whole country, as the leader in all facets of Police Labor Relations.

During the years I have served on the Board of Directors from Richmond police station, I have always found Jerry to have one main objective, and that is the improvement of the working and living conditions of every police officer, whatever his or her assignment may be or their rank may be.

He is truly dedicated to the police cause and I admire this man. I sincerely ask you to join me in supporting his re-election to the office of President.

Even though I'm running unopposed, I feel this Association is for everyone. It's essential that all members cast a ballot in this upcoming election. Only by voting does your opinion become known.

JOHN MINKEL
Ingleside Station

No Photo Available

I would like to thank Jerry Crowley for assisting me during my first year as Director on the Board from Ingleside Station. He has supported me in furthering activities such as the Police Football team, and other sports for the members.

Of more importance, Jerry's ability to support each of us individually in participating in those areas of our interest, and allowing us to use our own ideas, as brought from the stations and to fulfill those requests.

Jerry Crowley has shown great support for each police officer in need whether it was a grievance or internal affairs or what have you, he has always given of his time. Sure, that's what he is supposed to do, but he does it all.

I am happy to support Jerry in his campaign for re-election, along with a majority of the other members of the Board of Directors.

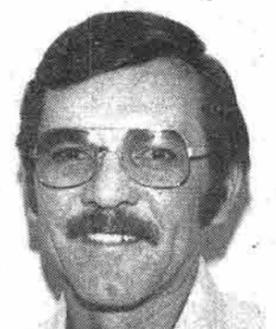
John Minkel



RENO RAPAGNANI
Taraval Station



BILL HARDEAN
Traffic Bureau



GALE WRIGHT
Traffic Bureau

RAY CARLSON
Candidate
Hdqtrs. Co.

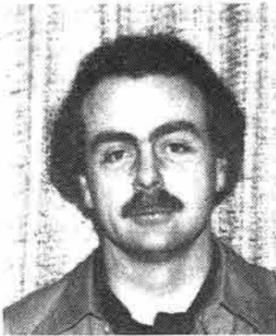
No Photo Available

MIKE HEBEL
Candidate
Hdqtrs. Co.

No Photo Available

JOHN MURPHY
Candidate
Hdqtrs. Co.

No Photo Available



BOB HUEGLE
Inspectors Bureau

MIKE PERA
Inspectors Bureau

No Photo Available



THEODORE SCHLINK III
Crime Specific Task Force

Again this year I am running unopposed for a seat on the Board of Directors from the CSTF-SCU. My thanks to the members for their continued support, as last year was a most trying period for us all.

Running unopposed is very easy when it comes to campaigning, so let me take this time to remind you all that the POA is your POA and the services provided by the POA are there for you to take advantage of. Anytime that I can be of assistance to you, whether it be answering a question, going to Internal Affairs, obtaining legal council, filing a grievance or whatever, please let me know.

Also, it is my recommendation that you re-elect Jerry Crowley for President as the CSTF has fully benefited this year from Jerry's expertise in negotiations with the Chief and I don't have to tell you that we certainly initiated quite a few meetings with the Chief. In any event, it will be a good year and thank you again for your continued support.



TONY BELL
Retired Officers

I, Tony Bell, a member of this organization almost since its inception, have declared by intention to, and have been accepted by the San Francisco Police Officers' Association Executive Board to represent the retired officers.

I have served in such capacity for three prior terms and can truthfully say that I've acted in the best interests of the retired men as well as on the Board of Directors of the P.O.A.

I have also served on the Insurance Committee.

A few of my retired brothers have grumbled about the veterans not getting more voting privileges in the section of the elected officers, but may I point out that we pay \$9.00 per year dues, which is less than 5% of what the active men contribute. This is a young man's department, they are in the drivers' seat, they fight for raises, better fringe benefits, better pensions, dental and insurance plans — most of which directly affect us. A few of us have also grumbled about the leadership of the P.O.A. and voiced your opinions about breaking all ties with them. Think back a few years when our pensions were near poverty levels. Think of the \$10,000 they gave us and shamed the Firefighters into also donating \$10,000 to their retired firemen. And if my memory serves me correctly, we just did squeak through on Prop. H. We just can't afford to dis-associate with them.

And in order to keep on top of the action, and let not one item concerning us slip by, I have donated my services at the P.O.A. headquarters for the past 4 years every Friday.

The Board of Directors of the P.O.A., of which I'm again a member, is the most cohesive, intelligent, dedicated and concerned persons with whom I've had the pleasure of serving.

And finally, brothers, I'm selected to serve the veteran police officers which I will endeavor to do to the best of my ability and you retired officers who do not belong to the P.O.A. are actually riding on the backs of the members who pay their \$9 per year.

"United we stand — divided we fall!"

BOARD OF DIRECTORS MEETING — December 19, 1978

The meeting opened with the Pledge of Allegiance to the flag. A roll call showed eighteen (18) members present and one (1) absent. Excused was Carew, retired.

The first order of business was the President's Report: Federal Litigation has been put off until January 2, 1979. In the interim, negotiations for a settlement will continue with the Mayor entering as a mediator.

Residency: The residency suit is under submission and Judge Rolf can make a decision at any time. All briefs were in by December 16, 1978.

The Secretary's Report was approved as printed in THE POLICEMAN. Likewise, the Treasurer's Report was approved. The Treasurer explained to the Board that the money for Federal Litigation has been exhausted. He further stated that as of December 19, 1978, we owe our attorneys approximately \$15,000.00. The Treasurer said that he had expended half (\$15,000.00) of our receipts from the last show to pay our Federal Litigation attorney's fee. Bro. Wright pointed out that this was done illegally because no money from the show receipts can be spent without prior approval of the Board.

Bro. Ballentine said he was under a different opinion and if the Board desired, the show money could be replaced from the General Fund.

At this point, Bro. Casciato made a motion that was

seconded by Bro. Wode that the money from the December Show be used for Federal Litigation. A roll call vote on this motion showed thirteen (13) ayes and five (5) nays. The motion passed.

Bro. Hebel gave a Welfare Committee Report. There are approximately 250 retirement applications from the Police and Fire Departments pending before the Retirement Board. As of January 1, 1979, no DP will be allowed for an injury incurred while participating in an athletic event for the department while off duty. The Civil Service Commission is preparing rules in regards to the new accumulated sick leave pay-off system.

Bro. Wright gave a Publications and Insurance Committee report. He made a pitch to the Board to encourage the members to patronize our advertisers. If we don't buy from them, we may lose them.

I, along with President Crowley, gave a report on the ICPA Board of Directors meeting held in Phoenix, Arizona. Our objective at the meeting was to carry out the mandate of the membership, which was to affiliate with the AFL-CIO. This we could not do through the ICPA. Therefore, we, along with 39 other police associations who were for affiliation, withdrew our Association from the ICPA and formed the International Union of Police Associations (IUPA). We will have our charter no later than the latter part of February 1979.

The Board meeting was adjourned.

SPECIAL BOARD OF DIRECTORS MEETING January 2, 1979

This meeting was called by President Crowley for the purpose of presenting to the Board of Directors, the proposed consent decree of our Federal Litigation Suit for their approval or disapproval.

The meeting opened with the Pledge of Allegiance to the flag. A roll call showed seventeen (17) members present, and two (2) absent. Absent were Minkel, Co. H and Carew, Retired.

Prior to getting to the Consent Decree, the Board entertained a few other items.

First, Bro. Chignell made a motion that was seconded by Bro. Wode that Bro. Raymond Carlson be allowed to run as a candidate for the Board of Directors from Headquarters Company. At the membership meeting, Bro. Carlson was inadvertently nominated for Director from the Bureau. It was later found that the Crime Lab, to which he is assigned, is part of Headquarters Company. The motion passed by voice vote.

Bro. Hebel then asked the Board to approve an expenditure of \$1,884.48 to the Braille Institute and the funds to come from the Community Service Fund. This money would cover the hotel bill for 35 blind kids and 12 guides from the Braille Institute. They were brought here, thanks to the charitable heart and dedicated soul of Bro. Albert Squair, to enjoy a short vacation.

At this point, Bro. Hebel stated that since no official Community Service Committee has been appointed, the Board would have to become the Committee in the interim in order to take legal action on this request. He then made a motion to this effect and it was seconded by Bro. Casciato. The motion passed with Bro. Hardeman descending.

Bro. Schlink then made a motion that was seconded by Bro. Gannon, that the Association, from its Community Services Fund, expend the \$1,884.48 for the Braille Institute. In addition, Bro. Hardeman made a motion that was seconded by Bro. Wright that all money spent from the Community Services Fund be approved by the Board, prior to being spent. The motion passed.

At this point, our attorneys, the Honorable Stephen Solomon and the Honorable Ralph Saltsman, went into an explanation of the major points of the proposed Consent Decree. There were twenty-one (21) major points and they were all discussed at length, with questions and answers, etc.

After the barristers finished their dissertations, there were quite a few motions made by Board members in regards to the Decree.

It should be noted that the Board spent a lot of time, both pro and con on discussion of each of these motions prior to a vote.

The first of these motions was made by Bro. Hebel and seconded by Bro. Wode. It was, that the voting by the membership on the Consent Decree shall commence on Wednesday, January 3, 1979 at 0800 hours and continue through Tuesday, January 9, 1979 at midnight and it shall be conducted at the Association office. This motion passed.

Motion #2 was made by Bro. Gannon and seconded by Bro. Dempsey. It was that, approval of the Consent Decree by the membership requires only a simple majority of aye votes by those members who vote. This motion passed.

It was discussed and decided that a lot of our members work just across the street from our office and could vote on their meal period. Therefore, Bro. Casciato made a motion, which was seconded by Bro. Huegle, that a meeting be scheduled for Thursday, January 4, 1979 at 1200 noon. This motion passed.

In order to be sure that members only vote, Bro. Chignell made a motion, that was seconded by Bro. Gannon, that two (2) members be stationed at the door at all times with a membership roster to assure that members only enter or vote. This motion passed.

Bro. Wode then made a motion, that was seconded by Bro. Sullivan, that the Board of Directors of the San Francisco Police Officers' Association approve the proposed Consent Decree. The Board voted by roll call vote. At the time of the vote, seventeen (17) of the nineteen (19) Board members were present. The vote was seventeen (17) ayes and zero (0) nays. The motion passed.

Bro. Hebel made a motion, that was seconded by Bro. Wode, that our attorneys be directed to get a clarification of point #10 of the twenty-one (21) point fact sheet, taken from the Consent Decree which we based our discussions and vote on. Also, that this clarification be made a separate memorandum in writing so as not to re-open negotiations on the Consent Decree in its entirety. The same roll call vote as the previous vote resulted. This motion passed.

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

GENERAL MEMBERSHIP MEETING

December 19, 1978

The meeting opened with the Pledge of Allegiance to the flag.

The first item was a presentation by Mr. John Henning, Executive Secretary-Treasurer of the State AFL-CIO.

Next was a presentation by Mr. Rob Rideout, Regional Director of the Fitness Motivation Institute of America. He gave a lecture and a visual presentation on a fitness conditioning process known as Aerokinetics.

After that, the nominations for office for the Association was conducted. The following members were nominated for Officers and the Board of Directors:

PRESIDENT	SECRETARY
Jerry Crowley	Croce Casciato
Jack Ballentine	
Bob Barry	TREASURER
	Alan Lim
VICE PRESIDENT	Joe Patterson
Paul Chignell	Victor Wode

CO. A	Bob Geary
CO. B	Joe Toomey
CO. C	Gerald Schmidt
CO. D	Mike Dempsey
CO. E	Layne Amiot
	Ed Garcia
CO. F	Mike Gannon
CO. G	Roy Sullivan
CO. H	John Minkel
CO. I	Reno Rapagnani
CSTF	Ted Schlink III
HQ. (two elected)	Ray Carlson
	Mike Hebel
	Jim Murphy
INSP. (two elected)	Mike Pera
	Bob Huegle
CO. K (two elected)	Bill Hardeman
	Gale Wright
RET.	Tony Bell

Following the nominations, the President appointed the following members to the Election Committee, with the approval of the membership:

Bill Traner	Nick Marota
Ray Portue	Len Etherington
Ignacio Fuentes	Dan Hallisy
Mickey Griffin	Charles Anderson
Forrest Fulton	Henry Friedlander

The rest of the meeting was basically a repeat of the Board meeting with committee reports, etc. The meeting was adjourned.

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

ASSOCIATION DUES FOR 1978

For your 1978 income tax deductions, you paid \$216.95 in Association dues. This includes \$20.00 of the one hundred dollar assessment started in 1977.

S.F.P.O.A. BALANCE SHEET Month Ending November 30, 1978

ASSETS		LIABILITIES & RESERVE	
103 General Fund	\$530.48	321 Federal Payroll Taxes	\$1,238.56
		326 State Payroll Taxes	254.54
		501 Net Worth	(962.62)
			<u>\$ 530.48</u>

S.F.P.O.A. INCOME STATEMENT Month Ending November 30, 1978

INCOME:			
Dues - Active	601	\$22,857.94	
(Bill Taylor Drawing)	635	1,612.54	
			<u>\$24,470.48</u>
EXPENSES:			
Administrative Expenses			
Bank Charges	707	9.33	
Dues Collection	723	69.50	
Equipment Rental	728	32.05	
Janitorial Svc.	753	130.00	
Mailing	771	3.50	
Public Relations	772	146.00	
Rent	773	1,188.00	
Salary - Office	776	1,631.08	
Salary - Executive	777	2,388.00	
Special Elections	779	136.89	
Supplies - Office	781	501.87	
Supplies - Executive	782	81.36	
Administrative Exp.	782A	82.88	
Personnel Property Tax	784	153.36	
Federal Payroll Tax	785	1,031.44	
State Payroll Tax	787	217.81	
Utilities	792	786.34	
			<u>8,589.41</u>
COMMITTEE EXPENSES:			
Civil Service	815	13.42	
Health Svc./Retirement	830	781.50	
Insurance	835	926.40	
ICPA	840	890.00	
Legislative	845	1,273.27	
Legislative-Charter Rev. Comm.	845C	(500.00)	
Labor Relations	850	128.72	
Screening	860	8,487.47	
Publication	863	660.60	
COPS	870	1,641.88	
Insurance - Life	872A	1,625.04	
Federal Litigation	875	836.89	
Dick George Pro.	885	78.50	
			<u>\$16,843.69</u>
			<u>25,433.10</u>
			<u>\$ (962.62)</u>

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LETTERS

Rate of Disability Pay

Daniel Mattrocce
General Manager
Retirement System

San Francisco police sergeant Ruscel Dickey, presently on a disability pay status as a result of an occupational injury, requests a hearing before the Retirement Board of the City and County of San Francisco in order that the correct and lawful rate of disability pay may be established for him.

The facts surrounding the present controversy are these: 1. Police officer Ruscel Dickey, a 24 year veteran, was appointed by Chief Charles Gain to the position of limited tenure sergeant in July 1976; 2. Sergeant Dickey has served continuously as a sergeant since July 1976 and presently so serves; 3. On June 30, 1978 while inspecting police radio cars he sustained an occupational injury to his back; 4. He was placed on a disability leave status by the Retirement System's compensation division from June 30, 1978 to the present and continuing; 5. Despite the fact that at the time of injury he was a police sergeant (Q50), he is being paid disability benefits for the rank of a police officer (Q2).

The law surrounding the present controversy is as follows: 1. Section 8.515 of the Charter of the City and County of San Francisco provides that whenever a member of the police department suffers a disabling injury in the performance of his duties, he shall become entitled to disability benefits equal to and in lieu of his salary, as fixed by Charter, while so disabled. 2. Section 8 of the salary standardization ordinance (dated 8-19-77) for fiscal year 1977-78 provides for fixing disability rates for police officers, temporarily appointed to a higher rank, disabled in the performance of duty.

Sergeant Dickey is entitled to compensation at the rank of sergeant (Q50) for the periods of his present occupational disability for the following reasons:

1. Charter section 8.515 compels the payment and supercedes section 8 of the ordinance;
2. Section 8 does not apply because Sergeant Dickey was appointed to a higher rank prior to its enactment;
3. Even if, for the sake or argument, section 8 applied, Sgt. Dickey would be entitled to sergeant's pay because he was in the actual performance of a police inspection and had

not been offered a physical examination.

The Compensation Division has made its decision to pay Sgt. Dickey at the rate of a fourth year police officer. The Retirement Board is the only administrative body empowered to hear the sergeant's appeal. It is therefor requested that this matter be calendared at your earliest convenience.

Michael S. Hebel
Welfare Officer
Attorney At Law

Secondary

Employment

Retired Police Captain Paul Lawler is now in charge of investigations with the Burns Security Company and called the POA office the other day to alert our members to employment with his company, for either off-duty police or retired police officers.

Paul can be contacted at 726-5131 or 635-6028. Pay scale varies with the work to be done.

Editor

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Re-elect Crowley

As a member of the San Francisco Police Officers' Association, I strongly recommend President Jerry Crowley be retained as President of our organization. Because of his leadership, we have grown from a weak, social club, to a strong political entity and a force to be reckoned with.

He has been instrumental in keeping us from having to work with a quota system, live with it and face it in promotional exams too.

Under President Crowley's leadership, and in the face of continual resistance from certain powerful individuals, police officers have been given certain administrative rights of which they have not always been accorded.

A good portion of his hard work has been accomplished under a barrage of insults, harrasment and intimidation. These factors have not impeded him, nor will they impede him in the future, from performing his sworn duties.

I have served on the Board of Directors and know what I am telling you. Jerry's tireless efforts for the membership cannot go on unnoticed. He works long hours for you and me, with few days off and little, if any, vacations.

I strongly urge all members of the SFPOA to return Jerry Crowley to office by a really big vote.

Sincerely,
Jim Pera
Sgt. Co. F

I endorse President Jerry Crowley for re-election. His opponents are outstanding Association members, but President Crowley overshadows them in every way possible.

I urge all Association members to vote for Jerry Crowley for President of the SFPOA.

Tom Carey
Lt., Co. C

Iranian

Demonstration

As a member of the C.S.T.F., I recently participated in the frustrating job of controlling fifteen hundred Iranian Fanatics. This was by no means our first encounter with the Iranians and thanks to administrative interference in a tactical situation, it undoubtedly will not be the last.

C.S.T.F. supervisors were presented with an Iranian ultimatum which required moving our men from a specific area upon threat of a physical confrontation. This unlawful and coersive act, should have and would have resulted in the arrest of the perpetrator, had the Deputy Chief of Patrol not arrived in the nick of time to save the Iranian honor.

Chief Taylor wasted no time in meeting the Iranian demands and effectively usurping the authority of experienced C.S.T.F. supervisors.

I don't expect Chief Taylor to consider morale as a factor in his decisions, but I would hope that future decisions are made only after considering the ramifications of his actions.

Once demonstrators are allowed to dictate policy to law enforcement personnel, our effectiveness is limited to their demands.

Steven R. Hansen
C.S.T.F.

Group of Racists

What would the Black Officers for Justice call the following organization?

A group of police officers joined together for the purpose of creating separate favors for members of one racial group. A group whose members have flatly told others that they could not be members because they were not of the "proper" race. A group which is willing to use or abuse all other racial groups represented in the police department in order to benefit the one race they represent.

A group which is trying to claim that they have been the victims of discrimination despite the fact that their members are over represented in the "cushy" most desirable jobs in the department which are gained by non-merit means, and they have had the equal opportunity to work for the jobs which can only be earned by merit. A group which has used storm trooper tactics to try and intimidate the City Attorney into a settlement which gives one race of members gratis what others must then work even harder to attain.

I'll bet the Black Officers for Justice would call such an organization "a group of racists", and this time they would be right.

Dirk J. Beijen
c/o S.F. Police Academy

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- About 73% in 1975 of all persons 65 or older made less than \$5,000.
- One of every seven couples with a husband 65 or older received less than \$4,000.
- 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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SFPOA ANNUAL CHRISTMAS SHOW

by Bob Barry, Co. A

Once again, for those of you that were unable to attend our 2nd Annual Christmas Variety Show, you and your children missed another great performance.

The show was held at the Masonic Auditorium on December 16th, and if pictures are any indication of what happiness is — then our show was a real winner.

As is tradition with the POA, many senior citizen groups from all corners of the city were bussed to the show as our very special guests. The groups present at the matinee included seniors from the San Francisco Housing Authority, Laguna Honda Hospital, Mission Y.M.C.A. and other centers from throughout the city. In all, 350 seniors had a Christmas treat that they would otherwise have been denied.

Our evening performance nearly filled the 3300 seat auditorium, not including our clown "Abner the Eccentric" who managed to parade over the laps of half the audience.

Murillo & Alyssis, one of the top balancing acts in Las Vegas, performed brilliantly with their many aerobatic feats, and their knife point balancing act that has won them worldwide acclaim had the audience on their feet.

Concluded on next page



SFPOA ANNUAL CHRISTMAS SHOW



Other performers, accompanied by the multi-talented conductor George Annis (presently recording with Johnny Mathis) included the Duane Dancers from Las Vegas, the Brass Band (future engagement at the Boarding House), mimes dressed as police officers and the star of the show, Mr. Johnny Desmond, who is performing with all the greatest "Big Bands". He entertained with such hit songs as "My Way", "If", and "Feelings".

Johnny also reached into his bag of nostalgia and treated the audience with the greatest hits of the "Big Band" era, as well as Christmas sing-a-long songs, White Christmas and Silent Night.

Johnny's act concluded with a very special song entitled "Mama" (sung in Italian) which was dedicated to all the seniors, mothers and grandmothers both in the auditorium and in our hearts.

The POA wishes to thank all of you that supported our show, and we hope that we were able to add just a little bit of happiness to your lives during this very special time of the year.

The support for these shows grows and grows and we are proud to be associated with the Dick George Productions.

Happy New Year to all!



"ARE YOU FIT?" by Rob Rideout, Director Fitness Resources

I recently had the opportunity of speaking before your POA on the subject of "Fitness for Law Enforcement Personnel" and was asked to present an article for this publication. I was happy to accept this offer because I have had plenty of experience in relating physical fitness matters to law enforcement training. I hope that the following remarks will be helpful to you personally.

I say personally because it is really your responsibility to stay in shape to meet the physical and emotional demands of your job. Police departments around the country are plagued with poorly conditioned personnel. Heart disease, hypertension, overweight and obesity, "low back syndrome" and many other severe degenerative problems affects the lives of far too many police officers in this country. We can blame these problems on working conditions, poor administrations, and so on but in the final analysis it is the individual who must suffer the consequences of this neglect. I decided several years ago to stop trying to sell departments on fitness and deal with people who really want to find an answer to their fitness problem. If you don't feel you have a problem, you have probably read far enough.

Good, you are still with me. Let's first of all decide where the root of our fitness problems originate. I believe in a simple fitness formula which requires a balance be achieved in three major areas of our lives. The body needs rest, fuel, and regular doses of exercise. Most of us get enough sleep, we overeat, and get too little exercise. So diet and exercise are the two most important areas to control if we have a fitness problem. This is particularly true for you if you are overweight.

First let's talk about eating habits for a minute. I know that the patrolman has the problem of eating at the quick food places and often on the run. This makes food selection more difficult. Nevertheless, you should make it a point to avoid a lot of the "empty calories" and fats which are present in the short order menus. If you are eating a relatively balanced diet, cutting back on amounts of food often solves the problem. For every 3500 calories that are not spent you gain approximately one pound. Reduce the calories and increase the activity level and you can control your weight more effectively.

Of all the areas which affect your fitness level, exercise is the most important. Dr. Jean Mayer, a leading Harvard nutritionist for many years, has made this

point very clear. He contends that exercise controls the "appetstat" or hunger control mechanism in the brain which controls our appetites. He makes a good analogy comparing wild animals which need to hunt to survive with domesticated animals which simply eat out of habit. Rarely do you find an obese wild animal because they eat what is sufficient for their needs until it is time to hunt again. Contrast this to the pet at home who gets fatter with advanced years because of inactivity and regular feedings.

Furthermore, it is impossible to diet yourself back into shape. Most diets are faddish in nature and very temporary with weight loss as the primary objective. One can lose pounds and inches on the right kind of dietary programs but there is a lot more to being fit than pounds and inches. Consider cardiovascular fitness, flexibility, muscle balance, speed, power, etc. and you will find that diet alone falls far short of the mark. So let's get to the real issue at hand for you, regular daily exercise.

If you are not into a regular exercise program now, don't be too discouraged. You have plenty of company. In spite of the publicity given to athletes, weight lifters, marathon runners and the like, they represent a minority among adults. I think it would be safe to say that at least 50% of adult Americans today are not involved in a regular fitness program. Why not?

There are many common deterrents to exercise. Time or lack of it is often given as a reason for not exercising. This is because most people feel they have to spend a minimum of thirty minutes in order to get a good workout. This is untrue and it can be shown that much of the time spent in gyms and exercise classes is wasted with inefficient exercises. The most important thing is not total time but rather high intensity workouts done frequently.

Boredom is another problem associated with traditional calisthenics programs and running. As a person gets into shape, it is necessary to increase the number of repetitions or distance. This increases the time and boredom factor considerably. Soreness is another serious problem for those who are really out of shape. Ballistic movements and high repetitions with reciprocal action contribute to this problem and again traditional methods of exercise produce these results in most cases.

Finally, we are told by many that exercising is inconvenient. Sometimes the weather is blamed. Often there are poor facilities or they are over-crowded. If we

like recreational activities, it may be difficult to coordinate with a partner. And the list goes on. All of these reasons or excuses contribute to our biggest problem which is low motivation. For the highly motivated individual, these deterrents are handled because exercise has become a serious priority and the benefits far outweigh any other considerations.

If you have not had success in staying with an exercise program perhaps I have an answer for you. I have long been an advocate of a program which has gone under several names. It started years ago with a piece of equipment known as the Exer-Genie. This little device was used in the space program and carried out a revolutionary concept in exercise called isokinetics. By 1971 the program was called "Total Isokinetic Aerobics". Today, I work with an advanced piece of equipment known as the Apollo exerciser and we refer to our program as "Aerokinetics".

The "Apollo Aerokinetic" program is not expensive. The entire package including an 83 page instructional manual sells for around \$50. Your real investment is six to fifteen minutes at least five days a week. It is an efficient program which can be done conveniently at home, in the office, or when traveling. There is little if any soreness following a workout and most importantly, it produces results in a short period of time for those dedicated enough to follow through with the program.

I don't want to mislead you, there is no shortcut to fitness. Anyone who has ever used our program will tell you it is hard work! You can start out easy and build up but it does require discipline. Regardless of what exercises you decide on doing, I do hope you will make the effort to stay in shape for your own good and for the good of the community which has entrusted this responsibility and others to you for its protection.

If you would like further information, please write to:

Rob Rideout, Director
Fitness Resources
P. O. Box 7458
Menlo Park, CA 94025
(415) 328-1756

Biographical Information on Author:

Rob Rideout has worked extensively with law enforcement groups over the past four years. He has been active as a guest lecturer for local Bay Area departments, C.H.P., F.B.I., S.W.A.T., and several police academies.

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SPORTS

FIREMEN DEFEAT POLICE 41-36

by Dave Maron
Taraval Station

The scene is in the fourth quarter, eight minutes to game's end and the score in favor of the Firemen, 41 to 22. The disillusionment not only can be seen in the faces of our fans but also in our eyes as well. Our pregame cockiness and assurance has been shattered by the reality of what has taken place.

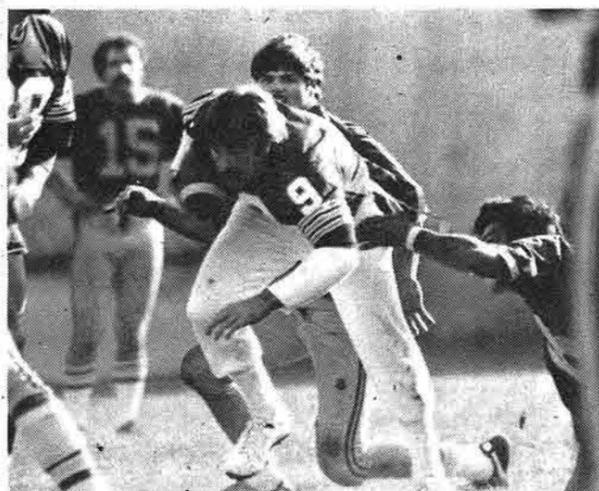
What happened to the lead of 22 to 12 we took into the locker room at half time? Did we relax too soon? These and other questions we ask ourselves and each other as a cold wind blows in from the Golden Gate to add to our discomfort.

The game had started off easily enough as our offensive unit moved the ball at will. Mark Porto threw touchdown passes to Herman Clark, Jack Minkel and Jeff Barker. Jack Minkel made two runs for the conversion points and at the half we held a 10 point lead. For the defense in that first half, Fred Kollar had recovered a fumble. Bob DelTorre and Leroy Lindo each had an interception.

Coming out in the third quarter, the Firemen seemed to catch fire, scoring 29 straight points and by the fourth quarter, our hopes looked very dim. But wait. We still had eight minutes to play and we still had our pride. Our defense stiffens and the combination of Porto to Barker puts two quick touchdowns on the board. The Firemen's lead has now been cut to 5 points. We try an on-sides kick and it works, with two and one-half minutes to go we have the ball. The excitement and dramatic scene that is now unfolding leaves as quickly as it comes as a Porto pass falls into Firemen hands. Our defense gets the ball back one more time but we fumble away our last hope and now we are the ones who must wait until next year.

My compliments not only go out to the Firemen but to my own team mates who refused to stop trying and made this game one of the most exciting in memory.

The below photos which reflect the intensity in which this game was played, were taken by Bill Fox. Any player wishing to see and purchase these and additional individual photos may contact me.



Jack Minkel breaking free of a Firemans grasp for one of his many extra yardage runs.



Herman Clark on the move with Bob Barnes providing escort service.

Golf Club News

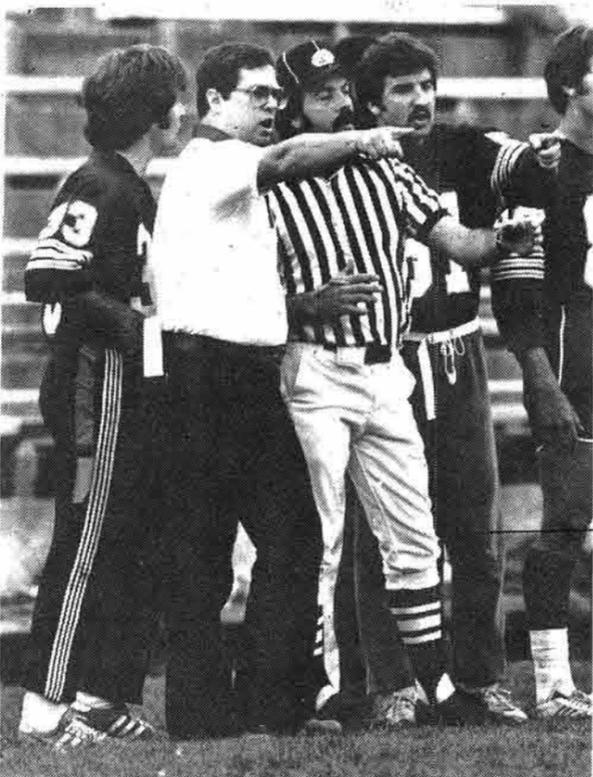
Since the last issue of THE POLICEMAN, the Golf Club has had a little rest. Our last outing was on December 4, 1978 at Sunnyvale Muni which was reported in the December issue. The next tournament will be Wednesday, January 14, 1979, at San Jose Municipal.

Our schedule for 1979 is nearly complete with all but three monthly tournaments not confirmed. Due to the rising costs we have cut back on the number of private courses we will be playing in 1979, as the attendance dropped in 1978. I'm sure the members won't be too disappointed though, as the courses we are playing are usually in good condition and enjoyable to play.

After San Jose, February is not confirmed. In March we play Bennett Valley in Santa Rosa. Alameda Muni is in April, followed by Franklin Canyon in May. June is also not confirmed. Richmond Country Club will again be the site of our annual tournament with the Oakland Police Golf Club with a barbecue following the golf. This will be held in July followed by Walnut Creek in August. September is also not confirmed and Hayward Muni will be in October. The last two tournaments of the year will be at Santa Rosa Country Club and Sunnyvale Muni in November and December respectively.

Nineteen seventy-eight ended with just over one-hundred and thirty members in the club. The club is open to all active and retired S.F. policemen (persons). We play monthly tournaments at different Bay Area golf courses. The dues are \$5.00 per year (payable to S.F. Police Golf Club) Tournament fee are set depending on the fees the course charges, etc. Anyone interested, call me as below or Lt. Vic Macia, Youth Services Bureau (553-1321).

Jerry Cassidy, Secretary
S.F. Police Golf Club
Co. K E&I SOLO (Rm 150) Hall of Justice
or, 237 San Marin Dr., Novato 94947
(897-0226)



A difference of opinion. Jeff Barker, defensive coach Joel Spears and Bob DelTorre argue their point.



Defensive lineman Fred Kollar and Dan May close in on Fireman quarterback Willie Dirkin.

RUNNING THROUGH MY MIND

by Walt Garry

The Christmas Relays introduced some changes to this sixth annual event. First of which was the direction of the race. In the past it had started in Santa Cruz, headed north and finished in Half Moon Bay. This year it was reversed and the seven person teams ran south. Another variation from previous years was two starting times, a half hour apart.

The first race was for the "hot dog" divisions, such as A.A.U. registered clubs, colleges, sub-masters (30-39yrs.) and U.C. teams. The second race was for Mens and Womens Masters (40 yrs. plus), high school and pick-up teams, as well as a new division introduced this year exclusively for Law Enforcement and Firefighter teams.

There were twelve teams registered in this new division. One each from Sunnyvale Public Safety, U.S. Park Police and the Oakland P.D. Four from the SFFD and five from the SFPD (four showed and completed the race).

Within the division it was a close race between Oakland P.D. and a SFFD team with the firemen pulling ahead on the last nine mile leg to win and place 80th overall. OPD was 87th.

The SFPD team of Marty Walsh Solo Motorcycles, Mike Mahoney Southeast Station, Jeff Brosch Homicide Detail, Jim Clapp Attorney, Walt Garry Youth Services Division, Mark Gamble Ingleside Station and Carlos Jacobo DA's Consumer Affairs, ran third, 104th out of approximately 200 teams entered, with a total time of 5 hours and 44 minutes. Not too shabby for a pick-up team.

The academy fielded a team that included Mike Hebel, John Meek, George Stasko, Dirk Beijen, Bob Rodgers, Mike Sullivan (Co. E) and Dennis Gustafson Co. C.

The largest department representation came from Mission Station that put two teams into the race. Team #1 was Mike Slade, Mike Dempsey, Mario Tovani, Bob Bohannon, Bill Davenport, John Macaulay and Mike Shubin. The number two team, although two men shy, finished with Charlie Ellis, Gary Jimenez, Bill Petrie, Phil Dunnigan and Pat White.

The weather was cold, it rained off and on, and the direction of the race had you running into the wind. These are just the negative aspects of the event. You'd find these factors present regardless.

For me, and I assume for most other runners, there was a very real sense of satisfaction derived from pooling your best efforts, collectively with your team mates, and accomplishing the goal of running fifty miles in the best time possible. This we all did and hopefully it added a new dimension to running for those involved in their first relay race.



There's no stopping Al McCann as he zeros in on Bob Barnes providing pass protection.



Jim Sweeny is all business as he rambles for yardage.

The Battle Against Civilianization

The Bar Association Civilian Review Board In Retrospect

by Jack Delmas

During my tenure as a member of the Board of Directors in 1976-77, and the newest member of the Labor Relations Committee and Negotiating Team 1977-78, Irving Reichert of the San Francisco Bar Association in collaboration with Amatai Schwarz of the Civil Liberties Union Police Practices Committee, drafted a proposal to civilianize the Internal Affairs Bureau with attorneys, law students, and members of the citizens groups. While the proposal was well written and appealing to a wide general audience and a more specific audience of hostile and vocal citizens, who for reasons of their own, supported such a punitive design, it was not at all researched or supported with fact.

As soon as the documents became available on the Bar proposal, Jerry Crowley asked me to research the proposal and to look into the experience other cities had with attempts at civilianizing the internal review process. While there is a great deal written on the process in Chicago, Philadelphia, New York, and Berkeley, there are no evaluations which accurately reflect the success or failure of the previous system which civilian review replaced, nor a satisfactory evaluation of the experiments themselves. Rather than hard facts and data, which can be called upon to defend or defeat such a proposal, there are but a few generalized impressions expressed as opinion in academic papers and newspaper accounts. These opinions could not be relied upon by ourselves or the bar in the past nor can they be relied upon in the future.

For the sake of brevity I will not discuss the content of the proposal as all of us had access to and read the proposal, but I will instead deal with some of the interesting but unknown segments of the battle which for me, hold some significance.

Early on into the public battle for the bar proposal, Jerry Crowley debated Reichert, Schwarz, and several other proponents of Civilian Review from the neighborhood legal defense offices.

Prior to the television appearance on KGO, I talked to Amatai Schwarz and found that he was not actually affiliated with the ACLU, but was funded under a grant awarded by them to the Police Practices Project. The project according to him had been active in a few minor incidents involving police, but had done nothing significant or worthy of recognition. I developed the impression from our talk that a heated, righteous, cause would be very beneficial in securing a future grant and perhaps justify and increased funding award to continue the battle once begun. This was a vulnerability, as his conviction on civilian review would never be founded on a study of the facts, only with an eye toward his ultimate goal.

Irving Reichert was more difficult to understand, until in a meeting with a member of a merchants group, a participant suggested that I look into the report of the Mayors Commission on Criminal Justice.¹ I found that Mr. Reichert was not only a member of the Commission, but had at that time proposed a similar civilian review aspect be founded within the Police Department. What occurred instead, was the creation of the Internal Affairs Bureau, at the recommendation of the committee, of which Irving Reichert was Executive Director.

Now in 1976, Mr. Reichert was proposing a civilianizing aspect for the Internal Affairs Bureau. I then realized that there was a great dedication in this reserved and articulate spokesman, and that it was a long continuing battle for him and that I was quite new to this area. This battle would not be successfully concluded with ease, and would return to haunt us in the future. It was not until some time later that I would find what I considered the source of this dedication.

It was during a late night meeting of the Police Commission, that I witnessed a red faced, hostile, and emotional Irving Reichert relate a saga from his early days as a criminal lawyer, from a time that would not be recognized by the policemen today as the department they serve. It regarded an alledged denial of rights and brutal treatment of a client he was defending. A com-

plaint was made and not satisfactorily resolved to Mr. Reichert's satisfaction. He persued this matter with all the power bestowed upon him as a member of the bar, and the complaint was still dismissed by a captain, who as his last contact and resort explained that even though he may have a legitimate complaint that nothing could be done. When this catharsis was complete, one couldn't help feeling that it was not the injustice possibly done that caused such resentment, but the personal indignity felt at that critical moment, a rejection of the power, authority, and control he felt he should have in the situation. I then formed the opinion that this was not a dedicated advocate of the rights of citizens but rather a crusader for revenge against the symbols of this past experience.

The arguments most often heard in support of Civilian Review as express by Reichert and Schwarz, was that the credibility of the Police was in question by the community and that they were not capable of policing themselves by the very nature of their corruptness. This premise was not readily supportable by fact and difficult to defend. Our arguments were also vague and generalized and equally unsupportable as they were also based on opinion rather than fact. It appeared that the decision for or against civilian review would be made solely on sentiment opinion, and the individuals with the most persuasion.

The final victory over Civilian Review came through taking advantage of opportunity when it presented itself, this is sometimes called luck. It came during the final stages to institute the Civilian Review Board in the Chambers of the Finance Committee. Because of the lack of a budget in the original proposal and a poor understanding of their position, funding for the various positions in civilianization amounted to some \$500,000.00 was not presented until this meeting.

The proponents for Civilianization contended that the Police Department Budget could be reduced by this amount by exchanging police positions for civilian positions at the same rate, and that the police personnel relieved could then be assigned to patrol duty.

Jerry and I saw at this moment that what really happened was that the \$500,000.00 for policemen would continue to exist unless they fired the policemen and that an additional \$500,000.00 would be needed to pay for the civilians, and we pointed this out to the committee. The opposition jumped to their guns and insisted that it would mean a significant savings when unexpected aid arrived in the form of the city controller, Mr. Rose.

Mr. Rose's presentation was short and simple. He stated that no matter how you divided the total cost you came out on his books with an additional expense, that he could care less about civilian review or no civilian review, but that it would indeed cost more money. This break caused the first major defeat of civilian review, as we had entered the public domain and were talking increased costs and tight budgets.

There was a subsequent weak attempt to create a Civilian Review Board which was blocked, but the ghost of civilianization has not gone away. It will return whether the cause is dedication of some form or because of profitability or because of reasons yet unseen. It is time now to prepare a legitimate defense and seek improvement in those areas that will instill public confidence that the police are responsive and reliable in maintaining order in their own house.

Energy, luck and timing remain the key.

1. A report on the San Francisco Police Department: San Francisco Committee On Crime. 1971.

Vote NO on Constitutional Amendment

by Paul Chignell

Due to the controversy surrounding the election of the Board of Directors, one important issue on the Association ballot must not be forgotten.

The only constitutional amendment on this year's ballot is one that will deny POA representation to recruits while in the Academy and Field Training Program as to performance standards.

This amendment is a dangerous attempt to remove rights that police officers have enjoyed for many years.

Why do some members support this change? There are many reasons given; the key complaint is that the POA when defending recruits is placing member against member and is lowering standards. Nothing could be further from the truth.

Because the POA represents all ranks, when punitive action is taken against any member, obviously another member is often involved as the accuser.

By approving this amendment, you give carte blanche to the police administration by the ability to fire people from their jobs without representation. Members who pay dues would be denied their right to a defense by the POA.

In the case of academy recruits and officers in the FTO program, the POA provides administrative representation. No dues money has been spent — no attorneys are employed.

In the past year I defended two officers in the Police Academy who were being terminated by the police administration. One was two pounds overweight and one scored 66% on one test but had high scores on all of his other tests. Both of these officers were retained after a hearing and are doing well in the FTO program. Without POA representation, these two officers would have resigned or been terminated. The representation did not cost the POA members one penny.

If the constitutional amendment had been in effect at that time, those two officers would have gone down the drain.

All persons being terminated don't receive representation — the screening committee of the POA makes a decision as to who receives the representation.

By cementing the new language in our constitution, we forevermore deny recruits representation.

The people in this police department who recommend the firing of police officers cannot have it both ways.

The POA was formed to represent all its members, not some of them.

PLEASE VOTE NO ON THE CONSTITUTIONAL AMENDMENT ON JANUARY'S BALLOT.

Chignell continued

(Continued from Page 11)

6. Reverse the current civilianization program as espoused by the current police administration or reverse the administration from their positions.

7. If a settlement is reached in the current Federal case, monitor that settlement in all areas, especially future promotions. If a settlement is not reached, continue the trial and appeals to the U.S. Supreme Court if necessary.

8. Bring the Association to the members on a continual basis with personal appearances and more written communication.

9. Elect a Mayor, District Attorney and six supervisors who are responsive to the needs, desires and problems of police officers.

10. Keep the residents, neighborhood groups, and community leaders knowledgeable of the needs, desires and problems of police officers by using every tool available including the media extensively.

As Vice-President of this Association, I intend to continue to represent members at disciplinary hearings and grievances. I solicit your phone calls — they will be returned. I solicit your criticism — it will be acted upon after reflection.

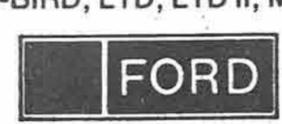
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