

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 Officers



Member of COPS - California Organization of Police & Sheriffs

Member of IUPA - International Union of Police Assns.

VOL. 10

SAN FRANCISCO, APRIL 1979

NO. 4

MEANY OUTFLANKS TEAMSTERS

Launches Drive to Unionize Nation's 400,000 police officers

by Victor Riesel

Victor Riesel's column is nationally syndicated and appears in several newspapers throughout the United States.

WASHINGTON — A tough, cigar-chewing Teamsters troubleshooter, Joe Valenti, once described as "pistol-packing", for years has attempted to use some Michigan cities as the base for making his chief, Frank Fitzsimmons, happy by organizing a national police union. He did well in Flint, but after his 1,200 picketing cops ruined the New Orleans Mardi Gras and their strike was smashed; and the courts put out a warrant for tough Joe, he scurried back to his Detroit den to seek out other cities that he and the Brotherhood could invade with less ignominy.

But during all the hubbub down Delta way, AFL-CIO chief George Meany got into the police organizing business himself. He launched a national cops union which appears to be doing well, though its birth barely made the prints.

Led by President Kiernan, a former New York City bluecoat, who used to swing a club in the same neighborhood where his friend Meany once swung a plumber's monkey wrench, the AFL-CIO's newest affiliate, the International Union of Police Associations (IUPA), with Bob Gordon as its secretary-treasurer, is doing the kind of booming business the Teamsters have sought futilely all the way from San Diego to the Big Apple.

The IUPA was chartered after Meany's personal presentation to the AFL-CIO Executive Council in Bal Harbour, Fla. About the same day in February the New Orleans mayor told the striking Teamster-affiliated cops there to go jump in the Mississippi.

Shortly after Kiernan and Gordon got their charter — the first ever issued to a police union for a sweeping national organization of some 450,000 cops, sheriffs and other law enforcement officers — the newest national AFL-CIO officials opened headquarters in the Southeast section of Washington, D.C. Soon the phone began ringing.

Kiernan had started with some 42 locals of the old International Conference of Police Associations (ICPA). In three weeks, these shot up to 71. The actual dues-paying membership zoomed to 51,000. On Friday, March 9, anyone in the police union's new headquarters could have heard Gordon taking a call from a statewide Texas police organization and negotiating the chartering of an IUPA local of Nebraska highway patrolmen.

They're organizing scientifically. Meany is giving them the best of his field staff — and that means getting personal attention from Alan Kistler, national director of the AFL-CIO Department of Organization and Field Services. Kiernan, Gordon, Kistler and staff have been meeting regularly. Central labor bodies are told to direct all local police inquiries directly to IUPA.

They are operating from a power base, far stronger than the loose Teamsters outfit run by "Tough Joe" Valenti.

Kiernan and Gordon started with some strong police unions already established in big cities — San Francisco, Chicago, Cleveland, Toledo, Phoenix, Long Beach, California, District of Columbia and Memphis.

Continued Page 7

ASSOCIATION SUCCESSFUL WEEK AFTER WEEK

by Paul Chignell
Vice President

In the past two months the POA leadership, through an extremely active Board of Directors and executive officers, have achieved the major benefits for the membership at large and individual members.

For the first time in my experience with this organization, the daily rag refers to us as "the powerful Police Officers' Association".

There are two other organizations which allegedly espouse the rights of minority officers and investigative and supervisory officer. But the POA represents 90% of all officers and more importantly the concerns of the minority, investigative and supervisory officer are represented daily by the POA because these officers come to the POA.

Two successes stand out above all the others and are deserving of special recognition:

- The POA lawsuit challenging the outrageous five mile residency limit has been won. Judge Rolph ruled this limit unconstitutional, a position the POA has held since the ordinance was signed by George Moscone in December of 1976. Absent a new ordinance, police officers may now live wherever they please.

- The recommendation of the POA for auditor-monitor of the ten year Federal Consent Decree has been accepted by Judge Robert Peckham. Mr. Nathaniel Trives of Santa Monica, 9 years a police officer, a former mayor of Santa Monica with outstanding educational credentials, was appointed to the challenging post two weeks ago.

I had the pleasure of interviewing Mr. Trives, along with other parties to the lawsuit and believe him to be far more qualified than the nominees of the Justice Department, Public Advocates or the City. He was the only non-lawyer amongst the candidates.

Here are some of the other actions taken by the leadership of the POA in recent weeks that resulted in successes for the membership and individual officers:

- Gave final submission of the 1977 pay raise lawsuit to Judge Joseph Karesh. He is expected to rule by May 7, 1979. IF NOT FOR THE POA, NO LAWSUIT WOULD HAVE BEEN FILED.

- Won a disability pension for the widow of Officer William Kwartz after a close hearing.

- Won a thirty day moratorium on the civilian conversion program after appearances were made before the Civil Service Commission. Civilian conversion due largely to the efforts of the POA is dead.

- Won a daywatch position for a senior permanent lieutenant who had been refused by the Administration.

Continued Page 14

OVERTIME MONIES

by Theodore Schlink III

The Overtime Committee has met twice in the last month, and I am pleased to report that progress is in the making. Tom Bywater has done a super job in attempting to bring us our monies due within a reasonable length of time. Just for starters, he has sacrificed his weekend watches off in order to prepare the overtime roles so that he can deliver them to the Controller's Office for immediate processing.

Until a permanent solution to the payment of overtime monies can be written into a contract with the City, Tom and his immediate supervisor Lt. Mike Lennon should be saluted on sight for their tremendous effort to insure us prompt payment of our overtime monies.

It won't be much longer until we see the full effect of Tom and Mike's effort, so be patient and hopefully our overtime monies will only be a pay period behind. (4 weeks) It should also be pointed out, that Chief Charles Gain is fully supportive of us receiving our just overtime monies due, as he is fully aware of the morale problem that surrounds the issue.

Bob Barry, our newly elected president, has given the Overtime Committee his full support (as promised in campaign speeches) and he has assured me that the Association is fully committed to the concept of writing payment of our overtime monies into a contract with the City, so that in the future, we will not have to spend precious time every year, pursuing the overtime issue. My last statement should be a point well taken, because in my humble estimation, if I work for the money, it must mean that I need the money now, and not six months down the road. This has to be true for every member of the department.

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PAY STATUS REPORT

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WIDOWS & ORPHANS

The March meeting was called to order by Vice President George Jeffery, Wednesday, March 21, 1979 at 2:10 p.m. in the Traffic Bureau Assembly Room, Hall of Justice. A sufficient number of members were present to constitute a quorum.

Treasurer Barney Becker reported the following death:

DANIEL J. LYNCH — Born in 1904 Dan entered the Department in 1928 at age 24. He was assigned to Mission Station where he served for 11 years before being transferred to Headquarters Company. After 8 years there he was transferred to Central Station and served there and the Mission before his service retirement in 1962. Dan was promoted to Sergeant in 1943. He received a Captain's Commendation in 1959 for the arrest of two juveniles suspected of burglary. Dan was 74 at the time of his death.

The Secretary reported the following donations:

Wand D. Burke — A retired military man who likes and appreciates the performance of the S.F.P.D.

June Fessler, Betty Dalrymple, Bobby Hurtado — In memory of Katie Kriletich, mother of Matt Kriletich, one of the members of our department.

Northeast Medical Services — For services performed by members of Central Station.

The usual bills were reported by Treasurer Becker and after motion by Sturken, seconded by Jordan, were approved.

The incoming Academy Class had been contacted and 26 of the 31 members had applied for membership in this Association. This continues the fine record of the Trustees in signing 90 to 96% of the incoming members of the department.

The Trustees will meet with the Hibernia Bank advisors Friday, May 4, 1979 at 6 p.m. at the Hibernia Bank, 290 Sutter Street.

There being no further business to come before the membership, the meeting was adjourned at 2:55 p.m. in memory of our departed Brother.

Members are reminded that the next regular meeting will be Wednesday, April 18, 1979 at 2:00 p.m. in the Traffic Bureau Assembly Room, Hall of Justice.

Faternally,
Bob McKee, Secretary

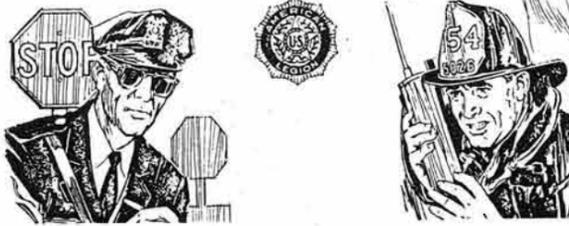
The Treasurer, Barney Becker, advises that the records received from the Hibernia Bank show that 180 members on cash account have not, as yet, paid their 1979 dues. Look in your bureau drawers and pull out the notice sent by the bank and please forward same. Notices will be sent to those who have not as yet paid, but after 6 months, those members still unpaid will have to be dropped as member.



POLICE POST #456 NEWS

AMERICAN LEGION VALOR AWARD DINNER

SEVENTH DISTRICT — EIGHTH DISTRICT
SAN FRANCISCO COUNTY COUNCIL



SPECIAL AWARDS WILL BE PRESENTED TO MEMBERS OF SAN FRANCISCO POLICE DEPARTMENT Officer David Roccaforte and Richard Wallett of the Crime Specific Task Force SAN FRANCISCO FIRE DEPARTMENT firefighter to be announced.

TIME: THURSDAY, MAY 17, 1979
6 - 8:00 P.M. NO HOST COCKTAILS
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Two of our members have been called to Post Everlasting. "Uncle Ed" Payne and Ed Hodgers. Uncle Ed was one of our charter members and for the past several years, had lived in Paradise, California. Ed Hodgers spent many years in the Juvenile Bureau. Both of these men had a wealth of friends and will be sorely missed. Our sincerest condolences to their families.

Rumor has it that due to pressing activities, Don Carlson will have to relinquish his job as Post Adjutant. Lots of success in whatever you do, Don. Coming in to fill the breach is our former adjutant, Harry Beare. Harry does an excellent job in whatever he does.

Bob Goad, our erstwhile Sgt. at Arms is taking a little trip with his lovely wife, Margaret. An interesting footnote to this is the fact that they are taking some of their grandchildren with them. Why don't you take all of them, Bob?

Something that needs to be said is the fact that your Credit Union is ready and willing to serve you. The recent talk about savings and loans paying such high interest, have caused quite a stir but the old saying "stay with an established firm" still applies. Drop in and see Al and Earl. They'll be happy to take care of you.

John Russell
Police Post #456 Scribe



ATTENTION

You are eligible for membership if you have an honorable separation showing active military service at any time during one of the following periods: April 6, 1917 to November 11, 1918; or December 7, 1941 to December 31, 1946; or June 25, 1950 to January 31, 1955; or August 5, 1964 to May 7, 1975. You are also eligible if you are still on active duty but had honorable service during one of the above periods.

Dues are \$12.00 per year and include a year's subscription to *The American Legion Magazine*, widely recognized and quoted as the tops in the field of magazines for men. Each month you'll read articles on controversial public issues, keep abreast of veterans' affairs and benefits, learn the news of Legion Posts all over the Free World, laugh at the cartoons and humor.



SAN FRANCISCO Fellowship of Christian Peace Officers

"Be alert, be on watch! Your enemy, the devil, roams around like a roaring lion, looking for someone to devour. Be firm in your faith and resist him, because you know that your fellow believers in the world are going through the same kind of sufferings." 1Peter 5:8-9

Our guest speaker, Pastor Tom Crooks, explained that although the devil prowls about like a roaring lion, he has no power over believers who remain in the environment of faith in Jesus. Danny Placencia, a young man from "Teen Challenge", a Christian organization that works with ex-addicts, shared how, after being unable to kick a \$200 a day heroin habit through drug treatment programs, he was completely cured after turning his life over to the Lord.

Music was provided by Freddie Nierhake of the Concord Christian Center. Our next meeting will be on Tuesday, April 17th, 7:30 p.m. in the church hall at 2525 Alemany Blvd. The speaker will be Jim Crain, an Evangelist, who will share his testimony and music.

CHRIST IS RISEN!

The stone He Himself had made did roll away
On that first Easter Day, and oh, how bright
Did that ray of light shine on that Easter morn;
And shineth still lest we stumble in this day of night,
So that we might at last finish the race and at the
Journey's end behold His glorious face . . .
Not as Hansel and Gretel whose bread crumbs eaten
By birds could not return to their miserable home,
But as "children of light" we press on, ready for the fray,
Knowing fully all will be well on that;
now seemingly shrouded; day
And, so with our Orthodox brethren, let us all exclaim,
"Christ is risen; Christ is risen, indeed!"
Let us hear it again and again!
Oh, death, where is thy victory,
Oh, . . . grave, where is thy sting!

— Thomas Warren Powers

the San Francisco
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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.
- 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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BEARDS/A Blueprint of Self-regulation

by Bob Geary Central Station

In response to a petition signed by 125 San Francisco police officers, the Police Commission provisionally repealed the anti-beard regulation long in effect in this department. The commission's decision is contingent upon the development of grooming standards for the new beards and has not yet gone into effect. Not unexpectedly, the pro-beard vote has already generated a fierce backlash. A counter petition is being circulated, and the leaders of the anti-beard group hope to put their case before the Commission.

The theory behind the original campaign to allow beards was that since beards have become an accepted part of conventional male grooming standards — it makes sense to allow police officers to wear them. The very fact that 125 police officers would sign such a petition is indicative of the wide acceptance of full facial hair. The petitioners felt and the Commission agreed that beards are no longer symbols of eccentricity and non-conformity, and that they could be allowed in the department without sacrificing the existing standards of good grooming and uniform appearance. It seems obvious that a good beard like a good moustache can enhance a cop's personal appearance without detracting from his professional appearance or performance.

The beard foes are strident in their opposition to this line of reasoning. It seems that to them every beard is a bad beard. They agree with Chief Gain who was quoted as saying that the new freedom would make us the "laughing stock" of the country. It is their position that if some of us choose to grow beards the result will be an unprofessional look for the entire department. It seems they feel that beards, even neat ones, are basically unprofessional looking and unsuitable for this

department.

These guys are full of poppycock. First of all, a bearded male is not inherently unkempt and does not automatically present an unprofessional image. Like any other aspect of personal grooming a beard can be neat or unkempt. Certainly the forthcoming regulation which will require that an officer's beard be neat is not so vague as to be unenforceable. We have similar rules for haircuts, sideburns and moustaches. These have proved reasonably clear and enforceable and there is no reason to think that similiar standards for beards will fail.

If a professional look is what this backlash group is really concerned about, then they should be doing something constructive for the morale of the department rather than starting up what is turning out to be a nasty and divisive campaign to have the no-beard rule restored. It is obvious that a cop who looks good in his uniform is one who has a degree of pride and satisfaction in his work. Where this professional price is absent, so is a professional appearance. But all the regulations in the world cannot make a cop who does not feel proud look proud. The source of professional appearance is actual professionalism not rules aimed at simulating its appearance.

Most of our work as police officers centers around our relationship with the public. Their opinion of us is vital and we cannot succeed without their support. The power of public opinion towards us was made abundantly clear in the election of 1975. Our current uniform and grooming standards are primarily for the benefit of the public. In order to instill confidence in

our competence we must present a uniform, neat appearance. There are those who argue that any beards among uniformed personnel would undermine our public image and lead to loss of public support. That somehow a cop with a beard is less a cop in the public's eye. It is not clear that the public in general feels this way, and even if some do we should all realize that our public image is only partly created by how good we look in uniform. It is not the bottom line.

Much more important to our relationship with the public is the quality of the service we provide. How we perform our role not what we look like doing it. That is what real professionalism is all about and beards are basically irrelevant to it.

Lastly, by rolling back the old prohibition and giving us the discretion to decide for ourselves whether or not to feature beards the Commission has taken a step in the direction of treating us like professionals. They have decided to deregulate an area of our professional life obviously relying on an underlying assumption that we are to be trusted to self-regulate. In other words, they have a certain amount of confidence that those of us who choose to grow beards will do so with an overall sense of professional pride and that the department's image will not suffer. I think that their trust is well founded and we should not put ourselves in the position of asking the Commission to take away this new discretion given to us only weeks ago. This is what the counter-petitioners would have us do and they are dead wrong. To do so even in this minor area is to say in effect that we are incapable of regulating our own affairs within a general framework of rules and that we need more specific direction from the Commission.

THE NEW BREED

by Theodore Schlink III

At this time, I would like to thank the 120 members of this police department that signed the petition I authored in the now partially successful request to modify Rule 2.38 (Personal Grooming).

On March 28, 1979, the Police Commission passed a motion to accept the concept of San Francisco policemen wearing beards and/or goatees in uniform. I commend the Police Commission for their favorable vote, and I view their position as an indication of their genuine concern for the preservation of basic human rights for San Francisco policemen. I would like to thank Chief Charles Gain for his good faith effort to implement the requested rule change in a most expeditious manner.

Before continuing any further, it should be pointed out that this petition was financed by supporters of this issue and all the contributors were San Francisco policemen. If anyone of you wish to contribute to help reduce the debt incurred, please contact me at the CSTF or the POA. Any help is appreciated.

In any event, my endeavor should not be considered a radical proposal, but rather as a proposal that would aid in limiting the quasi-militaristic attitudes that permeate our department and alienate the public for which we serve. The citizens of San Francisco represent a large diversity and cross section of this nation and the world at large.

The personal grooming standards throughout the San Francisco populous already reflects a concern for respecting an individual's right to personal grooming. No one should misconstrue the intent of this petition to reflect an appearance bordering on a werewolf. On the contrary, the petition calls for a neat, clean, trimmed and well-groomed standard.

Furthermore, it is time that we, as police officers, refamiliarize ourselves in regards to the basic human needs of the citizens of San Francisco. The citizens need to be reassured that we are not an occupational expeditionary military force reining over their lives, but rather we should be viewed as fellow citizens of the community that are truly looking out for their safety and welfare.

I believe that a change in our appearance will facilitate a positive change in the public's attitude towards us, as price in one's personal appearance often

translates to pride in one's vocation.

Well-trimmed beards and mustaches require considerable upkeep, resulting in considerable personal satisfaction. If a man thinks he looks good, he has a more positive outlook, both personally and professionally. If facial hair aids in encouraging this positive outlook, it should be permitted and the Police Commission, in their wisdom, has granted us the concept.

Don't start growing your beards yet, as the specifications have not as yet been approved, but hang tight and we'll see what happens.

COMMISSION SAYS NO BEARDS

The Committee to Preserve the Police Image was successful in persuading the Police Commission to reverse their action of March 28, 1979, which resulted in no beards for San Francisco police officers.

Officer Ray Shaffer told the Commission that he had 690 signatures of officers who wished to remain clean shaven. He also said that 24 of the 120 officers who signed the first petition for beards, thought the whole thing was just a joke.

Apparently some officers didn't take the second petition seriously either, as the names of Gabby Hayes and Santa Claus appeared on Shaffer's petition, Commissioner Siggins noted.

Reprinted S.F. Chronicle

Friday, April 13, 1979



Ayatollah Gain decrees veils instead of beards

AROUND THE DEPARTMENT

by Al Casciato

... In today's modern society, the public expects and demands that police officers be free from outside entanglements and uphold the law equally. Therefore, the primary daily objective of police officers is to defend their integrity against corruption and compromise. The foregoing can only be accomplished from a firm financial base. One has only to look at department which provide low pay for their officers to see the problems being experienced. In San Francisco, we are slipping quickly and will soon join the ranks of those departments unless something is done quickly that will allow officers to live comfortably and raise their families on one salary during these times of double digit inflation...

... Did you know that thousands of dollars in Federal funds are being channeled to the San Mateo Sheriff's office through the San Francisco International Airport? It seems that patrol vehicles and bomb dogs have been purchased with those funds and that the equipment is being utilized throughout San Mateo County. Interestingly, the Airport Commission has voted to pay the salary of the San Mateo undersheriff to administer the Airport Police while remaining as undersheriff of the county...

... Whatever happened to pride and respect for the American flag? The Mounted Unit colorguard reports that only one officer and two reserves saluted the colors during the St. Patrick's Day Parade...

... Lt. Dick Trube has been assigned to check the department's phone bill to see who is making those long distance calls...

... Gas Masks Obsolete: It seems that the tear gas masks issued to the department are used army surplus throw aways which have already been saturated and should have been thrown away long ago. If the department was really smart, they would purchase some Smith & Wesson Model 66BOR67 gas masks which can be cleaned, serviced and reused for years to come...

... During this past month, Ed and Clorinda Springer, Co. D, were blessed with Rachel Elizabeth, 7 lbs. 15 oz. Meanwhile, Forrest and Teresa Fulton, YSD, were greeting their second, Jennifer Kathleen, 8 lbs. 7 oz. Congratulations to 'lil ones, moms and dads and bets of luck in the future...

... With the raise issue a prime topic of conversation, it seems to me that the comment heard most often is, "When and if we get this raise, I'll quit my second job." That comment, along with the fact that approximately 85% of all sworn officers are working second jobs, says it all about the state of affairs between the City (Feinstein) and the cops...

... Station Officer George Chou, formerly of Co. A and recently working the Van Ness door at City Hall, will be resigning shortly. George has received his state license as a certified acupuncturist and has opened a practice on 19th Avenue...

... Residency problems finally hit the Feinstein household. The March 30th issue of the Examiner carried a story of how the mayor's daughter will marry

shortly and that it appears the newlyweds will not be able to afford a home in the city. I doubt that the newlyweds will be able to find anything decent within a 5 mile limit either. Think of it. The mayor's own child living outside the city with the rest of the young city employees who also can't afford the city that her mother tried to force them to live in. Funny? Yes! Sad? Yes, but true!...

... Sick Call: John (The Crank) Lazarich, Co. K 3 wheelers, is convelesing after a serious accident. Reports have it that his fan club is treating him so well.

... Fact: Jack Pearson, the President of PORAC, is also the President of the San Diego POA. You know, that department which draws down our average year after year...

... The results of the 2nd annual Bob Mahoney Invitational Skating Party are in. Casualties, several. Fun, Comments, plenty and here are some. Frank McDonough only falls on good looking girls. Joe Carlin tried to help his children and failed. Inspector Clousseau aka Tom Vigo, couldn't figure out why the skates moved and managed to push his wife down several times. Charlie Beene is hilarious as Ichabod Crane on skates. Dorothy Jorgenson lands only on her derriere. Phil Bill stood in the corner and laughed. Could it be because last year he almost killed his wife? So, if you are interested in attending a Bob Mahoney Skating Party, remember there is only one qualification. **You must not know how to skate...**

... Wonder if Mayor Feinstein, and the Board of Supes will get the message from the San Jose Police sick out. Imagine how frustrated we are, especially since we make \$100.00 less a month than San Jose and live in a higher cost of living area...

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LETTERS

Funeral Escort

Dear Chief Gain:
 B. Gen. Joseph L. Tiago, Jr., USMCR, died in Tracy on February 24th and was buried in the Presidio in San Francisco on March 1st. Not only was Joe Tiago the former commanding officer of the Marines in San Francisco, but also a good friend and supporter of the police.

A 300 auto motorcade wound its way from Tracy, to Hayward for services, and then through the peninsula to San Francisco where it was picked up by Sgt. Joe Rossett and members of the motor unit of S.F.P.D. The Marine general officers, members of the family, and others in the motorcade were very impressed with the professional manner in which the officers performed their escort mission. This positive approach, demonstrated capabilities and performance, and obvious concern were evident.

Capt. R. Mucci and Inspector James White were particularly helpful in coordinating the escort.

On behalf of the United States Marine Corps, the Tiago family and all in attendance, I would like to express our appreciation to the San Francisco Police Department, Sgt. Rossett, and the solo motorcycle unit for their services rendered to the Marine Corps "blue coat". Please express our appreciation to them and be assured of our continued cooperation in matters of benefit to those we protect and serve.

Very truly yours,
 John J. Norton
 Chief of Police Foster City
 Lt. Col. U.S.
 Marine Corps Reserve

Thanks

Dear Bob:
 I would like to take this opportunity to thank the San Francisco Police Officers' Association for the able assistance rendered on my behalf during recent difficulties (department charges eventually dismissed).

Sincerely,
 Bob Forni

Blood

Dear Editor:

On March 7, our 2 year old son Jeremy was hospitalized with leukemia. On March 8, the POA was contacted by a family friend, Officer Wayne Smith, regarding a possible need for blood. The response by members of the police department was overwhelming.

Because it would be virtually impossible to thank each and every donor, we would like to take this opportunity to say "Thank you" to everyone for not only your blood but also your prayers.

Jeremy spent 8 days in the hospital under the care of one of the top doctors in this field. He is home now and is responding very well to treatments.

Thanks again to everyone.

Earl, Laura
 and Jeremy Wismer



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 In the heart of Noe Valley near 24th Street. Original Victorian store front. Presently used as grocery store and large 5 room apartment. 25' x 100' lot suitable for professional office, restaurant, deli, etc. \$149,500. 647-6886

PERSONAL OPINION

by Roger Farrell Park Station

Members of the POA will be receiving a ballot in which they must decide whether to admit 244 members of the department who decided to get out of the POA as a result of the 1975 strike. The question of whether to approve a moratorium on the back dues is the main issue.

The Association By-Laws state that any member who leaves the Association and decides to return must pay all back dues owed during his absence from the Association.

These By-Laws were instituted to discourage members from getting out to avoid assessments they personally disagreed with, but were voted on by the majority of the Association, and then re-entering after the assessments were made.

There was a lot of mixed emotions and turmoil after the strike, and we all have to put up with things we don't agree with. But, when a vote is taken, the Association must go with the majority vote and the opposition must join the majority to form a strong union we need to fight for our rights.

I strongly disagree with a total moratorium.

Right now we owe our attorneys \$19,000 in fees rendered for the Federal Litigation which we all benefit from. Had disgruntled members not dropped out of the Association, we would not be in the red.

Brother Wright suggested a \$50 reinstatement fee for all members who dropped out and wished to return. I agree with this.

A total moratorium would be unfair to those who have come back and paid their back dues and assessments. If there is a total moratorium, should those who have returned be reimbursed the back dues they paid to return? This is not the answer and would only add to our financial woes.

Many former members who dropped out feel the \$50 reinstatement fee would be a fine or penalty for dropping out.

Considering the fact that these members who dropped out actually owe in the neighborhood of \$1,000 back dues and assessments, the \$50 fee is minimal and could be construed as nothing more than asking them to contribute towards the attorneys fees for services rendered in the federal litigation which has dragged on for so long and cost so much. After all, we have all benefited from it and we are all in debt because of it.

Brother Sol Weiner said former members did pay some assessments toward the federal litigation even though they were not active members. Perhaps these persons could be exempt from the \$50 reinstatement fee.

If the Association is going to continue placing moratoriums on back dues owed when members get out, maybe the Association should consider amending the By-Laws and deleting the requirement of back dues.

Bob Barry is the newly elected president of our Association. His election was due in large part to the block of votes received from the Hall of Justice. I'm not going to resign from the Association because I may disagree with the vote of the majority in the election of the president. I will however support the Association and the majority vote no matter which way it goes.

I don't feel \$50 is asking too much to help defray legal costs from which we all benefit and I strongly urge a NO vote for a total moratorium.

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)

PROPOSED MORATORIUM

Opinion by Michael G. Pera

Shortly, all members of this Association will be asked to vote on a proposed moratorium of back dues for non-members wishing to join or rejoin the Association. Without going over past issues (it really isn't necessary), it's sufficient to say that the time has come for all of us to forget the past and unite for the future. In San Francisco all police officers have the same interests at stake. We must work together toward these interests.

In my opinion, it would be irresponsible to stand in the way of non-members wishing to come into the organization, as it would be for non-members to continue their disassociation after the moratorium is in effect.

In referring to our past differences, there is no single issue worth the continuous separation of members and non-members. No single issue should be allowed to override our overall mutual concerns.

The struggle for rights, privileges, working conditions and pay never ends. Winning or losing a battle only places you into the next battle. A particular problem in any of these areas changes in priority or complexion but never goes away.

In San Francisco there are far too many people within government, or connected directly with government, working against our goals for us to even dream that the major problems we face today might go away. It is not to the advantage of any officer to not be a member of the P.O.A., as it is not to the advantage of the P.O.A. to have non-members within this department.

It's strange that police work is centered around protecting the right of others, and yet, police generally have not committed their efforts to self protection of rights. Well, the time has come.

If we pull together we will be able to get what we feel we deserve. If we don't, we will get what others think we deserve.

I firmly believe that there are individuals within city government, as well as directly connected to city government, that would like to take every right, privilege, working condition and dollar we earn from us. I believe these people have no concern for us or our families.

The battles must be fought. It falls upon this organization to fight them. No other organization is capable of, or has the desire to fight for us. With this in mind, I fully support the proposed moratorium.

FREDERICK FOR COUNCILMAN

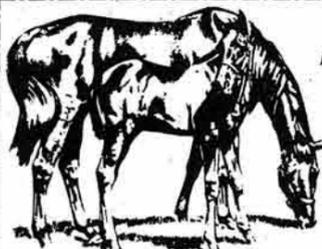
Gary C. Frederick, a brother officer for 12 years, is a candidate in the city of Petaluma for councilman. Having been assigned to companies G. C. and CSTF, he is currently with the Municipal Transit Police Division aiding in the supervision of our Transit Police Officers.

Brother Frederick has been a resident of Petaluma for 5 years and lived prior to that in Pacifica. Being a 35 year old home owner, married with two school age children, he feels that he would represent the average Petaluma residents views and can be their voice.

FREDERICK FOR COUNCILMAN

Brother Frederick is an advocate of keeping from restricting recreational vehicle parking in their city. He feels that the hundreds of residents that own all types of R/V's have a right to keep their hard earned investments at their homes for numerous reasons including safety of the vehicle and use in emergencies if needed. He is also for a multi-purpose senior center which can be supported by a local 2% surcharge on utility bills; approximately \$2.00 a month per household. A citizen awareness program with community meetings on ways to combat crime would also benefit Petaluma with emphasis on home and business security, including the lending of engraving tools.

He would surely appreciate members and their families votes in the June 12th City Council election. If you wish to aid in any way, you can contact Brother Frederick at the MTPD office at 922-2120.

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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.
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Enclosed is \$ check money order in full payment.

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COPS LEGISLATIVE REPORT

The State Assembly and Senate are inundated with bills every year, many of which have to do with law enforcement officers. Vice President Paul Chignell has overseen every one of these bills and has compiled the following digest for your information.

This is another service your dues dollars help pay for, but gets little attention. Because of the quantity of this information, we are running the article in a four part series.

Part two is listed below:

BILL NO.	AUTHOR	POSITION	DESCRIPTION	STATUS
AB 2664	Assemblyman Fenton	Support	Would standardize police recruit training	Signed by Governor
AB 2674	Assemblyman Craven	Oppose	Would allow investigators in San Diego Dept. of Recovery to become peace officers	Vetoed by Governor
AB 2683	Assemblyman Levine	Oppose	Would curtail police powers to use deadly force	Died
AB 2687	Assemblyman Roos	Oppose	Would deny public access to probation reports in diversion cases	Died
AB 2694	Assemblyman Gualco	Support	Provides redefinition of rape law to constitute great bodily injury	Died
AB 2723	Assemblyman Boatwright	Support	Would extend dental plan benefits to state employees	Died
AB 2744	Assemblymen Berman & Dixon	Support	Allows negotiations for agency shop in public employment	Died
AB 2762	Assemblyman Goggin	Support	Provides life in prison for third violent criminal act	Died
AB 2798	Assemblyman Lehman	Support	Prohibits use of forced voice stress analyzers	Signed by Governor
AB 2823	Assemblyman Ellis	Support	Authorizes local agencies to provide police with certain motorcycle and helicopter equipment	Signed by Governor
AB 2837	Assemblyman Maddy	Support	Increases assistance to victims of crime	Died
AB 2843	Assemblyman McAllister	Support	Allows D.A. to transfer prosecution of certain offenses to attorney general	Signed by Governor
AB 2845	Assemblywoman Egeland	Support	Allows surviving spouses under PERS to continue receiving benefits if they remarry	Died
AB 2900	Assemblyman Fenton	Support	Embodies post certificates in state statute	Died
AB 2908	Assemblyman Rosenthal	Support	Prohibits employers from monitoring employees' phone calls	Dropped
AB 2913	Assemblyman Kapiloff	Support	Mandates first aid courses for peace officers	Signed by Governor
AB 2915	Assemblyman Kapiloff	Support	Mandates additional training for probationary peace officers	Signed by Governor
AB 2916	Assemblyman Kapiloff	Support	Prohibits police departments from requiring representative in Internal Affairs cases to disclose conversations with peace officers under investigation	Signed by Governor
AB 2921	Assemblymen Bane & Brown	Support	Would make technical changes in Workers' Compensation Laws to benefit employees	Died
AB 2924	Assemblyman Robinson	Oppose	Makes technical changes in Workers' Compensation Laws	Died
AB 2945	Assemblyman Lockyer	Support	Would prohibit employer from discharging employee who makes complaints about working conditions	Signed by Governor
AB 3015	Assemblyman Thurman	Support	Increases retirement allowances for state members in PERS	Signed by Governor
AB 3029	Assemblyman Ellis	Support	Increases penalties for threats against public officials	Died
AB 3048	Assemblyman Lockyer	Support	Improves current provisions in Industrial Welfare Commission	Died
AB 3054	Assemblyman Berman	Support	Allows CAL-OSHA violations to be used in wrongful death and injury cases	Died
AB 3093	Assemblywoman Egeland	Support	Allows expedited civil relief for victims of harassment	Signed by Governor
AB 3096	Assemblyman Alatorre	Support	Increases penalties for persons who fail to show up in court after being released on bail	Died
AB 3128	Assemblyman Perino	Support	Would increase state contribution to PERS for state employees	Died
AB 3129	Assemblyman Perino	Support	Employers' contributions would be increased for local safety members in PERS	Died
AB 3144	Assemblyman Wornum	Support	Would allow military service credit for PERS members toward retirement	Died
AB 3215	Assemblyman Boatwright	Support	Would make technical changes in law defining peace officers	Died
AB 3224	Assemblyman Ellis	Support	Would prohibit probation to persons convicted of committing manslaughter upon persons under age of 14	Died
AB 3226	Assemblyman Montoya	Support	Would provide for expedited Superior Court hearing when peace officers rights are violated by local agency	Died
AB 3278	Assemblyman Ellis	Support	Would prohibit probation to persons convicted of murder against victims under 14 years of age	Died
AB 3296	Assemblywoman Hallett	Oppose	Would allow sick leave benefits to be lowered by local agencies	Signed by Governor
AB 3337	Assemblyman Roos	Oppose	Would allow convicted criminals to obtain certain state licenses	Died
AB 3368	Assemblyman Fazio	Support	Would appropriate funds to protect witnesses in certain crimes	Died
AB 3382	Assemblyman McVitties	Support	Would delete provision whereby certain survivor dependents under PERS must still pay into system	Died
AB 3387	Assemblyman Lanterman	Oppose	Would eliminate presumptions in disability law as to heart, hernia and pneumonia for peace officers	Died
AB 3389	Assemblyman Lanterman	Oppose	Would change law to the detriment of employees as to cumulative injuries	Died
AB 3392	Assemblyman Alatorre	Support	Changes Labor Code allowing employee to use personal podiatrist in Workers' Compensation cases	Died
AB 3407	Assemblyman Duffy	Support	Provides immunity to peace officers if warrant of arrest is irregular on its face	Died
AB 3445	Assemblyman Stirling	Support	Imposes prison terms for certain prior convictions whether or not prison terms were spent	Died
AB 3446	Assemblyman Stirling	Support	Would provide additional punishment for certain felonies where weapons are used	Died
AB 3455	Assemblyman Vicencia	Support	Would deny the issuance of certain state licenses when Nolo Contedre pleas	Died
AB 3487	Assemblymen Antonovich & Maddy	Support	Would require persons convicted of auto theft to reimburse victims	Signed by Governor
AB 3490	Assemblyman Antonovich	Support	Would tighten procedures in dealing with convicted sex offenders	Died
AB 3530	Assemblymen Waters, Thurman & Perino	Support	Would allow certain safety members over 35 to rejoin PERS	Signed by Governor
AB 3532	Assemblywoman Waters	Oppose	Would eliminate seniority for layoffs	Died
AB 3549	Assemblyman Tucker	Support	Would increase cost of living allowance to retired state members to 5-16%	Died
AB 3551	Assemblyman Ellis	Support	Would provide for death penalty for murder of persons under 14	Died
AB 3570	Assemblyman Cline	Support	Allows the utilization of deadly force to protect habitation and human life	Died
AB 3582	Assemblyman Stirling	Support	Would allow arrest without a warrant of persons who a peace officer believes injected a controlled substance	Died
AB 3618	Assemblyman Craven	Support	Would allow contracting agencies in PERS to eliminate or reduce normal employee contributions	Signed into law by Governor
AB 3636	Assemblyman Papan	Oppose	Restricts payment of disability benefits and transfers disabled employee to other jobs	Died
AB 3646	Assemblyman Alatorre	Support	Would eliminate mandatory retirement age for certain state members	Signed by Governor
AB 3741	Assemblyman Bane	Support	Would increase compensation award if agency delays payment	Died
AB 3751	Assemblymen Alatorre, Torres & Boatwright	Support	Provides life sentence to consecutively for murder convictions	Died
AB 3762	Assemblyman Young	Oppose	Eliminates certain liability for employers in workers' compensation cases	Died

Mail it in or send to G. Wright c/o H&R Detail

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.

George Meany AFL-CIO, continued

Tennessee. The recent New Orleans police raucousness has blurred the memory of the Memphis police strike, which hit the Mississippi city last August just as tens of thousands of Elvis Presley devotees converged on it to honor the rock singer on the first anniversary of his death.

Kiernan and Gordon believe the police did well during that grim stoppage last August because the cops had the support of the local labor movement. The record shows that the president of the local AFL-CIO labor council had threatened to shut the city down "peacefully" in support of the striking police and firefighters. And there, says Gordon, is the key to national police unionization.

He put this candidly in a letter he wrote to all

member associations of the old ICPA in an effort to swing the full organization into the AFL-CIO.

"We are pleased to announce that with the help of organized labor in the city of Memphis," Gordon wrote on August 21, 1978. "the recent police and fire strike was brought to a successful conclusion by President Dave Baker, Memphis Police Association and his executive board."

Gordon was pointing out the advantages of being affiliated with strong private sector unions as well as with the public employees such as the firefighters.

There isn't any doubt that with the help of the national AFL-CIO, especially after the critical barrage which has stung Meany by charging him with a no-growth psyche, the new police union will soon enroll

scores of thousands of law men and women ranging from such umbrella groups as California's Organization of Police and Sheriffs (COPS), to members even of the Federal Criminal Investigators Association, made up of marshals, border patrolmen, Secret Service agents and customs officials.

The AFL-CIO police union's first convention is scheduled to San Francisco July 12. By then, Ed Kiernan and Bob Gordon believe they will have 100,000 cops on their books. And they plan to put a no-strike clause in their constitution. But that never did stop the spread of the blue flu — nor will it prevent city central labor bodies from threatening to close down a city.

And such a police union can swing a mighty political club, too.

Overtime Monies, continued

There are two new faces in the Fiscal Department, those being civilians Jim Larsen and Betty Gerstel. They both have pledged their support to our overtime issue and we should all thank them for the efforts they have been putting forward in relation to the success of your POA Overtime Committee. At the urging of President Barry, myself, Jerry Schmidt (Co. C), Tom Bywater and Jim Larsen took a little field trip to City Hall, and we walked through the process involved to formulate payment of our overtime checks.

Our observations were, as you can well imagine them to be, as City Hall will always be City Hall, until such time as concerned employee groups get involved in the

streamlining of antiquated procedures now in effect at City Hall. That is not to say that the people working over there on Polk Street are inept, but rather they too are caught up in the red tape that tends to confuse issues, instead of clarifying them.

We, as police officers, are thoroughly involved in the red tape issue and to refresh your memory, just refer back to your Patrol Officers Manuel 1 and 2, your General Orders, your Captains Orders, your Supplementary Orders, your Crime Information Bulletins, etc., etc., etc. As you can see, City Hall is not unique. Speaking of red tape, Farrell Suslow in the Permit Bureau is full of figures (mathematical that is) and he is

lending his accounting expertise to the overall success of the Overtime Committee, of which he is a member.

Just to refresh your memories, the following members are on the Overtime Committee: Chairman, Ted Schlink III, Mike Dempsey (Co. D), Mike Gannon (Co. F), Jerry Schmidt (Co. C), Dave Kellogg (Burglary), Farrell Suslow (Permit Bureau), and Tony Ribera (Planning and Research).

As it stands now, we are progressing quickly and that of course is due to the terrific participation by committee members, and everyone on the periphery that has a hand or say in the payment of our overtime monies. More information next month.

PLEASE ADHERE TO THIS MEMO:

Request for Payroll Information Form

by Theodore Schlink III

Chairman, Overtime Committee

There has been a great deal of concern expressed by members of the department with regard to long delays between the time overtime is worked and checks are issued. Part of the delay is caused by the fact that we are operating with an extremely antiquated payroll system and most of the delay occurs after timerolls leave the Police Department.

However, a great deal of time and effort on the part of payroll clerks is diverted from the preparation of timerolls to answering legitimate questions from members who either telephone the Fiscal Section or appear in person regarding their payroll status. The problem was identified and a solution set forth in Information Bulletin 78-70 which is herein quoted in part:

"Any member who has any question regarding his payroll status or accumulated sick, vacation, or extra duty time should submit the question in writing on a memorandum and route it through channels to the Fiscal Section, Room 511, Hall of Justice. All such

questions will be answered in writing. Innumerable telephone inquiries to the payroll clerks limit their ability to prepare regular and overtime timerolls in a timely way."

The problem of members telephoning and appearing at the Fiscal Section continues and payroll clerks are interrupted in the performance of their assigned duties. For that reason, the form attached to this memorandum has been prepared and is available through the regular order process from the Property Section. When a member has a question regarding his payroll status, he shall not telephone or go to the Fiscal Section but instead shall fill in those sections of the form on which he has a question and route the form to the Fiscal Section. He will receive his answer in writing through the department mail. Particular attention should be paid to the section which pertains to discrepancies on overtime or holiday pay checks. Most often, the answer to the question can be found in the watch report as submitted by the member's unit. However, it is very time consum-

ing to locate the pertinent back copy of the unit's watch report in the Fiscal Section because of the hundreds of unit watch reports submitted to the Fiscal Section. For that reason, the process will be expedited if the member obtains and submits a copy of his unit watch report for the pay period and category (overtime, holiday, EWW) which is in question.

The benefit of the above described process is that payroll clerks will not be constantly interrupted while performing detailed tasks which take a great deal of concentration and the timerolls will move faster.

If any member has a question which must be answered immediately, he is not to call the Fiscal Section himself but he is to have his supervising officer call for him and explain why an immediate answer is required.

October 13, 1978

By order of Charles R. Gain
Chief of Police

If you have any questions re OT, please contact Ted Schlink at 861-5060.

MEDAL OF VALOR

The Awards Committee met in Room 551, Hall of Justice, on Friday, February 16, 1979, at 0930 hours in regular session.

PRESENT:

Commission Judith E. Ciani, Chairperson
Deputy Chief of Field Operations, Kevin J. Mullen
Captain Robert C. Seghy, Commander of Traffic
Captain Edward J. Laherty, Support Services-Records
Captain J. William Conroy, Support Services-Communications
Captain Donald L. Taylor, Investigations Division-Property Crimes
Captain P. Jeffery
Captain Joseph T. Lordan
Captain Ernest J. Raabe
Captain Edmund J. Cassidy
Captain Joseph M. Flynn
Captain John A. Mahoney

Commissioner Ciani presiding.

SILVER

POLICE OFFICERS LOUETTE M. COLOMBANO AND WILLIAM A. ARIETTA

For services rendered on Thursday, June 22, 1978, while investigating a confirmed stolen credit card fraud in progress, they arrested two suspects. Both suspects were ordered into the "wall search" position and as Officer Arietta was about to pat search and handcuff them, one of the suspects drew a revolver from his waistband and from a distance of two feet pointed it at Officer Arietta's face. A violent struggle ensued for control of the weapon during which time both officers were in the direct line of fire. At one point the suspect pulled the trigger while the weapon was pointed directly at Officer Arietta's face but the hammer fell on an empty cylinder. At this point Officer Colombano shot the suspect. The suspects were then taken into custody.

POLICE OFFICERS MICHAEL W. CONWAY, HENRY C. HUNTER AND HENRY L. KIRK

For services rendered on Thursday, May 4, 1978, at approximately 0150 hours, while investigating a complaint at Bush and Divisadero Streets, they heard a loud crash and a muffled explosion at the intersection of Geary and Divisadero Streets. Immediately responding to the scene they found a Chevrolet pickup truck overturned and engulfed in flames. Gasoline was running from the vehicle onto the street and live electrical wires from a severed light standard created a further hazard. There was a man trapped inside the flaming truck. However, despite the intense heat and the arcing electrical wires posing the threat of another explosion, the officers approached the vehicle and successfully freed the trapped victim who was then transported to MEH Trauma Center in serious condition.

POLICE OFFICERS JEFFREY C. LINDBERG AND JOSEPH A. ZAMAGNI

For services rendered on Friday, May 5, 1978, at 1640 hours when they responded to 1001 Sunnysdale Avenue on a report of a family dispute involving a shotgun. The suspect armed with a shotgun threatened to kill his wife, who, with her three children, fled the apartment with the suspect in pursuit. The suspect, seeing the officers, pointed the weapon at them and his wife. He was then ordered to drop it, however, he turned and ran back into the apartment. The officers gave pursuit, prevented him from closing the door, disarmed him and took him into custody. A check with communications revealed that the suspect was also wanted on a felony warrant and thus booked E/R to the U.S. Marshall's Office.

POLICE OFFICERS STEPHEN J. VENTERS, DENNIS A. MEIXNER AND CROCE A. CASCIATO

For services rendered on Tuesday, June 13, 1978, at 2356 hours, when they observed flames shooting from the top floor (6th) of the Ambassador Hotel located at 55 Mason Street, responded to the 6th floor which was engulfed in smoke and flames and commenced banging on doors and screaming to the tenants to wake up and leave. All three officers with disregard for their personal safety continued to bang on the doors of the rooms on the fifth, fourth and third floors until all tenants were evacuated and lead to safety from a potentially fatal fire.

POLICE OFFICERS STEPHEN L. CHRISTIE AND THOMAS F. POWERS

For services rendered on Saturday, May 20, 1978, at 1950 hours, while placing a 211 suspect in their vehicle at 6th and Mission Streets, observed smoke coming from 162-6th only to find the door securely locked. They then entered 164-6th, a Chapel, and evacuated forty persons ranging in age from 25 to 60. They then responded to 170-6th Street, second floor, where at this time it had become engulfed in flames and smoke. They kicked in several doors, physically removing and leading 12 persons to safety. They made two more entries and removed people from the third floor also. Thinking all tenants were evacuated, they were advised that a 75 year old man was still on the third floor and they again entered the burning premises. They located the old man on the third floor cowering in a dead end hallway. They picked him up and carried him to safety.

BRONZE

POLICE OFFICERS SHERMAN L. ACKERSON AND PETER L. CANAAN

For services rendered on Saturday, May 8, 1978, when they responded to 415 Jones Street on a call of a "man with a gun". The suspect upon seeing the officers, pulled a 14 inch carving knife from his breast pocket and attempted to stab the officers. A violent struggle ensued and the officers disarmed the suspect and placed him under arrest.

POLICE OFFICERS EDDY L. CASTIGLIONI, RICHARD H. VAN WINKLE, HANS B. VIGIL AND EDWARD P. O'TOOLE

For services rendered on Wednesday, June 21, 1978, when they responded to a fire at 2908 Mission Street that was so intense that people and pets had begun to jump from the second floor windows. The officers proceeded to help people onto the street, shielding the victims from the falling debris with their bodies. Many of the victims were carried to safety by the officers. They also made numerous trips into the pet shop area of the building, with firemen, and saved the lives of many of the animals.

POLICE OFFICER ROBERT J. GEARY

For services rendered on Sunday, June 4, 1978, while off duty, observed billows of smoke coming from 478 Joost. Officer Geary, after alerting the neighbors to call the Fire Department, entered the flaming premises. Unable to see, he crawled on his hands and knees, the heat so intense it singed his clothing. He located the owner, who was in an extremely intoxicated condition, and carried him downstairs and outside to safety. He entered again to make sure no one was left inside. Fearing the flames would spread to other residences, Officer Geary found a connected garden hose and sprayed water on the flames keeping the fire contained to the dwelling. Upon arrival of the Fire Department, Officer Geary complained of shortness of breath and was transported to MEH where it was determined that he was suffering from smoke inhalation and a sufficient amount of toxic poison in his blood to require hospitalization.

POLICE OFFICERS ROBERT L. DERBY AND JEFFREY T. LEVIN

For services rendered on Thursday, July 6, 1978, at 0210 hours when they observed an uncontrolled fire at 1251 Sanchez Street, a multi-storied structure. Despite the threat of flames consuming the entire structure, the officers entered the burning premises. The large front room window of the ground level apartment exploded from the intense heat. Nevertheless, they proceeded to kick in doors and arouse the sleeping occupants. Eleven tenants were aroused and safely evacuated prior to the arrival of the Fire Department. Officer Levin was subsequently treated for minor smoke inhalation.

POLICE OFFICER MICHAEL P. MALLIN

For services rendered on Sunday, July 9, 1978, at 1318 hours, when he observed smoke and flames emanating from a building located at 1750 Lombard Street. After notifying Communications and requesting assistance, he entered the burning building not once, but twice, disregarding his own personal safety in an attempt to aid anyone inside. On his first entry he located a woman on the top floor, who was confused and about to become hysterical, looking for her three children. The officer located one of the children and then led the mother and child to safety. On his second entry, which

was even more hazardous, he methodically searched for the other children but was finally driven from the premises by the intense heat and smoke. It was later learned that the other children had left the building earlier.

MERITORIOUS CONDUCT AWARD

POLICE OFFICERS ROBERT F. MARTINEZ AND MICHAEL E. CONNORS

For services rendered on Tuesday, August 29, 1978, at 0545 hours, having conducted a diligent and painstaking investigation, arrested a burglary suspect who had committed numerous nighttime burglaries in the Marina area of the Northern Police District. Their diligence and follow-up procedures set the wheels in motion for multiple charges being filed against a recidivist burglar.

POLICE COMMISSION COMMENDATION

POLICE OFFICERS MARY R. NILAN AND DONALD L. PETERS

For services rendered on Tuesday, October 17, 1978, at 0200 hours, upon investigating a report of a shooting into a residence on Ortega Street, apprehended two suspects. A search of the suspects vehicle revealed a loaded .45 Colt and a .380 Walther Automatic pistol.

POLICE OFFICER TIMOTHY E. GIBSON

For services rendered on Monday, August 21, 1978, at 1120 hours, while working as a police teller at the Harbor Branch of the Bank of America at 120 Howard Street, chased and apprehended one of two robbery suspects, (the driver of the escape vehicle) who had attempted to rob the bank but when the clerk became frightened after seeing the suspect's gun, the suspect fled without taking any money.

POLICE OFFICER JOHN C. CLEMENSEN

For services rendered on Saturday, December 9, 1978, at 1610 hours, when he was informed that there was a man causing a disturbance at the Greyhound Bus Depot, Ticket Window. He responded and located the suspect who was discovered to have a gun in his right hand pocket. The officer quickly disarmed him and took him into custody.

POLICE OFFICERS JUDITH M. HARDIMAN AND MARYANNE M. LOWMAN

For services rendered between November 19, and December 31, 1978, Officers Hardiman and Lowman, while working in an undercover capacity for the Vice Crimes Division, were able to make cases resulting in the arrest of 32 individuals on charges of robbery, rape, pimping, pandering, sales of amphetamines, marijuana, credit card fraud, and illegal possession of weapons.

POLICE OFFICERS MICHAEL P. PUCCINELLI AND MANFRED P. KOLLAR

For services rendered on Wednesday, November 8, 1978, at 0225 hours, at the corner of Ellis and Jones, they arrested a male transvestite who produced a buck folding knife and lunged at the officers on two separate occasions. The officers were forced to physically subdue the suspect in order to effect the arrest.

POLICE OFFICERS LAURA E. CARROLL, FRANK A. MACHI, MICHAEL J. MAHONEY AND LUIS CASTANEDA

For services rendered on Sunday, January 7, 1979, after long hours of dedication to duty and astute followup, were able to terminate the criminal career of a vicious rapist and child molester. The suspect was arrested and positively identified as the perpetrator of the sadistically brutal rape and oral copulation of a twelve year old child and a seventeen year old girl.

The meeting was then adjourned.

Willie E. Frazier, Secretary
THE AWARDS COMMITTEE

BART POLICE ARE HIRING

The benefits make most interesting reading, particularly to San Francisco police officers.

SALARY RANGE: \$1,431 — \$1,739 per month, depending on experience

- BENEFITS:**
- * All uniforms issued, plus maintenance allowance.
 - * Fully paid medical and dental insurance plans.
 - 11 paid holidays per year.
 - Sick leave.
 - Disability leave.
 - State Public Safety Employees Retirement System.
 - * Life Insurance.
 - * Educational benefits.
 - * 5% differential pay for shifts worked after 4:00 p.m.
 - * 7% differential pay for shifts worked after midnight.

* DO NOT HAVE IN SAN FRANCISCO

SAUSALITO POLICE DEPARTMENT IS HIRING TOO, LOOK AT THE FRINGE BENEFITS

BENEFITS:

- Vacation: * Fifteen working days annually, additional after 5 years
- Overtime: * Time and one-half for anything over forty hours.
- Holidays: Ten paid holidays.
- Retirement: Public Employees' Retirement System.
- Sick Leave: * Twelve days annually, unlimited accrual.
- Safety Equipment: Fully provided by City.
- Accidental Death: * \$7,500.00.
- Uniform Allowance: *\$300.00 initially and \$250.00 annually.

MEDICAL BENEFITS:

City will pay up to \$130.00 monthly towards cost of:

- Health Plans: * Choice of: Kaiser or Blue Cross, for employees/dependents.
- Life Insurance: *\$7,500.00.
- Disability Ins.: * Paid by City.
- Dental Insurance: * Employees/dependents.

* DO NOT HAVE IN SAN FRANCISCO



NATHANIEL TRIVES

Nathaniel Trives, 44, an ex-policeman now a professor of criminal justice at California State University at Los Angeles, has been named auditor-monitor of the affirmative action program called for in the recently settled San Francisco police discrimination case.

Trives, appointed to the post by Chief U.S. District Judge Robert Peckham from five candidates proposed, will oversee the plans of the San Francisco Police Department and the Civil Service Commission for achieving the objectives set out in the settlement.

He will also administer the \$500,000 fund set aside by the City for the recruitment and training of minorities and the \$125,000 scholarship fund for minority officers.

His \$40,000 annual salary, at least for the first year of the 10-year program, will be paid by the City and will be in addition to the \$500,000 established under the agreement.

A former policeman for 11 years on the Santa Monica Police Department where he reached the rank of sergeant, he also has been on the Santa Monica City Council since April 1971, serving as mayor from April 1975 to April 1977.

Married, with one daughter, he will take a leave of absence from his job at Cal State-LA and move to San Francisco to handle the new position.

At Cal State-LA, he has taught criminal justice, police procedure and administration for 10 years and also served as the school's affirmative action coordinator for faculty hiring. He holds a master's degree in public administration from UCLA.

He is a member of the NAACP and the National Black Caucus of Local Elected Officials.

Presently, he is a commissioner of the Peace Officers Standards and Training Commission, a state agency responsible for evaluating and certifying police training programs.

Additionally, he has chaired the Los Angeles Regional Criminal Justice Planning Board.

He has received many awards and honors for his work, including commendations last year from the state Senate and Assembly for 20 years of service and outstanding contributions to the field of criminal justice.

In a national competition, he was recently selected as one of 10 to participate in the 1979 German minority exchange program between the United States and West Germany to study professional minority involvement in the West German society.

He was proposed for the job by the San Francisco Police Officers' Association, one of the litigants in the six-year-old discrimination case, which was familiar with his work in the field of criminal justice.

Reprinted S.F. Examiner

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It Could Be Worse

by Ted Schlink III

The Federal Bureau of Investigation, which as everyone knows, is a subunit of the United States Justice Department, has

some very interesting hiring policies.

Before I get to the interesting portion of this article, I would like to take this opportunity to remind everyone regarding a specific portion contained within the consent decree pertaining to entrance exams and promotional exams.

As you will recall, seniority points were basically thrown out the window, a factor which did not go unnoticed by the members attending the informational meetings conducted by Ralph Saltsman, our attorney in the case.

If you think that we could have avoided losing our seniority points, please read the following excerpt from Government Form 3-666 (Rev. 5-19-78):

'The enclosed computer print-out reveals your test and/or interview results. Additionally, you are given your overall ranking as compared to all applicants on file, plus a ranking for the program in which you qualify. Individuals who apply subsequent to you and score higher will be ranked above you. Should your scores be high enough, you will be contacted for further processing.'

As you can see, the Justice Department has it worse than we do because, as you have read, it is impossible to sit on an entry list forever. (Good Lord, what next)

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This solid brass buckle commemorates the San Francisco Police Department's long history of service to the public, and is dedicated to the regular, retired and reserve officers, men and women who have proven that they are exemplary in the field of law enforcement.

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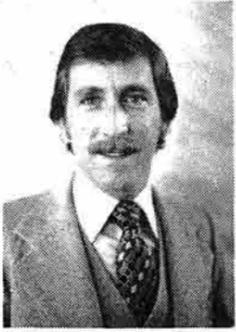
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PRESIDENT'S REPORT

by **BOB BARRY**

The following charts and graphs were designed to give you some perspective as to where you stand in relationship to other police jurisdictions and the raises they have been receiving, as well as how the inflationary spiral has affected you and your family.

The chart will also give you a clear and concise picture as to:

- (1) How your salary was structured prior to 1975.
- (2) Why it was changed and who was responsible for that change.
- (3) How your salary is presently computed.
- (4) Why your salary hasn't increased.
- (5) Projection into the future.

In the mid-fifties, the voters of San Francisco enacted a Charter Provision for the setting of salaries for police and fire personnel. That Charter Section was translated to mean that police officers and firefighters may be paid equal to the highest rates of pay for police and fire in ten (10) cities in California that have population in excess of 100,000. Because of the charter restriction, we were never to exceed the highest rate of pay in the state, and for twenty three years, the Civil Service Commission surveyed those cities and certified those increases to the Board of Supervisors who in turn passed the appropriate ordinances that granted such salary increases.

Throughout those many years, police and fire were receiving much smaller increases than other public employees had been enjoying so it was just a matter of a "rubber stamp" for the Board of Supervisors to enact those salary ordinances.

However in August of 1975, when the Civil Service Commission reported that the annual salary increase for FY 75-76 reflected a 13.05% increase for police and fire, the Board of Supervisors took a very dim view of granting such an "enormous" increase. Although we had been denied even cost of living increases over the years, the 13.05% increase would have at least started us on the road to recovery and would have brought us up to a level of pay that would certainly have been commensurate with the work being performed.

The realization however, was that 1975 was a political year with the Mayor's position and every seat on the Board of Supervisors up for grabs. As a result of those politics, the cupboards were suddenly empty and the Board reneged on the long standing precedent of paying what the survey revealed.

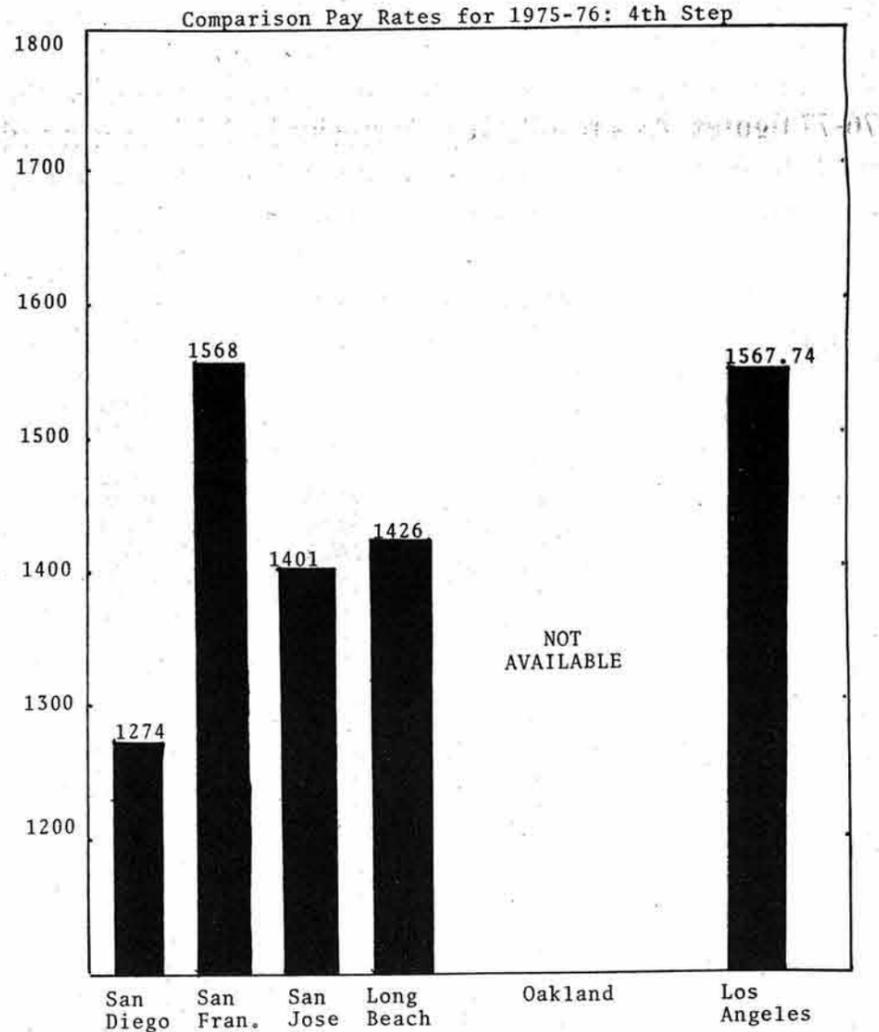
The results are hard to forget. A three day strike ensued that eventually led to our present salary structure. **But make no mistake — had it not been the strike that caused the great deal of controversy, it would have been another issue along the line.** Public employees are without question the "target" of the California and National League of Cities and the only resolution to that problem is through the political process. Elect those individuals that share our hopes and philosophy, and defeat those that are inimicable to our very existence.

"Proposition P" was then placed on the November 1975 ballot by the Board of Supervisors and passed by the electorate by an almost 2 - 1 margin. During the past three (3) years, the effect of Proposition "P" has been to reduce the level of pay for police and fire from equal to the highest in California to the second lowest in the five (5) city formula (Chart #3).

Aside from a reduction in pay, a total "demoralization" of the department has taken place. We've experienced a mass exodus of highly trained police officers that have gone to other municipalities and found better pay, benefits, working conditions and a healthier home life situation, not to mention the tremendous cost (through training) to the taxpayers of San Francisco.

The level of benefits in the Retirement System had been reduced as well, so that police officers who entered the department after July 1976 pay substantially more money into the system than those who entered prior to that date.

1975-1976: We received a 9.7% increase as opposed to the 13.05% that the survey reflected because the raise took effect in October instead of July.



1976-1977: No raise received because the five (5) city formula showed an average of \$1,538 per month and we were receiving \$30 a month more than that average. **Chart on page 11**

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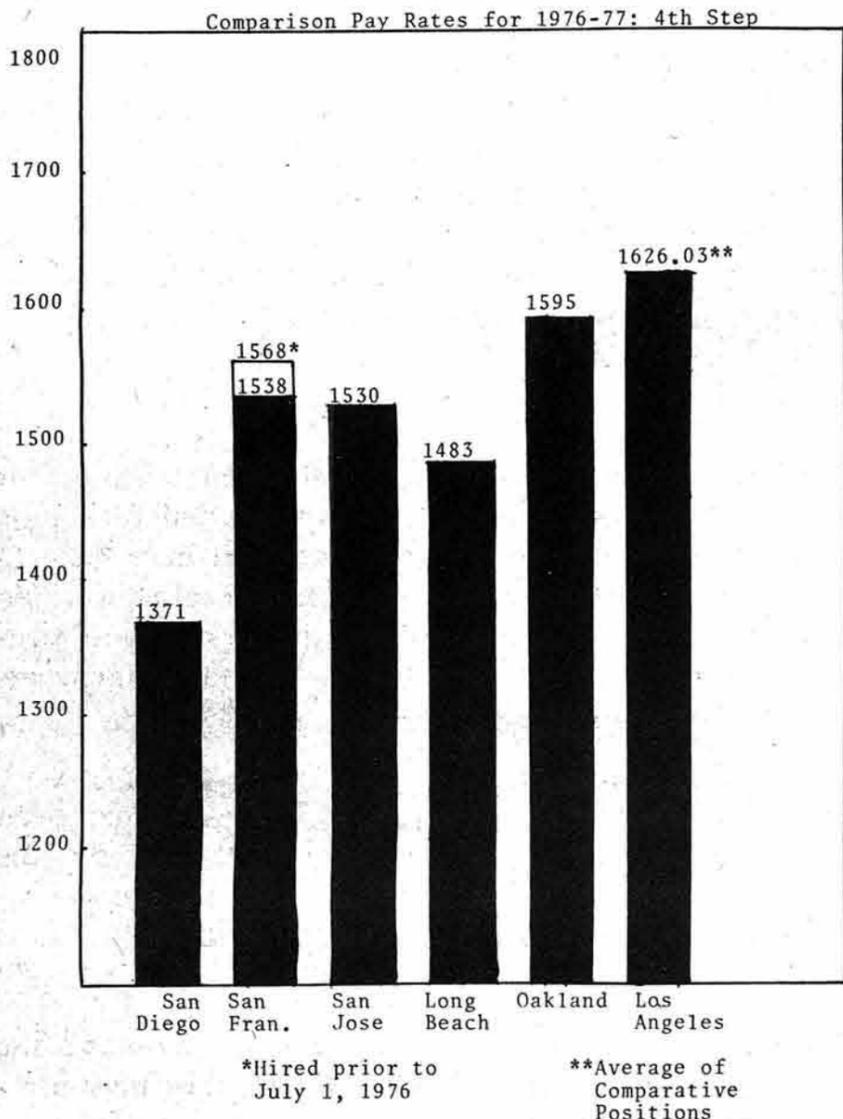
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NEGOTIATIONS NOW for 78/79 Fiscal Year

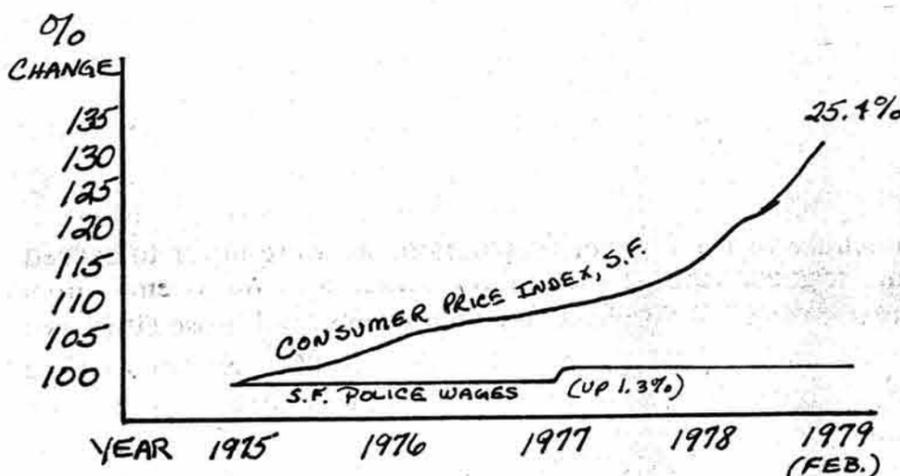
The city is now in the process of finalizing negotiations with all city unions for the 78-79 pay raise. As a consolation prize for any union accepting the City's offer, that union must sign an agreement with the city that any law suit(s) filed against the City as a result of implementing the emergency, would then be dropped by the organization that instituted such law suit(s).

The City has publicly stated that they are offering all city unions a seven (7) month retroactive pay raise to take effect December 1, 1978 through June 1979. Obviously, the City feels that it could possibly loose one or all of the law suits pending and it's certainly in the City's best interest to try and settle — but at the expense of each and every employee. But now that the offer has been made, the unions are in the same position — no guarantee that they'll win in court.



1977-1978: The survey reflected a 3.8% increase, however the City chose not to abide by the formula and excluded the 77-78 Los Angeles figures in the averaging, and utilized the 76-77 figures. As a result, we only received a 1.28% raise and sued the City for the remainder. That suit is still pending in Superior Court to be heard on May 7th.

PERCENTAGE CHANGES IN SAN FRANCISCO POLICE OFFICER WAGES AND SAN FRANCISCO CONSUMER PRICE INDEX OCTOBER 1975 — FEBRUARY 1979



SOURCE: Bureau of Labor Statistics, U.S. Department of Labor; and Police Salary Schedule

Index	Year
162.9	1975
168.0	1976
180.8	1977
204.2	Feb. 1979

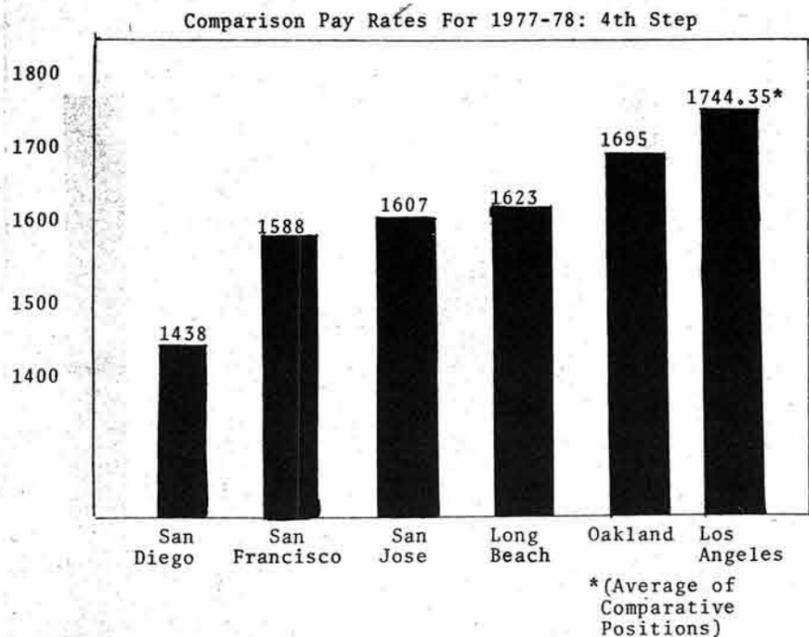
Chart 4 reflects changes in the salaries of police officers compared with changes in the Consumer Price Index for San Francisco between October 1975 and February 1979. Needless to say the Consumer Price Index went up dramatically and the salaries increased an infinitesimal 1.3%.

However, when one looks closely at the City's proposal, there is no doubt the City is hedging its bets. The offer of seven months retroactive pay is seriously misleading. As SEIU and TWU (Muni) have tentatively settled, the emergency will no doubt be amended. Therefore, the correct offer to police and fire and any smaller unions is actually only 4.5 months as indicated by the following explanations:

1. Should the mayor amend the emergency to take effect on April 16, 1979, Civil Service would then be required to survey the five cities (as if it were August 1978), and set the new salary rate for police and fire. Therefore, regardless of whether or not we accept the proposal, we would receive the new rate of pay on the date that the emergency is to be officially rescinded.

2. Assuming then that the effective date is April 16th, from that point on through June 30, 1979, our checks should reflect the new rate of pay. Therefore, the remaining 9.5 months (July '78 to April 16, 1979) is the only period of time in question. But — the city refuses to include July 78 -

continued page 12



1978-1979: As a direct result of an alleged "Fiscal Crisis" having been created because of the passage of Proposition 13, the salary survey was not conducted because of the emergency proclamation having been instituted by the late Mayor Moscone.

Law suits were filed against many municipalities up and down the State of California as a result of not receiving pay raises because of the implementation of Proposition 13. The Supreme Court subsequently ruled that salary increases could not be denied employees because a City or County accepted state "bailout" funds. The other five (5) cities were in the same position — no raises. However, all cities with the exception of San Jose has signed contracts and/or are receiving the 78-79 raises that were due them. San Jose is currently receiving the 77-78 figure with negotiations underway.

Negotiations Now continued from page 11

November 78 as a negotiable item, so the remaining months, December — April 16, 1979, (4.5 months) is the only retroactive pay being offered.

The law suit that we filed contends that the Emergency Proclamation was without basis in fact and totally illegal. Should a court of law make that determination, the court must then determine what the rate of pay should have been had the emergency not been instituted.

Our calculations are broken down into two categories: (1) the highest rate of pay based on the 78-79 rates of the five city survey and (2) the lowest rate of pay based on a combination of 77-78 and 78-79 rates of pay. Listed here are the calculations should we:

- 1) accept the offer
- 2) reject the offer, proceed to court and prevail at the highest rate
- 3) reject offer; proceed to court and prevail at the low rate
- 4) reject offer and lose the case

Utilizing the 78-79 L.A. figure, our salary should be: \$1,734 per month — \$1,588 (current salary) equals \$146 per month increase. That figure represents a 9.2% raise if paid for a 12 month period.

City's offer:

Dec. — — — April 15
 \$146 x 4.5 months equals \$657.00 back pay

Best case law suit:

July — — — — Dec. — — — — Apr. 15
 \$146 x 9.5 months equals \$1,387.00 back pay - \$1,387.00
657.00
 (forfeit) \$ 730.00

Should we accept the City's offer, we would be forfeiting all back wages that we could possibly win in court for the period of July — November. The \$730.00 are monies due us, but we must prevail in court to receive them.

Worst case law suit:

Utilizing a combination of 77-78 and 78-79 salary increases of the five cities (some had multi year contracts and others did not) the rate of pay should be \$1,674 per month — \$1,588 (current salary) equals \$86.00 per month increase.
 July — — — — Dec. — — — — Apr. 15
 \$86.00 x 9.5 months equals \$817.00 back pay

City offer:

Dec. — — — — Apr. 15
 \$146.00 x 4.5 months equals \$657.00 back pay — \$817.00
657.00
 \$160.00

The \$160.00 are monies due us but we must prevail in court to receive them.

Rejecting city offer and losing law suit:

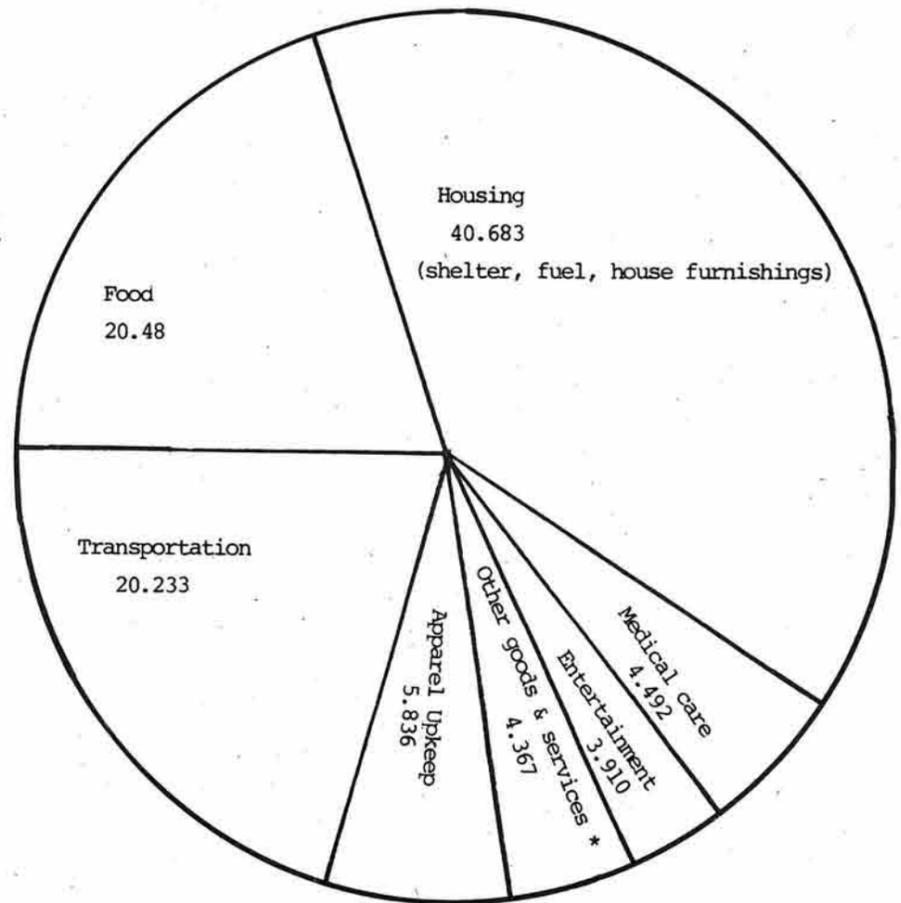
July — — — — Dec. — — — — Apr. 15
 \$146.00 x 9.5 months equals \$1,387.00 lost
 Apr. 16 — June 30
 \$ 146.00 x 2.5 months equals \$365.00 gain

Projection:

Preliminary figures indicate that Los Angeles will receive a 7% increase for FY 79-80 and Long Beach a 5.4% increase. Should San Diego, San Jose and Oakland receive a minimum of 5% for FY 79-80, and assuming the City will utilize the correct figures in establishing our new rate for the August survey, our salary should be set in the area of \$1,830 per month, approximately \$250.00 per month below Los Angeles. Keeping in mind that we've only received a 1.28% pay raise since July 1976, and with the rate of inflation having reached double digits—the City's offer is at best a small bone.

The 1977-78 lawsuit for back wages denied us is pending in Superior Court to be heard on May 7, 1979.

CONSUMER EXPENDITURES BY CATEGORY AND RELATIVE IMPORTANCE



* Includes personal educational expenses and personal care
 SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Chart 5 shows the relative importance of the various components of the Consumer Price Index. This will give you a clearer notion of how the government believes the consumer spends his money. The weights which are attached to the various goods and services priced determines the index figure. For example, food which has been rising at a spectacular high rate is weighted at approximately 20%. The medical care component is only 4.5%. In short the assumptions made may not reflect the true increase in your own cost of living. Chances are that it is higher than the figures indicate.

NET REAL SPENDABLE WAGES POLICE OFFICERS, SAN FRANCISCO (FAMILY OF 3) BASED ON \$1,588 PER MONTH (GROSS)

\$1588 per month (gross)
\$1415 spendable wages after federal income taxes are deducted
\$1387 spendable wages after state and federal deduction
\$1078 real net spendable wages in 1979 based on June 1975 dollars

NOTE: The real net spendable wages of police officers in San Francisco in February 1979 was \$1,078 based on spendable earnings adjusted for changes in the Consumer Price Index in San Francisco between June 1975 and February 1979.

SOURCE: Division of Labor Statistics, Department of Industrial Relations, State of California

Chart 6 reflects the current net money that you have to spend using 1975 dollars. If we remove state and federal taxes together with changes in the cost of living since 1975, the next amount is reduced from \$1,588 to \$1,078 per month. The \$1,078 figure may be high because we have extrapolated Social Security contributions which are not made by San Francisco police officers. However, we have retained as part of your net real spendable increase the 7% contribution that you make to the City's retirement system. If this figure were subtracted, it would reduce your current net real spendable wages to less than \$1,000 per month based on 1975 dollars.

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San Francisco Police Officer's Association

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Joe W. Patterson
Treasurer

CITIZEN OF THE YEAR



POA President Bob Barry presented Mr. Coleman with a plaque commending him for his "heroic" actions. This was the first time the POA presented such an award.

Mayor Dianne Feinstein and Chief of Police Charles Gain announced that James M. Coleman has been selected as the Police Department's Citizen of the Year for 1978.

Mr. Coleman, an employee of Pacific Gas and Electric, and a resident of San Francisco, was selected on the basis of his heroic actions manifested on August 23, 1978. On that date, Mr. Coleman was severely beaten by a gang of twenty young toughs as he came to the aid of Police Officer Michael Dempsey who was being assaulted by the group. Mr. Coleman's actions saved Officer Dempsey's life.

Mr. Coleman was selected from over 250 citizens nominated by San Francisco police officers. The nominations were reviewed by the Department's Citizens' Awards Committee and those citizens whose acts of bravery were exceptional were selected to receive the Department's highest award for citizen heroism. From this group of 25 aware recipients, Mr. Coleman was selected as the most deserving.

During the presentation ceremony Mayor Dianne Feinstein stated, "Mr. James Coleman's actions and those of all other citizens nominated are greatly appreciated by the Police Department and the citizens of San Francisco."

On August 23, 1978 at Golden Gate and Steiner Streets, PG&E employee James M. Coleman observed a suspect grab the purse of Vreni Keller, a Swiss tourist.

As the suspect fled towards the safety of the projects, Coleman gave chase.

Off-duty San Francisco police officer Michael Dempsey, enroute to Mission Station, saw Coleman pursuing the suspect, parked his car and joined in the chase. The suspect was apprehended and as the two were taking him to Dempsey's car, a crowd began to gather.

As the crowd grew to a number between 50 to 100, individuals attempted to wrestle the suspect free. Coleman, even though his personal safety was in danger, elected to stay. Even though Dempsey identified himself as a San Francisco police officer, the crowd began to close in on the two. Finally one of the braver ones, struck Dempsey from behind.

Soon, approximately 12 males attacked Dempsey and Coleman. Coleman stood his ground and together they tried to fight off the mob. Losing control of the suspect and the recovered purse, Coleman and Dempsey were knocked and kicked repeatedly. Because of injuries, Coleman and Dempsey were admitted into the hospital.

James Coleman was honored by the San Francisco Police Department as Citizen of the Year for his courageous action in risking his life to help an officer. He also is the recipient of the Britton Award given by PG&E for outstanding service. The POA honored Coleman by presenting him with the Citizen of the Year Award.

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Association Success, continued

- Dismissed all charges after a hearing with the Chief against an officer who had conflicting orders given him concerning the wearing of a uniform.

- Acquitted two officers from Central on excessive force charges after lengthy hearings before the Police Commission.

- Successfully kept an officer's job after the Chief recommended termination for an off-duty drinking incident.

- Dismissed all charges against two officers from Central after a hearing before the Chief relating to not being available on the air.

- Knocked a recommendation of ten days off to a written reprimand for an inspector relating to an off-duty incident.

- Filled a vacant night captain's position after a grievance hearing. Ironically, the beneficiary of this action was a non-member of the POA.

- Won an assistant inspector's position for an officer who had been on disability leave and then was refused an appointment by the department.

- Won reinstatement for an officer after a leave of absence. The department refused reinstatement based upon an unlawful order.

- Won limited tenure time for a permanent sergeant to be applied to a temporary lieutenant's job after the administration refused it.

- POA directors represented scores of members at Internal Affairs during the past three months.

If you feel disgruntled about the POA at times, ask Ernie Maggio, Bill Wieger, Bob Pursley, Alan Bierman, George Toy, Tom Del Torre, Ed Rodriguez, Don Fouke, Gene Murphy and others about the POA.

TO WHOM IT MAY CONCERN

CRUCIAL TIMES

by Jerry Schmidt
Rep. Southeast Station

At a time when the entire field of law enforcement is coming under much closer scrutiny and is being brought repeatedly to the center of everyone's attention, the challenge of preparedness is greater than ever before. To understand our own legitimate concerns as peace officers is absolutely essential when attempting to negotiate them with the powers that be. It has become increasingly clearer to me over the past few months, that the real downfall in our failings to negotiate our concerns into a beneficial light, is our own inability to organize to our full capability in order to ensure a solidified and potent negotiating force.

Organization is no easy task. Communication is the key ingredient that would eventually lead us all to the position of deserved respect we've all felt futilely incapable of achieving. As a station representative I see a very obvious need for much more sophistication at the station level. The three major watches seem to be islands of information and individual concerns onto themselves. What could be a more welcome sight to those in management positions we've so foolishly labeled as our enemies?

The P.O.A. has achieved a great deal in its short existence. But for its members to point an accusing finger and to ridicule its shortcomings, merely displays the self-destructive ignorance that has kept it from its full and entirely feasible potential.

We all want the same things in this police department. Our failure has been to vocalize those wants amongst ourselves in an educated and informed manner, weighing all of the realities enough to the point where we could legitimately and seriously demand that which is due us.

Hand in hand with communication is education. Just as my ignorance of the operating procedures and structure of the P.O.A., and my ability to educate myself to the point where I can function effectively, is a test of my ability as a station rep, the same test applies to each and every one of us who eventually would like to reap the benefits of a strong union working in our behalf. To that end, it is my intention pursuant to Article IV, subsection 6-I of the Constitution and By-Laws, to appoint two additional watch stewards for Southeast Station in the hopes of alleviating what I consider the blatant pro-

SHOVELING AGAINST THE TIDE

by Don Brewer

For some years I have delayed doing a series of informative articles due to the time required to make them truly meaningful and the fact that I have no talent for writing. However, things are deteriorating to the point that I feel I can no longer delay this tedious task.

The fact that Supervisor Kopp is my first subject does not mean that I think he is the most hypocritical politician around, indeed, I believe he is one of the better ones. It only means that the time is appropriate for him to be on the receiving end of some moments of truth.

Mr. Kopp, true to many politician's creed has deluded the poor suffering taxpayers into thinking that they can save many dollars by eliminating the practice of paying police officers and firefighters for their unused sick time upon their retirement. As usual, the voter is seldom given the complete facts. Instead, not unlike our jury system, they are kept in the dark.

Let's consider how badly the public was informed regarding the sick leave pay off. Police and fire earn 13 days sick leave per year. This means that if they are suffering from a headache, cold, undue stress, etc., they can take up to 13 days off per year and still get paid for it. It also means that if they choose to grin and bear it by reporting for work, they can build up their sick leave to act as an emergency cushion in case they break a leg while skiing or fall victim to some other injury or sickness while off duty.

Therefore, until the recent change, there was considerable incentive to report for work, if at all possible, and the more responsible members did so. Again, before the recent change, the responsible employees who were fortunate enough not to suffer major illness or injury were rewarded by being paid for what was only justly theirs at the time of their retirement. Under the recent change, this payoff is no longer possible and of course, the aforementioned incentive disappears. Therefore, the more responsible members will suffer through their more minor illnesses and injuries at work instead of at home until they build up a few weeks of sick leave in case of extreme emergency and then use up the rest as it accrues. Then as their retirement nears, they will also use the few weeks that were saved for any emergency since there will no longer be any incentive to close their eyes to the debilitating frustrations of the job and report for duty.

Now then, just how much as Mr. Kopp saved the taxpayer? Of course those not informed about the lack of

blem of ignorance and confusion and the resultant apathy which seems to abound even as we struggle in our current negotiations.

Management vs. labor relations is something that we will always have to deal with. That fact should be more than obvious to most of our members by now. We will come out on top in some, and most assuredly on the bottom in some of the negotiations the future holds in store. But, unless we all attempt to become acutely aware of exactly why we finished where we did, we may as well close the doors right now and save ourselves a great deal of time, effort and embarrassment.

fringe benefits for police and fire, such as straight time for overtime which they usually wait weeks to be paid for, etc., may argue that they should receive no sick leave at all. However, a superficial glance at the situation will show that any fringe benefits for police and fire are practically non-existent compared with the private sector as well as many other civil service departments. Now, armed with this insight, the logical question is, why did Mr. Kopp bring up the subject of sick leave at all? To what end?

As long as I have touched on the subject of politicians resorting to any means in order to retain their power and status and Mr. Kopp is herein bearing the brunt for what most politicians are guilty of, I now offer him the opportunity to join me in an unique endeavor to separate the hypocrisy and grandstanding from what is good in government so that the misguided and uninformed voter will be aware of all the options and can make an intelligent choice. The only prerequisite required is that the Honorable Mr. Kopp now tells us the truth about the role of the Board of Supervisors in regards to the police and fire strike. This includes their role preceding, during, and after said strike. This admission will require an act of true courage since he will have to admit to his part in that conspiracy but I believe the voter would be willing to forgive any past chicanery, since all politicians inherit a system of hypocrisy, if only he will agree to sin no more and expose anyone else who does so from this day on.

I have several dozen expose type articles in mind, ranging from such current topics as the "Burton Machine" to past crimes involving the imprisonment of the Japanese during World War II and I am determined to make public, the "real role" of the Board of Supervisors during the strike, along with numerous other transgressions committed by a variety of politicians in the course of their sworn duties. Although I have just begun to sharpen my pencils, the truth shall ultimately be made public. It seems to me that as the politician is a public figure elected by the people, he therefore is obligated to work for them and be accountable for his actions. Part of this accountability process includes the duty of the politician to fully inform the constituency of all the facts behind his decisions and actions when asked for them. The fact that he represents the constituency incumbers him to allow them to become part of his input and subsequent output.

More SATT articles are to follow.

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SPECIAL BOARD OF DIRECTORS MEETING — March 14, 1979

President Barry opened with the Pledge of Allegiance. A roll call showed nineteen (19) members present and two (2) absent. Absent were Bell and Hardeman.

A discussion was held relative to litigation surrounding pay raises.

(1) The 77-78 raise suit will be heard on March 19, 1979 before Judge Karesh.

(2) The 78-79 suit against the Mayor's State of Emergency is still pending and no date for hearing has been set.

(3) The Mayor has set a meeting with the P.O.A. and Firefighters for March 20, 1979 at 2:00 p.m. to negotiate the State of Emergency. President Barry stated that neither he nor the Negotiating Committee knows what the Mayor intends to propose. Brother Geary and Brother Casciato stated that the negotiations should not be kept secret from the membership. President Barry stated that he wished to reserve that decision

until after he had met with the Mayor in negotiations.

President Barry then announced the residency decision will not be appealed by the City and that Meet and Confer will take place, between the P.O.A. and the City, to establish a reasonable limit.

Brother Powers, CSTF, then brought up the issue of the Scholarship Fund for disadvantaged officers which the Officers for Justice and Mayor have proposed. After much discussion it was agreed that the Board of Directors will closely monitor the progress of this fund via the political process.

President Barry then discussed:

(1) The Rose Report (Audit of the Department). He stated that a detailed article will appear in the Policeman newspaper.

(2) That the Association is monitoring actively the appointment to the two (2) vacant seats in the Civil Service Commission.

(3) That the proposal for Civilian Review Board has

been killed again before the Police Commission on March 7, 1979. The proposal with a budget of \$198,000.00 had been introduced by Commissioner Murphy.

(4) That Civilian Conversation has been stopped because of the impending consent decree.

Brother Casciato announced that Vice President Chignell will be seeking a seat on the Health Service Board and asked that the membership support him.

Vice President Chignell stated that Assemblyman Bruce Young from Orange County has introduced a bill to kill the heart presumption for Police and Fire. A letter will be sent to each member within the next few weeks explaining what action we can take to kill the bill.

The meeting was then adjourned with no motions having been made or voted upon.

Croce A. Casciato
Secretary

BOARD OF DIRECTORS MEETING — March 20, 1979

President Barry opened with the Pledge of Allegiance at 5:20 p.m., 19 present, 2 excused (Hardeman and Carlson).

President Barry's Report:

Pay raise 78-79 (State of Emergency): Calculations show that we are 9.85% behind and that we should be receiving \$1,734.00 per month (4th year patrol officer). The position of the Association is that we will not negotiate away any monies which are owed us by the city. With our firm position in the courts relative to salaries, the Association will litigate rather than negotiate if necessary.

Pay raise 77-78: Judge Karesh has received all the evidence. In a meeting with the attorneys in chambers, he indicated that police and fire should be receiving their wages but that he will give the city the opportunity to settle the case until May 7th.

Residency: The Association will be meeting with the City under the Meet and Confer guidelines to establish a new requirement.

The Firefighters case relative to the propositions put on the ballot after the '75 strike, has been sent back to the Appellate Court by the Supreme Court. The indication is that the City and County has been in violation of the Meet and Confer provisions with regard to ballot measures. The Association has been meeting with the firefighters and following this case very closely.

Vice President's Report:

1. Attended COPS Convention in Lake Tahoe from February 25 to February 28. Gave a formal grievance and internal affairs seminar to the COPS delegates at the convention. 2. Worked thirty-one (31) hours tracking fifty-one (51) bills currently before the California State Legislature affecting police officers. This included writing letters of support and opposition and in turn notifying thirty-six (36) COPS member organizations of the position they should take on the bills.

3. Monday, March 5, 1979. Attended a meeting with Chief Gain and his four (4) Deputy Chiefs along with President Barry and member Jack Ballentine concerning the Harvey Rose audit of the Police Department.

Represented Member Michael O'Toole who was under disciplinary action instituted by Deputy Chief Jeremiah P. Taylor. After a hearing by Chief Gain all charges were dropped.

4. Tuesday, March 6, 1979. Attended a meeting at 1400 hours with Richard Sklar, the mayor's labor negotiator in defining the scope of negotiations for the 1978-79 pay raise for police officers.

5. Wednesday, March 7, 1979. Represented members George Toy and Allan Bierman in a disciplinary hearing before Chief Gain. After a one hour hearing all charges were dropped.

Attended and assisted representing member Donald Fouke before the Police Commission from 1730 - 2115 hours. Observed fellow board member Hebel acquit brother Fouke of the charges before him.

6. Thursday, March 8, 1979. Represented Inspector Gene Murphy in a disciplinary hearing with the Chief of Police. Chief Gain had recommended a ten day suspension and after the hearing the matter was resolved

with a written reprimand.

7. Friday, March 9, 1979. Presented Grievance 05-79 to the Chief, concerning the filling of an additional Captain's job at night. The grievance was won over Deputy Chief Mullen's objections.

8. Monday, March 12, 1979. Represented along with Brothers Schmidt and Hebel, grievant Robert Pursley in a civil service dispute. After an hour hearing the Chief overruled Deputy Chief Mullen and the POA won the grievance.

9. Attended the Federal Consent Decree hearing with other Board members wherein the matter was put over until March 15, 1979.

10. Counseled seven (7) members on grievance and disciplinary matters.

11. Represented member Christalyn Washington of Company H at I.A.B. due to Brother Minkel's disability status. The matter concerned an excessive force complaint.

12. At 1700 hours, March 12, 1979, met with five (5) members of Company C concerning settlement of the NAACP law suit.

13. Addressed six (6) watches and answered over forty telephone calls concerning POA matters.

Secretary's Report: Brother Casciato presented the minutes of the last meeting. Brother Sullivan motioned to accept as printed in the March issue of the POLICEMAN. Seconded by Bro. Dempsey. Passed by voice vote. Brother Casciato also appealed for volunteers for the Easter Seal Telethon on March 24th and 25th and stated that the recruitment program was being thoroughly documented.

Treasurer's Report: Brother Patterson orally discussed the Treasurer's report printed in the March issue of the POLICEMAN and made a plea for all board members to work on helping reduce attorney expenses. Motioned by Casciato, seconded by Schlink to accept the report as printed in the newspaper.

Committee Reports:

Grievance: Bro. Chignell gave a report on the status of the grievances. He urged that the Board become familiar with the files and that grievances be pursued quickly via the Grievance Committee (Chignell, Toomey, Schlink, Amiot and Schmidt). The possibility of having a grievance seminar was discussed and the matter will be taken up at the next meeting.

C.O.P.S.: Bro. Crowley stated that the COPS membership is growing rapidly and that the organization is active in a political battle over limit spending for the police department in Santa Ana.

Federal Litigation: Bro. Ballentine announced that the committee will meet on March 26th for orientation.

IUPA: Bro. Patterson announced that the IUPA will hold its first convention July 12 through 19 in San Francisco. All members are encouraged to attend and welcome fellow officers from throughout the nation.

Retirement Committee: Bro. Hebel stated that proposed as of July 1, 1979, the city contributions for each member dollar will be \$1.02 if hired before 1976 and \$.55 if hired after 1976. The Retirement Board will be monitored for any action by Bro. Hebel.

New Business:

Pres. Barry then appointed Casciato to the vacant position on the Insurance Committee. Motioned by Wode, seconded by Schlink to ratify. Passed by voice vote.

Motioned by Wode, seconded by Huegle, that the Association poll members via ballot for support of IUPA. A long, long discussion followed re: the history of the ICPA, IUPA, etc. A motion was then made by Gannon, seconded by Schlink, to table the original motion. Motion to table passed 25-5.

Screening Committee: Bro. Barry addressed the Board stating that we have 18 cases and if we intend to reduce attorney costs, the Board must become more involved at first level representation.

Publications: Bro. Wright stated that the POLICEMAN deadline would be April 4th.

Sports: Bro. Minkel announced that there will probably be a benefit game between the softball team and the gay community in June.

New Business

Motioned by Barry, seconded by Bell, to appoint Jerry Crowley fulltime representative to C.O.P.S. through March 31st. Motion passes by roll call vote 18-0 with Casciato abstaining.

Beard petition: Bro. Minkel addressed the Board asking that the Association take a position on the petition. After much discussion, it was decided that no position would be taken.

Motioned by Wright, seconded by Patterson that the Community Services Committee be reconstructed by the By-Laws Committee for a vote of the membership. Motion passed 17-1, Bro. Chignell voting no.

Motioned by Toomey, seconded by Schlink, to donate \$300.00 to Local 38 for their 25 year Memorial Wall. After much discussion, the motion was withdrawn by Toomey.

Bro. Barry presented an invitation to a dinner for Mayor Feinstein on March 23rd, cost \$500.00 per ticket. After much discussion it was decided that this organization would not purchase any tickets.

Motioned by Bro. Barry, seconded by Bro. Chignell, to purchase 2 tickets (\$75 each) for the Supervisor Ella Hill Hutch Dinner. Motion passed 17-1, Bro. Bell dissenting.

Motioned by Bro. Wright, seconded by Bro. Chignell, to recind the no complimentary ticket rule for the Installation Dinner. Motion passed by roll call 14-3. Yes: Toomey, Schmidt, Amiot, Gannon, Sullivan, Wright, Schlink, Hebel, Huegle, Pera, Bell, Patterson, Chignell, Barry. No: Geary, Rapagnani, Casciato. Amendment made by Casciato s/by Dempsey, that the 4 executive officers be responsible for each complimentary ticket by having to initial the back of each. Amendment defeated 11-7. No: Toomey, Schmidt, Amiot, Wright, Hebel, Huegle, Pera, Bell, Patterson, Chignell, Barry. Yes: Geary, Dempsey, Sullivan, Gannon, Rapagnani, Schlink, Casciato.

Motion made by Casciato, seconded by Schlink, to grant office Secretary Yvonne Huey a \$.50 per hour raise to \$5.50 per hour. After discussion it was decided that Treasurer Patterson would research the entire office staff salaries and benefits in order that raises can be set on July 1, 1979.

Motion made by Bro. Geary, seconded by Casciato that no politician running for office be allowed to act as installation officer at the P.O.A. Installation Dinner May 4th. A long discussion followed with regards to President Barry having already asked Mayor Feinstein to act as the installing officer. Motion defeated 14 No. 4 yes. Voting Yes: Geary, Toomey, Schmidt, Casciato.

Meeting adjourned. Al Casciato, Secretary

GENERAL MEMBERSHIP MEETING — March 20, 1979

Opened with the Pledge of Allegiance.

Motion made by Barry, seconded by Patterson to suspend order of business. Passed by voice vote.

Pay raise, residency and litigation issues were discussed, same as the Board meeting.

Motioned by Chignell, seconded by Casciato, to take the moritorium issue out of order. Passed by voice vote. Motioned by Wright, seconded by Carlson, to add a \$50.00 initiation fee to each member coming in under the moritorium and that the monies be used for federal litigation. Motion defeated, No-30, Yes-11.

Motioned by Arnold, seconded by Gannon, that the members of Park Station desire to conduct a raffle on behalf of Bert Aceret, a U.C. policeman who had a stroke and has no income at the present and that they be allowed to use the P.O.A. name on the tickets and that the tickets be paid for by the POA (approximately \$30.00). Motion passed by voice vote.

Meeting adjourned.

Al Casciato, Secretary

SFPOA WINS RESIDENCY SUIT

Permanent Injunction and Order

The trial for the permanent injunction brought by the plaintiff San Francisco Police Officers' Association to prohibit the enforcement by defendant City and County of San Francisco of the residency requirement came on for hearing before this Court. Attorney Ralph B. Salzman appeared as counsel for the plaintiff. Deputy City Attorneys Diane L. Hermann and Burk E. Delventhal appeared as counsel for the defendants. At the trial both oral and documentary evidence was presented by both sides, and thereafter extensive briefs were filed by both the plaintiff and the defendants.

In this action, the plaintiff, San Francisco Police Officers' Association, is seeking an injunction from enforcing the residency requirement set forth in Section 16.99 of the San Francisco Administrative Code.

IT IS HEREBY ORDERED that the defendants, and each of them, shall be, and hereby are, enjoined and restrained from enforcing San Francisco Administrative Code, Section 16.99, et seq, against the plaintiffs in this proceeding.

It is the contention of the plaintiff that the residency requirement is unconstitutional as it conflicts with Article XI, section 10(b) of the California Constitution because it is an unreasonable restriction, whereas defendants dispute this contention and argue that such a restriction is reasonable.

The California Constitution provides that "a city or county . . . may not require that its employees be residents of such city . . . except that such employees may be required to reside within a reasonable and specific distance of their place of employment or other designated location." Our California Supreme Court has upheld the constitutionality of a municipal employee residency requirement which bears a relationship to one or more legitimate state purposes, and hence is constitutional under the traditional equal protection clause. See *Ector v. City of Torrance*, 10 Cal.3d 129 (1973).

At the hearing before this Court, defendants produced evidence concerning the reasons for such a residency requirement. The principal stated purposes are:

1. To encourage the use of public transportation, reduce traffic congestion, air pollution and parking problems.
2. To provide effective access by officials and other officers to the City including members of both the fire and police department in the event of an emergency or fire situation.
3. To enhance the peacekeeping functions of the police and

if the police live in the communities in which they work an improved rapport is established between the members of the police department and the city's resident population.

It is the contention of the defendants that if the scheme has a reasonable basis, it doesn't offend the Constitution even if it is not made with mathematical perfection or if its practice results in some inequality. They also have argued that Plaintiff must either overcome the presumption of validity which attends all legislative action or prove that the burden borne by police officers because of the five (5) mile residency requirement outweighs legitimate municipal interests which are promoted by the requirement.

Plaintiff relies on *Lanam v. Civil Service Commission* 80 Cal.App.3d 315 (decided by the First District, Division Four of the Court of Appeals on April 25, 1978). In the *Lanam* opinion at page 319 the Court quotes from *Paley v. Bank of America*, 159 Cal.App.2d 500 (1958) on page 506 wherein it is stated that the argument that:

"the presumption of legislative validity operates in favor of a statute is of little help when a direct challenge to its constitutionality is made . . . It is not the presumption that determines the constitutionality or unconstitutionality of a statute but the fact of its operation and effect in a given case."

In *Lanam* it was held there was substantial evidence presented to support the trial court's determination that the residency area requirement as adopted by the City of Ukiah was not reasonable within the language of the California Constitution. In *Lanam*, the Superior Court for the County of Mendocino held that a fireman employed by the City of Ukiah had been improperly dismissed from his position for residing outside the designated area as determined by the City of Ukiah.

The Appellate Court in *Lanam* stated that "the legislative action was reasonable in itself . . . insofar as its purpose was to require the City's public safety employees to live at places from which they could effectively be called to duty . . . The City undertook to effectuate this purpose by translating the constitutional requirement of reasonable and specific distance into an area drawn on a map." The instant case involves a similar attempt by the City and County of San Francisco for

the same objectives. The Court in *Lanam* concluded that "the mere specification of a distance in miles does not make it reasonable."

At the hearing before this court the plaintiff established that in the five (5) mile residency requirement under our consideration there are several points of residence within the limitation area where it takes longer travel time to reach designated points of employment than from residences outside the limitation area. Based on the evidence produced at the hearing the court notes that the proposed five (5) mile circle as provided in the Administration Code section actually includes more water than land. Further, the provision ignores actual travel distances and includes military installations while excluding suburban communities.

The Court recognizes that it cannot be disputed that a residency requirement promotes legitimate municipal purposes and as such is constitutional. However, the Court is concerned with the practical factors which are determinative here having to do with the actual operation and effect of a constitutionally valid legislative act. Because of the application of the practical factors involved, the five (5) mile residency requirement this Court considers to be unreasonable within the permissive language of the California Constitution. At the hearing and in its brief the City and County of San Francisco presented evidence and argument advancing generally the reasonableness of a residency requirement. However, in this case it is the conclusion of the court that the particular residency requirement as adopted by the City and County of San Francisco was not reasonable within the meaning of the permissive language of the California Constitution.

Accordingly, the defendants, and, each of them, as hereinbefore noted are enjoined and restrained from enforcing San Francisco Administrative Code 16.99 et seq, against the plaintiff San Francisco Police Officers' Association.

The Court notes that pursuant to the Preliminary Injunction and Order of June 15, 1978, issued by the Law and Motion Department of this Court the plaintiffs filed a bond in the sum of \$1,000.00 (Bond No. 51930). This bond is exonerated herewith.

March 8, 1979
s/Henry R. Rolph
Judge of the Superior Court

THIS IS THE WAY IN SAN JOSE

'Downtown hookers being driven out'

by Betty Barnacle
Reprinted San Jose Mercury News

San Jose is no longer the "easy" city hookers said it was a few months ago when they flocked here in droves to earn up to \$1,000 a week working the downtown streets.

A vice officer reports that, thanks to community backing and concerted effort by all segments of the legal community, prostitutes are not only doing time but are facing special steep bails.

Hookers with prior convictions are finding their bail hiked as high as \$7,000 when they are arrested in downtown San

Jose, according to Sgt. William Lansdowne of the police vice squad.

Lansdowne told the San Jose Small Business Association that judges are cooperating fully with police in an effort to rid the downtown streets of prostitution.

"When we call a judge at 2 or 3 in the morning and say we have a repeater (woman with prior prostitution convictions)," Lansdowne said after the meeting, "the judge is being very helpful by raising

the bail from the regular \$1,000 to \$5,000 or \$7,000."

Hookers aren't getting off the hook at the district attorney's office, either, Lansdowne said. The DA's office is not plea bargaining with prostitutes, he said, and is demanding that prior convictions are mentioned in court.

Previously, in an effort to keep additional cases off the crowded court trial calendar, members of the district attorney's office would not mention a prostitute's prior convictions if she would not demand a trial, according to Lansdowne.

"And the girls are doing time," Lansdowne said, "usually about 45 days."

Lansdowne told the SBA 120 percent more prostitution arrests are being made

today in San Jose than a year ago.

He amplified this after the meeting. To date this year, he said, 180 prostitutes have been taken into custody in the area roughly bounded by San Salvador, William, Second and Fourth streets. Last year the figure was about 60.

"Within two months," Lansdowne promised the businessmen, "far more prostitutes will be gone." It will take that long, he explained, for the hookers to go through the court process and for word to get out throughout the Bay area that San Jose is no longer the "easy" town prostitutes used to say it was.

"As long as you keep the pressure on, you can control it," he said. "But the minute you let us, it comes back."

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RECRUIT TRAINING REFLECTIONS

by Edward N. Daneri

Edward N. Daneri resigned from the San Francisco Police Department on August 31, 1978. His reflections on the police academy training and the Field Officer Training are printed here for possible future considerations. Editor

Since September, 1978, I have pondered and discussed our training on frequent occasions. I am far from being qualified to correct or to tell experienced supervisors how to run their business. But having been a recipient of the recruit school and the FTO program, there are some observations that I consider worthwhile.

During the academy, we enacted roles both as criminals and officers in mock police situations. All of us agree that they were excellent and helped to break the ice for future life situations. But frequently, the classroom situations were not up to this quality. Often, people went to sleep while someone told war stories. By the end of the academy, many were betting as to how many heads would drop in the course of a two hour session.

This time could have been utilized more effectively. Case analysis studies, similar to the mock-life situations with role playing, might be an alternative. Many of the leading law schools and business faculties, including Harvard, use this method in place of the classical lecture method. This involves that each student use an inductive approach to problem solving. Instead of being told the answer in a lecture, one has to reflect and do personal and group analysis to come up with working solutions.

So much for theory. Mike Hebel is an extremely qualified person and a great cop who is constantly trying new approaches and is quite open to new ideas.

On the emotional, psychological level, many of us wanted to discuss problem areas with academy instructors and FTO supervisors but hesitated due to fear of lower grading and that unacceptable 2 or 3. Hebel, Carlsen, Beijen, Jackson, etc. are great people, and the people of the FTO program are quite dedicated to producing good cops. But they are still the ones who can make you or break you. I would like to suggest that other police officers be brought in who have nothing to do with the academy, faculty, FTO program, or any other aspect of training.

I do mean other police officers, not some civilians who don't know the difference from a shotgun or a broomstick. Perhaps they could offer the opportunity for recruits and trainees to air gripes, discuss problem areas, revitalize slackened spirits, improve critical thinking, understand others' ways of doing things. They might form small discussion groups both during the academy and during the FTO program. Obviously, the content of the discussions would never go out from behind closed doors.

But this sort of idea is also being discussed. I am sure that someone else has already thought of it.

But there is one last point. To me this was important. To me this was sad and pathetic. I personally handled all the invitations sent out for our graduation banquet. Not one ranking officer over the rank of Sergeant came to the banquet. Sure, there were excuses and apologies, but that didn't help the morale. New recruits have got to feel that they are really needed and wanted in an atmosphere of terrific tension both from FTO supervisors, criminal elements in the streets, an unsupportive public, unnerving family situations, friends who think you're crazy for risking your life, etc., etc.

Chief Gain never once came to the Academy to address the recruits, at least my Academy, the 130th. Some didn't even care, but some did, some noticed. This doesn't mean that supervisors and superiors have to pamper anyone. Far from it. Police work is synonymous with good discipline and self-control. But police work means team effort from the very top down to the very bottom, from the fourth floor at the Hall right down to the struggling recruit hoping that he will get a four on tomorrow's ratings after having gotten that 2 or 3.

So well can I remember Chief Gain swearing us in to the 130th Recruit Class on January 23, 1978. It was a great day, highlighted by a well disciplined introduction by Dirk Beijen and Don Carlson advising us of our responsibilities as police officers for the City and County of San Francisco.

For the next four months, we commuted and hitchhiked back and forth across the Bay Bridge to Treasure Island, learned how to handle weapons at the range, virtually destroyed vehicles during driving instruction, got gassed at Pleasanton, and attended hours of classes in criminal and municipal law. Many experienced officers came in and tried to instruct us on the methods and means of law enforcement. Some were truly excellent, but others were so misleading. Some really

prepared their lectures and materials, others were content to spill our war stories that became very repetitive after three months.

All of us shared the same gut feeling. We were really learning a lot of new things, being trained in control of self and others. We acquired a tremendous sort of mutual respect, respect for any of our kind with a blue uniform. But most of all, we came to feel as though we were in a brotherhood. We all tried to get to know each other and were able to disregard outside forces who would put us one against the other since we were such a racially mixed group.

Graduation came and we then tuned ourselves up for the FTO program. For the next fourteen weeks, many of us were bruised and battered both by prisoners and our own FTO supervisors. We spent many a night in cold police vehicles, listened to the moans and groans of the old guard, chased suspects down side streets, drove code-three down crowded streets, and spent many hours rewriting incident reports that lacked professional quality. Our goals were two-fold. We wanted to survive any attacks by criminal suspects and we wanted to survive the grading pen of our FTO's. It was great training, probably the most rigid character training that one could possibly imagine. Each of us sweated out the grade of 2 or 3 which indicated less than professional quality and always hoped for a four which meant acceptable performance.

After a year, none of us have been killed or seriously injured as of February 1, 1979. All of us survived our first goal, survival from criminal elements. But some of us were not so fortunate with the grading pen of the FTO. Sadly, some could never come up to the full range of four in all categories. Some were terminated, others felt as though they should resign. Since graduation last May, over 20% of the class is actively engaged in other forms of employment, some resigned and others were let go.

Recently, we all got back together again for a class reunion. All were invited who were members of the 130th, regardless of success or failure in the FTO program. It was a great night, and we all realized that we still felt that sense of brotherhood that will never die out, in spite of time and external forces.

Many could not help but ask the question, "Why?" Why were so many people unsuccessful? It is not sufficient to say that they just didn't try hard enough or that they lacked the qualities necessary for effective service. The answer to this question goes a bit deeper than that. Obviously, some were not qualified, but not 20% plus some.

A DAY TO PLAY

A Mental Health Fair, called A DAY TO PLAY, has been scheduled for Saturday, May 19, 1979 in Golden Gate Park. Admission is free, and a wide array of exhibits, events and experiences will be available.

"Mental Health can be fun", explains the Mental Health Association of San Francisco, sponsor of the Fair. Minstrels and musicians will add color to demonstrations and explorations of meditation, biofeedback, nutrition, the mind-body therapies, parenting, fitness, relationships, lifestyles and transitions.

This unusual opportunity for everyone to discover new ways to their own health, happiness and wholeness will be held at



Marx Meadow, (John F. Kennedy Drive and 25th Avenue, San Francisco) from 11 a.m. to 4 p.m. You're invited to come and bring everyone you care about.

COPS Introduces Reserve Bill

by Paul Chignell
Vice President

The California Organization of Police & Sheriffs has launched their major legislative task during the 1979-1980 session.

On behalf of COPS, Assemblyman Dave Elder (D) Long Beach has introduced AB 1343 which severely restricts the use of police reserves in California cities and counties.

The proliferation of poorly trained scab labor in the form of reserves has been a major problem in many California police departments.

City managers, Chiefs of Police and various politicians feel free to hire reserves and not employ professional, trained officers in order to save money. But the public ultimately suffers.

AB 1343 mandates reserves to wear uniforms distinctly different from those of a regular officer, wearing a badge or star that is distinctively different, be supervised by regular officers on a one-to-one ratio, not wearing any insignia, chevron, etc. indicating ranking, seniority or promotional status, not to engage in any off-duty police work, no carrying of weapons off-duty, no compensation for serving as a reserve, all training to be paid by the local agency and not by the state, and no more than ten percent of an agencies peace officers can be reserves.

It is extremely important that this bill be passed this session and we request that you write and call your state legislators as listed below:

San Francisco

Senator Milton Marks (R)
Senator John Foran (D)
Assemblyman Willie Brown (D)
Assemblyman Leo McCarthy (D)
Assemblyman Art Agnos (D)

San Mateo County

Senator John Foran (D)
Senator Marz Garcia (R)
Assemblyman Lou Papan (D)
Assembly Robert Naylor (R)
Assemblyman Vic Calvo (D)

Marin County

Senator Barry Keene (D)
Assemblyman Bill Filante (R)

Northern Alameda County

Senator Nick Petris (D)
Assemblyman Tom Bates (D)
Assemblyman Elihu Harris (D)

Southern Alameda County

Senator John Holmdahl (D)
Assemblyman Bill Lockyer (D)
Assemblyman Floyd Mori (D)

Contra Costa County

Senator John Nejedly (R)
Assemblyman John Knox (D)
Assemblyman Dan Boatwright (D)

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- 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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 92 451476 841-5661

HUNTER SAFETY

The San Francisco Police Activities League (PAL) will be sponsoring Hunter Safety classes throughout the year on conservation, sportsmanship and safe gun handling in the field and at home.

Bill Leet, an experienced San Francisco police officer who is accredited with the California Fish and Game Department, will be conducting the classes. The scheduled dates for the PAL Hunter Safety classes are as follows:

- April 30, May 1, 2, 3
- June 4 - 7
- July 16 - 19
- Aug. 27 - 30
- Sept. 10 - 13

The classes will be held from 7:00 p.m. to 9:00 p.m. at the PAL Headquarters, 2475 Greenwich Street. Children from 10

years of age and adults are invited to attend these classes. Pre-registration is required. For additional information and registration, please call the PAL Office at 567-3215.

PAL SOCCER

The San Francisco Police Activities League (PAL) announces the sign-up of teams comprised of youngsters from 7 through 18 years of age in the annual PAL Soccer League which will kick-off on April 21, 1979. Schools, recreation centers and clubs are invited to participate.

Uniforms, equipment and officials will be provided by the PAL at no charge. There are no registration or league fees. For more information, contact the PAL at 567-3215.

TREATMENT FOR JOB RELATED INJURIES

by Elmer Ballard
 Legal Representative
 Reprinted Main Line
 S.F. Firefighters Local 798

There have been several recent "foulups" when members have sought medical treatment at the St. Francis Treatment Room. This has been due in part to members misunderstanding of the procedures followed in these cases.

The Retirement Board doctors have several alternatives in every case. First, they can deny treatment on the basis that there is no injury or, if there is an injury, it is not job related. Second, they can treat an injury and return the member to duty. Third, they can treat an injury and place the member on D/P. Fourth, they can refer the member to a specialist for diagnosis and treatment. The specialist then has the same alternatives as the doctor at the St. Francis Treatment Room.

It is important to be sure just which alternative has been chosen by the doctor. In one recent case, the member was referred to a specialist. The doctor provided treatment and made an appointment for a followup visit BUT GAVE THE MEMBER A WRITTEN RELEASE TO DUTY. The member apparently assumed he was on D/P and did not return to duty. His mistake cost him 18 days of sick leave. In another case, the member continued to see the specialist for several months. During this time, the doctor was under the impression that the member had remained on duty. Fortunately for the member, it was not clear that the doctor had given him a written notice that he was fit for duty and he was therefore not penalized. Read every paper the doctor or nurse hands you.

Another problem is where the member disagrees with the decision made by the doctor. In such cases, the member should never "raise hell". He should contact the Legal Representative of the Union. Often the problem can be resolved administratively by a letter or a telephone call. If this is not possible, and the circumstances warrant it, an Application for Determination can be filed with the Retirement Board and a hearing will be held to decide the case. The member may be represented before the Board by the Legal Representative in such cases. This problem can sometimes be avoided by contacting the Legal Representative before

going to the St. Francis Treatment Room. This should always be done wherever the case is a bit out of the ordinary.

A recent example was a member reporting to the SFTR for treatment of a foot problem which he believed to have been caused by his safety shoes. He was denied treatment. We have generally been able to resolve this type of problem by advising the member to first contact Dr. Bonfilio who, if he approves, can then lend the weight of his judgment to the application for treatment.

There are other problems where the Legal Representative, has been able to enlist the aid of private doctors in support of the application before sending the member to the SFTR. In another case, calls were received from several members regarding a normally non-industrial illness. Since the illness was contagious, the circumstance of several members reporting the same problem at approximately the same time was sufficient, to secure treatment at the SFTR.

Another problem is that of a member obtaining private medical treatment and then seeking reimbursement from the Retirement Board. This can only be done where, (1) an emergency situation require it or, (2) the member reasonably was unaware of the nature of the injury or that it was job related when he went to his own doctor.

This last problem has been alleviated by two recent legislative changes in the Labor Code. The first provides that, after treatment by the employer's doctor for 30 days, the employee may require that he be transferred to his private physician for treatment. The second provides that, if he has previously filed written notice with his employer that he wishes to receive all medical treatment from his private physician for any job incurred injuries, he will be sent to that doctor at the outset.

The disability benefits of the S.F.F.D. are among the best in the country but, like everything else, the cost is going up phenomenally. We must do all that we can to protect them. When necessary, use them. Don't abuse them.

GUY WRIGHT/Ignoring the evidence

Reprinted S.F. Examiner

THE EXCLUSIONARY RULE: This is the best example we have read which demonstrates how blind the courts expect law officers to be. EDITOR

When Patroman Helpful Handy saw a lady motorist struggling with a flat tire on the roadside, he stopped to assist her. Gallant soul that he was, he opened the lid of her trunk to get the spare and got a surprise instead. In the trunk, bound and gagged, was the President of the United States.

When the case reached the Supreme Court, the black-robed justices gave Patrolman Handy the business. Did he ask permission to open the trunk? Did he have a warrant? Was he a fascist pig?

The perplexed patrolman tried to introduce the president as Exhibit A — or at least return him to his rightful owners. But since the president had been rescued illegally, the justices pretended not to see him.

When Patrolman Handy had been properly scolded for his Gestapo tactics, the president was returned to the woman's trunk, still bound and gagged, and she drove off into the sunset.

An April Fool joke? No, I'm just illustrating how the "exclusionary rule" works. In American courts, evidence unlawfully obtained cannot be used. That's the exclusionary rule. Based on the constitutional protection against "unreasonable search," it was promulgated by the Supreme Court in 1915 to discourage police excesses in federal cases. Extended to state courts about 20 years ago, it has let thousands of criminals go free.

Oliver Wendell Holmes foresaw that danger but said: "We have to choose, and for my part I think it is a less evil that some criminal should escape than that the

government should play an ignoble part."

It's possible to endorse that sentiment yet wonder if Holmes might not have second thoughts if he could see what has happened. Many good minds have been driven to the conclusion that we must find a better way. Justice Malcolm Wilkey of the U.S. Court of Appeals recently called publicly for an end "to the ridiculous situation where the murderer goes free because the constable blundered."

Increasingly, blunder has become the issue, not police abuse of the kind Holmes had in mind. In their floundering attempts to define unreasonable search, Holmes' successors on the bench have built a rat's maze of restrictions through which the policeman must find his way. If he makes a wrong turn at any point, the defense attorney is permitted to pounce on him — "Gotcha!" — and have the evidence suppressed.

As a Supreme Court brief observed, "The law of search and seizure has developed into such a convoluted and complex state that judges of different courts, or even judges sitting on the same court, cannot agree about it." The Supreme Court proceeded to illustrate the point by splitting, 5-4.

How, then, is a cop supposed to know? Most of the time his evidence is thrown out not because he trampled on someone's civil rights but because he missed a footnote in the court's ever-changing ground rules for the game of cops and robbers.

Would simplifying the search law solve the problem? Not really, because there is a fatal illogic in the exclusionary rule. It is this: Even if a cop is guilty of flagrant behavior, the exclusionary rule does not punish him. It punishes the public, you and me, by turning a criminal loose in our midst. Ours is the only nation on earth that uses the exclusionary rule. British judges think it's insane. In England, charges of police impropriety are made the subject of a separate inquiry, apart from the main trial — not an excuse for freeing the criminal. That is the sensible course, but it may take something like the abduction of a president to jolt our judges into taking it. (Emphasis added)

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SPORTS

SFPD SOFTBALL '79:

by Don Carlson

After four weeks of the '79 season, no clear-cut patterns have developed, and because of an early season rainout, an annual condition that seems to be built into the schedule, most teams have played only three games.

AN OVERVIEW THUS FAR

The AIRPORT team has continued where it left off in 1978 with three straight wins, downing both Co. E and Park #1 by impressive scores, and sliding by a good Park #2 squad, 11-5 . . . RICHMOND, also 3-0 and tied for the top spot, is still somewhat of an unknown quantity. Co. G's victories have been over the League's three bottom clubs: Taraval, Park #1 and Central #1. The most difficult part of the schedule lies ahead for Gene Traversaro's team . . . the INSPECTORS, usually prone to early season jitters, find themselves at 2-0. In their initial contest vs. Co. C, the Boys from the Bureau overcame a four-run deficit to win, 13-12. Then they held CSTF/Traffic, a team that had scored 46 runs in two games, to just a couple of tallies in an 11-2 win. Strength up the middle, with Brad Nicholson pitching, Tom Bruton and Jeff Barker at 2nd and Short, and outfielders Phil Dito and Dan Lawson, has been the key thus far . . . The Guardians of the GGNRA, the PARK POLICE, seem to be for real: they stunned CSTF/K by scoring 28 runs, and had no trouble downing Park #1, before A#2 edged them, 10-8. This team seems to be able to play with any other club in the league . . . Ben McAllister's CENTRAL #2 club is in that majority of teams — they really haven't found themselves yet, but are a definite playoff possibility. After downing Southern, A#2 was edged by Southeast, 12-10, before nipping the Park Police . . . PARK #2, the Purple Gang (how's that, Mark?), is in the same boat because their bats haven't begun talking yet. In their third game, F#2 struggled to an 11-10 win over a Co. D team that, on paper, is nowhere near the Mission teams that most of us remember. Farrell, Porto, Barnes and Curtin, however, should make a playoff spot for F#2 a certainty . . . SOUTHERN, after an opening loss to A#2, had no trouble with Northern or Central #1, blasting Clooney's team, 17-1 . . . Gary Fox' CSTF/K Combo is on a rollercoaster so far. After the loss to the Park Police ("we handed them the game," said Gary), they humbled Mission, 24-3, lost to the Inspectors, and then barely escaped with a 10-inning, 14-13 win over Co. I . . . Frank Walker's SOUTHEAST team has had the same kind of season: an initial 11-5 loss to F#2, a close win over A#2, a heart-breaker of a loss to the Inspectors, followed by what could be termed an upset, if only because of the score, over Ingleside. What figured to be a close game ended 11-4, Co. C. Dave Hermann, Mark Mino and Al McCann make Southeast a definite playoff team . . . John Portoni and Chuck Collins don't seem to have as much

help as they're going to need to get MISSION into the playoffs. They blitzed Co. I in their opener, then were blown out by CSTF/K before giving up nine early runs in that 11-10 loss to F#2 . . . Layne Amiot's enthusiasm for NORTHERN's hopes may be waning somewhat. Co. E upset Ingleside initially, but then nosedived vs. Co. B and the Airport . . . INGLESIDE's two losses can be classed as upsets, but they obviously have a shot at the playoffs with Mahoney, Minkel and Hicks in the lineup . . . PARK #1 is a new team this year, headed by Rich Bruce, and like any new, young team, they are struggling. Their losses, however, were to the Airport and Park Police before dropping a 7-6 decision to Co. G . . . Judging from CENTRAL #1's 0-3 record, it wouldn't be surprising if Mgr. Greg Clooney still doesn't know any of his players — after three defeats, he probably isn't talking to anyone! . . . This is going to be a frustrating year for Dave Maron and Tom Taylor at TARAVAL because neither is accustomed to losing. They will be accustomed to it after this season . . . a few notes: if you're a manager, let me know how your club's doing for future columns. My opinions only tell half the story. Send all info to me c/o the Hit & Run Detail or phone me after the game . . . Finally, some league members, especially from the Inspectors team, have expressed indignation over the obvious absence of their names in last month's "League Preview" piece. Mild threats were even voiced, prefixed by analogies describing my ancestry. Personal and journalistic ethics prevent me from divulging the identities of these "thugs", but I just want to express publicly, FRANK, that I refuse to be intimidated!

See you next month.

STANDINGS

(as of 4/04/79)

TEAM	Won	Lost	Pct.	GB
Airport	3	0	1.000	
Richmond	3	0	1.000	
Inspectors	2	0	1.000	½
US Park Police	2	1	.667	1
Central #2	2	1	.667	1
Park #2	2	1	.667	1
Southern	2	1	.667	1
CSTF/K	2	2	.500	1½
Southeast	2	2	.500	1½
Mission	1	2	.333	2
Northern	1	2	.333	2
Ingleside	1	2	.333	2
Park #1	0	3	.000	3
Central #1	0	3	.000	3
Taraval	0	3	.000	3

Golf Club News

On Friday, March 16, 1979 sixty-one players arrived at Bennett Valley Golf Course in Santa Rosa to play in the March tournament. The weatherman had predicted rain and the skies were cloudy with occasional drizzle. Fifty-eight of these hardy souls actually started the round and about thirty even finished. The more intelligent (chickens) found the going too rough (wet) and quit somewhere around the ninth hole. As a result and in the interest of fairness, the whole day's results were cancelled.

Tom O'Hara was last seen in the bar crying in his Olympia, as he had for the first time in four years, won the hole-in-one, only to have it wiped out by a little rain.

This was the first, and I hope the last time, we ever quit once a round is started.

Those of us who were left sitting around the bar watching the rain fall, decided to re-schedule this course for June. This course is usually in such good condition, it was a shame everyone didn't get to finish.

The club has finally decided to have an away trip this year. After see-sawing back and forth, it was finally decided that we go in with the Oakland Police Officers Golfing Association and put on a trip to Reno in September. This will be the weekend of September 21st, 1979 and will include three nights and two rounds

of golf at Incline and Lakeridge. The cost will be \$211 per couple. Anyone interested should let me know right away as a deposit of \$100. is required and there are a limited number of spaces available.

* * *

POLICE OLYMPICS: Because of the interest in this year's Olympics which I'm sure is caused by their nearness, we will have tryouts. There will be two rounds with the results determining who represent S.F. and their place on the team. The next two tournaments we have for the Golf Club which will be held at Alameda Muni on Monday, April 23, 1979 at 11:00 a.m. and Franklin Canyon on Friday, May 18, 1979 at 8:30 a.m., will be the tryouts. In the interest of fairness, this will be the only opportunity unless there aren't enough players to fill up the teams, in the three age categories. If anyone is interested, let me know right away if you intend to try out. If the response to these tryouts is less than I anticipate, only the places on the teams will be determined.

Jerry Cassidy
Co. K E&I (553-1245) OR
237 San Marin Dr.
Novato, CA 94947 (897-0226)

RUNNING THROUGH MY MIND

by Walt Garry

The Napa Valley Marathon was one of those smaller events that everyone hears about, after it's over, and that was fine by me. The run was held the first week of March. The course was set along the Silverado Trail from Calastoga to Napa, and among the 444 finishers, (approximately 650 started) they were in total agreement that Race Committee went all out to provide each runner with the best aid possible before, during and after the race.

Included in the race features were bus transportation from the finish to the starting line, markers every mile, splits both audio and visual at six locations along the course, plenty of water and other liquids throughout the race. At the finish hot soup, bread and Calistoga Water and for a slight fee, a massage. Throw in a T-shirt, a certificate with your place and time recorded in calligraphy, race results, mailed when promised, that included your place of finish, your division, your place within your division, your age and club. Plus, your finishing time indicated if it was your first Marthon and if you had achieved a P.R.. Not bad for a \$7.00 entry fee.

The results looked like this, Marty Walsh (Co. I) 3:38, Walt Garry (YSD) 3:41 a P.R., Dave Seyler (Solo M/C) 3:47 also a P.R. and Jim Ryan (Service Station) 4:06.

The Marin County Chapter of the Red Cross held their second annual run a few weeks back. Jim Bergstrom (General Works) was among the hundred or so that ran the 6 miles from San Marin High School to Stafford Lake and back.

The Boston Marathon is to runners what Wimbledon is to tennis players or Augusta is to golfers and like these other famous sporting events, the Boston classic will also be televised. The telecast is scheduled for Monday, April 16th on a PBS station.

Mike Dempsey Co. D raced the Old Bale Mill Run up in the wine country last month. Mike turned in a 71 minute finishing time. That works out to a 7:38 minutes per mile over the 9.3 mile course. Nice run, Mike. Keep it up, the Olympics are not far away.

"Run For A Nun", Dominican Sisters Spring Run. This is a benefit for a new building for the retired and infirm members of their congregation on Sunday, April 22. It will be held in and around the Dominican College campus in San Rafael. A four or an eight mile loop. Some hills and off roads trails make this a challenging run. Race starts at 10:00, the first three hundred entrants will receive T-shirts.

There are still two, 10 mile legs, open for the Tahoe Relays in June. Contact me at YSD.

Thinking about the Honolulu Marathon in December? I am! Let me know if you might be interested. I'm looking in to a tour.

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Fifth Annual Installation Dinner Dance

Friday May 4, 1979

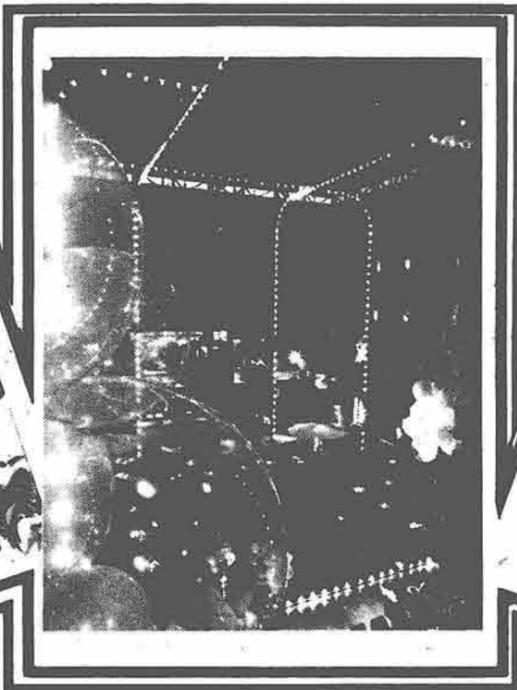
at

San Francisco's
Most Spectacular Setting

The Galleria
At Showplace Square

101 Kansas Street San Francisco

Buffet Dinner
Served by the Renowned Mario of Sausalito Caterers



Dancing
featuring
Plum Crazy Disco

Oldies

Disco

Rock 'n Roll

Mood Music

7:00 P.M.—8:00 P.M. No Host Cocktails
8:00 P.M.—9:30 P.M. Dinner
9:30 P.M.—2:00 A.M. Dancing

S.F.P.O.A. Members: \$12.50/person (\$25.00/couple)
Non-Members: \$15.00/person

Tickets available from your CO or Station Representative. Also at the Association Office, 510 Seventh Street.

861-5060

menu

Hors D'Oeuvres:

- Sirloin Meatballs Roquefort
- Petite Egg Rolls w/Hot Mustard
- Avocado Basket w/Corn Frittos
- Spinach & Zucchini Frittata
- Italian Relish Platter
- Quiche Florentine
- Wisconsin Cheddar Cheese
- French Brie.

Salads:

- Leaf Spinach & Chopped Eggs
- Marinated Fresh Vegetables
- Seasoned Cherry Tomatoes
- Artichoke & Green Beans
- Sliced Cucumber & Herbs
- Leaf Lettuce & Herbs
- Fruit:**
- Fresh Fruit inc. Pineapple

Entree:

- Boned Cornish Game Hen Stuffed w/Almonds & Apples

Dessert:

- Assorted Pastries

Beverage:

- Coffee & Tea