

# SFPOA ENDORSEMENTS

Pages 12, 13 & 14

## the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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

Member of COPS - California Organization of Police & Sheriffs

Member of IUPA - International Union of Police Assns.

VOL. 11

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NO. 10

# IS POLITICAL INVOLVEMENT UNNECESSARY?

by Paul Chignell Vice President

As election time draws near, some San Francisco police officers and members as well as commentators on the police scene, are dismayed by political involvement. They feel that police officers need not involve themselves in the political process.

One of my colleagues told me the other day, "Let's stay out of these races and be professional". In reflecting on that statement, I shuddered to think of what our working conditions would be like today without political involvement.

Politics is a dirty business in many ways with some elected officials promising certain votes and then reversing themselves. Some politicians support traditional law and order issues but would never vote an economic benefit for police officers. Others would give away the store but take weapons away from the local con-

stabulary. To make intelligent choices in this political atmosphere can be a difficult chore. But to shirk from the duty of representing one's members in a political world would spell disaster.

Doctors, lawyers, teachers, plumbers, clerks — in fact all groups of professionals and employees interact with politicians. Their survival depends upon that fact.

There have been many issues over the past few years where "professionalism" would have been our demise. If we had buried our heads in the sand and stayed out of politics, all officers in the San Francisco Police Department would have suffered.

A prime example were the recent Harvey Rose budget cut recommendations which would have cut the heart and fiber from our budget. Without political support for certain supervisors, Mr. Rose would have succeeded.

The first settlement of the Federal discrimination lawsuit would have resulted in massive racial quotas and financial payoffs. The political pressure generated by the POA defeated that settlement by a vote of 6-5.

Three years running various groups attempted to institute civilian control of the police Internal Affairs Bureau, proposals which were supported in part by the administration of the SFPD. The only group that opposed the proposals at the Board of Supervisors was the POA. Each time civilianization was defeated and now in 1980 the proposal is not even considered by the Bar Association and community groups who earlier so ambitiously worked on the proposal's behalf.

Every week there is another issue affecting police officers at the Board of Supervisors. To refuse to participate, to sit on the sidelines, would spell disaster for the membership.

## POARC Fund Raiser Under Investigation

by Bob Barry

For several weeks, a fund raising organization, hired by the Peace Officers' Research Association of California (PORAC), has been conducting a telephone solicitation in San Francisco for the purpose of raising funds for their organization.

Purporting to represent thousands of "police officers" in San Francisco, the solicitor has been selling tickets for the Grand National Rodeo to be held at the Cow Palace later this month.

During the soliciting pitch to the perspective buyers, the solicitors have been indicating that they (PORAC) are known as the "Police Officers' Research Association" (similar to POA), and that the proceeds are to benefit police officer scholarship funds in the Bay Area.

Needless to say, many inquiries and complaints have been received by the POA and the Consumer Fraud Division of the District Attorney's Office, as the public

was under the impression that it was the POA actually conducting the solicitation.

Several requests were made of the soliciting outfit to refrain from utilizing any organization name other than the true name of the state organization — namely PORAC. The solicitor refused, stating that they were not misrepresenting their group or any other for that matter. Had the group agreed to our request, such a restriction would have undoubtedly reduced the amount of revenue they would otherwise generate under a "POA" type of representation.

Consequently, a formal complaint was lodged against the group with the Consumer Fraud Division of the DA's office by POA member Ted Schlink. As a result, a citation hearing was held in the District Attorney's office on September 25th with Assistant D.A. Nancy Simpson presiding. The soliciting outfit was

then presented with the following list of demands by the POA and the D.A.'s office:

1. All printed material, i.e. letters, tickets, stationary, etc., must be changed to reflect the true name of the police organization (PORAC).

2. The sales pitch must be changed thus advising the public that the solicitor represents the Peace Officers Research Association of California; which in no way represents the San Francisco Police Officers' Association, San Francisco Police Department, San Francisco Police Activities League or the San Francisco Police Athletic Club, followed by their pitch.

3. Unannounced visits by members of the POA will be made at the soliciting office to determine if the new sales pitch is being conducted properly.

4. That paid advertisements be placed in the Progress, Examiner and Chronicle disclaiming any affiliation with any of the above organizations.

On September 29th, PORAC closed their soliciting outfit and left San Francisco. Should they return next year, PORAC will be faced with more than just a hearing.

## HEARING OFFICER

by Mike Hebel

As a result of the election of June 1980, the citizens of San Francisco have determined that applications for determination (sick leave to disability leave), industrial disability retirement, ordinary disability retirement, and death in the line of duty will be heard by a hearing officer rather than by the Retirement Board of the City and County of San Francisco. This new method becomes operative on October 1, 1980.

The Retirement Board has selected the American Arbitration Association and the State's Office of Administrative Hearings to conduct services as a hearing officer. This means that in effect there will not be one single hearing officer but that there will be several individuals, who on a rotating basis, will hear these applications. The hearings will occur on the first and third Tuesday of each month and the Retirement System has

tentatively selected October 21, 1980 as the date for the start of the hearing officer process.

Hearings on these disability retirement and disability leave applications will be heard and conducted either at the Retirement Board's meeting room at 770 Golden Gate Avenue or at the San Francisco office of the American Arbitration Association located at 445 Bush Street. Applicants will be notified by mail of the date, time and place of hearing.

The hearing officer will be vested, by Charter, with all powers that use to be enjoyed by the Retirement Board in hearing these applications. In addition, all petitions for rehearing will also be determined by the hearing officer, but solely on the basis of the written petitions and any accompanying written material.

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# WIDOWS & ORPHANS

The meeting was called to order at 2:10 p.m. by President George Jeffery in the Conference Room, Traffic Bureau, Hall of Justice. Trustees Hurley, Lennon and Hardeman excused. All other Officers and Trustees present.

Motion McKee, 2nd Jordan that the following new members be accepted: Michael J. Biel, Andrew Blackwell, James Boyd, Melvin S. Bautista, Jeffery Brogan, Edeward G. Burns, Peter M. Busalacchi, Barbara Campagnoli, William D. Canning, Herman Chu, George C. Carrington, Marie C. Corrales, Patricia L. Correa, Robert Daniele, Alfred De La Cerda, Jr., Ronald M. Dinslage, Thomas Flippen, Anthony J. Fotinos, Arthur A. Gabac, Gabriel Gallaread, John R. Goldberg, Freddy R. Gray, Mary Green, David W. Gunnar, Sylvia Elaine Harper, Mark Hernandez, Winifred Jew, Louis Kwan-Leong, Kevin R. Lai, Jerry Lankford, Terence Laubach, Frank Early Lee, Franklin Lee, Robert M. Link, Leon K. Loew, Constance Louie, Francisco Mendez, Robert W. Merino, Stephen Morimoto, Stephen P. Mroz, Kevin E. Phipps, Lawrence W. Ratti, David Robinson, Steven R. Shanahan, Michael Smela, James N. Speros, Robert C. Springer, Neil Swendsen, Paul Swiatko, Woodrow A. Tennant, Victoria L. Walker, Jane M. Wong, Patrick G. Yick, Allen L. Yip. Total 55 new members.

The Secretary reported the following donations: **Mr. & Mrs. John Murphy** — In memory of infant Brian Steven Portó; **Joseph I. Wilson** — A monthly contributor; **Ida Edwards** — Two donations, one for prompt response from Richmond Station and 2nd because of service performed by Officer McConna, Richmond Station.

Treasurer Barney Becker reported the following deaths:

**ENZO DI GRAZIA** — Born in San Francisco in 1899 he entered the Department in 1925 at age 26. Enzo served at various district stations for 5 years, then transferred to the Traffic Bureau where he served on Fixed Post (wearing the old brown uniform) and then as Captain's Clerk until his retirement for service in 1957. Enzo was 81 at the time of his death.

**EDWARD HALL** — Ed was born in S.F. in 1909 and entered the Department at age 33 in 1942. He was stationed at Co. G and E for five years before being transferred to the Bureau of Inspectors. He served here until 1974 when he retired on service at age 65. He was appointed an Assistant Inspector in 1948, full Inspector in 1950. Ed was very active in the Police Officers' Association, serving as the representative from the Bureau for many years. Whether on the losing or winning side, Ed always gave it a battle. He was awarded a Capt. Commendation in 1944 for the arrest of a burglar, 1st Grade Meritorious in 1946 for the arrest and disarming of an ex-convict, another Capt. Comm. in 1964 for the arrest of a suspect wanted for 6 hot prowl and numerous rapes. Ed passed away at age 71.

**KENNETH HIMMELSTOSS** — Born in S.F. in 1912, Ken was 27 years old when he entered the Department in 1940. He served at Companies G, D and F until he entered the Armed Services in 1943 and was there until 1946. On his return he was assigned to Co. E, promoted to Sergeant in 1948, Lieutenant in 1953. Ken was in the Bureau of Inspectors for two years, then to district stations until his retirement for service in 1971. He was awarded a 2nd Grade Meritorious in 1946 for the arrest of a man with a gun who had fired at several persons. Ken was 67 at his death.

**SAMUEL EVJENTH** — Born in Brooklyn in 1905, Sam was 26 years of age when he entered the Department in 1932. Assigned to Richmond he served there for nine years before being transferred to Co. K, serving on the Solo Motorcycles for two years. Sam served at Communications and various district stations until his retirement for service in 1968 at age 63. Appointed a Sergeant in 1949, L.T. Lieutenant in 1976 until his retirement. Sam was awarded a Capt. Commendation in 1959 for rescue of a boy in the surf at Land's End, a 3rd Grade Meritorious in 1963 for the rescue of a woman from a gas filled building, a Capt. Comm. in 1965 for the arrest of a burglary suspect on the street with stolen loot. Sam was 75 at the time of his death.



# POLICE POST #456 NEWS

## Reflections in the mirror of the past:

Reading about the very successful P.O.A. picnic held recently, reminds this writer of the times in the not too distant past when we used to have well-attended picnics and ball games. I am particularly reminded of the ball game we had in a nearby picnic area, where the ball was hit by the opposing team into deep right field. As the center fielder and right fielder moved into position to attempt the catch, the young wife of one of our Post members, who shall remain nameless, began a slow walk toward the refreshment area. As she was fairly well endowed, she became the object of much scrutiny by both teams. Needless to say, the ball dropped safely, and the opposing team won.

We had some great times and one of our greatest supporters was the late Captain Ted Terlau. He never missed a game, out of town, or locally. One of our favorite people.

We are attempting to compile a list of the Commanders of Police Post #456, and the years in which they served, starting from the first Commander when Police Post was first chartered. Anyone who can help in this endeavor is asked to contact Don Sloan, our Adjutant, or Mark Hurley, our Commander.

**Remember:** One of the secrets of a long and fruitful life is to forgive everybody everything every night before you go to bed. See Harry and Erl for money matters. Till next issue —

Your Scribe,  
John A. Russell



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**Trustees Report:** Recommendation by Miss Minuth, Hibernia Bank Trust Department, for sale of certain stock, with 73% profit, and purchase of other stocks was approved by the Trustees. Out net capital gain for 1980 after above sale and purchases will be \$40,000.00.

**Unfinished Business:** Following changes in By-Laws approved first reading — Art. III, Sec. 1 Rules of Membership: Changes age for membership from 45 to 36. Art. IV, SEc. 1: Increases death benefit from \$5,000.00 to \$6,000.00. Art. VIII, Secs. 3 & 5: Increases salary of Secretary and Treasurer to \$300.00. All these will be reread at the October meeting and can be approved or changed by the membership.

There being no further business to come before the membership, the meeting was adjourned at 2:50 p.m. in memory of the above departed Brothers.

Next meeting, October 15, 1980, Traffic Bureau, Assembly Room, Hall of Justice.

Fraternally,  
Bob McKee, Secretary

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ADDRESS ALL CORRESPONDENCE TO: Editor, S.F. Policeman, 510 - 7th St., San Francisco, CA 94103. No responsibility whatever is assumed by the San Francisco Policeman and/or the San Francisco Police Officers' Association for unsolicited material.

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- Address letters to the Editor's Mail Box, 510 - 7th St., San Francisco, CA 94103
- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- Please keep letters and/or articles brief and legible.
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# PRESIDENT'S REPORT



by **BOB BARRY**

The following letter was submitted to the Board of Directors at the September meeting:

As you know, the salary protection clause that was approved by the voters in 1976 and subsequently incorporated into section 8.405(g) of the charter expired in June 1979.

Although the expiration of this provision did not have any negative affect on our 1979-80 base salary, it did have a very negative impact on the additional compensation paid to officers assigned two-wheel motorcycle duty.

In order to prevent any further reductions by virtue of implementing the new salary survey as determined by the 1980 Census, section 8.405(h) of the Charter was written and submitted to the Board of Supervisors and placed on the ballot as Proposition "E".

Although I firmly believe that the 1981-82 salary survey will not be in jeopardy as a result of the 1980 census figures, I do feel that Proposition "E" should remain on the ballot even though we could still remove it as "not needed". My reasoning is based on the salary projection on Page 2.

Additionally, the distinct possibility exists that a job action, disaster or other emergency situation could arise in one of the cities utilized in computing our salary. Should that occur, the fear of a "reduction" in one or more of those cities could have a negative impact in San Francisco.

As of September 15, 1980, the following preliminary 1980 census figures relating to our five city formula are as follows:

**Oakland:** A special census was conducted in 1977 which revealed a population of 333,051. The 1980 figures are expected to increase only slightly, but still below 350,000. We could lose Oakland.

**Long Beach:** On August 28, 1980, the Federal government arrived at a census figure of 341,000. The City disputed that figure which resulted in an additional review. It is not known whether Long Beach will remain in our survey.

**Sacramento:** Preliminary figures indicate a population of 266,929. No possibility of reaching 350,000 and being included in our survey.

**Los Angeles, San Diego, San Jose:** These cities will remain in the salary survey.

Based on these population figures, the following "averaging" for our 1981-82 salary survey is presented for your review — utilizing three (3) cities:

Los Angeles P-2	\$1,968	(79-80)
Los Angeles P-3	2,078	(79-80)
San Jose	2,082	(80-81)
San Diego	1,797	(80-81)

**AVERAGE** \$1,981

The above figures are currently being paid. Los Angeles has not yet settled for this fiscal year. Therefore, if these were the figures that Civil Service settled on next August (without even considering the raises these jurisdictions will receive next year), we would still receive an increase, however slight. The reality is that Los Angeles should receive at least an 8% increase for this fiscal year which would bring the current average to \$2,061, again, not even considering the 1981-82 raises that Civil Service will include next August.

Assuming that the three jurisdictions receive a 5% increase for 1981-82 and settle in time for us to utilize the increase, the new average would jump to \$2,164 (9.8%).

Utilizing four jurisdictions (Long Beach included), and assuming they will also settle this year's salary at a minimum of 8% (the firefighters settled at 9.5%), and settling next year at 5%, the new average would work out to \$2,148 (9.1%).

Finally, I think it is doubtful that we would suffer a salary reduction without the protection clause in the Charter. However, based on the fact that we have two law suits pending as a result of the inappropriate application of our formula, I feel that Proposition "E" should remain on the ballot as an added safety value for our members.

## DEPARTMENTAL SENIORITY

On August 22, 1980, Chief Murphy ruled in favor of the following grievance:

In June of 1979, a member of the San Francisco Police Department resigned after six years service to accept employment in another police department. After serving 10 months in the new department, the officer decided to return as a member of the S.F.P.D.

In April of 1980, the officer was reappointed as a member of the department. Because the officer was a new employee, the officer's departmental seniority date, for purposes of watch assignment, vacation and holidays, was April 1980.

The officer filed a grievance requesting that the Chief change his departmental seniority date to April 1973. In reviewing the officer's personnel folder, the Chief found that the officer resigned with satisfactory service and had an outstanding record with the department. The grievance was granted with the stipulation that the officer would lose the 10 months seniority while employed in the other police department.

For purposes of watch assignment and vacation selection, the officer will now make his selection based on a February 1974 seniority date.

If any member of the department falls into this category and wishes to have his/her seniority date changed, please contact your POA representative and your grievance will be pursued.

## DOWN TOWN ELITES

by *Sgt. Ron Hansen — Mission Station*

Recently listening to the shop talk among the officers on the watch, I heard some very disturbing things. Many of the men indicate they have at times been down to the Hall of Justice for various reasons and have encountered members of the department who are now working downtown, and have known or have worked with these men at various stations.

The general consensus is that there is a very snobbish attitude among the personnel who are assigned to the S-squad.

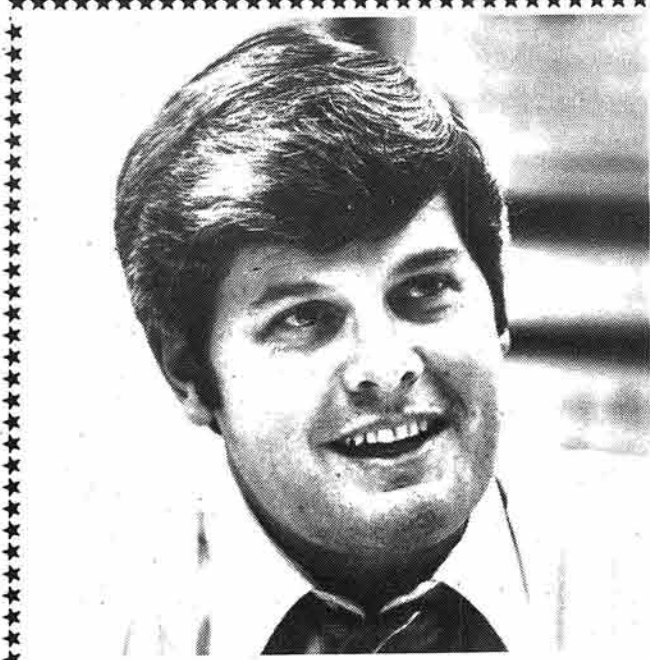
An officer's job is hard enough at times as all of us should bear in mind and there are enough dirtballs

on the street to contend with, that it seems shame that some personnel feel they are above the common courtesy just to say hello or be friendly.

Snobbery breeds contempt, contempt breeds distrust. And, distrust will generate a squeeze on the flow of communications and information that is vital to all of us.

We have survived the garbage of the Gain regime and the lolly-pop decisions of the Federal court. Let's be police officers, work together, smile, say hello once in a while and I bet we will all be amazed at what we can accomplish in our jobs and for ourselves.

\*\*\*\*\*



Dennis McQuaid, 5th Congressional Dist.

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## MAJOR GRIEVANCE VICTORY ACHIEVED

by *Paul Chignell*  
Vice President

In a major departure from the Charles R. Gain administration, Chief Cornelius P. Murphy has agreed with the position of the POA on members with previous "lost" seniority.

Any member who left the San Francisco Police Department for less than a year and then returned is entitled to seniority from his original date of appointment less the time he was gone.

Previously, a member would lose all seniority and commence seniority on the date he returned from resignation.

This adjustment only affects "in-house" seniority and does not apply to pension rights.

Mike Pearson, Bob Brodnik, Dave Spencer and Mike Conway have received their seniority back. The cases of Bill Kelly and Duane Collins are pending.

Any member similarly situated should contact Vice-President Paul Chignell at the POA office.

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## AROUND THE DEPARTMENT

by Al Casciato

... It's said every cloud has a silver lining. However, if you happened by the Hall of Justice on the morning of September 23rd, you would have found a silver cloud with a copper lining. The Silver Cloud being a vintage white '56 Rolls Royce with chauffeur (naturally) and the coppers — Sgts. Paul Gossman, Mike Hebel and Jim Dachauer. The occasion? Appointment to Inspector. The reason? They were going for the gold (Inspector's Star) and it was a day to remember. And how did the day go?

9:30: Pick up Chief Murphy for breakfast at the Hyatt Regency. A pleasant ride back through the city to the Hall for the swearing in and congratulations from all. 11:30: Back to the Silver Cloud which will had the same copper lining but now has that long awaited touch of gold. Where next? 12:30: Off to the San Carlos Airport where they were met by Pilot Dave Alex of our own S.F.P.D. and a chartered plane for a flight to Carmel for lunch at the Del Monte Lodge. 1800 hours: A nice flight back to reality and their duties at the Academy which began at 1800 hours. To our Golden Boys, congratulations on your appointments and let us know when your next adventure begins...

... Good News: On September 18 the bullet proof vests were tested at the police range. Two vests, 5 years old, which had been worn continuously, stood up to the manufacturer's specifications. Full details on the test will be published next month by Jim Hall of the Uniform and Safety Committee...

... Some experts claim that it's a good way to release some frustrations — complain to someone in authority. Well, one young lady from North Beach found her therapy by unloading on Sgt. Ed Fowlie, Co. A. Her complaint, "Parking is so bad in my neighborhood, you can't even park in the intersections on the weekends". Ed's reaction: Total agreement and sympathy...

... One of the best lines on TV recently was when a comic referred to Market Street as a giant out-patient clinic for every kook in the country. How true...

... Mike Magers (Co. K) left the department last year to open a construction business. Well, the first year has been good so Mike called me recently and asked that we announce for him that any off-duty officers who are electricians, carpenters, painters, plasterers, etc., etc. and wish to make some extra money, to just call him at 332-9100...

... Congratulations to Lt. Willis Casey of the Narcotics Unit who has been selected to become Chief of the Airport Police Department...

... Wedding for two of the finest this month. Insp. Gary Lemos (Sex Crimes) tied the knot with Tina Wold, while Officer Cathy Nelson (Academy Staff) enhanced relations between the department and the Drug Enforcement Agency by marrying Agent Ed McCulsky. Congrats to all and good luck...

... Inspector Don Carlson wants his own basketball team. Well, he and wife Joan are at number 2 with the arrival on September 11, 1980, 0934 hours, of Paul Louis, 9 lbs. 2 oz., 22 inches. Meanwhile, Jim and Mary Ellen Deignan are forming the cheerleader line for the Carlson team as No. 2 daughter Clare Elizabeth arrived on August 8, 1980, 1310 hours, 8 lbs. 15 oz., 21 inches. Congrats and good luck to all...

... When former Chief Gain attended a ball (Hookers), the press played it to the hilt. Well, Chief Murphy attended a ball this past month and not a peep in the media. The ball was the Military Police Ball at the Presidio. My sources say that he was surprised to see how many of his own troops are the brass of the National Guard and Army M.P. units...

... The Retiring Officer: Every year about 75 officers retire with service time. Their last days are spent

quietly passing the time. And when the last day comes, there is no fanfare or camaraderie for the officer. The retirement process is equated to death, loneliness and coldness and most officers depart taking with them tons of valuable information locked in their mind. The department should develop some type of exit program that debriefs the officers and provides an opportunity for the retiree to share his knowledge with the officers who remain on the job. Also, the P.O.A. should set up a place for retired and active officers to socialize in an informal setting and share ideas, stories and knowledge of police work...

... Last month my story about the alleged senior escorts that had been arrested for attempted murder, generated a lot of heat and numerous demands for a retraction. Because, as one lady said, it's "funding time". Well, I looked deeper into the matter and found that the alleged senior escorts were not in fact escorts but merely criminals impersonating escorts. Their impersonations didn't work and they were still arrested. Any hardships caused the good people of the valid senior escort program because of the article, I apologize for...

... John Harrold of the 138th Recruit Class reports that a copy of this paper saved him from losing valuable property to some burglars. John reports that while attending class, someone burglarized his home and ransacked it all, save the bedroom. According to John and the reporting officers, the burglars upon reaching his bedroom saw a copy of the "POLICEMAN" paper lying near the door and left posthaste missing money, jewelry and police equipment which was in the room. Whew!...

... The Police Officers' Wives Auxiliary has had its first meeting and the organization is off and running. The next meeting is planned for early November and the guest speaker tentatively will be Chief Murphy. For info contact Ellen Carlin, 359-3501 or Pat Barsetti, 566-5985...

### HERB CAEN

#### Pacific Tell & Tell

**SOCIAL NOTES** from anywhere: Three of San Francisco's Finest — Mike Hebel, Jim Dachauer and Paul Gossman — arrived at the Hall of Justice Tues. morning in a rented Rolls Royce Silver Cloud, complete with uniformed chauffeur, and why? The answer is a 10-point awwwww: they'd just been promoted from Sergeant to Inspector, and were in a mood to celebrate. First they hustled Police Chief Con Murphy into the Rolls and whisked him off to the Hyatt Regency for breakfast. Then it was back to the Hall, where our three Rover Boys were duly sworn in as Inspectors. Thus anointed, they Rolled to San Carlos Airport, where a chartered plane was waiting to fly them to Carmel for a brief holiday. Life can be beautiful.

ONCE HE WAS a brat, now he's



Photos by John Brunner, Mike Chan



# FTO PROGRAM — "A REBUTTAL" by Lt. Vic Macia

Officer Leonard Jeong's recent article (September 1980) reflected his personal opinions, (to which he certainly is entitled), about the Field Training and Evaluation Program. However, it also contained some inaccuracies that I feel deserve rebuttal.

His statement that "borderline" cases are retained in our Department because of a manpower shortage, is a total mis-conception of the facts. "Borderline" cases are retained because there is not supporting documentation that warrants their termination. There never has been any pressure, real, implied or suggested, by this, or the past administration that we retain unqualified people because of any shortage of personnel, or for any reason. They, like all associated with the FTO Program, are committed to one premise; the hiring, training and retention of qualified people.

We do recognize that the FTO Program is not the panacea for all the personnel problems. We also recognize that some people will make it through the Program who are borderline or marginal at best. The reason? Again, a lack of documentation supporting a request for termination. We all share the concern that because opportunities or incidents did not arise during the training period the FTO was unable to evaluate the recruit in some areas. Or if the incident (usually a stress or physical confrontation situation) does arise, its often a one time only incident and hardly enough to conclusively say that the person cannot do the job. If a one time performance, either positive or negative were all that is required we could do away with the entire training program. Perhaps we could terminate people using the stereotyped formula, i.e., "Irish are drunks"; "Blacks, illiterate"; "Chinese can't drive"; "Women are weak"; "Mexicans are lazy", etc.

Officer Jeong's statement that the FTO Program seems to be placing more emphasis on training rather than the termination of unqualified people is a most accurate one. We are dedicated to training, after all, this is a training and evaluation program. Without the training there cannot be an evaluation, without an evaluation there cannot be a termination or as in most cases, a retention of qualified persons. We are not (contrary to some who think otherwise) hatchet men or women. Our purpose is to train, to guide, to educate, to remediate, and if necessary, retrain and finally to evaluate the performance of citizens we are trying to make into police officers.

It is not necessary to put emphasis on termination because in most cases termination follows in those instances where the recruit is not responding to the training they have received. In essence, the recruit terminates him/herself because they cannot perform at an acceptable level.

Officer Jeong stated that the recruit who recognizes they don't have what it takes should quit. Especially if three Field Training Officers have made that determination based on their evaluations. This is exactly what usually happens when documentation of poor performance is presented by all three or at least two of the FTO's.

For example, it is not uncommon to hear an FTO request termination of his/her recruit based on the

recruit's poor performance and supported by incidents described in the recruit's Daily Observation Reports (DORs). Then we have the DORs submitted by the recruit's other Field Training Officers and it shows the recruit performing at an acceptable level, especially the DORs during the final two week evaluation-only period.

To make the matter even more complex, all the FTOs agree that the recruit just "doesn't have it" and should be terminated. This often is based on their experience, intuition, feelings, etc. They probably are all correct in their assumption that the recruit doesn't have it. Fortunately, we don't terminate on assumption or impressions or feelings. As it is in criminal court, it still takes evidence to convict.

On the other side of the coin, and a danger we all recognize, is that unless the recruit is put into a situation and fails, we must presume that they can do the job. All FTO's are constantly looking for those situations to test their recruit, especially in areas they have some doubts about the recruit's ability such as a physical confrontation. They look for a good involved case to test the recruit's report writing ability and they get involved in dangerous, physical situations to test the recruit's performance here also. The problem the FTO is now discovering, that those situations previously described do not often occur when you want them, or at least during their four week training phase with that recruit. There are many exceptions of course.

Many FTO's have been involved in numerous situations with their recruits in just days or one or two weeks. In those cases where the recruits did not perform at an acceptable level, termination was recommended. No, the FTO Program does not have all the answers and it will not solve all of the personnel problems facing all police departments.

But, I am sure of one thing, we are much better off because of an FTO Program. Without the Program what would have happened to those unqualified people we have terminated or chose to resign because it was shown they couldn't do the job? They would be out there with you, a dangerous liability. Even the so-called marginal people are better off because of the Program. They have had 14 weeks (more if they were held over for remediation) that they would never have received if they were to go to the district stations directly from the Academy. Fourteen weeks that in most cases helped them with their problems, instilled good safety habits and developed their confidence and abilities. I don't believe there is an officer working today who has gone through the FTO Program that isn't a better, more competent officer because of their FTO experience.

While we do not profess to have all the answers, we are constantly trying to improve the product. To do so we are agreeable to change, to modification, to deletion and addition. We welcome criticism and suggestions and as Officer Jeong offered — his opinions. However, I'd welcome his opinion and those of other like him if the opinion accompanied an application for an FTO position. If you're unsatisfied with the direction we're taking, come join us and contribute in "determining good, quality police officers". It's your Department — it's also your choice.

## FOLLOW UP TO . . .

### It's Time For A Smart Move

by Gale W. Wright

A bright day is/ on the horizon for moving the entire Parking Control operation away from the Hall of Justice to 65 Berry Street.

On Monday, the Port Authority's property at 65 Berry Street was inspected by Commander of Traffic Gerald D'Arcy, Captain Louis Fontana of the Congestion and Parking Control section, Sgt. Stanley Odmann (C&PC), Mr. Ashe, Department of Realty, Mr. Hormlein, Dept. of the Budget, Tom Strong of the Mayor's office and Sgt. Harlan Wilson, SFPD Planning and Research, Budget section (whew!). Not a bad group.

The present tenants must be cared for, so they will be given six months notice. Budgetwise, the annual rental fee and/or necessary improvements money was not planned for in the current fiscal budget. However, plans can be made for the next budget starting on July 1, 1981 — which is the planned date for the Parking Control section to occupy the building at 65 Berry Street.

Thanks to Lt. Jack Cipparrone and Sgt. Stan Odmann for getting this plan off the ground. After the four page spread on this subject in the August edition of the POLICEMAN, things got going. Mr. Pete Gorman of the Mayor's Budget staff liked the presentation and got everything this far.

At first the police administration thought the whole idea was pie in the sky, but a few weeks later, Chief Murphy sent a letter stating that the PD was very interested in obtaining 65 Berry Street.

The unfortunate thing is that it takes six months to pull everything together, but worthwhile endeavors take a while to achieve fruition.

A grandiose analogy just occurred to me — the POLICEMAN looks a little like "60 Minutes" in highlighting a problem and getting good results. What is the next project?



Yeah, only one! . . . But I still need the wagon!!

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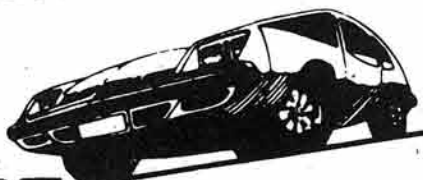
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# GRAND JURY

by William L. Fazio  
Assistant District Attorney

A grand jury is "a body of the required number of persons returned from the citizens of the county before a court of competent jurisdiction, and sworn to inquire of public offenses committed or triable within the county." California Penal Code Section 888.

Traditionally the grand jury served a dual purpose; to operate as an investigatory agency, and to return indictments in felony matters to the Superior Court of the county in which it sits.

Any person may act as a grand juror who possesses each of the following qualifications:

1. a citizen of the United States, 18 years or older who has been a resident of the state and county for one year immediately prior to being selected;
  2. in possession of his natural faculties, or ordinary intelligence, of sound judgment, and of fair character;
  3. possessed of sufficient knowledge of the English language.
- A person is not competent to act as a grand juror if that person:
1. is serving as a trial juror;
  2. has been discharged as a grand juror within one year;
  3. has been convicted of malfeasance in office or any felony or other high crime;
  4. serving as an elected public officer. (Penal Code Section 893)

The required number of a grand jury is dependent upon the size of the county in which it sits. Twenty-three people in counties having a population exceeding four million and nineteen in other counties. In order to constitute a quorum and have the power to present an indictment there must be 14 grand jurors present in a county requiring 23, and 12 present in all other counties.

In California one commences a felony action by filing a complaint in a Municipal Court and conducting a preliminary hearing, or by obtaining an indictment from the grand jury. We have already discussed the procedure of filing a complaint, conducting a preliminary hearing and finally filing an information in the Superior Court.

Unlike a preliminary hearing the defendant is not present when the grand jury hears the prosecution's evidence against him. The grand jury is not required to hear evidence for the defendant; unlike a preliminary hearing where the defense has the right to confront and cross-examine his accusers as well as present evidence in his own defense.

It can readily be seen that proceeding by way of indictment is much more expedient than the labors of a preliminary hearing. The District Attorney need only present his case through competent evidence and have a quorum of the grand jurors return an indictment. He need not concern himself with defendants, defense witnesses, nor even defense counsel; there is in fact, not even a judge present until after the indictment is returned. Obviously the grand jury can be abused by a dishonest or over zealous prosecutor.

Most of you probably have not testified before the grand jury and it is unlikely you will. The reason for this is the case of *Hawkins vs. Superior Court* (1978) 22 Cal.3d 584. The *Hawkins* case allows for a preliminary hearing after a grand jury indictment. This post-indictment preliminary hearing is now a matter of right in California to be granted upon a defendant's demand. Because of this the grand jury is seldom used to initiate felony cases. All of the benefits (or dangers) inherent in the one-sided presentation of the grand jury is lost when one realizes that a preliminary hearing must also take place.

Because of restrictive court rulings, the grand jury now is seldom used to initiate felony matters in California. Described as a latter day Court of Star Chambers by its detractors, the grand jury remains an important investigatory arm of our system of justice.

LOYD YEARGAIN,

Retired SFPD



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## THE NEW LAWMAKERS

Channel 7's opinion by Jim Osborn

Most of you probably think the power to make new state laws rests with the Legislature in Sacramento. That's certainly what our Constitution states and it is what the legislators themselves continually preach. But it could be that we are all wrong in this belief.

There now seems to be another law-making body in California which is gradually chipping away the power of the Legislature. The state Supreme Court has the power to interpret existing laws, but a majority on that court now seem to be in the law-making business.

Several of their decisions in the past two years have overturned existing laws, and their recent decision on our pretrial bail system was a clear example of making a new law. They ruled that when a defendant seeks to be released without bail before trial, the prosecution must prove to the judge that the defendant is a poor risk and should be released only on bail. If the prosecution can't show this, the judge must release the defendant. Prior to this ruling, it was up to the defendant's attorney to convince the judge that his client was a good enough risk to release.

The Attorney General has challenged this decision, accusing the court of substituting their personal preferences "in place of express constitutional provisions and clear legislative mandates." We agree with the Attorney General and we hope we wins his

challenge. But the very ones he's challenging will decide if his challenge is valid, so good luck, Mr. Deukmejian. The Legislature better do something about this quickly, or we will have more and more government by the court.

That's Channel 7's opinion. What do you think?

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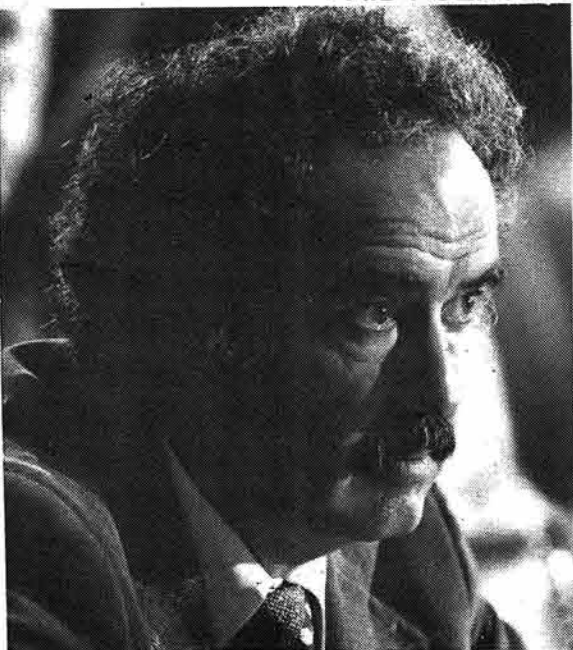
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which provides that:

- \*\* Law enforcement personnel would have the right to participate in political activity while off duty and out of uniform.
- \*\* Law enforcement officers under investigation must be notified from the outset of the nature of the complaint, all complainants, all who will be present during interrogation and informed of their legal rights including right to counsel.
- \*\* Interrogations must be recorded and conducted in a reasonable manner without threat of disciplinary action.
- \*\* Law enforcement officers have the right to bring civil suit against those who violate their rights under this act.



# IS SAN FRANCISCO BURNING?

by Bob Barry

Remember 1972 when the voters of San Francisco elected to re-open Potrero and Park police stations after the Police Commission ordered the stations closed? Well, here we go again, only this time it's our neighborhood fire stations that are closing; personnel being cut through attrition and our homes placed in jeopardy because it may take our firefighters an additional minute or two to "get there" and put out the flames.

Proposition H will help to revolve some of the fears that we all have about adequate fire protection. Not only will this measure give us a sense of security, it will give the voters an opportunity to set the priorities in city government.

The following ballot argument is sponsored by the San Francisco Fire Fighters Local #798 and the Executive Board of the San Francisco Fire Chiefs Assn.:

34,000 San Franciscans told us they were concerned about fire protection in their neighborhoods. That's how many people signed a petition — a petition circulated for only 14 days by community groups to put Proposition H on the ballot and stop the closing of fire houses.

Well, we got the message. In fact, we've been worried about the level of fire protection in our City for some time now. As San Francisco fire fighters, we see the problem first-hand. Every day. As station houses close, engine companies cut back, daily manpower shrinks.

The result? Less. Less fire safety. Reduced coverage of outlying neighborhoods. Poorer response times in emergency situations. And along with these decreases, we've seen an increase in personal danger to fire fighters trying to cover the gaps: in the last 18 months alone, we've felt the tragic loss of two fire fighters and one battalion chief.

We believe the people of San Francisco deserve better. That's why we support Proposition H. We support the right of San Franciscans to insist on quality fire protection and put a stop to the rapid deterioration of this essential City service.

In fact, fire protection is a lot more than one more "essential service". It saves lives. And there's nothing more essential than that. On November 4, we hope you'll remember to vote "YES" on Proposition H.



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# MEDAL OF VALOR

## Silver

The Awards Committee met in Room 551, Hall of Justice, on Friday, July 25, 1980, at 0930 hours in regular session.

### PRESENT:

Commissioner Jane McKaskle Murphy, Chairperson  
Chief of Police Cornelius P. Murphy  
Deputy Chief of Investigations, George Eimil  
Deputy Chief of Field Operations, James A. Ryan  
Deputy Chief of Administration, James P. Shannon  
Commander of Patrol, Raymond J. Canepa  
Commander of Traffic, Gerald C. D'Arcy  
Captain Charles A. Schuler  
Captain Robert C. Seghy  
Captain Joseph M. Flynn  
Captain Joseph T. Lordan  
Captain Charles F. Ellis  
Captain Matthew C. Duffy  
Captain William E. Koenig  
Captain Merritt R. McKevitt  
Captain George G. Rosko  
Captain Ford E. Long  
Captain Kevin J. Mullen  
Captain Donald L. Taylor  
Captain John A. Mahoney  
Captain Joseph E. Buckley  
Captain Louis C. Fontana

## Gold

### POLICE OFFICER JAMES F. HUNT

For services rendered on Monday, March 3, 1980, at 1623 hours, while on patrol in plainclothes in an unmarked vehicle, near Haight and Steiner Streets, observed a known criminal conversing with an unknown subject who merited identifying in case future crimes were committed by suspects matching his description. Officer Hunt exited the vehicle and yelled to the subjects that he wanted to talk to them. The known suspect stopped but the unknown subject moved swiftly through the door of what is known as the Social Club attempting to escape the pursuing officer. As Officer Hunt approached the rear room of the establishment, a woman suddenly and unattentively placed herself between the officer and the fleeing suspect. Suddenly the suspect turned and reached into his coat pocket. Officer Hunt, sensing the danger, dropped to his left knee. The suspect reached over the top of the female's shoulder, and using her as a shield, pointed a .357 magnum directly at Officer Hunt and fired. At almost the same instant and simultaneous with the blast from the suspect's gun, Officer Hunt shoved the female aside in order to save her from probable death. As he did this, he felt a painful burning sensation to his left hand and realized he had been shot. Officer Hunt drew his service revolver, which until now had been holstered, and engaged the suspect in a raging close quarters gun fight. During this exchange, the suspect was mortally wounded.

Later investigation revealed that 9 shots had been fired in the small room which was pock-marked with bullet holes. It was also determined that the dead suspect was a San Quentin Parolee and was wanted in San Mateo County for murder. He was also a suspect in two other homicides. Although Officer Hunt's act of bravery caused him to be shot, it demonstrated that he was willing to save the life of an innocent person even if it meant sacrificing his own, which it almost did. Because of this, the Awards Committee, by unanimous acclaim, granted him a Gold Medal of Valor.

NOTE: Police Officer James S. Jean, received a Silver Medal of Valor for his part in this incident.

### CAPTAIN CHARLES F. ELLIS

For services rendered on Saturday, October 6, 1979, at 1120 hours, when he displayed outstanding bravery and devotion to duty for his efforts in the arrest of a sniping suspect who had barricaded himself in a room on the 15th floor of a building at 1275 Market Street. This suspect, using a M-1 carbine, fired through the walls of the premises as well as indiscriminately out of the window into Market Street wounding one citizen. Captain Ellis was one of the first of several officers to enter the room with the suspect, who was not only armed with a carbine and a shotgun, but also appeared to be wired with dynamite and hand grenades to the point of being a human bomb.

NOTE: Lieutenants Charles Beene and William Scheffler, Sergeant Julian Landman and Police Officer James M. O'Shea, received Gold Medals of Valor and Sergeant David R. Winn, Police Officers Ronald R. Killen, Jody J. Moroschok, and Jeremiah W. Morgan, received Silver Medals of Valor for their efforts in this arrest.

### POLICE OFFICERS JOSEPH COTLA, GEORGE M. BONNANO AND ASSISTANT PATROL SPECIAL OFFICER MELVIN TUA

For services rendered on January 24, 1980, at 1330 hours, when they responded to a call of an armed robbery of Gene's Leather Shop in Stonestown and because of their prompt response, diverted the suspect from his escape route. They then traced him to the second floor where it was determined he had entered the ladies rest room. With guns drawn, they prepared to engage the suspect in a gun battle. The suspect, armed with a .45 automatic gave up when he saw that the officers had him fully covered and that he would have no chance in an exchange of gunfire.

### POLICE OFFICERS VICTOR E. FLEMING AND ANNA M. GIULIACCI

For services rendered on Friday, November 30, 1979, at 2150 hours, when they responded to a trespassing disturbance at 1625 Ingalls Street and was informed by the reportee that the suspect who had been threatening and harrasing her for two weeks was just walking down the street. The officers confronted the suspect who at that time appeared to be hiding behind a parked vehicle. When attempting to escort the suspect to the police vehicle for further investigation, he reacted violently and engaged the officers in a struggle. He suddenly produced a gun which he jammed into Officer Fleming's midsection. Officer Fleming grabbed the gun, inserted his hand between the hammer and the trigger and the struggle continued for possession of the gun. The suspect was finally disengaged from the weapon, thrown to the ground and taken into custody.

### POLICE OFFICERS WILLIAM J. MINKEL AND HANS B. VIGIL

For services rendered on Thursday, November 8, 1979, when they responded to a report of an assault at 1230 Buchanan Street, and was informed by the complainant that she had been forced to flee her apartment because a person there had been acting irrationally. The officers accompanied by the victim, returned to the apartment and knocked on the door. Suddenly the suspect opened the door. Armed with a meat cleaver, he attempted to strike the victim. Pushing the victim to safety, one officer drew his weapon and ordered the suspect to drop the cleaver. The other officer, slowly

worked his way behind the suspect, who thrice ignored the order to drop his weapon. The officer then grabbed the suspect from behind and a vicious struggle ensued. The officer applying pressure to the suspect's carotid artery, rendered him unconscious and took him into custody.

## Bronze

### POLICE OFFICERS DENNIS L. NEWCOMER AND ERIC L. OLSEN

For services rendered on Monday, February 11, 1980, at 1520 hours, when they responded to 50 Golden Gate Avenue on a disturbing the peace complaint and arrested a suspect, who was 6'3" tall and weighed 225 pounds. Armed with a steak knife, he engaged the officers in a furious struggle, lashing out several times with the knife attempting to stab them and screaming, "you'll have to shoot me, you'll have to kill me, I'm not going back to jail." It was later learned that this same suspect had physically assaulted another police officer a week prior to this incident.

### POLICE OFFICERS DAVID W. LETSCH AND JOHN C. PAYNE

For services rendered on Friday, February 15, 1980, when they answered a radio broadcast of an armed man on Muni bus #5283, stopped the bus on the 1900 block of Fillmore Street, entered and located the suspect. The officers, putting their lives on the line by isolating the armed man and placing themselves between him and the passengers, most of whom were children, disarmed him and took him into custody.

### POLICE OFFICERS WALTER L. PINOSKY AND RICHARD S. KNAPPICK

For services rendered on Monday, February 11, 1980, at 2245 hours, in the apprehension of two suspects who in separate incidents had stolen motorcycles in the same area. One of the suspects when cornered, drew a six inch dagger and charged the officers. The officers fired at the charging suspect's legs disabling him, and he was then taken into custody.

## Meritorious Conduct

### POLICE OFFICERS GREGORY A. BEATTY AND JAMES E. LUDLOW

For services rendered after conducting a painstaking investigation which took several months to complete, (commencing August 3, 1979, and concluding on February 13, 1980) successfully identified and apprehended two robbery suspects who on Friday, August 3, 1979, robbed and shot the proprietor of the Cobo Market at 2681-21st Street. The suspects were convicted and sentenced, one to 11 and 1/3 years and the other to 7 years in the State Prison.

### POLICE OFFICERS ROBERT T. MC MILLAN, MARK E. MINO AND EDGAR J. CALLEJAS

For services rendered on Saturday, March 1, 1980, after conducting an outstanding investigation into the rape and robbery of two female victims, apprehended and arrested one of the suspects and obtained a positive identification of the second suspect.

Willie E. Fazier, Secretary  
THE AWARDS COMMITTEE

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## November 4th Election Day

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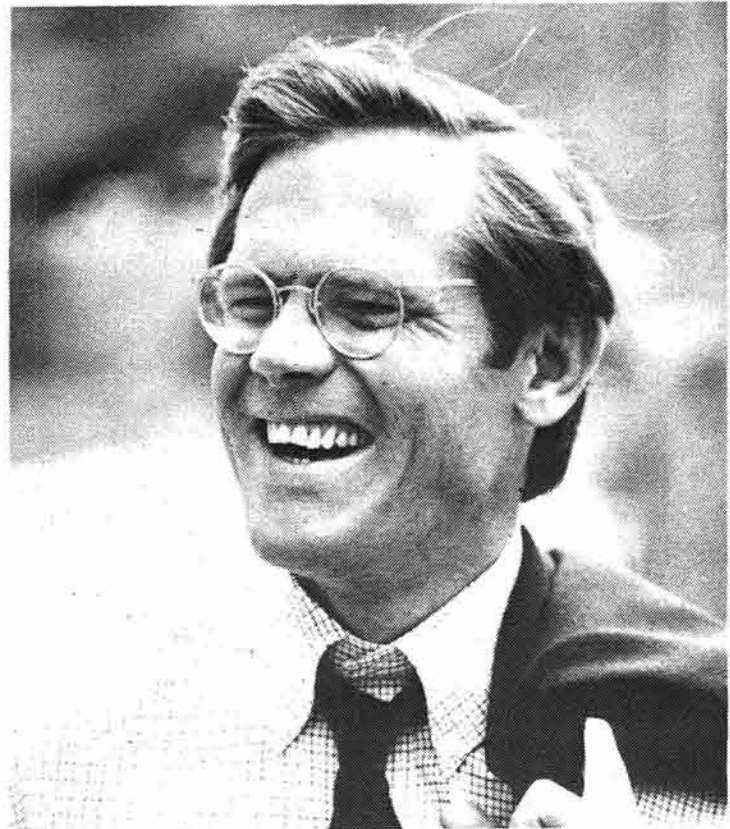
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**FOR ASSEMBLY**

## THE REGISTRAR OF VOTERS SAYS . . .

1. The Presidential Election is November 4, 1980.
2. If one is going to be out-of-town on election day, or is handicapped and cannot make it to the polls, he can vote in absentia; he should simply send a note to the Registrar of Voters, Room 158, City Hall, S.F. 94102, by October 28 requesting an absentee ballot, giving his registered address, the address where he wants his ballot mailed to and he should sign it and then print his name underneath.
3. The Registrar of Voters needs persons, especially bilingual (Spanish-English, Chinese-English) to work at the voting polls on November 4. The pay is either \$41.00 or \$50.00 for one day's work.
4. For more information, contact the Registrar of Voters, 558-3417.

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John Murrish, the owner, makes sure the automotive experts here are able to handle any size job, from tune-ups, to wheel alignment, brakes and air conditioning repair work.

Bring your car in and let them give it the attention it may need. No car will run forever without some service, but preventive maintenance will keep your car running smooth.

**John wishes the S.F.P.D. a Very Great Holiday Season**



# LETTERS

## Abbreviations

Dear Bob:

When the judge is through with his copy of the San Francisco POLICEMAN, he always hands it over to me as I enjoy reading your paper.

We came across CSTF, POA, FTA, POST, CEDTA, CSAA, MOU, IUPA, COPS, PORAC, etc., etc.

You know, outside people enjoy reading the POLICEMAN, but it's confusing to read an article when you can't associate all of the abbreviations.

Could you, when first encountered, first spell out, and then shorten?

Right now I work at CH, borrowed this paper from CCO, and am currently assigned to the PJ.

Very truly,  
Paul Noel  
S.F. CA

We will try to spell out what the abbreviations stand for. Thx. Editor.

## Patches

To Whom It May Concern:

I am writing this letter to you because I am a collector of police patches. I have a collection of police patches from all over.

I would appreciate it is you can send me a patch from your department. My name is Joseph DiRubba, and I am with the Westchester County Deputy Sheriff's Department. The patch will be put on display for people to see.

I would greatly appreciate your help and cooperation in this matter. Thanking you in advance,

Mr. Joseph DiRubba  
125 Bronx River Road  
Yonkers, New York 10704

## Supervisor Silver

Dear Brothers and Sisters of the POA:

I am afraid that a misleading impression was given by the comments on the publication of my remarks in the (unpunctuated) transcript of the Board of Supervisors Meeting of 18 August (SF Policeman Vol 11, No. 9, Sept. 1980).

My quarrel was and is with the placing on the ballot by the firefighters of Proposition H, by which they are asking the voters to substitute the firefighters judgments for the judgments of the Mayor, the Board of Supervisors, the Fire Chief and the Fire Commissioner.

I was seeking at that meeting a delay of just one week on the salary survey approval to see if there was some legal way to negotiate with the firemen over Proposition H. The procedural problem of that meeting was that police and fire salaries are traditionally handled together, not separately, and thus my motion unintentionally covered police as well as fire.

I apologize for causing concern to police personnel when the POA had, wisely, not even endorsed Proposition H.

Sincerely,  
Supervisor  
Carol Ruth Silver

## Deceased

To All Dear Members:

This is to thank you sincerely for your concern and help during my bereavement. Sam always said you would give me help if needed, and he was right again. Please convey special thanks to Mark Hurley and Mike Hebel. They were great!!

My son, Bob, joins me in thanking you for your kindness and generosity in sending us the check for one thousand dollars, which arrived today.

Very gratefully yours,  
Bernice Evjenth

## Grievance

Dear Bob:

I want to take a moment to thank you for your time and help that you gave in the matter of my grievance. I am sure that the favorable ruling was in a large part due to your good work.

I hope that I will never have to make use of the grievance program again — but if I do, I can be reassured that the weight of the P.O.A. will be administered fairly.

Again, I thank you for your help.

Michael F. Pearson

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Red wishes all a very  
Happy Holiday Season

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## SPECIAL ITEM

## BOARD OF SUPERVISOR ENDORSEMENTS

Opened with the Pledge of Allegiance. Roll Call: Twenty (20) present and one (1) absent, Minkel.

\* Eleven (11) votes are needed for a Motion to pass.

M/Casciato S/Chignell to endorse Quentin Kopp. Motion passed, 19-0.

M/Ballentine S/Hebel to endorse Don Horanzy. Motion passed, 12-yes; 6-no and 1 abstain. YES: Schmidt, Amiot, Hammell, Wright, Doherty, Patterson, Ballentine, Hebel, Pera, Huegle, Barry, Casciato. NO: Geary, Dempsey, Simms, Rapagnani, Bell, Chignell. ABSTAIN: Toomey.

M/Wright S/Amiot to endorse Doris Ward. Motion passed, 19-0.

M/Chignell S/Hebel to endorse Ella Hill Hutch. Motion passed, 19-0.

M/Ballentine S/Hammell to endorse Louise Renne. Motion passed, 12-yes; 7-no. YES: Schmidt, Amiot, Hammell, Wright, Doherty, Ballentine, Pera, Huegle, Barry, Chignell, Patterson, Hebel. NO: Geary, Toomey, Dempsey, Simms, Rapagnani, Bell, Casciato.

M/Chignell S/Simms to endorse John Molinari. Motion passed, 15-yes; 4-no. YES: Toomey, Schmidt, Dempsey, Amiot, Simms, Hammell, Wright, Chignell, Doherty, Rapagnani, Hebel, Pera, Huegle, Bell, Barry. NO: Geary, Ballentine, Patterson, Casciato.

M/Barry S/Dempsey to endorse Ed Lawson. Motion failed, 8-yes; 8-no; and 1-abstain. YES: Geary, Dempsey, Gannon, Simms, Hammell, Wright, Doherty, Barry. NO: Toomey, Schmidt, Ballentine, Pera, Huegle, Bell, Chignell, Casciato. ABSTAIN: Rapagnani.

M/Ballentine S/Wright to endorse Wendy Nelder. Motion passed, 15-yes; 1-no and 2-abstain. YES: Toomey, Schmidt, Dempsey, Amiot, Simms, Hammell, Bell, Casciato, Wright, Doherty, Rapagnani, Ballentine, Pera, Huegle, Barry. NO: Chignell. ABSTAIN: Geary, Gannon.

M/Hammell S/Rapagnani to endorse Lee Dolson. Motion passed, 17-yes and 1-no. YES: Toomey, Dempsey, Gannon, Hammell, Doherty, Pera, Huegle, Barry, Casciato, Schmidt, Amiot, Simms, Wright, Rapagnani, Ballentine, Bell, Chignell. NO: Geary.

M/Wright S/Casciato to endorse Stan Smith. Motion passed, 12-yes; 4-no; and 2-abstain. YES: Toomey, Amiot, Wright, Huegle, Casciato, Hammell, Dempsey, Simms, Ballentine, Barry, Rapagnani, Doherty. NO: Geary, Schmidt, Pera, Chignell. ABSTAIN: Gannon, Bell.

M/Pera S/Ballentine to endorse David Scott. Motion failed, 9-yes; 7-no; and 2-abstain. YES: Geary, Dempsey, Pera, Bell, Chignell, Schmidt, Wright, Ballen-

tine, Barry. NO: Toomey, Amiot, Simms, Hammell, Doherty, Huegle. ABSTAIN: Rapagnani, Casciato

M/Dempsey S/Gannon to endorse Dell Dawson. Motion failed, 5-yes and 13-no. YES: Dempsey, Gannon, Simms, Ballentine, Casciato. NO: Geary, Toomey, Schmidt, Amiot, Hammell, Wright, Doherty, Rapagnani, Pera, Huegle, Bell, Barry, Chignell.

M/Geary S/Chignell to endorse Richard Hongisto. Motion failed, 15-no and 2-yes. YES: Geary, Chignell. NO: Toomey, Schmidt, Dempsey, Amiot, Gannon, Simms, Barry, Casciato, Hammell, Wright, Doherty, Rapagnani, Ballentine, Huegle, Bell.

M/Simms S/Hammell to endorse Haig Mardikian. Motion failed, 13-no and 4-yes. YES: Dempsey, Simms, Hammell, Huegle. NO: Geary, Toomey, Schmidt, Amiot, Gannon, Bell, Chignell, Wright, Doherty, Rapagnani, Ballentine, Barry, Casciato.

M/Gannon S/Toomey to endorse Wayne Alba. Tabled on a vote of 10-yes and 6-no.

M/Wright S/Casciato to endorse Peter Finnegan. Motion failed, 9-yes; 6-no; and 1-abstain. YES: Dempsey, Amiot, Hammell, Wright, Doherty, Rapagnani, Huegle, Bell, Casciato. NO: Toomey, Schmidt, Simms, Ballentine, Barry, Chignell. ABSTAIN: Gannon.

M/Ballentine S/Casciato to endorse Ben Hom. Motion passed, 11-yes; 4-no and 1 abstain. Motion to table failed, 7-yes and 0-no. YES: Toomey, Dempsey, Amiot, Gannon, Hammell, Casciato, Wright, Doherty, Ballentine, Bell, Barry. NO: Simms, Schmidt, Huegle, Chignell. ABSTAIN: Rapagnani.

M/Chignell S/Barry to endorse Robert Gonzales. Motion withdrawn by maker.

M/Gannon S/Toomey to endorse Robert Geary. Motion failed, 6-yes and 9-no. YES: Toomey, Gannon, Bell, Ballentine, Rapagnani, Casciato. NO: Schmidt, Dempsey, Amiot, Simms, Chignell, Wright, Doherty, Huegle, Barry.

M/Huegle S/Toomey to close endorsements. Motion failed, 13-no and 2-yes.

M/Wright S/Ballentine to reconsider previous vote to endorse David Scott. Motion failed, 10-yes and 5-no. YES: Schmidt, Simms, Hammell, Wright, Chignell, Rapagnani, Ballentine, Bell, Barry, Casciato. NO: Toomey, Amiot, Gannon, Doherty, Huegle.

M/Chignell S/Huegle to contribute \$500.00 to each endorsed candidate. Motion passed, 15-yes and 0-no.

M/Ballentine S/Bell to exclude John Molinari from the contribution list as an amendment. Amendment tabled, 13-yes and 1-no.

Quorum lost after Motion to table.

Submitted,

Croce A. Casciato, Secretary

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• **INCUMBENT SUPERVISOR**

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reforms which have saved San Francisco taxpayers over \$200 million since 1969.

**He led . . .**

the fight to eliminate the cross-town tunnel from the San Francisco Sewer Project, cutting the cost of the project by more than \$1 billion.

**He initiated . . .**

the inquiry into the effects of offshore Federal Nuclear Waste dumping.

**He wrote . . .**

the campaign spending ordinance and the conflict of interest law which requires all City Commissioners to disclose their business relationships with the City.

**He sponsored . . .**

more charter reforms which have streamlined City services than any legislator in recent San Francisco history.

**He saved . . .**

taxpayers over \$200 million since 1969 by watching wasteful spending in every corner of City government.

**He fathered . . .**

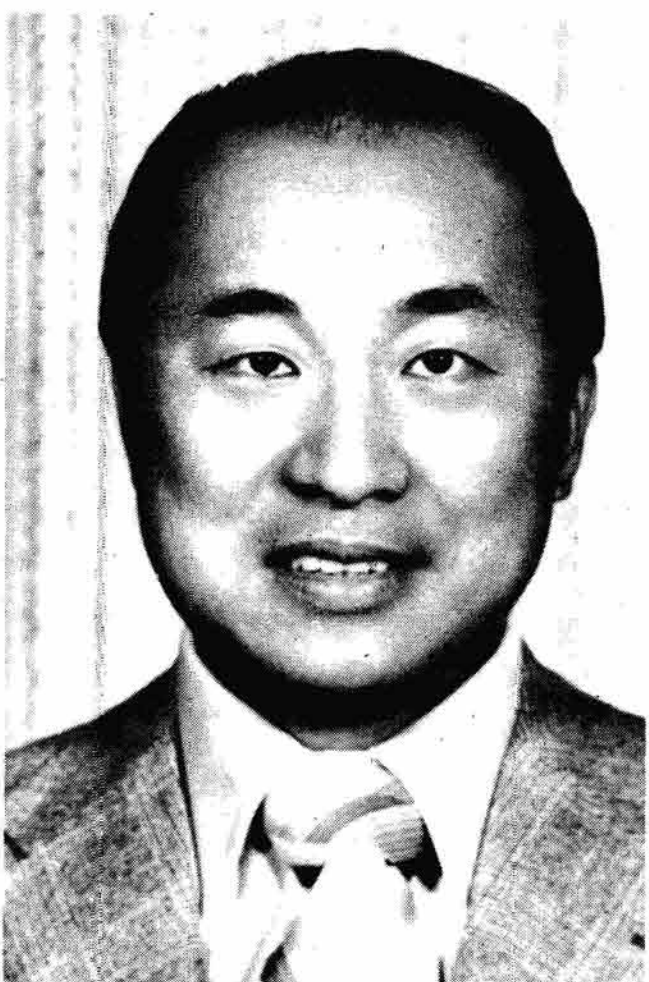
the new city housing policy calling for the construction of 20,000 new housing units by 1984.

**He opened . . .**

all City meetings to the public.

**He eliminated . . .**

profiteering from the sale and resale of taxi permits.



**BEN HOM**

• **FOR SUPERVISOR**



**LEE DOLSON**

• **FOR SUPERVISOR**

**Record:** Since 1972, Lee Dolson has helped cut millions from inflationary, unnecessary public spending budget items. Dolson has demanded cost-effective, increased police and fire protection, improved Muni services and safer, cleaner streets. Lee Dolson has actively pushed for increased jobs, stronger economic climate and better, affordable housing for every San Franciscan, during his service on the Board of Supervisors Finance, Personnel and Legislation, and Governmental Services Committees.

**Dr. Lee Dolson** is a native San Franciscan, a combat veteran of World War II and Korea. Dolson holds a Master's degree, San Francisco State, and a second Master's and Ph.D., University of California, Berkeley. Lee Dolson has taught at Balboa High and City College from 1955 to the present time. Dolson has served as an elected San Francisco Supervisor and School Board member - President.

**Priorities:** Lee Dolson will continue to seek out improved spending controls, a fair-share of vital services for every neighborhood, increased job opportunities, and unity throughout San Francisco.

**YES ON PROPS**

**E, H & L**



Ben Hom has earned the support of community groups and businesses throughout the city. People in every neighborhood know of his outstanding record of public service. They are voting for Ben Hom on November 4 because they know he'll work hard to fairly represent San Franciscans.

• Educated in San Francisco Public Schools and at San Francisco State University

• Married with four children

• Founder and Chief Executive Officer of United Federal Savings and Loan Association with 11 San Francisco branches

• President and Managing Officer of Golden State Realty for ten years

• Chairperson, Housing Authority, San Francisco (appointed by Dianne Feinstein)

• Former member, Human Rights Commission, San Francisco (appointed by Joseph Alioto)

• President, New Chinatown Improvement Association

• Member, Chinese American Citizens Alliance

• Past President and Director, American Savings & Loan

• Former Director, San Francisco Board of Realtors and the California Association of Realtors

**SFPOA END**



**LOUISE RENNE**

• **INCUMBENT SUPERVISOR**

• **RESPONSIBLE**

Supervisor Louise Renne chairs the powerful Finance Committee and shepherded the toughest post-Proposition 13 budget through City Hall, which protected vital services during high inflation while cutting wasteful expenditures. Supervisor Louise Renne co-authored sensible and effective fair housing legislation, unanimously passed by the full Board of Supervisors.

• **RESPONSIVE**

Supervisor Louise Renne established a Housing Hot Line for City Residents.

• **EXPERIENCED**

Supervisor Louise Renne, a successful attorney, was a Deputy Attorney General in California for 11 years in the criminal and environmental units. Louise Renne was President of the California Women Lawyers, a statewide organization, and chaired the Californians for the Chief Justice. The San Francisco Council of District Merchants Association honored Louise Renne with their Distinguished Services Award.

Supervisor Louise Renne is a worker, a doer, a problem solver . . . that's why San Franciscans from all walks of life and from all parts of the City enthusiastically support her election!



**DORIS WARD**

• **INCUMBENT SUPERVISOR**

**SFPOA END**





**ELLA HILL HUTCH**

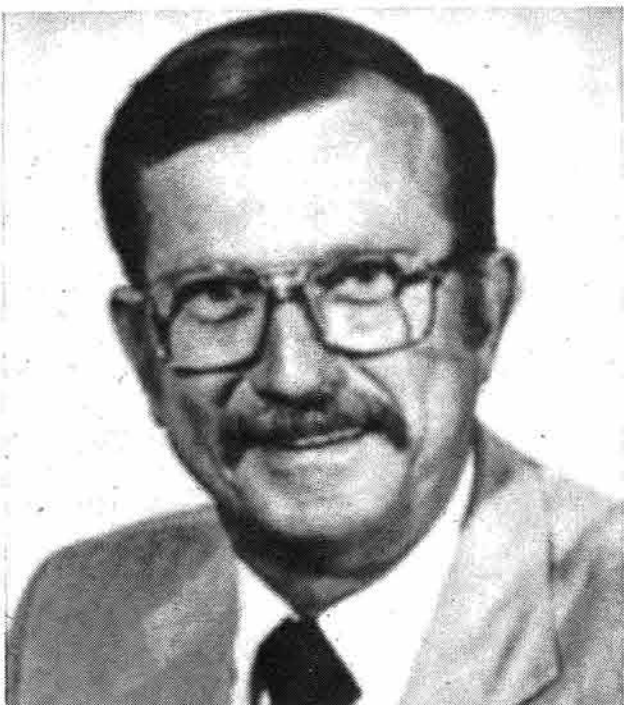
• **INCUMBENT SUPERVISOR**

"An advocate for the rights of the disadvantaged, of minorities, of children and young people, of the elderly and handicapped", are some of the words that have often been used to describe Ella Hill Hutch.

Elected in 1974 to the Bay Area Rapid Transit Board of Directors (BART), she was the first woman to serve on the Board. She served as Chairperson of the Administration Committee and Vice-Chairperson of the Public Information and Legislation Committee. In 1976, Ms. Hutch was re-elected to a full four-year term on the BART Board and was immediately elected Vice-President of the Board.

With these accomplishments (following voter approval of district elections) in 1977 she ran for the Board of Supervisors and was elected to serve a four-year term. She presently serves as Vice-Chairperson of the three member Finance Committee, Chairperson of the Fire, Safety and Police Committee and a member of the Streets and Transportation Committee. For two years she has served as Chairperson of the Special Select Committee to the Commission on the Status of Women. She is active in many civic and political organizations and the citations and awards received by her for dedicated and meritorious community service are too numerous to mention here.

She also serves as a member of the Board of Directors for the Golden Gate Bridge, Highway and Transportation District.



**STAN SMITH**

• **FOR SUPERVISOR**

Stan Smith has been a resident of the San Francisco Bay Area since 1942 and is currently Secretary-Treasurer of the San Francisco Building and Construc-



**JOHN MOLINARI**

• **INCUMBENT SUPERVISOR**

John Molinari is a native San Franciscan, who graduated from Lowell High School and the University of San Francisco. His father, John B., is the Presiding Justice, California Court of Appeals.

John Molinari was first elected to the Board of Supervisors in 1972. He was re-elected to the Board in 1976, 1978 and 1980. He was elected President of the Board in 1979 and 1980. As the President, he is the one who makes the committee assignments for the rest of the Board members, while he serves as Ex-Officio of all the committees.

As a member of the following civic groups, other governmental boards, and/or social groups, John Molinari is able to learn firsthand of the problems that a wide constituency can relate to improve City services. He is a member of: the Retirement Board, City & County of San Francisco; Association of Bay Area Governments, General Assembly; Bay Conservation and Development Commission; North Central Coast Regional Conservation Commission; Transportation Study Coordinating Committee; League of California Cities; San Francisco Disaster Council; Advisory Business Committee; Employee Suggestion System Committee; Mayor's Criminal Justice Council; past-president, past treasurer and member of the Board of Directors, Columbus Day Celebration; past president and member of the Board of Directors Italian Federation of California, Inc.; South of Market Boys, Inc.; Chinese-American Citizens Alliance.

tion Trades Council, representing 12,000 workers.

He has been a consistent leader in developing training opportunities in the building trades for youths, minorities and women and has actively worked to recruit them into the industry.

Stan Smith was one of the founding members and serves on the Board of Directors of San Francisco Forward, a coalition of business, labor and community people whose aim is to promote reasonable and responsible growth for San Francisco.

Born in 1930, Richmond California. Resident and worker in San Francisco since 1942. Military Service, U.S. Marine Corps. Father of six children and one foster child.

Elected Secretary-Treasurer, San Francisco Building Construction Trades Council, 1975 to present, representing 12,000 workers.

- Co-founder and member of the Board of Directors, San Francisco Forward
- San Francisco Assistance to Business Committee. Appointed by Mayor George Moscone to study ways of attracting business to San Francisco
- Advisory Committee for San Francisco Open Space/Park Renovation
- Field Training Advisor, Coro Foundation
- Northern California Construction Safety Advisory Committee



**WENDY NELDER**

• **FOR SUPERVISOR**

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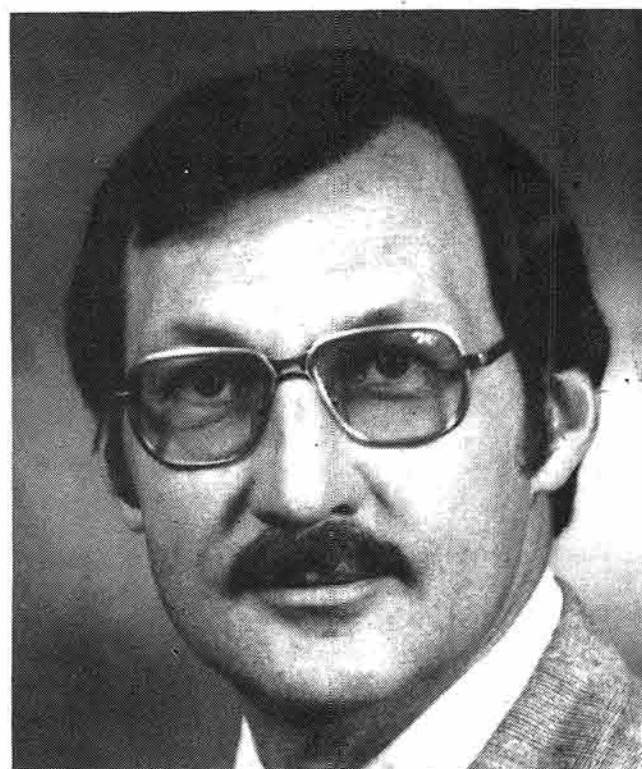
• as a Deputy City Attorney, she served as a trial attorney, wrote and researched City legislation, and advised City Boards, Officers and Commissions

• as a private attorney in San Francisco, she has successfully challenged injustices in the City's laws

• as a private attorney in Washington, D.C., preparing a study for Congress on labor and unemployment, she gained knowledge of federal legislative procedure.

• as a former Commissioner on the Mayor's Council on Criminal Justice, and as an Officer of Queen's Bench, she knows the City's crime problems

• 17 years experience as a practicing attorney



**DON HORANZY**

• **INCUMBENT SUPERVISOR**

For San Francisco, November 4th is more than just another election — much more. We will determine out City's direction for the next decade. That's why so many San Franciscans are working hard to elect Supervisor Don Horanzy to a full term on the Board of Supervisors.

Since his appointment to the Board 21 months ago, Don has worked successfully to ensure that our neighborhood problems don't get lost in the legislative shuffle. He has authored and supported tough anti-crime measure and increased neighborhood police protection.

He has enacted legislation that ensures more affordable housing for all San Franciscans. As a financial analyst, he has brought to the Board an important voice for responsible fiscal management. With this in mind, it is no surprise that a 1979 San Francisco Examiner poll of leading city officials rated Don as the number one Supervisor on the Board.

On November 4th, let's keep his kind of qualified and experienced leadership working for us.

★★ VOTE ON ELECTION DAY, NOV. 4TH ★★



# SFPOA ENDORSEMENTS



## RE-ELECT SENATOR MARKS

DEMOCRATIC & REPUBLICAN CANDIDATE

When Milton Marks was elected to the State Senate in 1967, he brought with him a distinguished background. A third generation San Franciscan, Milton Marks attended Alamo, Galileo and Stanford University where he received his bachelor's degree in History and Government. After serving in World War II with the First Cavalry and Eighth Army, he received his law degree from San Francisco Law School in 1949.

A veteran public servant who has served the Assembly and Senate and as a Municipal Court Judge, Senator Marks has developed an expertise in the unique problems faced by a rapidly developing California.

### LEGISLATIVE BACKGROUND

During his tenure in the Legislature he has authored and worked for a broad legislative program with particular emphasis currently focused on the problems of housing, the handicapped and local government issues. As a state legislator, Marks has been a strong advocate of the rights of all and believes that the law should be equitable.

Milton Marks has authored such diverse major legislation as the creation of the "Little Hoover" Commission, watch-dog agency to promote economy and efficiency in state government; the Residential Rehabilitation Act to allow cities to issue bonds for the purpose of making low interest loans to property owners in deteriorating neighborhoods, the establishment of stringent flammability standards for children's clothing; and the "Save-the-Bay" legislation which established the Bay Conservation and Development Commission. Senator Marks has never lost a bill on the floor of the Senate and has an outstanding record in the number of bills signed by the Governor. Senator Marks was one of the six Legislators serving on the Conference Committee which apportioned the monies going to schools, local governments and community colleges.

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"She has built up a rather amazing record for a person 36 years of age. It covers almost every part of the criminal justice system. Presently a deputy attorney general of California, she also has served as a deputy public defender in The City. She has served as a staff attorney for the state Supreme Court, and also, years back, as a clerk for a state chief justice."

*"Police officers have a difficult job protecting the citizens of San Francisco. Ina Gyemant will be an effective judge. She is concerned with victims of crimes, the public's rights to a safe community, as well as the rights of the accused."*

Bob Barry, President SFPOA



## RE-ELECT ASSEMBLYMAN

### ART AGNOS

DISTRICT 16



## RE-ELECT ASSEMBLYMAN

### LEO T. MCCARTHY DISTRICT 18

Leo T. McCarthy was first elected Speaker of the Assembly in June 1974 and has been re-elected each legislative session since.

As Speaker, McCarthy has implemented house reforms and rule changes to open up the legislative process and improve its efficiency. He has consolidated standing committees of the Assembly, slowed the growth of the Assembly budget and opened all committee meetings to the press and public.

His leadership is widely recognized as giving the Assembly its finest record of the past decade. Legislation enacted during McCarthy's speakership includes the Coastal Conservation Act; the Agricultural Labor Relations Act; the Nuclear Power Plant Siting Act; the Liquefied Natural Gas Siting Act; the historic school financing measure mandated by the Supreme Court's Serrano decision; a law speeding up the permit process for new developments; the unprecedented measure implementing Proposition 13, and the biggest tax cut bill in California's history.

Nationally, McCarthy has taken a leadership role in the National Conference of State Legislatures; President Carter's Conference on Balanced National Growth and Economic Development, and as one of only sixteen members of the New Coalition, an organization of Governors, state legislative leaders and mayors.

McCarthy began his public service career as an Administrative Assistant to the late State Senator Eugene McAteer of San Francisco. In 1963, he was elected to the San Francisco Board of Supervisors where he served until his election to the State Assembly in 1968.

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### CLOSE AND NOT OPEN

This is an evil generation. They seek a sign; and there shall no sign be given it, but the sign of Jonah. Luke 11:29

While millions of Americans complain about excessive taxes and bureaucratic waste, a 92-year-old immigrant recently expressed his deep gratitude to this country for its many freedoms. His handwritten note to the Chief Executive said, "Dear Mr. President: This check for \$35,000 is a gift to the U.S.A. With me, it is not what the country will do for me, it is what I can do for the country." In response, Secretary of the Treasury W. Michael Blumenthal sent a note of thanks saying, "As a fellow immigrant, I can fully understand your appreciation for all that this country has done for you." Yes, it often takes an outsider to show us the value of what we take for granted.

The same thing is true in the spiritual realm. In today's Scripture, for example, Jesus pointed out that the Queen of Sheba had traveled a great distance to learn from King Solomon. He also said that the wicked citizens of Nineveh had repented because of Jonah's preaching. Then the Lord declared that their recognition of God's wisdom and truth would witness against the men of His own generation in the day of judgment. As God's against the men of His own generation in the day of judgment. As God's chosen people, they had received more light but had acknowledged it less.

Almost 2,000 years later, the danger of familiarity is still with us. Our hearts often remain closed to the wisdom of the Book that is so accessible to us. We are like the Jews of old. Rather than appropriating by faith all that is available to us in His Word, we insist that God should show us some sign. Yes, it's possible to be close to the truth and not open to it.

THOT: An unread Bible usually belongs to an unfed believer.

"Passing the buck" is a phrase we are all familiar with. It conjures up in our minds an image of inept executives each pointing accusing fingers at each other in hopes that someone else will ultimately be held responsible for a mistake. Usually the origin and cause of the mistake is overlooked due to a lack of objectivity and honesty.

"Passing the buck" occurs a great deal in organizations which suffer from poor middle management. When supervisors fail to completely understand their roles as administrators, what else can they do but make excuses when something goes wrong? On the other hand, when people are competent they're as equally inquisitive as they are aggressive in their approach to their job. They exude a self-confidence which encourages followers and provides a forum of preparedness from which they can lead.

Recently the term of Management by Objectives, otherwise known as M.B.O., has been instituted in the San Francisco Police Department. Defined as "a process whereby the superior and subordinate managers of an organization jointly identify its common goals, define each individual's major area of responsibility in terms of results expected of him, and use these measures as guides for operating the unit and assessing the contributions of each of its members." Management by Objectives is nothing new, it's a professional technique often used in business circles whereby goals are established, obstacles identified and overcome, and then and only then are individual performances evaluated. Much research is required however in thoroughly identifying existing problems before they can be eliminated intelligently. The basic objective is to make an organization less wasteful and more cost efficient.

If an organization is to revamp itself for the purpose of making it productively more efficient and cost effective,

it must first look to its basic structure and operating procedures. For example, if reduction in response times is an established goal that everyone agrees is not only desirable but possible as well, then the first step would be to examine all of the elements regarding them. Starting from how phone calls requesting police services are received, processed and then dispatched, a multitude of problems could probably be identified which all add seconds or even minutes to overall response times. These problems would have nothing to do with how the officer on the street handles the call once he/she receives it. A "911" emergency telephone system would be a management oriented solution which would hopefully bring the entire department closer to its objective of quicker response times. More centralized locations of police facilities and better dispatch policies are also unrelated to the police officers' handling of an assigned run.

When allegedly slow response times are documented and presented to the patrol force for the purpose of showing them how much better they must do in order to reach a projected goal, the "buck" has been passed. When poor deployment of manpower and equipment are not recognized as management oriented problems in terms of efficiency and production, the "buck" has been passed. Finally, when management continually forces the labor force into litigating in order to get charter mandated pay increases in full and on time, the key ingredient to a successful M.B.O. program, otherwise known as incentive, is lost.

The city spent a lot of money auditing the police department but if the "buck" continues to be passed on down to the patrol force, the city may as well throw their money away. Ask Harvey Rose if he isn't laughing all the way to the bank.

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## BOARD OF DIRECTORS MEETING - September 16, 1980

Open at 1745 hours by President Barry with a Pledge of Allegiance to the flag.

Roll Call: Fourteen (14) present, four (4) absent and three (3) excused.

**President's Report:** President Barry distributed a lengthy written report to the Board. The report contained endorsement requests, overtime issues, Skelly hearing outcomes, and proposed City Charter changes. A lengthy discussion followed on all of the issues. There being no motions, the written presidential report was attached to the minutes in the master log.

**Secretary's Report:** Secretary Casciato presented the minutes of the last meeting M/Patterson S/Barry to accept the minutes as printed in the September issue of the POLICEMAN. Passed by voice vote.

**Treasurer's Report:** Treasurer Patterson stated that he would have a report upon the completion of the audit now in progress by an independent CPA.

**Special Order:** Brother Schlink reported that the picnic was a tremendous success and that final figure on the POA subsidy was \$1,548.15, only \$48.15 above budget. M/Toomey S/Hebel to pay the additional \$48.15 and thank Brother Schlink and the Committee persons for their hard work. Motion passed by voice vote.

M/Hammell S/Casciato to begin now to plan for the 2nd Annual Picnic under the supervision of Brother Schlink. Motion passed 13-yes and 1-no (Patterson dissenting).

M/Casciato S/Patterson to purchase two (2) tables at a cost of \$400.00 to the Northern California Asian Peace Officers' Assn.'s Luau on October 18, 1980. Motion passed 14-0.

Note: The NCAPOA is a fraternal organization of Asian Peace Officers dedicated to providing scholarships and positive role models for the youth of the Asian Community. The organization also encourages its members to join and support their local POA's. In San Francisco every member of NCAPOA is also a SFPOA member.

M/Casciato S/Dempsey to purchase one (1) table at a cost of \$300.00 to the Retirement Dinner of City Treasurer Tom Scanlon. Motion passed 14-0.

**Old Business:** Brother Hebel briefed the Board on the workings of the department's new Light Duty Policy. He stated that 87 positions have been identified as light duty positions. He cautioned the Board of advice members that each case must be treated and evaluated on an individual basis.

**New Business:** President Barry presented to the Board contribution requests from Supervisors Ella Hill Hutch, John Molinari and judicial candidate Ina Geyman. After a lengthy discussion about endorsements and contributions, the Board set aside Saturday, October 4th as the date that candidates can appear before the Board to request endorsements and contributions. The president was instructed to contact the candidates via mail.

Quorum lost at 1910 hours.

Submitted.  
Crocce A Casciato  
Secretary, S.F.P.O.A.

General Meeting cancelled - No quorum.

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# MEDAL OF VALOR

The Awards Committee met in Room 551, Hall of Justice, on Friday, 15 August, 1980, at 0930 hours, in regular session.

## PRESENT:

Captain J. William Conroy, Chairman  
Deputy Chief of Investigations, George Eimil  
Deputy Chief of Field Operations, James A. Ryan  
Deputy Chief of Support Services, Stanley E. Cordes  
Captain Charles A. Schuler  
Captain Edmund J. Cassidy  
Captain Robert C. Seghy  
Captain Joseph M. Flynn  
Captain Charles F. Ellis  
Captain Matthew C. Duffy  
Captain Francis B. Syme  
Captain William E. Koenig  
Captain Merritt R. McKevitt  
Captain George G. Rosko  
Captain George P. Jeffery  
Captain Robert M. Mucci  
Captain Donald L. Taylor  
Captain Joseph E. Buckley  
Captain Robert J. Marsh

## Silver

### POLICE OFFICER JOEL E. HARMS

For services rendered on Monday, March 17, 1980, at 0630 hours, when he responded to a hostage/barricaded persons incident where an armed suspect had earlier grappled with two police officers and picked up one of the officers' guns that had fallen during the struggle and ran into his house. The house was occupied by the suspect's wife and four children. This suspect was known as an extremely dangerous criminal, addicted to narcotics and who, at 31 years of age, had spent 10 years in prison. Officer Harms, to alleviate an extremely sensitive condition and with full knowledge that he would be in the direct line of fire from the suspect's weapons, including the fully loaded police officer's revolver, volunteered to stand, unarmed, in front of the suspect's house, and plea for him to surrender. The suspect, after a period of reassurance that he would not be harmed, surrendered himself to Officer Harms.

**SERGEANT RONALD L. JACKSON, POLICE OFFICERS ROBERT J. DEL TORRE, RICHARD P. HESSELROTH, ROBERT E. HOCH, MICHAEL A. MC ELLIGOTT, MARK A. POTTER, RICHARD D. HOLDER AND WILLIAM S. TAYLOR**

For services rendered on Saturday, January 10, 1979, at 0120 hours, while performing a S.W.A.T. Team assignment, courageously assaulted a building occupied by an armed suspect who had barricaded himself in a building at 6th Avenue and Kirkham Street, and had fired several rounds from a shotgun, killing one person and injuring several others.

### POLICE OFFICERS BOB C. DAVIS AND THOMAS J. GERARD

For services rendered on Friday, February 8, 1980, at approximately 2305 hours, when they responded to a radio broadcast of an armed robbery in progress where shots were fired, inside a liquor store at Fillmore and Hayes. Upon arrival, they observed a suspect standing in front of the counter holding a gun and pointing it at several persons. As the officers approached the front of the store, the suspect backed out of the doorway still holding the gun in front of him. He suddenly turned and faced the officers, who identified themselves and ordered him to drop the gun. The suspect, standing his ground, refused to surrender. The officers, aware that if they fired their weapons a bullet might well miss the suspect and strike one of the persons behind him, held their fire and advanced towards the suspect, continually yelling for him to drop the gun. The suspect finally complied and he was taken into custody.

### POLICE OFFICERS ALAN J. BERNARDI AND JERRY LANKFORD

For services rendered on Sunday, March 30, 1980, at 1730 hours, when they responded to Turk and Leavenworth where a man armed with a gun, for no apparent reason, struck a female pedestrian across the face with the weapon and then fired it at her feet, saying, "The next one is for you." The suspect then retreated to a TV store at that location and as the officers approached, he began waving the gun and yelling, "get back, get away from my store". The officers, while talking to the suspect in a calm manner, maneuvered themselves and the suspect into a position where the now gathered bystanders were out of the line of fire. Then, disregarding their own safety, they quickly advanced on the suspect, grabbed and disarmed him and took him into custody.

### POLICE OFFICERS MICHAEL W. CONWAY AND THOMAS J. VELLONE

For services rendered on Wednesday, April 2, 1980, at 1950 hours, when they responded to a call of a 222/801 at 3822-19th Street, #7, and were informed that the subject, grandson of the complainant, had a history of violence and suicide attempts. The subject, although confined to a wheelchair, had come after her with a knife and had also threatened to kill himself. The officers, upon entering the apartment were immediately confronted by the knife-wielding subject who violently lashed out at them. During their efforts to restrain the subject he again violently lashed out, inflicting a painful puncture wound to Officer Conway's right leg. The officers continued to struggle with the subject and eventually overpowered and disarmed him.

### POLICE OFFICERS KENNETH E. HARTMAN AND MICHAEL C. COFFEY

For services rendered on Tuesday, April 15, 1980, at 0800 hours, when they responded to an armed robbery in progress at Wells Fargo Bank at 5048 Third Street and were met by a female employee who stated that she had observed a man inside with a ski mask on his face, lying on the floor behind the counter. Other responding officers were advised and took positions at the rear of the bank. Officers Hartman and Coffey then entered the bank and observed one of the suspects crouched on his knees with a .38 caliber revolver in his right hand. They ordered the suspect to "freeze". The suspect, confronted on opposite directions by armed and determined officers, relinquished his hold on the revolver and surrendered. The second suspect was captured by other officers at the rear of the bank while attempting to make his escape.

### POLICE OFFICERS STEPHEN R. WOLF AND KARL R. STROM

For services rendered on Saturday, December 22, 1979, at 1020 hours, when two suspects armed with handguns robbed the Physicians Pharmacy at 3490 Sacramento Street and sprayed the surrounding stores with gunfire as they left the scene. The officers pursued the two suspects, one of whom was captured during the initial phase of the chase. The other suspect entered a residence creating the possibility of a hostage situation. The alternative of surrounding the premises until such time as heavily equipped assault teams were brought in was available to the officers, but they chose to immediately enter to protect the citizens inside. Once in-

side, the suspect was quickly located, disarmed and taken into custody.

## Bronze

### POLICE OFFICERS RICHARD A. ARAMBULA AND JOE E. WILLIAMS

For services rendered on Tuesday, March 18, 1980, at approximately 1045 hours, when they received a report of a robbery of a bank at 3060-16th Street, responded to the area and using a systematic search pattern, located a man who matched the description of the suspect. When he became aware of the approaching officers he ran into a parking lot and hid between two autos. The officers split up, placing themselves in such a position as to have the suspect in a crossfire. The suspect was ordered to stand up and show his hands. He hesitated for a few seconds then slowly put his hands up. He was taken into custody. The suspect was armed with a four inch revolver and further investigation revealed he had an outstanding criminal warrant in the amount of \$100,000 for a series of bank robberies in the State of Florida.

### POLICE OFFICERS JAMES H. MILLER AND WILLIAM M. CARLE

For services rendered on Friday, February 1, 1980, when they responded to 973 Howard Street, the scene of a working fire, raced through raging flames to the inner door where they were forced to break the glass to gain entrance to the interior of the building. Upon entry, flames and smoke had filled the lobby and was moving up the stairway. Quickly moving from floor to floor and knocking on doors, they escorted approximately 9 frightened senior citizens to safety.

### POLICE OFFICERS ROBERT J. PUTS AND STEVEN R. SILVERS

For services rendered on Wednesday, April 23, 1980, at 1605 hours, in the apprehension of an armed suspect who, using a .32 caliber revolver, robbed Trans Rent-A-Car located at 656 Geary Street. In making this arrest the officers recovered the money taken in the robbery and a stolen Toyota which the suspect had abandoned at the scene.

### POLICE OFFICERS ROBERT J. GEARY AND NELSON C. LUM

For services rendered on Wednesday, February 27, 1980, at 0435 hours, when they responded to 57 Taylor Street and apprehended a suspect who had stabbed his common law wife and told her he would shoot anyone who came after him. The officers, in arresting this suspect had to physically subdue and disarm him. He had in his possession a .44 caliber Ruger Magnum rifle which he tried to use on the officers.

## Commendation

### POLICE OFFICERS JOHN R. CHESTNUT AND FRANK B. LUTTICKEN

For services rendered on Thursday, February 28, 1980, at 0040 hours, while working in civilian dress in the area of WASHINGTON and Laurel Streets, conducted an investigation which led to the arrest of a burglary suspect who had burglarized several residences located near Sacramento and Laurel Streets.

Willie E. Frazier, Secretary  
THE AWARDS COMMITTEE

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# DON'T KNOCK THE WHITE MALES

by L. Davis Almand

As a white male I am sick and tired of hearing white males being blamed for all the world's ills, instead of given credit for the creation for our modern democracy as well as the great bulk of scientific and social progress.

It was the energy, intelligence, and drive of the white male that built America into the great nation that it is, so let's give credit where credit is due.

Minorities harp about their "rights under the Constitution." I should like to remind them that the Constitution was drafted and voted upon by white males, and that the Supreme Court that interpreted the Constitution and paved the way for the Civil Rights Act consisted of white males.

It was the white male Abraham Lincoln who formulated and announced the Emancipation Proclamation, which freed the black slaves once and for all. Has any Asian or African dictator ever made such a proclamation?

I once heard a minority female speaker complain about "white male domination." Would she prefer the tender mercies of Idi Amin? Or the king of an Arabian nation, where slavery is still legal and prevalent?

I get very annoyed whenever a minority person expresses hostility toward me because of the "suffering" and "oppression" that minorities have endured. Most of the repression took place before I was even born, so why the hostility?

I believe the basic reason why there has been so much hostility directed towards white males is because of the psychological phenomenon known as the resentment of competence. In mediocrity-worshipping America, this resentment, unfortunately, is becoming more and more prevalent.

Speaking of "minority" rights, the white male is actually a minority, and the middle-class white male wage-earner is the most abused and neglected minority of all — abused by taxation and bureaucratic harassment, yet neglected when it comes to government handouts and tax relief.

In addition, in regard to the economy and such: Under the domination of the white male in the old days the U.S. was the world's number one industrial power. Look what's happened in the past ten years of minority/female favoritism.

Perhaps females and minorities who "suffer" under the "domination" of white males in the U.S. should accept the hospitality of an Asian or African dictator. I'm sure the dictators would be happy to have them.

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

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"Posters on Public Property"

## RESPONSE TO KPIX EDITORIAL

In a recent editorial, Channel Five said the City should prosecute people who put up posters on public property. Speaking in response is San Francisco District Attorney Arlo Smith.

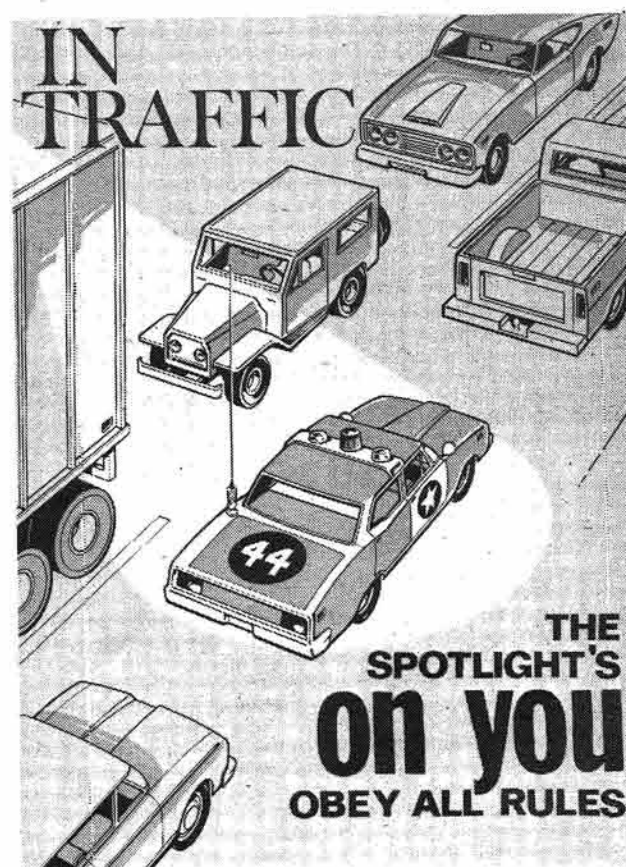
I am responding to General Manager Pat Polillo's suggestion that the District Attorney's office prosecute people who hang posters on public property.

I believe that if one takes a close look at the state of crime and law enforcement in San Francisco, one must reach the conclusion that the District Attorney's office should not spend time prosecuting poster hangers.

Let's start by looking at what's happening with arrests and convictions right now in San Francisco: In the first quarter of this year the police arrest rate for felonies has risen by 15%. For misdemeanors the arrest rate has risen by 20%. This rise in arrests has meant a dramatic rise in the case load on my deputies. At the end of 1979 there were 450 cases on the Superior Court calendar. Today we have over 800 cases on calendar. But because of budget cuts my staff of attorneys has diminished to the point where we have one of the highest case loads per attorney of any D.A.'s office in the state.

If my office spends time prosecuting people for poster hanging it would mean less staff available to prosecute the murderers, the rapists, or other violent criminals and rip-off artists.

I believe there is a more sensible solution to the problem of poster hanging than to waste time prosecuting. This would involve letting the department of public works tear down the posters and then bill the committee or group that has posted them. This way the District Attorney's office can spend its time prosecuting serious violations, the city can get reimbursed for tearing down the signs, and the people who post them will get appropriately fined.



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For additional information —  
Phone PAL: 567-3215

# POLICE ACTIVITIES LEAGUE

by Herbert P. Lee  
Director of Activities



## BOXING

**PAL JUNIOR OLYMPICS BOXING EXHIBITION.** The first PAL sponsored Junior Olympics Boxing Exhibition was held on Friday, September 26, 1980 at the PAL Boxing Gym, 1800 Mission Street. In the first bout, little eight year old Alphonse David weighing in at 55 lbs., won a close decision over Edward Balocattine, who outweighed David by 25 lbs.

In the second bout, Jr. Boxing Coach Bob Weibel, who acted as Referee, matched Jimmy Ford, 10, against Jose Hernandez, also 10. Jimmy, the youngest of the three fighting Ford brothers, weighed in at 71 lbs. He won a unanimous decision with his exciting, non-stop action in the three one minute rounds. Hernandez also looked good.



PAL Boxing Coaches and Participants just prior to an exhibition (See Story)

In the third bout, Robert Bowman, age 12, weighing 94 lbs., won a split decision over a game Mike Ford. Gold medals were awarded the winners and Silver medals for their opponents. Congrats to all. See you at the Junior Olympics representing San Francisco PAL. Asst. PAL Coach Bill Matteo also acted as Judge.

## FOOTBALL

The PAL Midget Football League under Football Commissioner Kelly Waterfield, got underway with pre-season out-of-town games. The PAL Trojans, under Coach Harold Williams, journeyed to Redding, CA where they lost a close game 6 to 14 against Shasta Enterprise. The PAL Raiders, under Coach Marty Jacobs, won their pre-seasoner against the North Coast in Eureka, CA 19 to 6. Coach Bill Garrick's PAL Hawks won their game against Shasta Corning 22 to 6. The PAL Chargers, under head coach Dan Gong, also won their out of town game against the Delta Bears of Stockton, CA 38 to 0.



Members of the PAL Chargers lining up for weigh-ins prior to a game

The results of the season opener on Sunday, September 21, 1980 double header which was played at Washington High School has the Raiders outscoring the Trojans 36 to 6. In the afternoon game the Chargers bested the Hawks 38 to 6. The following week's actions matched the Raiders against the Charger, who bested them 26 to 16.

The P.M. game saw the Trojans over the Hawks 6 to 0. Coach Williams of the Trojans stated that the game was scoreless up to the final minute when defensive tackle Duane Breaux of the Trojans, deflected a pass thrown by the Hawks quarterback into the arms of out-



Halfback Andre Alexander, #33, of the PAL Chargers being tackled after a long gainer in a game against the Delta Bears of Stockton, CA

side linebacker Tracy Williams, who promptly ran it in for the only scoring of the game. Coach Williams of the Trojans stated that the Hawks played a tough game and that "we were lucky."

Anyone interested in exciting football can see these teams play during the next month at Washington High School Football Field. First game at 11 a.m. and the 2nd game at 2 p.m. The two teams with the best record at the end of the season will compete in the Sgt. Joe Lacey Bowl on November 2, 1980 at City College of San Francisco Field. The winner of the Joe Lacey Bowl will then compete in a NORCALFED Tournament against the best 13-14 year old teams in Northern California.

## BASKETBALL

Sign-ups of the 6th, 7th and 8th grade boys and girls Basketball League have been finalized. Tip-off begins October 11, 1980 at various gymnasiums throughout San Francisco including St. Emydius, 255 Jules, St. John's, Paradise and Swiss Ave., All Hallows, 1601 Lane Ave., Star of the Sea, 360-9th Ave., St. Paul of the Shipwreck, 3rd and Jamestown, and Mission

Dolores, 16th and Church Streets. Commissioner Bruton states that the League has expanded this year to include 75 teams of boys and girls, or almost 1,000 youths. Contact PAL Headquarters for date and time of play for your favorite team.

## LAW ENFORCEMENT

The Police Activities League announces sign-ups for the 1980-1981 semester of the Law Enforcement Cadet Program. All interested youths in the 10th, 11th and 12th grades are to call PAL Headquarters for further information. The weekly meetings are held in various locations at the Hall of Justice from 7 p.m. through 9 p.m. each Monday night. Co-Commissioners Jeff Levin and Laura Carroll, (Co. D), further states that the program will include tours, basic pistol techniques, and guest speakers from various local, state and federal law enforcement agencies. The Program, designed to interest youths into seriously considering law enforcement as a career, will conclude on May 18, 1981 with graduation exercises for the Seniors. To date, more than 100 PAL Law Enforcement Cadet Graduates are police officers or deputy sheriffs.

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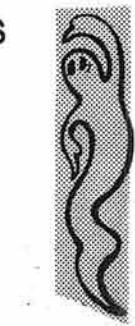
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# SPORTS



## PAL GOLF TOURNAMENT

by Jerry Cassidy

On Friday, September 19, 1980 after a three year abstinence, the PAL Golf Tournament was finally resumed. With the blessing of Chief Cornelius Murphy, the TGournament was held at Peacock Gap Country Club in San Rafael.

There were eighty-two players: forty-two policemen and forty civilians. Because of the success of this year's tournament, next year we are certain we will have twice this number.

The weather was super and the golf course in excellent condition. Dave Minner did an excellent job making a photographic record of the day's activities. Lt. Vic Macia, the Tournament Director, with the help of his able committee did a very good job. With the backing of such fine people as Jack Immendorf, Matty Matlock, Walter Fulton, Jack Brown and ex-commissioner Marvin Cardoza, Bob Mengarelli, and many others, the tournament couldn't help but be a success.

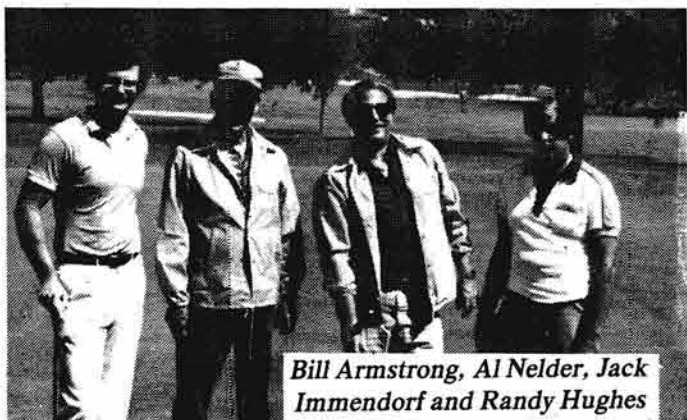
The awards dinner following was highlighted with the appearances of Chief Cornelius P. Murphy, Frank Dill and Mike Cleary of KNBR.

The winner of the tournament was Tom O'Connor of Company B, who had a fine even par round of seventy-one. Bev Schultz, a civilian, was second with a seventy-three and there was a tie for third between Jerry Cassidy and Steve Whitman who both had seventy-fours.

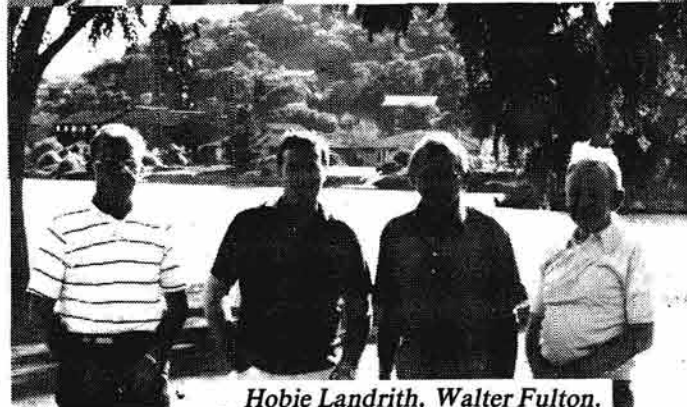
Steve Whitman won the long drive with a prodigious shot around two hundred and seventy yards. The hold-in-one winner was Lt. Charlie Beene who was ten feet ten inches away from winning a new MG convertible. Nick Eterovich Jr. was second and George Gamble was third.

All other prizes were awarded in the blind bogey category. Grant Fahs with a blind bogey score of sixty-one was the grand prize winner and chose a weekend for two donated by the St. Francis Hotel. Emory Speck had second choice and selected the Gold/Silver/Diamond tie clip which was donated by Umberto Sartarelli of Marin Custom Jewelers. Bill McCord had third choice and he selected the weekend for two at the Holiday Inn, Santa Cruz.

Everyone was delighted with the prizes with every participant going home with at least 2 prizes. GREAT FUN WAS HAD BY ALL.



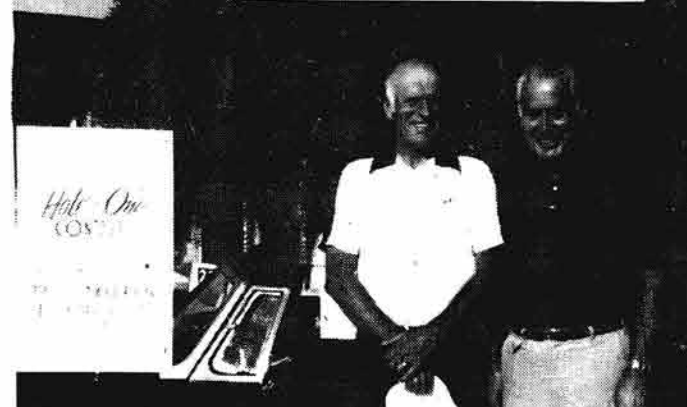
Bill Armstrong, Al Nelder, Jack Immendorf and Randy Hughes



Hobie Landrith, Walter Fulton, Carl Calloway and Bev Shultz



Michael Ost, Matty Matlock, Marv Cardoza and Bob Mengarelli



Matty Matlock and Marv Cardoza next to new MGB to be given anyone getting a hole-in-one on the 3rd hole



Chief Murphy addressing group at the Awards Dinner.



Mike Cleary and Frank Dill entertaining group with stories about Police Commission Nelder.



Lt. Vic Macia, Tournament Director awarding Tom O'Connor trophy for winning the tournament.



Jim Meyer and Pete Franches guarding refreshments out on golf course.



Elroy Joyce, Mort McInerney, Tom O'Connor and ex-Chief Don Scott.



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# SPORTS

## CENTURIONS MAP THREE GAME SCHEDULE

Walsh Honorary Coach

by Don Carlson

The SFPD's tackle football team, the San Francisco Centurions, has scheduled three games for the 1980-81 season on the heels of the team's successful entry into law enforcement football last March against the Oakland Police "Thunderhogs" at Kezar Stadium.

The team's general manager, Joe Mollo, also revealed that Bill Walsh, 49er Head Coach and General Manager has graciously accepted the position of Honorary Head Coach and has agreed to allow his name to be used in promotional activities.

Despite the final score in Oakland's favor, the initial Bay Area Boar Bowl proved to be an "artistic" success. Most Department members candidly told Centurion players after the game that they were surprised at the style of play and competitiveness they had seen. An even more valuable seal of approval was bestowed by two of the game's officials, Grover Klemmer and SFPD Commissioner Burl Toler, both NFL officials. Each was impressed with the game's quality, offensive sophistication and sportsmanship.

Currently, there is substantial interest within the law enforcement community regarding this type of event. This has been shown by the recent formation of the Western States Law Enforcement Football Association, which serves as a clearing house for scheduling, as well as a body that seeks to reach certain standardizations for these games for the involved agencies. Representatives from San Diego Sheriffs, Reno PD and LAPD attended a planning meeting and created the Association in conjunction with Oakland PD, Alameda SO, and the SFPD. San Leandro PD, Hayward PD, Santa Rosa PD and Sonoma SO have also expressed interest since the Association's creation.

Now to the Centurion schedule. The team's initial game will be held at the University of Nevada-Reno Stadium against Reno PD on Saturday, December 13, 1980. Somewhere here in the sports section, you'll find an application for the Centurion Patron bus trip which will be coordinated by Sgt. Ken Williams of Co. K who promises an outstanding weekend of football, gambling and fun!

The "Big Game" locally will be Bay Area Boar Bowl II against Oakland PD on Saturday, January 10, 1981, at Kezar Stadium. This game will, once again, benefit the ongoing programs of the San Francisco Special Olympics Committee; these programs provide developmental and competitive athletic activities for handicapped children and adults in the city.

The Centurions will play their final game against the Alameda County Sheriffs somewhere in the East Bay in late January or early February.

The 1980-81 Centurions will again be directed by the coaching staff of Jack and Jim Hickey from Novato, and led by Jack Minkel, Gary Delagnes, George Koniaris, Andy O'Mahoney and Charlie Tedrow & on offense), as well as Bob DeTorre, Mike Lawson, Bruce Marovich and Leroy Lindo (on defense).

This promises to be an exciting season, and the Centurions hope to see you on the Reno trip, as well as at their major fund raiser two weeks before the Super Bowl. You won't be disappointed.

## Golf Club News

On Friday, August 22, 1980 seventy-eight players journeyed to Santa Rosa to play Santa Rosa Golf and Country Club.

I scheduled an early start, 0730, to avoid the summer heat. Well we sure beat the heat. It was at least one o'clock before the sun came out, and the temperature never did get above seventy degrees. Well, enough for this year's summer.

The low gross winner was Grant Fahs who shot a seventy-seven. Grant was the only player in the seventies.

The low net winner was Bill Grosword who had an eighty-four and with his fifteen handicap had a net sixty-nine.

Flight winners were: First, Tom Gordon, Nick Eterovich Sr., and Joe Buckley; Second, Paul McGoran, Virgil Vandevort and Nick Eterovich Jr.; Third, Rene DeCarlo, Larry Minasian and Tom O'Hara; and Fourth, Otto Elvander, Will Casey and Ray Michelis.

The hole-in-one winners were two guests; Ed Hood had a shot 5'11" on the fourth hole, and Ed Sterner had a shot 3'8" from the hole on the sixth hole.

The guest flight was won by Ken Charshaf followed by Riley Rhoades, Dean Mahoney and Jim Picras.

\* \* \*

The Golf Club played Peacock Gap Country Club on Wednesday, September 10, 1980. We had seventy-four players and once again played under mostly cloudy skies.

George Effisimo came out of retirement to have the low score of the day a fine one over seventy-two.

The low net winner was Al Blasi who had an eighty-two and with his sixteen handicap had a net sixty-six.

The flight winners were: First, Tom O'Connor, Dennis Martel and Johnny Phillips; Second, John McClelland, Nick Eterovich Jr. and Ken Barton; Third, Dennis McClelland, Fred Fegan and Emmet Cooney; Fourth, Rene Aufort, Mike Brady and Will Casey.

The Guest Flight was won by Bob Marsh followed by Chuck Rodriguez, Joe DiMaggio, Bill White and Bill Lee.

\* \* \*

The club year is rapidly drawing to a close. In October we play Willow Park in Castro Valley; November is Bennett Valley in Santa Rosa and December we finish the year playing Sunnyvale Muni.

Anyone wishing to join the club at this late date will get credit for 1981. The dues are \$5.00 and make all checks payable to the S.F. Police Golf Club. Next year's schedule is now being worked on and promises to be as good or better than this year.

## JOIN THE CENTURION PATRON TRIP TO RENO

The SF Centurions will play Reno PD on Saturday, December 13, 1980 in a game to benefit local Reno charities. This could provide an excellent opportunity for those of you who normally make one winter trip to the Tahoe-Reno area; combine your gambling weekend with some fine football.

Sgt. Ken Williams of Co. K has put together an appealing package: buses will leave from the SFPD Academy at approximately 7:00 p.m. on Friday, December 12, 1980, arriving at the Pepper Mill Motel in Reno about midnight. On Saturday morning, the buses will head for the game at UNR Stadium for a noon kick-off (your game tickets are included) and return to the motel following, hopefully, a Centurion victory.

A cocktail party — buffet dinner on Saturday night for the team and Patrons is also being negotiated. On Sunday morning, the buses will proceed to Harrah's where each person will be provided with a bonus package that tentatively includes a breakfast coupon. The trip will end at 3:00 p.m. Sunday with the return trip to San Francisco.

The trip will be limited to the first 80 Patrons who sign up. The total cost of the trip will be \$65 per person or \$130 per couple. Simply cut out the application below and send it with a check for the full appropriate amount to: Centurion Patron Reno Trip, 2055 Silver Avenue, S.F. 94124. Checks should be made payable to: SF CENTURIONS BUS TRIP. The \$65 per person price includes:

- Round trip transportation from SF to Reno
- Lodging for two nights at the Pepper Mill Motel, double occupancy
- Transportation to and from UNR Stadium
- Guaranteed seating for the Centurion-Reno PD game
- Bonus package at Harrah's for use on Sunday
- Centurion team T-shirt

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## Hearing Officer continued

Previously, petitions for rehearing were calendared at the Retirement Board and decisions on the petitions were based not only on the written petition but also on oral presentation made by the applicant's representative. This new process will mean that any petitions for rehearing will have to accurately and aptly state the applicant's case since a rehearing will be granted solely on the petition and any accompanying materials.

Much skepticism and doubt surrounds this new process whereby a hearing officer will decide the case rather than the seven (7) members of the Retirement Board. Only time will tell whether the decisions rendered will be equitable, just and fair. Further articles will be presented in this newspaper regarding the hearing officer process once this system has been in effect for several months and a record established.

# STOP!



**Deadline for articles to be submitted is the first Wednesday of each month.**

## PROMOTIONS



Promoted to Assistant Inspector on September 24, 1980 were:

Joseph Allegro  
Robert Cardinale  
Walter Cullop  
James Dachauer

Robert Donsbach  
Paul Gossman  
Daniel Hance  
Michael Hebel

Raymond Hilvert  
Paul Penrose  
Joseph Pieralde  
Victor Rykoff

Joaquin Santos  
Bernard Shaw  
David Suyehiro  
Martin Walsh  
Pelham Wilmerding

## ELECT TOM GEDE

**18th Assembly District**

- for balanced growth of state economy and safe energy resources
- recognizes need for adequate police compensation and benefit schemes
- supports collective bargaining and arbitration provisions
- supports strong benefits for state police, CHP and UC police
- has an open ear to police concerns: safety, law enforcement and employee relations



Paid for by Committee to Elect Tom Gede, ID #800602,  
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