

GENERAL MEMBERSHIP MEETING

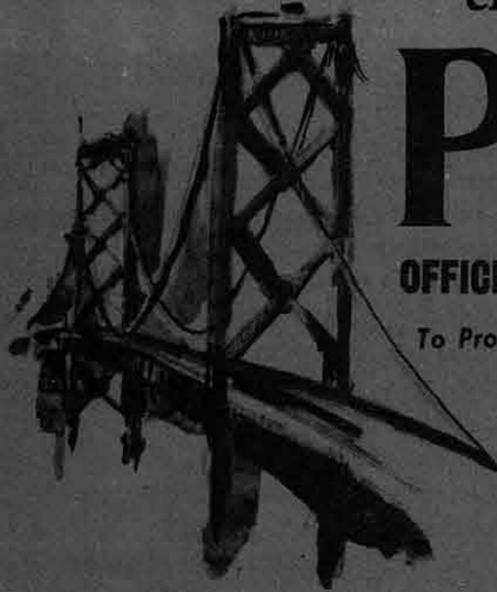
March 20, 1979 - 7:30 p.m.

SFPOA HALL — 510 - 7th St.

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 IUPA - International Union of Police Assns.

VOL. 10

SAN FRANCISCO, MARCH 1979

NO. 3

POLICE OFFICERS' UNION HAILS AFFILIATION WITH AFL-CIO



Ed Kiernan, President



L-R: Robert Gordon, Edward Kiernan, Layne Kirkland, George Meany and Gerald Crowley



Bob Gordon, Sec./Treas.

On Tuesday, February 20, 1979 the Executive Board of the AFL-CIO unanimously approved a Charter for the IUPA.

Bal Harbour, Fla. — The following statement was issued February 20, 1979 on behalf of the International Union of Police Associations by President Edward J. Kiernan and Secretary-Treasurer Robert D. Gordon:

"We are pleased and honored that the AFL-CIO has chartered the International Union of Police Association.

"The action of the AFL-CIO recognizes and reaffirms the need of law enforcement officers to have a national organization devoted to our own needs, and to develop support for the programs and policies that we believe are necessary.

"Today our International Union has a membership of more than 50,000 police officers throughout the country. As an affiliate of the AFL-CIO, we will start a major campaign to bring police groups into our union, with the

long range goal of reaching a membership of close to half a million men and women. Organizing the unorganized and the unaffiliated will be our prime objective.

"In addition, we will work for better legislation covering the collective bargaining process for uniformed personnel; and together with the Fire Fighters we shall seek laws to provide fair, final and binding arbitration of impasse disputes. That is the best way of avoiding strikes by police officers and fire fighters.

"The action of the AFL-CIO in chartering this union opens a new era for police officers in their effort to win decent pay and conditions. It provides us with an opportunity, and we shall do our best to make the most of it. The police officers of America are hard working; we function in a dangerous occupation; and all we ask, through our union, is a decent break for our people and their families."

Prop. 13 Amended

by Gale W. Wright

Proposition 13 had very high appeal. — Cut taxes by \$7 Billion! What has happened is just a \$2 billion windfall to commercial and industrial property owners (lowered property taxes) and a \$2 billion windfall to the Federal Government (IRS - lower property deductions).

Now Paul Gaan (of Jarvis-Gann-Proposition-13) has another initiative to reduce and control the rate at which government spending may increase from year to year. It is expected this initiative will appear on the June 1980 State ballot.

To limit the spending by government is ideal, who can deny that? But to limit spending without controlling inflation is like putting out the fire with gasoline.

Curbing inflation means price controls. And that in a way is how I view the Gaan petition, BUT IT ONLY CONTROLS PRICES (wages and spending) FOR THE PUBLIC SECTOR, and as usual the private sector goes along uninhibited.

The private sector raises their prices for products or services as they feel they have to, or can (whatever the traffic will bear). But the public servants will have to bear at least a double burden: Less than realistic pay raises, but less money to buy constantly higher priced products. **How can that possibly be fair?**

Price Controls is Pie-in-the-sky talk. Most of the money to elect any politician comes from the private

sector, so naturally there are many "good" reasons for not legislating price controls.

Will this article change anything? No, but at least you know what the new Gaan initiative doesn't do.

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WIDOWS & ORPHANS

The February meeting was called to order by Pres. R. Kurpinsky, Wednesday, February 21, 1979 at 2:05 p.m. in the Traffic Bureau Assembly Room, Hall of Justice, with a sufficient number of members present to constitute a quorum.

Treasurer Barney Becker reported the following deaths:

WILLIAM FITZGERALD — Born in 1903, Bill entered the Department in 1929 at age 26. After serving in various district stations for 3 years he was transferred to Co. K, remaining there from 1932 through 1942. Transferred to Headquarters Company for a year, then another year at Co. E before being transferred back to Co. K where he was on the motorcycle detail until appointed a Sergeant in 1950. Served at Co. K in this capacity until his retirement for service in 1968. Bill was 75 at the time of his death.

EMMETT HANLEY — Born in 1889, Emmett entered the Department in 1917 at age 28. He received his training in Headquarters Co. and shortly after was transferred to the Mounted Detail, assigned to the Park Station. One of three brothers, all in the Mounted Detail, Emmett served on this detail, completing 37 years in the Department. He retired on service in 1954. Emmett was 89 at the time of his death.

CHARLES LONG — Born in 1918, Charlie entered the Department in 1950, age 31. He was at Northern Station for 4 years, receiving a First Grade meritorious in 1954 for the capture of 3 holdup suspects. Transferred to the Bureau of Inspectors he was appointed an Assistant Inspector in 1956, full Inspector in 1959. After retiring on disability in 1960, Charlie was head of security at the Fairmont Hotel until his untimely death at age 60.

The usual bills were presented by the Treasurer and after a motion by Parenti-2nd by Jeffery, the bills were approved.

Under New Business — Motion by Parenti-2nd Becker that the Hibernia Bank be contacted re increase of death benefits, is it necessary to have an actuarial before such be done. Secretary to contact Bank with respect to this.

The Secretary reported that he had a problem getting an advance of \$1,000.00 for a beneficiary. Trustees to meet with Bank to see how this can be solved without the danger of money being withdrawn without full permission of Trustees.

The Trustees reported that the portfolio had increased slightly over \$5,000.00 in spite of the slide of the market.

There being no further business to come before the membership, the meeting was adjourned at 3:00 p.m. in memory of our departed brothers.

All members are reminded that the next regular meeting will be Wednesday, March 21, 1979 at 2:00 p.m. in the Traffic Bureau Assembly Room.

Fraternally,
Bob McKee, Secretary

Dues notices sent from the Hibernia Bank for the following were returned due to incorrect addresses, Harold E. Cole, Andrew W. Doyle, Earl H. Gonsolin, Albert J. Gordon and Warren W. Hawes. Anyone knowing the correct addresses, please get in touch with Bob McKee, 147 Moffitt, S.F. 94131, phone 587-4570 or Barney Becker, 3 Valencia Court, Novato 94947, phone 897-2737.



POLICE POST #456 NEWS

Do you remember when —

We had our annual corned beef and cabbage feed? When John Conroy's band of stalwarts from the three-wheelers would serve tables and occasionally break into three and four part harmony? Tommy Harris, the entertainer par excellence used to emcee our show and we had entertainment from all of the top shows in the city?

Judges from both Civil and the Criminal Courts used to rub elbows with all the gang and occasionally the mayor would grace our function along with the Chief of Police and the Police Commission?

We used to peel spuds and clean vegetables on Friday to get ready for the big feed on Saturday.

The Annual Christmas party for the families of our Post members? This, plus the annual fathers, sons and daughters day when some of the youngsters used to consume as much as five hot dogs apiece.

Our Post dances and our Installation night used to be well attended and a good time was had by all.

Time has taken its toll but we still treasure these thoughts of our trip down memory lane.

Don't forget Al and Earl for your financial needs in Room 127, Veterans Building.

Support your Post by your participation in Post activities. See you next meeting.

John Russell
Post 456 Scribe

Did you know? That this is the 60th Anniversary of the American Legion. The American Legion was born in Paris, France, March 15-17, 1919, at a caucus of World War I veterans of the AEF.



SAN FRANCISCO Fellowship of Christian Peace Officers

FEBRUARY 20, 1979 MEETING

Our meeting started at 7:30 p.m., and Jim Crowley gave our opening prayer. Jim Crowley, citing from Scripture, explained about the term speaking in tongues. Jim Higgins expressed his love for his native city and asked everyone to keep praying for San Francisco, to rid it of its evil and make it a better place for all people to live and work. We had music ministered by Freddie Merhake from the Concord Christian Center.

Our speaker was Reverend Ray Mossholder who is known for his ministry in healing, marriage seminars, and Holy Spirit revival. Reverend Mossholder gave his personal testimony and told us that God wants us to feel good about being his people. Our next meeting will be March 20, 1979, at 7:30 p.m., at the Bethel Lutheran Church, 2525 Alemany Blvd., San Francisco.

AND GOD SAID: "LET US MAKE MAN"

What is man?
Not "mankind" nor humankind,
But rather you and I.
Mankind is but a term and
Humankind a mere abstraction.
There is no: mankind is gradually emerging.
In an ontological sense,
Each man is the totality of all that is!
Ah! If we could but plunge ourselves
Into the very marrow of this conception.
What a sweet benediction it would be
To each and all.
Yes, even to him,
That drunk lying in the gutter!
"Just another bum," you say?
No, much more — much, much more!

Again, then:
"History" is nothing but recorded data,
And "mankind" a mere abstraction.
Therefore, that "Stranger"
Approaching through the evening mist
Is far more than a frog,
While not quite God.
What is he then:
Mother, father, brother?
Again: Is he "other?"
No only he who dwells beyond the rim
Of this noise and din is 'other'
He is getting closer, closer still!
O Lord — could it be
Yes, there in His Iris I see.
HE'S ME — I'M HE!

Thomas Warren Powers

the San Francisco
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- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- Please keep letters and/or articles brief and legible.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be limited to two pages, typed, double-spaced.

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STATUS REPORT

by Bob Barry

Five Mile Residency Ruled Unconstitutional Big Victory for POA

On Friday, March 9, 1979, the Honorable Henry Rolph ruled that the five mile residency requirement imposed by the Board of Supervisors in 1976 was unconstitutional. In his written opinion, Judge Rolph stated that the city is enjoined and restrained from enforcing Administrative Code Section 1699 against the plaintiffs (Police Officers' Association). He further stated that this court considers the five mile residency requirement to be unreasonable within the permissive language of the California Constitution. The judge also concluded (through our presentation) that the limitation actually includes more water than land.

At 5 p.m. Tuesday, March 13, 1979, our attorney Ralph Saltzman, advised me that through a conversation he had with Deputy City Attorney Burke Delventhal that the Board of Supervisors has directed the City Attorney not to appeal the judge's ruling. They further directed the City Attorney to draft a new ordinance that will be presented to this organization through the meet and confer process.

1977-78 Pay Suit

The pay suit filed in Superior Court to recoup the wages denied us for the 1977-78 fiscal year, is still pending in the court room of the Honorable Judge Joseph Karish. Oral arguments were heard on March 5th and 6th, will additional arguments to be heard on March 19, 1979. In all probability, the case should be submitted at that time.

Emergency Proclamation Suit

When Proposition 13 was passed by the electorate in 1978, cities and counties all over the state began to panic, and San Francisco was no exception.

The late Mayor George R. Moscone declared a state of Emergency (with the concurrence of the Board) stating in effect, the City was going in to fiscal chaos. The State of Emergency suspended certain sections of the Charter and most importantly to us and other city workers, the salary standardization sections were amongst those suspended.

Almost simultaneously, the state legislature enacted Section 16280 of the Government Code which stated: "By enactment of Section 16280 of the Government Code, the legislature prohibited the distribution of state surplus or loan funds to any local public agency granting to its employees a cost-of-living wage or salary increase for 1978-79 fiscal year which exceeded the cost-of-living increase provided for state employees. In addition, the section declares null and void any agreement by a local agency to pay a cost-of-living increase in excess of that granted to state employees."

On February 15, 1979, the State Supreme Court ruled that the enactment of the above Government Code section was unconstitutional.

As a result of the high court's ruling, the City has now begun to scurry about, looking for a solution to the declaration of emergency. On February 23rd, the Honorable Mayor Dianne Feinstein called a meeting of all labor union leaders in which I was in attendance. The purpose of the meeting was to discuss the possibility of each of the unions, whether collectively or individually, sitting down with the Mayor or her representative to "discuss the 1978-79 pay raises" . . .

Two additional meetings were held to discuss procedural matters (how the meetings will be scheduled) and as it stands now, the POA and the Firefighters (accompanied by our attorneys) will meet with the Mayor's representative at 11 a.m. on March 20, 1979. The City will then present their proposal(s) for granting pay raises for 1978-79. There has been no indication from the City as to what percentage they will be offering us. However, when their proposals are made, you will be advised immediately.

San Francisco Firefighters Local 798

v.

Board of Supervisors, SF23804

In a one page decision, the State Supreme Court ordered the Court of Appeals to reconsider its decision denying the Firefighters their right to meet and confer prior to the Board of Supervisors placing a ballot proposition amending the Charter before the electorate. Should the Court of Appeal reverse itself, it could mean that ballot measures submitted to the voters after the 1975 strike, could become null and void. Until such time as the court acts, everything will remain status quo.

POLICE MORALE

????

by Michael Gerald
Central Police Station

For the last three (3) years, we have failed to receive a pay raise. As we know, the cost of living has increased substantially. (30 percent)

Would it be fair to say that this is an on-going punishment for the strike, at least up and until the enactment of Proposition 13 ???

At any rate, we continue to come to work where we perform our duties that are much more demanding each day.

I hear that crime has been and is on the decline. Do they mean within the Hall of Justice or on the Streets ???

If this is the case, I would imagine that much of the credit for the alleged crime reduction should go to the working Patrolmen who are the "back-bone" of all Police Departments. (M.P.A.)

I certainly do not want to mislead anybody into thinking that I am critical or even upset for any unnecessary problems or hardships caused by the absence of essential pay raises.

Therefore, what has resulted during the last three (3) years is a steady decline of morale throughout our San Francisco Police Department. — A subject that nobody appears to be concerned about.

Should a sudden concern for Department morale arise, the only place morale can be found in this Department is in the "Websters Super New School and Office Dictionary" (Page 467) that is located in the Central Station Business Office. It reads as follows:

Morale Mo-rale Mo-ral n.

Moral condition, mental state which renders one capable of endurance and exhibiting courage in the presence of danger, hardship, etc.

Perhaps Mayor Feinstein could be encouraged to possibly include the San Francisco Police Department in her pleas for a pay raise for the Welfare Recipients.

If not, we could wait another year without a raise and then we too could probably qualify for Welfare. (At least it will be tax free.)

At any rate Honorable Mayor, we will proceed to clean up the Tenderloin as ordered, raise or no raise, with a "guarantee" of completion by 1981 or at least no later than 2001.

Thank God we are a "Select Profession". Strike is no longer in our vocabulary nor would we ever take the attitude of "You get what you pay for" ????

BLOOD NEEDED

Jeremy Wismer, the 2 year old son of Earl Wismer of Northern Station, is undergoing treatment to arrest leukemia. Daily transfusions are needed and the blood supply at the Blood Bank is running dangerously low. If you can donate, please do so at the Irwin Memorial Blood Bank, Turk and Masonic (phone 567-6400) to the San Francisco Police Department's account.

BLOOD BANK COMMITTEE

Moratorium

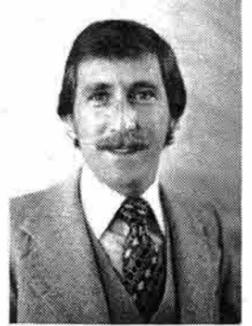
AMENDMENT TO SFPOA CONSTITUTION

Article III, Section 12

All present sworn members of the San Francisco Police Department who have resigned from this Association, been terminated from the Association or who have failed to join the Association upon becoming a sworn member and who desire to become a member shall be granted membership status upon their timely application. Also and irrespective of any other provision of this Constitution and By-Laws, a retired sworn San Francisco police officer may become a retired member of this Association upon their timely application. No person exercising this special membership privilege shall be entitled to legal representation of any nature whatsoever for any action, omission, injury, grievance or any other matter arising or occurring prior to the exercise of this membership privilege. This special opportunity to join the Association without payment of all back dues and assessments shall terminate on the sixtieth (60th) day following adoption of this amendment. (Added, 1979)

President's Corner

by BOB BARRY



'A TIME FOR UNITY'

I would like to take this opportunity to personally thank each and every one of you that assisted, voted and/or gave me the strength to wage a very vigorous and successful campaign for the presidency of the Police Officers' Association. Absent your persistence and encouragement, the election would have been much more difficult, and for your tireless efforts, I thank you all.

These past few years have been very difficult times for us all, and I am firmly convinced that there are many more obstacles ahead of us in the future. Therefore, it is now that our Association (each and every one of us) must cast aside our differences and unite as a strong viable voice in San Francisco. Without such a unity, our overall goals become much more difficult to attain. We have been denied too much too often, and I can assure you that our concerns will be made known where they really count.

We are going to become much more active as far as committee work is concerned and the establishment of an Overtime Committee, as I promised, is the first of many committees that will evolve to constructively identify problems that confront us on a daily basis. The Overtime Committee has already begun their task to ensure the speedy delivery of your monies.

Other areas, such as community involvement and becoming much more active within the local political arena, are certainly of top priority.

Since I and the new members of the Board assumed office, I can say with confidence that any differences that may have been aired during the campaign have been set aside, and each of the Board members are engaged in constructive dialogue with a genuine concern toward developing a truly harmonious environment.

I look forward to representing you for the next two years and I welcome any comments you may have to offer.

MORATORIUM PROPOSED

During the weeks that preceded my election, I stressed the need for our Association to become united, so that there would be only one organization representing the entire department.

Although I understand there will be some members that will not join the P.O.A., there are some 200 non-members, many of whom wish to re-join the P.O.A., if a moratorium was proposed eliminating the necessity to pay back dues and assessments.

On the other hand, there are many members that have very strong feelings as to "assessing" those non-members (to defray our current deficit with the Federal litigation).

Consequently, I proposed a constitutional change calling for a \$50.00 assessment for perspective members. My motion failed at the Board by a vote of 11-8. Therefore, the assessment language was deleted from the written text.

The next step of this process will come about at the General Membership Meeting to be held on March 20, 1979. If accepted by the members present, the change will go before the entire membership via ballot.

In the meantime, there will be a Special Board Meeting on March 14, 1979 to discuss recent developments with the various pay suits, Federal litigation, residency and the soon to be released "management Audit" conducted by the Board of Supervisor's Budget Analyst Harvey Rose.

I understand there will be a move at that time to reconsider the vote on the \$50.00 assessment. The Board may then opt for the assessment which would then go before the General Membership Meeting. The members present may also amend the proposed change(s) at that time and that decision would be the final constitutional change to go before the entire membership.

I would urge your active participation at the General Membership meeting on March 20, 1979.

AROUND THE DEPARTMENT

by Al Casciato

... Sorry for not being with you last month, but I was involved in the recruitment program trying to get the real facts of the police job out. One of the main tasks was convincing reporters that our salary range is not \$26,000.00 to \$36,000.00 a year but \$1,371.00 to \$1,588.00 a month from which approximately \$102.00 a month goes into the only benefit we have, retirement. The reporters and city leaders seem to be trying their best to ignore publicly that in San Francisco there are none of the following: time and a half for overtime, holiday pay, post certificate pro pay, educational incentive for college degrees, shooting pay, physical fitness incentive, night differential, family medical plan, dental plan, hazard duty pay for bomb squad, negotiators, assault teams, etc., bi-lingual pay nor prompt payment of overtime (it's 6 weeks late now). Yet, regardless of the above, it's still incumbent upon all of us to recruit qualified persons who will be our future partners...

... Note from the Anaheim Police Department: A police officer - Master Intermediate (which most of us in S.F. qualify as) is paid \$1,932.67 a month, with a take home of \$1,750.00. In October of 1979 that salary will increase to \$2,057.07. Take note City Hall on why we're frustrated...

... Jack Delmas has received his disability pension after a series of back operations. I'm happy to report that Jack will be donating his time and expertise on Civilian Review Boards to Jerry Crowley and the C.O.P.S. organization during his retirement. Many of you never knew that it was Jack who did the bulk of the work and presentations opposing Civilian Review Boards but in negotiation circles his expertise was noted, respected and appreciated...

... Recently a lawyer from the League of California Cities Organization (management) gave a workshop. His speech was very superfluous with very little substance. During the question and answer period, I was tremendously impressed with the cross examination that Bob Geary (Co. A Rep.) and Ted Schlink (CSTF Rep.) conducted. They placed the lawyer on the hot seat and managed to get a lot of critical information out of him that will be helpful to us in future negotiations...

... Assembly Bill 2916 has been signed by the Governor, giving Association representatives quasi attorney-client privileges with the member during Internal Affairs representation...

... Congratulations are in order for four fine couples and relatives who were blessed with new additions during the recent few months. Ed and Debbie Callejas (Co. C) have welcomed their first, Christopher Joseph, 7 lb. 2 oz.; Harlan and Terry Wilson (Co. D) have welcomed their 3rd, Lori Ann, 9 lbs. 5 oz., and both of Lori's grandfathers are retired SFPD Red Williams (1968) and Frank T. Wilson (1969). Sgt. Jerry Mahoney, Co. I, became a grandfather when Mike and Lynn Mahoney (Co. D) presented Stephanie Lynn, 6 lbs. 9 oz. on Feb. 26. I also want to welcome Angela Marie Wilkenson, 6 lbs. 7 oz. who parents, Buzz and Fran, are truly good friends to many of us...

... Fron Taraval Station comes the following motto: "We the unwilling, led by the unqualified, have accomplished so much with so little, now attempt the impossible with nothing"

... Have you noticed that construction has stopped on the addition to the Hall of Justice? Guess what! They ran out of money. Another good example of city planning...

... Bob Martinez and Mike Conners of the Northern 35 unit have cause to be disgusted. Recently they arrested a man responsible for 9 robberies, who had threatened to kill two officers on a previous occasion. Well, the suspect was released on his own recognizance and immediately left town. How about an investigation of the O/R project? It's long overdue.

... Keep in mind the following when you speak to administration representatives. The basic ploy of administrators is to love your organization and your membership but hate your representatives in order to divide the rank and file...

... Of interest: If you read the charter section relating to police and fire salaries, it becomes quite apparent that it's more important to get the politicians elected in the survey cities than in the City itself.

... Internal Affairs finally did something good for an officer. Mike Dempsey Co. D, was called down for an interview and a few months later he married their secretary, Katie. Congratulations to the newlyweds...

TO WHOM IT MAY CONCERN

by Jerry Schmidt
Rep. Southeast Station

The plight of the San Francisco police officer is one which encompasses a variety of ingrained problems. To sketch the picture a bit more directly, one would make mention of issues such as salaries, health and retirement benefits, working conditions, equipment, education incentive and compensation and many, many more. As in other public employee sectors, the negotiation of these issues takes place between that particular group, and city management. Until recently, a period extending back ten to fifteen years, those negotiations went on unhampered in terms of serious snags for city fathers.

A multitude of changes encompassing the turbulent sixties and more subtle seventies, has brought negotiating terms to a more equal, but far from perfect state of affairs. Traditionally, the end result of those negotiations seems to have originated in the belief that, to put it bluntly, cops are cops because they couldn't become anything else. The stereotyped assumption has been that to be a cop, one needed a limited amount of intelligence, and a maximum amount of brawn. What a curious assumption in view of recent demands by virtually every thread in the fabric of today's society for entry into police departments across the country.

Sophisticated standards of qualifications have been torn down and re-established to stay in tune with the evolving identity of a "good cop". One quality which serves as both a benefit and liability to any "good cop", is that person's ability to make sacrifices in terms of simple human respect. This is a necessary process in which the people we serve are allowed to vent their frustrations and anxieties in a somewhat regulated fashion.

Persons lacking this quality would interpret the process in a different way, that of being someone else's door mat. However, isn't there a similarity between that necessary function, and that which has taken place recently at the post Prop. 13 negotiating table? To expect more than one deserves shows a general lack of consideration for others. To expect less than one deserves, shows a general lack of self-respect. For any group to have their self-respect acknowledged, would result in a good morale amongst its members.

Why is it then that our morale seems to be as high as that proverbial doot mat?

A special word of thanks to Mr. Tony Mistretti of the Southern Pacific Railroad for his generous donation to the Blood Drive in behalf of the Earl Wismer Family. As chairman of their Blood Bank Committee, he was present during the response of so many of the officers at Irwin Memorial and inquired as to the reason for such a large police turnout. When told of the cause, he graciously donated 200 units out of their own fund. A heartfelt thanks to a truly warm gesture on the part of Mr. Mistretti and the people he represents.

... Record Room Mystery: Apparently the new police budget will contain 4 supervisorial positions for clerk-typist in the record room. The advance word indicates that these supervisors will come from a list of non-police experienced clerks and that the present record room clerks will have to train them and then be supervised by the trainee. As if we don't have enough problems there already!...

Stop the presses: Last minute news flashes —
... It appears that Captain Tom Dempsey has been unceremoniously ripped out as Chief of the Airport Police and replaced by a high ranking officer of the San Mateo Sheriff's office. It annoys me that the Mayor, Board of Supervisors and Civil Service Commission are letting control of policing the airport slip right through their finers. If this keeps up, they'll lose the goose that's laying the golden eggs completely...

... Roy and Janis Sullivan Co. G have just been blessed with two new additions, Ryan Andrew 7 lb. 14 oz. and Shaun Allan 8 lbs 4 oz. Wow! With this BIG addition, the Sullivans are definitely going to be looking for a bigger home. According to Roy, he and Janis are the happiest parents in the world. A hearty congratulations to all...

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POA PRIME ISSUE — PAY RAISE

by Paul Chignell
Vice President

The major economic issue facing San Francisco police officers in the year 1979 is the securing of an equitable pay raise.

The new leadership of the Association with splendid cooperation from the Board of Directors, is totally and unequivocally committed to this issue.

As this issue of the POLICEMAN hits the press, POA negotiators are about to meet with Mayor Feinstein's representative, Richard Sklar, to discuss the 1978-99 pay raise.

The pay raise dilemma becomes more complicated as each day passes and deserves a recap of events that have occurred over the past few years. Though the exact figures are not available, an overview of the problem can be drawn.

- From July 1, 1952 until August, 1975 police officers were paid the equivalent of the highest salary paid police officers in cities over 100,000 population.

- Senior patrol officers were paid \$1,387.00 per month for the period beginning July 1, 1974 and ending June 30, 1975.

- In August of 1975 the Board of Supervisors reneged in granting the traditional "highest paid" of cities over 100,000 population and offered police officers 6.5% instead of the 13.05% which the salary survey revealed. After the Board of Supervisors refused to negotiate, a police strike ensued from August 18-21, 1975 led by the POA. Former Mayor Alioto negotiated a settlement of that strike with the POA resulting in a 13.05% increase from October 15, 1975 until June 30, 1976 which resulted in a \$1,568.00 monthly salary.

- After the strike the Board of Supervisors placed a number of punitive charter amendments before the electorate which passed 2-1. Among those amendments was Proposition P which altered the pay formula from the highest paid to an average of five cities: Long Beach, Oakland, San Diego, San Jose and Los Angeles. The exact language specifies cities over 350,000 population and is **mandatory**.

- In June of 1976 another charter amendment was placed before the voters and passed overwhelmingly. This amendment assured incumbent officers of **no pay decrease** and lowered the entry officers' pay to about \$250.00 a month less than a senior officer.

- In August of 1976 the new five city average survey revealed that police officers were already paid higher than what the survey had shown. Therefore, police salaries remained constant from July 1, 1976 until June 30, 1977 at \$1568.00.

- The plot thickened against in August of 1977; the five cities were surveyed but the Civil Service Commission refused to take into account a 7.24% raise in Los Angeles. The Commission's reasoning was that the Los Angeles negotiations on other matters were not concluded by August 25. However, the Los Angeles police raise issue was completed in April of 1977. Due to the error of not computing the Los Angeles raise, police officers in San Francisco were given a 1.28% raise from \$1568.00 to \$1588.00 per month.

The POA filed a lawsuit on this matter demanding the inclusion of the Los Angeles raise; said lawsuit is now under submission by Judge Joseph Karesh in Superior Court.

- Pending the outcome of this lawsuit police officers were paid \$1588.00 per month from July 1, 1977 until June 30, 1978.

- In June of 1978 voters in California passed Proposition 13 causing chaos among public employees in California. Reacting to this emergency, the State legislature sent

millions of dollars in reserve to local governments in exchange for a prohibition of raises for their employees. Mayor George Moscone and his cohorts on the Board of Supervisors enacted an emergency which permanently denied raises for all city workers.

The POA filed a lawsuit challenging the constitutionality of the emergency which is pending in the courts. Meanwhile the State Supreme Court ruled that the bailout from the legislature prohibiting raises from local governmental employees was unconstitutional. The Court also stated that Proposition 13 did not create a fiscal emergency. It is only a matter of time for the courts to invalidate the so-called emergency here in San Francisco.

- How did the State Supreme Court ruling affect San Francisco police officers?

By ruling the bail-out strings unconstitutional, the cities upon which our raise is based will have to give raises to their police officers. Secondly, the Court gave a clear indication of how they would rule on the San Francisco emergency.

- Here in March of 1979, Mayor Feinstein wants to negotiate a raise that we are entitled to from July 1, 1978 until June 30, 1979. Further complicating this procedure is the lawsuit by the POA which, if victorious, would add the Los Angeles raise of 1977 into the 1978 raise negotiations.

- In August of 1979 the City must set rates of pay for police officers for the period July 1, 1979 until June 30, 1980. The emergency expires on June 30, 1979 with the strong possibility that the 1977 raise lawsuit and the 1978 emergency lawsuit will still be pending.

- As you have noticed, no mention of specific percentages has been made. The exact figures for each contingency will be transmitted via a bulletin as soon as the other jurisdictions set their salaries for last year under the Supreme Court ruling.

- A footnote should be added to this entire controversy. The California Supreme Court has remanded a crucial case to the Court of Appeal which may invalidate the 1975 charter amendment changing our salary setting.

The Court ruled that the City committed an error in not meeting and conferring with Firefighters Local 798 and ultimately the POA, prior to submitting the charter amendment to the people. This ruling could conceivably reverse the five city concept of setting raises and return to the old system. If applied retroactively, the City may be liable for millions upon millions of dollars to police officers and firefighters.

There is no doubt that the majority of police officers are somewhat upset with rulings of the Rose Bird Court. However, the Bird court in the area of employee rights and monetary compensation may be our ultimate salvation.

We have travelled the legal journey before and with resounding success. The City attempted to invalidate the \$9.6 million strike settlement negotiated by the POA in 1975. The City proceeded all the way to the Supreme Court and lost. We were granted 7% interest on our money from the commencement of the settlement. Our attorneys have challenged the City time and time again, winning more often than not and we will prevail again.

The membership must realize that only the POA initiates these lawsuits, no other employee group. No other group, or individual for that matter, has filed any lawsuit or appeared at any hearing to promote tangible economic benefits for all San Francisco police officers.

TEMPORARY APPOINTEES — THAT MEDICAL EXAM

by Mike Hebel

Within the last year numerous appointments have been made by the Chief of Police whereby uniform members of the Police Department were temporarily appointed or assigned to a higher rank. These appointments have been in the form of non-civil service appointments, limited tenure appointments, and like work like pay appointments. Any member who has received one of these is urged to immediately consider requesting a physical examination in order to protect his disability leave status should he incur an occupational injury in the performance of his duty.

Salary Standardization Ordinance

Section 8 of the current Salary Standardization Ordinance provides that uniformed members of the Police Department who are appointed temporarily to a higher rank are entitled, should they suffer an occupational injury, to disability pay at that higher rank if and only if: (a) the member was injured while pursuing or apprehending a suspect, physical assault while performing police duties, performing emergency duties, performing a field investigation or inspection, or engaged in required training; and (b) that the uniformed member had passed a physical examination including but not limited to spinal and heart examinations, x-rays and tests by the member's department physician within 6 months prior to the appointment or assignment. This section would therefore indicate that if a member is temporarily appointed or assigned to a higher rank and sustains an occupational injury, he is not entitled to

disability pay at the temporary rank status unless he has received this physical examination.

Several police officers have recently found out about this section when, after being appointed to a higher rank, they sustained occupational injuries and then, to their horror, began to be paid not at their higher rank but at their lower permanent civil service rank. Presently pending before the Retirement Board is the case of an officer who was appointed to the limited tenure rank of Sergeant, was injured on the job, and is being paid disability at the rate of a Q-2 police officer. The Retirement Board is presently determining whether that's proper. Additionally another temporarily appointed Sergeant also injured on the job is also being paid at the rank of police officer; his case is being handled by way of Grievance.

Get That Medical Exam

In the matter pending before the Retirement Board the police department has, in writing, indicated that it does not offer examinations to police officers who are and will be temporarily appointed to a higher rank. The department has indicated that it has requested no funds in order to comply with this section of the salary ordinance. While the language of Section 8 is quite emphatic that a medical examination is required in order to receive disability pay at the higher rank, the department presently does not offer such an examination. In order to protect one's right to disability pay at the tem-

porary rank to which an officer is appointed, he should, in writing, request that a physical examination, in compliance with Section 8, be afforded to him. This letter should be directed to the attention of Captain James Shannon, Personnel Bureau.

Any temporarily appointed member of this department who has requested this physical examination and subsequently sustains an occupational injury would have an excellent equitable argument to make to the Retirement Board should his disability pay be at a lower rank. Since the examination is required and since the member had requested it, the member would have in good faith made all efforts to comply with Section 8 of this ordinance.

Sick Leave Benefit

Section 8 of the same Salary Standardization Ordinance provides uniformed members who are temporarily appointed or assigned to a higher classification and subsequently go off duty on sick leave shall not receive benefits based upon the salary of the higher classification. This little publicized section indicates that there is also a restriction on sick leave benefits. However, this section is not dependent upon a medical examination and would not allow sick leave payment at the higher rank even if an officer had the physical examination.

Members who are presently receiving temporary assignments are therefore advised to carefully monitor their use of sick pay.

COPS CONFERENCE Jerry Crowley Re-Elected . .

by Gale W. Wright

Delegates from nearly every police and sheriffs association met at the Hyatt Lake Tahoe at Incline Village for four days during the week of February 25th to review COPS efforts for the past year. The California Organization of Police and Sheriffs re-elected Jerry Crowley as President and heard from several speakers regarding our future.

Labor attorneys Steve Solomon and Ralph Saltsman, and CPA Steve Sobul reported on the direction of the cities and counties regarding Workers Compensation, Light Duty, Police Manning, Retirement and Future Hires, Staffing versus Rates of Pay, and Reduction in Retirement Rates and Pay.

Bruce Poyner, who is an Economist and Coordinator for UC Berkeley, spoke on the Next Decade: Civilianization, Reserves, Para-Professionals, Budgets, and the Merger and/or Consolidation of Police and Fire departments. Victor Van Bourg, an attorney in the Labor Relations field, stiffed us for the second time in two years and failed to show.

The highlight of the meeting was an address by Robert Gordon, who is the Secretary/Treasurer of the International Union of Police Associations. "The AFL-



Jerry Crowley, President of COPS; Bob Gordon, Sec./Treas. of the IUPA; Mike Tracy, President of Long Beach POA and Treasurer of COPS

CIO granted us a Police Charter on February 20 of this year," he said. "This affiliation will provide a forum for police, a coalition with the International Firefighters Union, as well as the support of every Trade Union."

"We have a potential of 450,000 members. There is a definite need for an International Union of Police Associations, as the attacks on the Heart and Lung presumptions for police officers and firefighters are on the upswing. Contracts which already provide for Collective Bargaining and/or Binding Arbitration are being challenged. And for those departments which do not have these contracts, we will help to get them."

Paul Chignell and Mike Hebel gave their usual, fine grievance and internal affairs advice and instructions. We did learn that the Police Officers' Bill of Rights in California had been amended as of January 1, 1979 to provide that representatives of members called to IAB must be afforded the same privileges as attorneys.

1979 will be a very busy year for COPS. This State organization is growing and will continue to add new member organizations, as the cities and counties continue to indicate that they want more civilians and reserve officers to do the work of law enforcement.

ADVERTISING SURVEY

Advertising in the POLICEMAN newspaper is needed to help offset the cost of printing the paper. This survey is designed to help the advertising staff go after those accounts that will be of interest to you and to help promote a better response for the paper's advertisers. We want to advertise products and businesses that you are most likely to patronize. YOUR HELP WILL HELP YOUR PAPER!

Please take a few minutes to complete this survey. Return it to the P.O.A., 510 - 7th Street, San Francisco, CA 94103. Attention: Policeman Newspaper.

1. Do you make an effort to patronage POLICEMAN advertisers?
YES _____ NO _____
2. If no, why not (be honest, we can take it!)?

3. Would you patronize an advertiser that **does not** give a discount?
YES _____ NO _____
4. What items would you like to see advertised?

5. Where do you do most of your shopping?
Store Name _____
City _____
Store Name _____
City _____
Store Name _____
City _____

6. Where do you live?
San Francisco _____ East Bay _____ South Bay _____
Peninsula _____ Marin _____ Other _____

7. What items, other than food, do you buy most often?

8. If you have children living at home, please give the number in each age group.
Under 5 years _____ 5 to 10 years _____

10 to 13 years _____ 13 to 19 years _____
#

9. Does your spouse read the POLICEMAN?
YES _____ NO _____
10. What are your hobbies or special interests?

11. Please list any hobbies/special interests of your spouse and children.

12. How often do you eat out? _____ times per week.

13. In what area do you usually go to eat out?
City _____

14. How can we make the advertising more useful to you?

15. Can you suggest a possible advertiser for the POLICEMAN?

Name of contact person _____

Name of business _____

City _____

16. Please use another sheet of paper for any additional questions or comments. Your thoughts will be appreciated.

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POLICE RECRUITMENT

WANTED! Men and women for a rewarding career as a San Francisco Police Officer. If you are over 21, in good health, a high school graduate, call 626-4101.

The San Francisco Police Officers' Association is now actively engaged in recruiting qualified persons for the position of Q-2 Police Officer. This offers you the opportunity to seek out persons who are interested in joining the department.

Everyone of you have friends or acquaintances that you know, or have met on the job, or in private life, who have approached you concerning applying for the job of a police officer. That's why we all must become involved.

Only by having a large applicant pool can we be guaranteed that the most qualified and dedicated people become San Francisco police officers. In your travels, if you have an opportunity to meet people who may be interested in giving the job of a police officer a try, have them get in touch with the S.F.P.O.A. for further information and applications.

Remember, your future partners will be coming from these applications so take a little of your time and spread the word. Be involved in the department's future.

For details and/or assistance, call 626-4101, San Francisco Police Officers' Association, 510 - 7th Street, San Francisco.



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Photos by Mickey Griffin & Forrest Fulton

SGT. JOHN V. YOUNG SCHOLARSHIP

Peter Gardner, an instructor in the Criminology Department at City College of San Francisco, has issued an appeal to all members who attended City College to contribute to the Sgt. John V. Young Scholarship.

Gardner, a former President and Secretary of the Association, stated that a scholarship is given to a Criminology student as a memorial to Jack Young.

Young was not only a dedicated police officer, but was a student at and an ardent supporter of City College and the Criminology Department.

Anyone interested in helping, may forward a check made out to the John V. Young Scholarship, to Pete Gardner, City College of San Francisco, Criminology Department, 50 Phelan Avenue, San Francisco, CA 94112.

SAVE YOUR DOUGH —

by Gale W. Wright

There is an outfit trying to get your dough on the basis that you probably support law and order, as well as putting out fires. Since the majority of people fall into this category, you and your neighbors are fair game to support public safety officers via your pocketbook and wallet.

DON'T DO IT. Rather, as you take the \$10 out of your right pocket and pass it to your left pocket, say aloud, "GOD bless our police officers and firefighters." You have just saved \$10.

Or, the next time you can, tell a police officer or a firefighter how much you appreciate him being on the job.

BUT, DON'T SEND ANY MONEY TO THE NATIONAL POLICE & FIRE FIGHTERS ASSOCIATION (free decals or not). They already have million\$. You don't.

RECRUITMENT

Pre-Training for Physical Agility Tests

Physical agility pre-training began on Saturday, March 3, 1979. Pre-training classes will continue every Saturday thereafter until May, 1979.

The hours will be from 9 to 11 a.m. at the north gym at the City College of San Francisco, located at 50 Phelan Avenue. Training will be provided by both male and female police personnel.

Please wear some type of gym or sweat suit outfit, along with a pair of track shoes.

If you have any questions you wish answered, please contact the San Francisco Police Association Recruiters at:

626-4101

or

861-5060

PROBLEMS FOR RECRUITING

by William F. Kidd

It never ceases to amaze me how the misguided leaders of this City can manage to labor so long and ardently in the conduct of the City's business, yet never be able to see what's going on around them. We are now in the midst of a rather heavy Recruitment drive, which is plodding along because of the serious efforts of a few hardworking and dedicated people — and I'm referring to **all** the Department's representatives currently assigned in Recruiting. Their work has not been easy, and it's been that way due to unique ability of this City's leadership to have much of what it touches turn to pigeon droppings. Experienced observers attribute this to the innate ability of City Hall leaders to disregard good advice in deference to bad, to develop a distaste for common sense, and to choose to undermine competence where they find it, rather than to foster it.

In the case at hand, however, the primary cause is a basic case of narrow thinking, brought on by bureaucratic myopia. Prompted by the Consent Decree, a belated serious recognition of the City's crime problems, and a sudden great urge to hire and field a whole lot of bodies, hoping that at least some will be able to function as cops, City Hall has activated a long overdue Recruiting program.

Despite some empty-headed criticisms in the media, alluding to such things as "bait and switch" tactics, their work has, as I said, been largely commendable. But the City fathers (and mothers, if you'll pardon the expression) can't seem to fathom why the response has been so meager, relative to the energy expended.

Knowing full well that such facts will be ignored, it is nevertheless sadly amusing to review some of the characteristics of the world outside the building located between Van Ness and Polk, and Grove and McAllister.

Firstly, our and the City's recruiters are stuck in a double bind; just as with the great majority of other City positions, the wages and benefits for Q-2 and up are not competitive with outside jurisdictions, or with private industry. On the one hand, police recruiters must compete with the extremely attractive wages and superb benefits currently being offered workers at the entry or near-entry level, in occupations such as truck-driving and/or delivery, electrical workers, as with P.G.&E., and utility or stationary engineer work, not to mention the numerous other crafts and trades. Such blue-collar backgrounds are the most common source of police officers. (Michael Roberts, Ph.D., San Jose P.D.)

Then, the potential recruit that is motivated and intent on law enforcement, despite prospects in other occupations, and who has any smarts at all, is well aware that every other major agency (and many smaller ones) in California today has better wages and benefits than good old "average" San Francisco.

Even with the groundswell of Affirmative Action programs, white and minority applicants alike are reluctant to come here when better opportunities, present and future, exist elsewhere, in both the public and private sectors. The City, of course, can't comprehend this.

Nor can they see such factors as the disproportionate rise in the cost-of-living in the San Francisco Bay Area. Consumer Price Index figures from the U.S. Department of Labor, Bureau of Labor Statistics, indicate the following, as of September and October, 1978:

	September	October
California		200.2
Los Angeles/Long Beach/Anaheim	197.3	197.8
San Francisco-Oakland		203.2
San Diego	206.5	
Average, U.S. City	199.3	200.9

(Year of 1967 - 100.0)
(PORAC NEWS, Vol. 11, No. 1, January, 1979, page 6.)

As you can see, of the areas listed, S.F.-Oakland is exceeded only by C.P.I. in the San Diego area. But housing, too, is a different matter, and one known too

well to our current recruits, who have tried in vain to find a home they can afford, or that they can get the financing to purchase in this City. Contrary to what Carol Ruth Silver might tell you, it takes more than just giving up a "big front yard with a white picket fence". According to figures compiled by American Appraisal Associates, Inc., for the insurance industry, construction costs in the Bay Area are exceeded **only** in Alaska and Hawaii!! (United Services Automobile Association, San Antonio, Texas).

Then, to add insult to injury, the City displayed its true colors regarding the vindictive residency requirement, established allegedly to insure that we hire our own San Francisco residents over outsiders. The current Q-2 announcement, however, remarkably allows **anyone** to apply, as long as residency is established here by April 7, 1979. At best, the City is playing a rather sick joke on whoever was supposed to benefit from this "hire San Franciscans only" myth. In the meantime, capable and qualified police applicants from the City have gone elsewhere to other agencies throughout the State, where municipal leaders are a lot more competent.

Responsibility for this sorry state of affairs falls squarely on the Mayor and Board of Supervisors of the present and recent past, who have been masquerading as the capable leaders of the "City that knows how." It was these people, just two and three years ago, who refused to listen to us and others in the City, as they hacked and chopped away at the Department's numbers. Now — what a surprise — we need to hire 200-300 new officers within a year just to maintain current strength! And that's totally separate from the dictates of the Consent Decree.

Likewise, it is City Hall that is responsible for the fact that we cannot compete for the best personnel for our Department, of **whatever** ethnic background or sex, because City Hall is and has been unwilling to provide reasonable benefits or wages. As a result, we **all** suffer, as Recruiting struggles to obtain competent applicants to become our fellow officers, and the City continues to fail to attract the best qualified to serve in one of its most demanding capacities.

Meanwhile, the media and the politicians will continue to belittle and moan as to why they can't seem to get the service they want from the SFPD. This City and those of us who live here deserve better than City Hall is willing to provide us. I'm just foolish enough to believe that even they, sooner or later, will realize that "there ain't no such thing as a free lunch", and to demand and receive the **best** from San Francisco law enforcement, they've got to be willing to pay for the best, or at least better than they are willing to pay now, by a long shot.

Hang in there, Recruiters. You need all the help you can get!!

STOP the Sewer Tax

by Bob Geary, Chairman
Citizens to Stop the Sewer Tax

Since 1972 we have been forced to pay a sewer tax which amounts to 40% or more of our water bill.

Beginning this July, the P.U.C. plans to raise the sewer tax again. The City's own figures show that plans have been made to more than double this tax within four years.

We think the sewer tax is already too high. We urge you to write Mayor Feinstein and the supervisors protesting any increase of this tax.

For petitions to stop the sewer tax, write to:

Bob Geary, Chairman
Citizens to Stop the Sewer Tax
2578 Great Highway
San Francisco, CA 94116
OR CALL:
564-8698 or 564-6091

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FACT:

- 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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LETTERS

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Please complete the order form below and send it to Gale Wright through the Department mails, or address it to the POLICEMAN, 510 - 7th Street, San Francisco 94103. Each buckle sells for \$14.50. Be sure to include your check or money order. If you want it mailed to you, add \$1 for each buckle to be mailed.

Please send me buckle(s), at \$14.50 each.
(Add \$1 for each to be mailed)

Enclosed is \$ check money order in full payment.

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Skelly Hearing

Gentlemen:

My husband, Inspector Eugene Murphy, Burglary Detail, was recently involved in a Skelly hearing before Chief Charles Gain and Lt. Dan Murphy, Intelligence Division. It was the first time in his 21 year career as a Police Officer that disciplinary charges were brought against him.

I would like to thank the Police Officers' Association, particularly Bob Barry, President and Paul Chignell, Vice President, for their time, the professional way they handled the situation and most of all for the personal interest and support they gave my husband. The members of the San Francisco Police Department may be assured that they are well represented by these men.

It's nice to know there are competent, caring, men backing you when you need it.

Sincerely,
Mrs. Eugene M. Murphy

Yorkshire Invitation

Dear Sir:

May I introduce myself. I am twenty-eight years old, married and serving as a police constable in the South Yorkshire Police, having completed almost ten years service. I am presently stationed in the industrial east end of Sheffield working the 'unit beat system', having previously completed eight years service in Sheffield's city central. In the near future I will be transferred to the force's Road Traffic Division. My wife is twenty-two years old, a qualified Dental Surgery Assistant, working at the dental hospital in Sheffield.

I am seeking to establish a 'pen friend' relationship with a police officer in the San Francisco Police Department who may be mutually interested. Both my wife and I have a wide variety of interests and are eager to cultivate a friendship with people of a similar age group and interests.

To give you some idea of our interests, I can say that we both love all kinds of sport, literature, music. I particularly am a motor sport enthusiast. Lynn preferring athletics and swimming. We are both

aware of what goes on around us and whilst talking one evening decided to find out what goes on in the lives of other people in other places. I feel that the world in which we all live is becoming smaller with the advance of technology but larger because of the lack of personal contact between people, ordinary people like ourselves.

We chose San Francisco because it is such a different city to that of our own and we hope that if some one did wish to form such a friendship, it would be mutually enlightening and productive.

I know this letter must be strange reading for you and that indeed you may not be the person to whom it should be addressed. I am however using a little enterprise and initiative (American qualities) hoping (a British quality) that this letter produces the desired result.

Thank you for your time and patience

Yours faithfully,
Paul & Lynn Smedley
6, Beechwood Lodge
Doncaster Road,
Rotherham
South Yorkshire, England



What's
the first thing
you should do
when you receive
a # @ * ! ☆ ☒
phone call?

Hang up.

That's right, just hang up. That's the fastest, most effective way to discourage annoying calls. Because the people who make them actually need an audience. And taking that away from them — by hanging up — takes away their entire motivation for making the calls in the first place.

So at the first disturbing remark, simply hang up. Gently — because any reaction at all can only serve to encourage them. Don't yell, don't speak, don't even mutter under your breath. Don't give the caller the satisfaction of any response whatsoever. Just hang up.

But if that doesn't work, and they do continue to harass you, then your next step

is to call your local Pacific Telephone business office. We have personnel specially trained to deal with just this type of situation. And we'll do everything we can — including working with your local police department — to avert further problems.

Obscene phone calls are illegal. A convicted offender can be punished by up to six months in prison and a \$1000 fine.

But still the best thing to do is just remember that simple rule: it's your telephone — if you don't like what's being said, hang up.



CRIME PREVENTION ALERT

A variety of topics have been covered in these Alerts. Let's go over a few of the major points to refresh our memories.

Back in February of last year, auto boosting was discussed. You were advised to place valuable articles in the trunk of your autos and to make sure that all doors were locked. Other Alerts in the ensuing months dealt with such categories as safety rules. Many would not become victim-statistics.

It seems to be human nature to trust to luck or think "it won't happen to me". Think back on how many mistakes you have made in regards to personal and property safety.

How many times have you left a window open or a door unlocked in your home? How about the

times you placed your wallet in your back pocket instead of your inside coat pocket? Remember the times you have walked out the front door or a bank while counting your money instead of placing it in a safe place before leaving the bank?

In the coming year, future Alerts will be issued covering all phases of crime and ways to prevent them. The information given will enable you to stay one step ahead of the criminal element who prey on citizens who make simple mistakes in safety habits.

The New Year is a time for making resolutions. Let one of your resolutions be to take reasonable precautions so that you will not fall victim to a crime.



For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE



Police Officer Gabriel Harp was recently elected President of the San Francisco Police Activities League at the annual PAL Board of Directors meeting.



Gabriel Harp

Officer Harp entered the San Francisco Police Department in June of 1969. He is currently assigned to the Mission Police District and has received the Bronze Medal of Valor for rescuing a youngster in a hostage situation along with two other officers, and has received two Captain's Commendations.

Gabe Harp is a graduate of Sacred Heart High School where he excelled in baseball and football and made honorable mention in 1963 for All-City in the two sports. He is also a graduate of San Francisco State University majoring in Social Science.

Officer Harp joined the PAL in 1969 where he coached a Joe DiMaggio baseball team for two years. From 1971 through 1974, he coached the PAL Vikings and Falcons football teams. In 1970 he was made Commissioner of Soccer and has presided at that position to the present time. He helped to make soccer the biggest athletic program in the PAL with over 1200 youngsters participating. Gabe was made a member of the PAL Board of Directors in 1973 where he has served as Secretary and Vice President.

Officer Harp is a native son of San Francisco, growing up in the Potrero Hill District. He currently resides in the Ingleside District with his wife, Arlene and five children.

President Harp officially took over the reins of the San Francisco Police Activities League at the annual Boy and Girl of the Year Awards Dinner on March 8, 1979.



PAL BOY & GIRL OF THE YEAR

The San Francisco Police Activities League (PAL) has announced that Anthony "Tony" Perry and Cynthia Yu were selected as the PAL Boy and Girl of the Year. They were selected from the 5,000 youngsters who participated in the 1978 programs.

A press conference was held on Thursday, March 8 at 9:00 a.m. at the office of the Mayor, City Hall. The Honorable Mayor Dianne Feinstein bestowed the honors on these two outstanding PAL participants.

An awards dinner banquet was also held that night by the PAL Boosters Club with PAL Booster President Al Nelder presiding at the San Francisco Athletic Club. In addition to the Boy and Girl of the Year Awards, 20 other young boys and girls were honored for their excellence while participating in the many PAL programs in 1978.

BOY OF THE YEAR

Anthony "Tony" Perry was recently nominated as a candidate for Boy of the Year by his coach, Dan Whooley, who coached the PAL Jaguars basketball team during the 1978 season. Coach Whooley felt that Tony had all the attributes required of a Boy of the Year. Tony, he said, mixes intelligence, manners, fair play, team work, leadership and a sense of humor with his outstanding athletic abilities. He is the shortest in stature in his class and team, but in overall human qualities, he stands taller than the rest. Tony was selected by the Awards Committee from amongst the many candidates as that boy who best exemplifies and personifies the high ideals and citizenship required by PAL. Tony will receive the H. Scott Goodfellow Memorial Award which is sponsored by the San Francisco Guardsmen organization.

Tony attends St. James School where he presides as student body President and has been a member of the honor roll the past two years. He recently represented his school at the Catholic Association of Student Council (C.A.S.C.) leadership conference at the University of Santa Clara.

GIRL OF THE YEAR

Cynthia Yu was nominated candidate for PAL Girl of the Year by her coach Dennis Wong, who coached the PAL Mariners Volleyball team during the 1978 season. Coach Wong states that Cynthia, both on and off the court, has shown the qualities of a real leader amongst her peers. Her enthusiasm and willingness to help others resulted in her being selected the Most Valuable Player by the members of her team. In addition to leading her team to the PAL volleyball championship, Cynthia also gives her time and energies in coaching the 6th grade volleyball team. She is a member of the Enterprise program which assists the elderly and for which she obtains school credits for her participation.

Cynthia was born in Hong Kong and came to San Francisco in 1973 and attended Marina Jr. High School and the Nom Qu Chinese school in the evenings to sharpen her reading and speaking skills. She works as a secretarial aide for a broadcast marketing advertising firm and is currently enrolled in a class on computer programming. Cynthia is currently a 10th grader at Mission High School where she maintains an A-grade average.

Cynthia received the PAL Girl of the Year Award named in honor of Lt. Harry Reilly, famed head of the one time, "Big Brothers Detail" in the San Francisco Police Department.



SPORTS

"PORKER BOWL"

On March 24, 1979, the Oakland Police Officers Association will participate in a tackle charity football game with the Alameda County Deputy Sheriff's and San Leandro Police Association known as the "Porker Bowl".

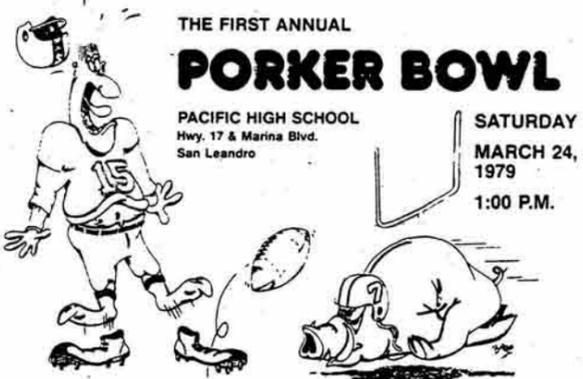
This is a first for Oakland P.D. which has developed a fine, well organized team, capable of providing a very interesting game. Alameda County Deputy Sheriffs have combined with San Leandro P.O.A., forming a very tough all star team.

The net proceeds are to be donated to the Alameda County Special Olympics with several drawings to be held for 3 weekends at the Hyatt Tahoe, the Hyatt Monterey, and the Hyatt Regency in San Francisco, counties of Rod Young, Oakland Edgewater Hyatt. A Honda motorcycle (courtesy of Nelson Brothers Honda, Oakland) will be given away at half time. Game tickets will be used for both drawings.

After the game, a post game Disco Party will be held at the Oakland Edgewater Hyatt, which is open to all fans and friends. (No children please due to A.B.C. restrictions.)

Come on out for an afternoon of football and an evening of dancing and fun.

Mike Oliveira
O.P.O.A. Porker Bowl Coordinator



THE FIRST ANNUAL PORKER BOWL

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San Leandro

SATURDAY
MARCH 24,
1979
1:00 P.M.

Oakland Police Officers Association
vs. "THUNDER HOGS"

Ala. Co. Sheriff's & San Leandro Police Officers Assns.
"SOUTH COUNTY ALL STARS"

Proceeds to Benefit: "ALA. CO. SPECIAL OLYMPICS FOR THE HANDICAPPED"

SCHEDULE OF POLICE COMBAT MATCHES

by Duane Otis
Youth Services Division

We are still looking for interested shooters . . .
Tis a fact that the SF Airport PD and SF Sheriffs Departments have more active competitors than SFPD . . .

April 6, 7, 8	Riverside- Huntington Beach
April 14, 15	Yuma, Az./NRA
April 20, 21, 22	Orange County-Los Angeles Co. Sheriff
May 3, 4, 5, 6	Alameda County-Concord PD
May 17, 18, 19, 20	Los Angeles PD- Ventura PD
June 1, 2, 3	Barstow PD-Boise, Id./NRA
June 8, 9, 10	Roseburg, Or. NRA
June 21, 22, 23, 24	CHP-Sacramento Co. Sheriff
July 12-15	Capt. Weber Days/Stockton PD
July 25-29	Police Olympics-Alameda Co.
August 2, 3, 4, 5	Kern Co. Sheriff-Orange Co. Sheriff
August 11, 12	Spokane, Wa./NRA
August 18, 19	Salt Lake City, UT./NRA
August 23-26	San Jose PD-Monterey Co. Sheriff
Sept. 1-3	NSL Shoot \$20,000. Laramie, Wyo.
Sept. 7, 8, 9	San Diego PD-North San Diego
Sept. 21, 22, 23	Tracy PD-Stanislaus Co. Sheriff
Oct. 1-5	National Championships- Jackson, Ms.
Oct. 12, 13, 14	Grossmont JC-Miramar

All matches scheduled in California are dual matches; two match sponsors each putting on a match usually within 1-2 hours driving time between ranges.

For further info re Pistol Team and matches, contact Duane Otis, Youth Services, 0800-1600, Ext. 1321

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SPORTS

RUNNING THROUGH MY MIND

by Walt Garry

The Keystone Police Invitational road race attracted law enforcement runners from L.A., Fresno and So. Lake Tahoe, in addition to over 150 entrants from Bay Area agencies.

The seven mile event included one of the longest hills in any race in the state. Winning performances from S.F. were **Carlos Jacobo** (D.A. office) placing 3rd, Open Division, 4th overall, **Dennis Gustafson** (Co. C) 2nd Seniors, 8th overall, **Mike Mahoney** (Co. C) 3rd Seniors, 10th overall, **Walt Garry** (Y.S.D.) finished 3rd Masters, 14th overall. Another Master, **Marty Walsh** (Solo M/C) placed 15th overall just twenty seconds behind.

Also running the Magnificent Seven, as the race is titled, were **Dave** and **Mona Seyler**, **Mike O'Connell** (Co. G), **Dan Inocencio** (Y.S.D.), **Jeff Brosch** (Homocide) and **Jim Ryan** (Service Station).

In the three mile relay event the team of **Mike Yalon**, **Dave Bowman** and **Jim Bergstrom** from General Works made a good showing, despite going up against some hot shots from L.A.P.D.

The race was small by today's standards, but it enabled one to renew acquaintances and swap running stories (lies). Among the topics kicked around were the formation of a Bay Area Law Enforcement Running Club, suggestions that S.F.P.D. hold a similar type event on our side of the Bay, possibly in the fall and to top it off, how about an L.A. to Tahoe, all police relay?

The Bidwell Classic held in Chico on the 3rd of March featured a Marathon, half-Marathon and a 3 mile event. Running clubs from Nevada and Oregon were represented. I met several runners who asked me if the S.F.P.D. was really like the way it's portrayed on *F.V. and the movies*. . . (You know the questions) . . . I told them, that there were over 1,000 runners in the Department, but unfortunately, this weekend they were all assigned to recruiting and I was the only one who could get away.

The West Valley Track Club Marathon on Feb. 11, held in San Mateo, was dry and cool compared to last year's wet and very cold conditions. **Marty Walsh** and **Dave Seyler** ran an easy 3:52 and **Jim Ryan** was close behind with a 4:05, his 4th 26 miler in two years.

COMING UP:

April 22 — Dominican College Run - a 4 and 8 milers over private property never before open open to runners. A special event for the beginner as well as the serious runner . . . Contact Garry for info.

May 12 — Angel Island Race - 4.8 miler

April 29 — Santa Clara Valley Spring Run - 6 and 20 milers

June 9 — Lake Tahoe Relays, 72 miles - 7 and 20 mile legs. We need four more to complete our team. We have a house so if you want to make a weekend of it, contact Garry for info.

If you have run a race, know of a new running area, or have any other running information, I will gladly include it in the column. Send it along to Walt Garry, c/o Youth Service Division.

SFPD CHEERLEADERS

by Bob Del Torre

In last month's issue, I overlooked the excellent job performed by the SFPD Cheerleaders at the Benefit Football Game. This was the first time that the P.D. ever had cheerleaders for any sports event. The girls purchased

their own uniforms and practiced on their own time.

On behalf of the SFPD Football Team and all of their supporters, I wish to thank the young women listed below for a job well done.

- | | |
|---------------------|---------------------|
| Crystal Blair | Planning & Research |
| Wanda Blake | CWB |
| Arimena Brown | Vice |
| Stephanie Chevalier | Burglary |
| Carmen DeSouza | PMP |

SFPD SOFTBALL '79: A LOT OF NEW FACES

by Don Carlson

The 1979 SFPD Softball season, scheduled to start on March 13 with 15 teams, could be characterized as: "a lot of new faces . . . and a lot of old faces in brand new places." The influx of new bodies from four recent Academy classes will serve to balance the overall strength of the league put together by **Mark Porto**, league commissioner. This year's league promises to be one of the most competitive in recent memory also due to the shift of station personnel that has gone on for the past two years. Here's how the league shapes up, though you'll notice that no manager made any prediction as to where his team would finish; the standard answer was, "we'll win our share of games."

CENTRAL #1 — Manager **Greg "Looney Tune" Clooney** honestly said he's unsure how "Co. A's #1 team" will do. "We're an unknown quantity — hell, I don't even know some of these people!"

CENTRAL #2 — **Ben McAllister** was reluctant to be interviewed, which means that A2 is loaded with talent, or Ben doesn't know any of his players either!

SOUTHERN — Mgr. **Ross Laffin's** Co. B squad still have one of the league's premier pitchers in **Joe Vigil**, as well as veterans **Lazaretto** and **O'Keefe**, and some new blood. Co. B has an outside shot at the playoffs.

SOUTHEAST — With **Frank Walker** at the helm, Co. C is another unknown quantity, though **Steve Parenti** and other newcomers may be able to come through by the end of the season.

MISSION — **Chuck Collins'** bunch has lost some well-known names (**Gary Fox**, et al) from championship caliber teams of the past, and that may be why he didn't provide any info. about Co. D. From past experience, however, I know that Chuck will probably find a way to edge into the playoffs.

NORTHERN — Co. E has not enjoyed a great amount of success in the recent past, but manager **Layne Amiot**, ex-Southeast leader, can't wait to start the season. Trying to hide his optimism, Layne said, "I think that the new kids, especially **Jim Drago**, will really help us." It's rumored that **Ron Parenti** may even sign a contract to play this year.

PARK #1 — **Mark Porto** feels very confident that Park One will have still another successful season. Any manager would with **Roger Farrell** on the mound, **Porto** himself at shortstop, and **Joe Curtin** and **Bob Barnes** in the lineup. I'll be surprised if F1 doesn't make the playoffs.

PARK #2 — Yes, there will be two teams at Park this year (as of this writing). Manager **Richard Bruce** was unavailable for comment.

RICHMOND — Since **Gene Traversaro** lost **Paul Largent** ("the mouth that roared") to Central Station, Co. G may have lost its biggest oaf-fensive weapon. Richmond will struggle.

INGLESIDE — When asked about this year's Co. H squad, manager **Charlie Mahoney** responded in his usual laid-back way: he yawned! **Jack Minkel** will provide the enthusiasm.

TARAVAL — Manager **Dave Maron**, ex-Ingleside bat-squeezing champ, and **Tom Taylor**, ex-SF Airport PD star, will supply the power and defense for Co. I this season. **Jack Bourne** and **Stan Hammel** will provide back-up, along with a host of those "new faces."

CSTF/TRAFFIC — Because of the talent Mgr. **Gary Fox** has been able to gather, this should be one of this year's powerhouse clubs. **Fox**, **Jerry Donovan**, **Denny Russell**, **Bob Crosat**, **Ray Shaffer**, **Dave Fontana**, and **Ray Mullane** on the hill, obviously form a solid nucleus to begin with. This team should make the final seven that will form the playoff group.

INSPECTORS — Coach **Gary Lemos'** dilemma is that he feels he has so much talent available, he may have trouble keeping his players happy! **Tom Bruton**, **Phil Dito**, and **Bruce Lorin** will all have to play somewhere, so some veterans may have to sit down. Lemos feels confident that the Bureau will once again make the playoffs.

AIRPORT PD — Led by **Andy Fracchia**, an All-Star caliber performer at shortstop, the Airport should again have a successful season, although the struggle may be somewhat more difficult than the past two years.

US PARK POLICE — It's rumored that mgr. **Barry Brodd** was unable to contact me because he was inventorying the grains of sand along the beach within the GGNRA. His club will be another unknown quantity.

NOTE: If your name wasn't mentioned here, it's because I didn't have room for it, or your team's manager didn't mention it to me. Your recourse is to either have a conversation with him about his obvious oversight and lack of sensitivity, or you might check last year's scorebook, do some deep soul-searching, and consider taking up golf this spring!

See you next month.

.....
 • If anyone is interested in forming a 2nd Department basketball team that will hopefully compete in the Police Olympics in Alameda in July, please contact Insp. Don Carlson in the Hit-Run Detail, Ext. 1641, days.
 •.....

Golf Club News

On Thursday, February 15, 1979, forty-six members and guests challenged Lake Merced Country Club's narrow, tree-lined golf course.

We were fortunate to arrive between rain storms and even though it threatened a couple of times, everyone finished without anyone getting wet.

Once again our members were defeated by the golf course. With just two exceptions, all the net scores were over par. **Tom Gordon** won low gross with a seventy-eight, and **Vic Macia** won low net with an eight-four minus fourteen, net 70.

Everyone else was over par. The flight winners were: first, **Joe Buckley** and **Jerry Cassidy**; second, **Virgil Vandevort** and **Emmet Cooney**; third, **Ed Cassidy** and **Frank Otterstedt**.

The hole-in-one winners were first, **Enrico Banducci**, guest of **Nick Eterovich**, with a shot 5'10" away. **Al Blasi** was second at 23'5". For the first time in about fifty tournaments, there wasn't a third place in the hole-in-one. Either none was on the green or was so far away they didn't want to admit it.

The guest flight was won by **Ed Castagnetto Jr.** followed by **Bill Lee**, **Jerry Schaffer**, **Frank Seput** and once again a winner **Pat Paxson**.

Our next tournament will be Friday, March 16, 1979 at Bennett Valley Golf Course in Santa Rosa. The 1979 membership is up to ninety-three. Anyone interested call either myself as below or Lt. Vic Macia at Youth Services (553-1321) for further information or send \$5.00 yearly dues to cover expenses.

POLICE OLYMPICS (GOLF)

Anyone interested in competing in this year's Police Olympics to be held in Alameda from July 25-29, please contact me as soon as possible. Usually the golf competition is held on Wednesday, Thursday and Friday and last year, the fees were \$34 to be paid by the individual competitor. The fees may be higher this year. If there are more entries than spots available there will be tryouts; if not we won't have tryouts. Please let me know your age as the teams are made up accordingly. Also, please don't send in your entry on your own as if we do get (18) the maximum allowed, it could be embarrassing.

Jerry Cassidy, Secretary
 Co. K E&I, Room 150, Hall of Justice
 or 237 San Marin Dr., Novato, 897-0226

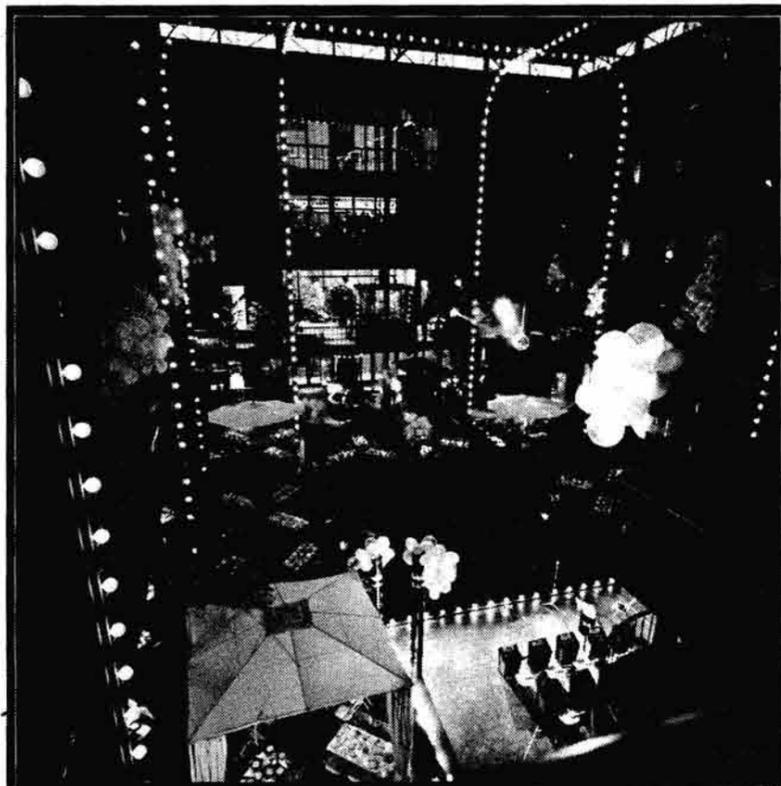
5th ANNUAL POA INSTALLATION DINNER

The 5th Annual Installation of Officers Dinner will be held at the beautiful Galleria Show Place, 101 Kansas Street, on Friday, May 4, 1979.

The new officers and Board of Directors of your Association will be officially sworn in by the Honorable Mayor, Dianne Feinstein.

The dinner will consist of a variety of hot and cold dishes (buffet style, sit down dinner) prepared by the multi talented gourmet chef Mario Garcia, Sausalito Caterers. No host cocktails begin at 7 p.m., dinner at 8 p.m. with live music and dancing beginning at 9:30 p.m.

For your pleasure, disco dancing during intermissions and non-stop disco from 12:30 until 2 a.m.



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Members — \$12.50

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From San Francisco add \$56 — From San Diego add \$27

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Includes Air, Hotel, Fiesta, City Tour, Cocktail Party at Playa Mazatlan Hotel, Beautiful Beach, Nightlife, Fishing, Golf, Tennis Nearby, Escorted.

4 DEPARTURES — MAY 10-16, JUNE 21-27, OCT. 11-17, NOV. 1-7
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