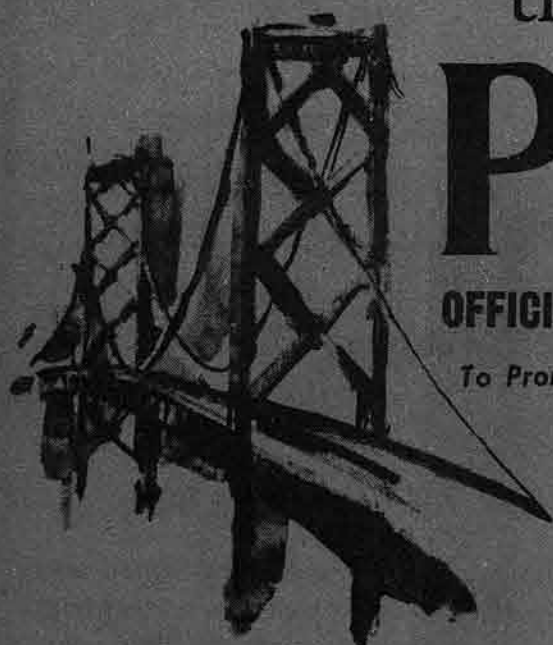


the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



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VOL. 11

SAN FRANCISCO, JANUARY 1980

8

NO. 1



**CHIEF OF POLICE
CORNELIUS P. MURPHY**

NEW CHIEF FOR S.F.

by Dianne Feinstein
Mayor of San Francisco

San Francisco is going to have the best, most professional police department in the United States.

That is a promise I make to you. On my list of priorities as we enter the 1980's, nothing ranks higher.

We are off to an excellent start, I believe, with the appointment of Cornelius P. Murphy II as our new chief.

I am delighted with the reception to that announcement from members of the police department, and from all segments of the general public.

Con Murphy is an outstanding policeman, a member of the force for 27 years, with strong experience in the major areas of police work. He comes from a police family. His father was a member of the uniformed force for 37 years, retiring as chief of inspectors in 1965. His brother, Dan, is also an outstanding policeman, a 30-year veteran and a lieutenant in police intelligence.

Chief Murphy will continue the beginning we made

in developing a superlative officer training program. He will work closely, I am certain, with all segments of the San Francisco community. He will assemble, in the weeks to come, an outstanding administration and top leadership cadre for the department.

In the brief period that Con Murphy has been the acting chief, in a series of conferences he held in my office with representatives of the various social and ethnic minority communities of San Francisco, he made an impressively positive impression, answering questions in a thoughtful manner, backed by a far-ranging knowledge of police work, police needs, and police capability.

Con Murphy will have my complete support as chief. We will work closely together. I am confident that, as we attain our goal of bringing the department up to full strength, we will make San Francisco safe, in our streets and in our homes. Nothing less is acceptable to me, to Chief Murphy, or to you.

I wish everybody in the department success in this new year. You have my firm pledge of support as we enter the 1980s. You have the support of all San Franciscans.

MAY 21 CITY HALL RIOT REPORT

All of the media have previously aired their reports of the City Hall riot on the night of May 21, 1979. The riot was precipitated by the voluntary manslaughter verdict in the Dan White murder trial of Mayor George Moscone and Supervisor Harvey Milk. Additionally, the City hired the Stanford Research Institute to conduct their own investigation, which was made public one month ago.

The Board of Directors of the San Francisco Police Officers' Association asked Board member Gerald Schmidt to conduct a study of the events leading to the riot and to interview as many police officers and supervisors as possible in order to present the best factual report.

This report will be printed in three parts due to its length. The Board of Directors is satisfied that this report is the best report available on the subject of the riot which resulted in the needless injury to officers and citizens, as well as hundreds of thousands of dollars in property destruction. Will history repeat itself? Let us pray it does not. Editor

In Part I of this three part riot series, the events of May 21, 1979 were reported in a chronological fashion, from the jury's verdict of voluntary manslaughter for the deaths of Mayor George Moscone and Supervisor Harvey Milk, to the march on City Hall.

We learned how the police responded to the situation and how the control of a mob went downhill because of the lack of timely police action. The police manpower was on the scene, but the orders to correctly and promptly handle the situation were not given by those in charge.

PART II

2245 Hrs. — Firemen tried to respond to the area to put out the fire in the first burning vehicle. The crowd surged around the truck and would not allow it to move close enough to extinguish the flames. Police personnel went to the aid of the firemen, but were ineffective. Mayor Feinstein observed the vehicle on fire and asked why police were not aiding in the effort to put the fire

out. Again, in vain, she put a call out for Chief Gain.

District Attorney Freitas was present in the Mayor's office at this point. Fire Chief Casper arrived shortly after police assistance was denied one of his fire trucks.

The demonstrators were at this time breaking concrete border slabs found inside of the Civic Center Plaza in order to use them for throwing purposes. The Field Command Post had been overrun, forcing the officers involved to retreat up McAllister Street towards Van Ness Avenue. This in turn left the vehicles parked on McAllister Street totally vulnerable to attack. A burning Dempsey Dumpster was rolled from vehicle to vehicle as the crowd torched each one in succession. The Field Command Post had requested at least two squads to intervene; however, all forces were ordered to stand fast.

Near the intersection of Polk and Mc Allister Streets, a police van containing one prisoner became the object of attack by the demonstrators. An attempted arson of the same vehicle resulted in the release of the prisoner. It was later determined that the prisoner was in custody for injuring with rocks, at least two police officers to such an extent that the officers were forced to take disability leave. Following his release, the prisoner immediately began throwing more rocks at the van as well as other police officers.

2300 Hrs. — At approximately 2300 hours, Capt. Raymond Canepa had been called to Solutheast Station, where he was given orders by Deputy Chief Mario Amoroso, the commanding officer in charge of communications. Capt. Canepa was ordered to the area of 6th and Bryant to facilitate the arrival of incoming off-duty officers and mutual aid personnel. Before he arrived at that location, however, his orders were changed, and he was directed to the Polk Street side of City Hall for the purpose of establishing a command post.

Also at this time, Sgts. Dale Smith and Fernando Gamez of Mission Police Station, were assembling their two squads totaling fourteen patrol officers. Lt. Ed-

Continued Page 12

PENSION BENEFIT "BUY OUT"

by Mike Hebel

The last week of November brought forth a series of front page articles in the San Francisco Examiner detailing the City and County Employee Retirement System. These probing articles threw the Retirement System and pension benefits for police and firefighters into the mayoral political arena. Both candidates for mayor issued numerous public statements on the Retirement System in addition to possible solutions to an ever-mounting cost of benefits which have been previously voted by the citizens of San Francisco.

Third Benefit Tier

It is apparent that a third retirement benefit tier will shortly be proposed and in all probability will appear on either the June or November ballot in 1980. Police officers and firefighters employed prior to November of 1976 are in a retirement system which requires the City to contribute over \$1.00 for retirement benefits for each dollar earned in wages.

The second tier of benefits, created for employees

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WIDOWS & ORPHANS

The meeting was called to order by Pres. R. Kurpinsky at 2:05 p.m., Wednesday, December 19, 1979 in the Traffic Bureau Assembly Room, Hall of Justice. All officers were present. Trustee Mark Hurley excused, all others present. A sufficient number of members were present for a quorum. The name of Robert Rames was submitted for membership. Approved and accepted.

Treasurer Barney Becker reported the following deaths:

LEIGH HUNT — Born in 1911, Leigh entered the Department in 1935 at age 23. After a year in the radio cars, working out of the Chief's Office, he was transferred to Co. K, Fixed Post Detail. He served there until 1942 when he resigned to enter the trucking business. He passed away at Santa Rosa at age 68.

NORMAL RAWEL — Born in 1902, Norm entered the Department in 1933 at age 31. He worked 7 years at Headquarters Company, was transferred to Co. E, detailed to Chinatown Squad where he served for 9 years. Norm was transferred to Richmond Station and was there for two years before he was transferred back to the Chinatown Detail where he served until his retirement for service in 1967, at age 65. He was 77 years of age at the time of death.

The membership heard from Miss Beth Minuth, Hibernia Bank representative. Our investment program is holding its own, with the principal investments being made in short term government bonds, according to the wishes of the Trustees.

Under Unfinished Business: A second reading to amend ART. VI, SEC. I of the By-Laws, increasing the death benefit from \$4,000.00 to \$5,000.00 was approved by the membership. Effective date January 1, 1980.

Moved and seconded that the Secretary be instructed by the President to cast an unanimous ballot for all nominated officers as they were unopposed. Approved. The following will be installed at the meeting of January 16, 1980: President, George Jeffery; Vice President, James Sturken; Treasurer, Bernard Becker; Secretary, Robert McKee. Trustees: Mark Hurley, Frank Jordan, Michael Lennon.

Under New Business: The Secretary was instructed to send a letter to all members advising of the increase in the benefit as well as the names of the newly elected officers.

Faternally,
Bob McKee, Secretary

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POLICE POST #456 NEWS

Now that the holidays have passed into history and everyone has settled down to a reasonable degree of normalcy, we sincerely hope that everyone is happy and satisfied. I guess that this encompasses all the little ones with the big ones. I wonder how many little guys have persuaded their dads to get away from the model train so that they can have a chance at it. Anyone of you guilty?

Most of us have attained the grandparent status several times over so none of the above is new to us.

I mentioned old timers a few issues back and the name Ted Terlau was included. He also has a son who has spent several years in the SFPD and is also a Post #456 member, Bill Terlau by name. Ted Terlau was another Captain of Police who never lost the common touch. A fine family.

You might have noticed that the trend of this column has been to mention the old timers. This was not done to minimize the effect of the younger men but rather to pay belated respect to the grand guys who started this Post and made it what it is. We will get into the contemporary scene in succeeding issues. There are plenty of younger men who are emerging right now who have brought credit and honor to Police Post #456.

Drop in and see Harry and Erl for your financial needs at the Credit Union.

See you next issue—
Your Scribe, John A. Russell



SAN FRANCISCO

Fellowship of Christian Peace Officers

Scripture Reading: 1 Corinthians 6:12-20

VICTIMLESS SINS

Know ye not that your body is the temple of the Holy Spirit . . . and ye are not your own? 1 Corinthians 6:19

A newspaper carried an article entitled, "Victimless Crimes Get Second Look". The writer ponted out that drug use, prostitution, gambling, and pornography are being re-evaluated by state and federal authorities. Because the laws governing these areas of conduct have been hard to enforce, some feel that the answer lies in legalization. Some states no longer consider drunkenness as a crime. Most have tagged possession of marijuana a misdemeanor instead of a felony, and a few have Ok'd private acts between consenting adults. It's claimed that such behavior is victimless because no one else is hurt.

The Christian must never be fooled by the subtle but false argument that says an act is permissible as long as it doesn't hurt anyone. This kind of reasoning is based on a wrong premise. No man is an island, and a society is only as strong as the individuals in it. Therefore, even the most private deeds ultimately affect others.

Pressing deeper into the problem, we see that every sin offends the holy God who made us in His image. It destroys what is good and fulfilling in our relationship to Him. In today's Scripture, Paul draws the issue to its logical conclusion. He says that we do not belong to ourselves — we are the possession of another. To violate body, mind, or soul, therefore, is to strike out at God who owns us and indwells us by His Spirit.

We may think that some things are harmless. But even when no one else is immediately affected, we inevitably hurt ourselves. And we always grieve the One who created us. Strictly speaking, there are no victimless sins.

THOT: One person's sin can bring tragedy to many

Our January 15th meeting will feature Gary Lavelle and Rob Andrews of the San Francisco Giants. Seldom do you get a chance to hear two fine athletes who place the Lord first in their lives; an example for all athletes young and old.

Bring your families and help us celebrate COPS for Christ 4th Anniversary. The meeting will also feature the installation of officers for 1980 which are: President Jim Crowley, Vice President Dennis Russell, Secretary Ed Erdelatz, Treasurer Jim Higgins, Spiritual Outreach Joe Mollo.

NOTICE

ANNUAL MEETING POLICE POST 456 FEDERAL CREDIT UNION

**February 19, 1980
7:30 p.m.**

Rm. 206 • Veterans Bldg.

All members invited to attend. Annual reports will be given, election of board members and committee men. Refreshments will be served after the meeting.



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- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- Please keep letters and/or articles brief and legible.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be limited to two pages, typed, double-spaced.

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QUOTAS IN PITTSBURGH, PA.

Hispanics ruled no racial minority

PITTSBURGH (AP) — A federal judge, ruled that "Hispanic" is not a racial category, has barred the city from promoting a policeman of Mexican descent under an anti-discrimination plan.

U.S. District Judge Gerald Weber made it clear that only blacks and women are included in his order forcing the city to award preferential promotions to minorities on the police force.

Weber extended his temporary restraining order against the promotion to sergeant of Edward A. Villalpando, 40, who was to be sworn in December 19 with 35 other newly appointed sergeants.

Villalpando was certified Hispanic by the Civil Service Commission.

"That's not a race," Weber said. "I don't accept that answer. The whole thing is somewhat comedic and

somewhat contemptuous on the part of the city . . . There is a difference between 'nationality' and 'race.'"

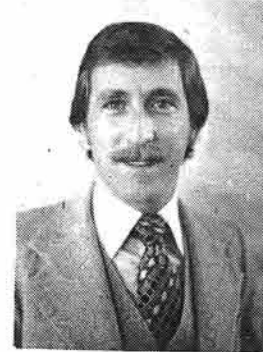
The judge had ruled on October 12 that the city must adopt a race and sex quota system for police promotions.

Villalpando ranked 64th among all officers on the sergeants' list, but as a "non-white" he ranked with five black officers among the top six according to the Civil Service Commission.

Reprinted S.F. Examiner

The SFPD has "goals" not "quotas", thanks to the persistence of our Police Association over the past six years. The agreed to Federal Consent Decree calls for goals, not quotas. The POA Federal Consent Decree Committee is in constant touch with the Federal Auditor/Monitor and Civil Service officer.

PRESIDENT'S REPORT



by BOB BARRY

A new decade is upon us, and as we move ahead into the 1980's, the San Francisco Police Department will be commanded by Cornelius P. Murphy — an individual that I believe will be able to pull our department together and chart a course that is destined to ensure we are once again the finest police department in the country.

I am confident in saying that Mayor Feinstein's selection is looked upon by our members, and the entire community, as an excellent choice. Chief Murphy is a 27 year veteran of the department who possesses the knowledge and I believe, the solution to many of the problems that have besieged our department and our City for so many years.

The POA is proud to stand behind our new Chief with the pledge that we will work together in order that the many complexities that will confront us may be resolved to the benefit of all.

Of primary importance to the POA is the immediate development of a Memorandum of Understanding with the Chief and the newly appointed Police Commission. Mayor Feinstein has assured us that the M.O.U. will be a top priority with the new commission.

Although there are many other concerns that are of equal importance such as the present transfer policy, preservation of the prompt payment of overtime monies and the upgrading of our specialized units, the implementation and monitoring of the consent decree ranks at the top of the list.

Our members have been waiting many years to advance through the ranks, and now that the appointments to Sergeant and Assistant Inspector are progressing, the Chief must insure that the terms and conditions of the decree are met and that the future promotional examinations to Lieutenant and Captain are administered in a timely fashion.

Finally, the seriously depleted patrol force has resulted in a tremendous burden (work load) on the patrol force and the Bureau of Inspectors that makes our ability to properly police our neighborhoods much more difficult. Until such time as the strength in the patrol force reaches its optimum level, the difficulties of policing will continue and it is incumbent upon all of us to recognize that everyone will be asked to give a little more. There aren't many "thank you's" but let's keep in mind that we are now on the way to regaining the morale that was lost during the last several years and Chief Murphy and the POA are going to need your support and encouragement.

Congratulations, Chief! We look forward to working with you.

Gays in the P.D.

by Gerry Schmidt

Gays in a police department? Don't be ridiculous. Who ever heard of out-of-the closet gays wearing police uniforms? Get used to it, it's a reality in San Francisco.

A tremendous amount of problems are in store for the future. That's not meant to be threatening, only soberingly honest. Not just pragmatic problem either, but volital ones. Volital because emotions are involved. And when emotions and personal feelings are involved, you've got a lot of potential for serious problems.

Two traditionally opposing groups will be confronting one another for the very first time. One, an extremely well defined segment of society, the Police Department, will feel itself on public display. How will it react to homosexuals in its ranks? The pressure felt by some straight cops to uphold the image the public is supposed to have of them, and even more difficult, their own self-image, is a pressure some will be unable to bear. And, they will most assuredly be disciplined for it. The pressure felt by some gays to carry on the fight of revolution in the fact of adversity, will undoubtedly be unbearable for some of them as well. And they will most assuredly be supported strongly for their efforts by their peers.

What's the answer, what's the solution? Can we do something to diffuse the potentially explosive situation? I believe there is an answer, a very obvious one. One that has unilateral support, or should.

Competence is the key and everyone knows it. They've known it for the many years of the Civil Rights movement and of affirmative action program. Everyone's big gripe is that competence has been sacrificed in favor of affirmative action. In some cases, it's undeniably true, in others it's not. Just as in some cases reverse discrimination is undeniably true, in others it's not.

The plain fact of the matter is that like it or not, gays are here to stay. Just as in the past, other minorities such as Blacks, Orientals and women have come to stay, like it or not.

My personal feeling is this. If you believe you're competent and can be a good cop, you'll find those of us in the department who are willing to help and welcome you to our ranks. The basis of acceptance will not be that you are white, black, male, female, straight or gay. It will be that you happen to be one of the above, as well as competent.

As the representative organization for the San Francisco Police Department, the P.O.A. strongly believes that competence is the essential ingredient to being a good cop.

There are no guarantees though. Volital problems will erupt, it's human nature. If we all try to keep that key word in mind however, perhaps it can lead us through those trying and challenging times.

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AROUND THE DEPARTMENT

by Al Casciato

... During the terrible storm of December 23rd and 24th, the old call box communications system was the only link between the public and the ambulance service. Ironically, the system was suppose to have been scrapped last year during budget cuts, only to be saved by bailout monies. Sadly, the people in communications tell me that morale in that unit is so low that the service between the public and field units is strained and deteriorating daily. They blame the problem on the administrators who consider the emergency communications unit of the department to be the dumping ground, not worthy of esprit de corp ...

... Sure wish Bob Popp, the Chronicle reporter, would get the spelling of the P.O.A.'s presidents name correct. He keeps referring to Bob Barry as Bob Berry (sic) ...

P.O.A. members who possess California Teaching Credentials should submit a copy of the credential and a short resume to me in care of the P.O.A. office. I've developed some contacts with the community colleges and universities in the area and need some names to give them when they solicit me for teachers ...

... In the glass cage are all those officers who took the 1974 Q2 exam. A test validation study is now being conducted by the federal government and they are the test group. Internal Affairs records, personnel jackets, academy records, academic records, job performance records, meritorious records and any other piece of information which the government considers relevant will be used as an instrument to validate future exams. The study will be a continuing process and all future info will also be evaluated. Captains should also be aware that the criteria used by them to recommend meritorious awards is being evaluated to see whether or not discriminatory tendencies have been exhibited ...

... Several months ago the administration circulated a bulletin telling all members the wheres and hows of getting a department security key made. If you follow the department's format, don't expect any prompt action. Some people have been waiting 6 weeks for keys ...

... City politics affects police department boundaries: On January 1st, the boundaries of the Central and Northern Stations were changed as a result of a peti-

tion circulated by a merchant on Polk Street who wanted to move his business into the Northern police district. Well, something is not right with the change and several questions need to be answered.

Q: Was the change for better police service or for moving one area of District 2 into the police district that patrols the bulk of that district?

Q: Has the petitioner run for supervisor in District 2 previously and is he intending to run again?

Q: Whatever happened to the petition circulated by merchants against the change?

Q: Why did this change go through the police department commission so quietly in the Prop. 13 era? Remember, it's awfully expensive to transfer areas from one police district to another.

I sure wish I had the resources to do a full investigation on this story. I'm sure the names and places would be very interesting OR, are they too hot to handle? ...

... Bullet proof vests a health hazard as well as a life save, is the word coming out of Concord, California: Seems that several officers there collapsed while on duty and the cause was traced to the vests. Concord has now gone to the lightweight vests and are hoping for better results. Luckily here in the city the heat is not as great as in Concord but we should still look into the light vest for day watch personnel. The heavy vests could be aggravating medical problems in some officers ...

... Speaking of health, if you are on disability or sick leave for more than 3 days, you now have to check in with Sgt. L. Gurnett (IAB) and/or Insp. Tedesco (Chief's office) who have been transferred to Personnel to investigate disability abuses in response to the Examiner's series last month ...

... If you want to make an impression on the new chief, do the following a) get a haircut b) wear your uniform, sharp, with a tie c) give a lot of tickets d) don't call in S.P. and e) get good stats ...

... Should of had department: Ted Schlink offered gold for \$300.00 per ounce in the September issue of

this paper. Today he is selling it for over \$500.00 per ounce. Well, you can still call him for a purchase ...

... Wedding announcement: Don Ross, Co. A and Lori Robinson, FBI, have tied the knot. Their wedding was one of the most festive occasions of 1979, well attended by members of Co. A, Co. H and FBI. Congratulations Don and Lori. We love you both and wish you the best of luck ...

... End of the year deductions are popping out all over. Adrian and Marie Lim Co. G are hailing the greatest happening of their life with the birth of Brian Lui, 5 lbs. 15 oz., their first. Al and Renee Luenow Co. B are also very happy and proud now that Sarah Marie, 6 lbs. 7 oz. has arrived. A note from Navarro, CA (somewhere in the country) announces the first of Wayne Waldo, 8 lbs. 4 oz. to Sue and Ron Black, both former members of the department. Congratulations to all the proud parents and their lil' ones ...

... Steve Hansen has called from the Santa Rosa PD to announce that Joe Camperino has been promoted to Lieutenant. Steve and Joe were both recruited away from San Francisco and seem very happy with the opportunities offered them in Santa Rosa. Joe was an Inspector and Steve a member of the Bomb Squad when recruited away ...

... Santa Claus Story: Ed Lawrence Co. C was drafted to play the old fellow for the Potrero Hill neighborhood Youth Center kiddies as Ted Schlink drove them around on a motorized cable car. The party was sponsored by the S.F. Pot and Kettle Club and the cable car was donated by Henry Adams, owner of the Showplace. Fun was had by all ...

... Prediction: During 1980, Workmens Compensation will replace disability for injuries not received while making an arrest or saving a life. Already several persons are meeting on this matter at the Retirement Board. Other matters that are being considered are permanent light duty positions, retraining the retirement system doctors and a buy out of the system to name a few. What worries me the most is the buy out proposal, because a lot of hungry people won't think, will take the money and run only to become society's burdens in old age. ...

LOYD YEARGAIN,

Retired SFPD



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Leading the procession of dignitaries was Bagpiper Sergeant John Carlin of Central Station. Next is Chief of Police Cornelius P. Murphy, Mayor Dianne Feinstein, Father McKay and Mrs. Betty Murphy.



Photos by Michael Sussman

A hearty handshake and smiles of sincere congratulations and thanks. The Mayor has just finished administering the oath of office to the new Chief.

CEREMONIES WERE SPLENDID

by Gale W. Wright

Cornelius P. Murphy was sworn into office on January 8, 1980 at the Hall of Justice

As the morning daily said, the well-wishers were packed into the sixth floor police auditorium like "happy sardines". That means there were approximately 600 persons packed into a 350 seat auditorium, plus the hallway.

A classy touch was to have Sergeant John Carlin of Co. A lead the procession into the auditorium and on stage while he was playing a bagpipe. (See photo above.) All day long Captain Ray White was asking "Where can I find a bagpiper?" By 3 p.m., I thought he had struck out, but to my delight, and certainly the crowd's delight, there was the bagpiper, right on cue.

The Mayor looked great, the Police Commissioners looked great. Mr. Betty Murphy looked great, as did the Murphy children, and certainly Father McKay looked pleased. The Chief was obviously happy and the crowd gave many standing tributes

with long applause.

The newspaper and electric media reporters were abundant. Television coverage and photographers kept their lights and flashbulbs going throughout the forty minute ceremonies.

The Chief's speech was not long, but he did say, "I would rather be a patrolman in San Francisco than the Chief of Police anywhere else." (Loud applause) "I can't do the job myself, but with your help we can make the streets in San Francisco safe. But we can't do the job alone. We need the help of community and civic groups. But I believe we are the key to the solution, and together the job can be done," he concluded.

Chief Murphy is the 23rd Chief of Police in San Francisco.

THE SECRET WITNESS PROGRAM

A "Secret Witness" Program designed to encourage citizen participation in solving crimes in San Francisco was initiated on Tuesday, April 10, 1979. This program has been highly successful in other cities across the country.

The Secret Witness Program is designed to encourage individuals with information on specific crimes which occur in San Francisco to give helpful leads to the Police Department. Significant cash awards from \$100.00 to \$5,000.00 will be given when information results in the arrest and conviction of the perpetrator. The "Secret Witness" will remain absolutely anonymous.

A number of community agencies and organizations have joined together to work on the project. The San Francisco Chamber of Commerce is sponsoring this program and has secured \$25,000.00 in pledges from its' members to launch the program. All local news media (newspapers, television and radio) have agreed to publicize the necessary information and senior citizens organizations have volunteered to staff the telephone Hot Line as public service.

The San Francisco Police Department will select specific crimes for which information is being sought. A Secret Witness Advisory Board will screen the request, attach a cash award to the target crime and prepare a press release for the news media. Citizens with information will be asked to call the Secret Witness telephone 775-7167 and will be assigned a secret identification number after providing information.

If the tip leads to arrest and prosecution, the news media will publicize this fact and encourage the Secret Witness to contact the telephone Hot Line monitor and arrange for the cash pick-up. Complete anonymity will again be promised during this phase of the program.

Schedule of Awards

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 - Murder
 - Aggravated Assault
 - Kidnap
 - Bombing, with injury
 - Arson, with injury
 - Rape or Child Molestation

2. \$500 - \$1,000
 - Robbery
 - Bombing, without injury
 - Arson, without injury

3. \$100 - \$500
 - Burglary
 - Sale of Narcotics

Members of the Department shall be generally aware of the Secret Witness Program and should be able to provide the following information on request:

1. The Hot Line phone number is 775-7167
2. The hours of operation are Monday through Friday from 10:00 a.m. to 4:00 p.m.
3. The program provides complete anonymity.
4. Be supportive of the program and report to the Deputy Chief, Investigations Bureau, any serious crime which might be solved with the help of the Secret Witness Program.

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Photos by Jody Moroshok



PROMOTIONS

On January 2, 1980, then Acting Chief of Police Murphy swore in seven new Sergeants and seventeen new Assistant Inspectors.

The Sergeants are: Edward Fortner, Joseph Giacomini, David Gillam, Thomas Lang, Calvin Nutting, Earl Oppendike, Charles White. The Assistant Inspectors are: Philip Dito, Thomas Eisenmann, Bruce Frediani, Peter Godbois, Armand Gordon, James Griffin, Frank Harrington, Richard Hesselroth, Michael Kemmitt, Rene LaPrevotte, Alfredo Mollat, Richard Moore, Glenn Pamfiloff, Michael Shubin, Harry Walwyn, Gregory Winters and William Wright. Congratulations! Cake and coffee anyone?

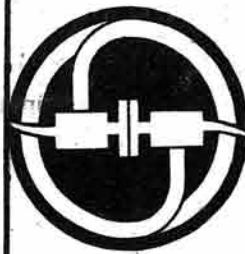
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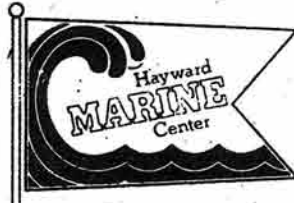
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SEARCH WARRANTS

by D.A. William L. Fazio

The article this month deals with search warrants. Search warrants are used on a daily basis by the Narcotics Bureau and are often used by other members of the Bureau. However, there is no reason why the patrol force could not make better use of search warrants. While some officers are skilled enough to prepare the affidavit in support of the warrant, it is preferable to have a deputy district attorney do it. In any case, a deputy district attorney should always be consulted with so he can review the facts to determine if a warrant will lie. I can be reached during office hours at 553-1210.

A Search Warrant is:

1. An order in writing
2. In the name of the People
3. Signed by a magistrate
4. Directed to a peace officer
5. Commanding him to search for personal property
6. To bring before a magistrate

California Penal Code Section 1523

Whenever possible, a search warrant should be obtained by conferring with a deputy district attorney. The law accords preference to search warrants and thus puts the burden on the defense to demonstrate to the court that the warrant is defective. A search warrant is based on an affidavit, usually that of a police officer, which demonstrates probable cause to believe that certain property is now located at a certain location. The affidavit may be based on hearsay and need not disclose the source of the information.

A search warrant may be issued for:

1. Stolen or embezzled property;
2. Property or things used as the means of committing a felony;
3. When the property or things are in the possession of any person with the intent to use it as a means of committing a public offense, or in the possession of another to whom he may have delivered it for the purpose of concealing it or preventing its being discovered; and
4. When the property or things to be seized consist of any item or constitutes any evidence which tends to show a felony has been committed, or tends to show that a particular person has committed a felony.

California Penal Code Section 1524

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When an officer has reason to believe that property which comes under the above description is now at a certain location, he should contact our office and set up a meeting with a deputy district attorney to determine whether a search warrant will issue. The officer should be prepared to relate the reasons why he believes the property will be found at the specific location. A search warrant is not limited to a search of a building, vehicles, containers, purses; the person of suspects are often the subject of a search warrant.

When the search warrant is prepared, the affiant, who provided the probable cause for the warrant, must sign and date it and get it signed and dated by a magistrate. A magistrate is defined as judges of the Supreme Court, court of appeals, superior court, municipal court, and justice courts. However, it appears the primary responsibility lies with municipal court judges.

A vital aspect of the service of the search warrant relates to the execution of the warrant, i.e., the entrance of the officers into the premises. The Penal Code requires that the officers "knock and notice". This means exactly what it says. The executing officers must announce their authority and purpose before entering any doors or windows. Penal Code Section 1531. If this is not done, the officers risk having all evidence suppressed. The "knock and notice" rule is excused if the officers can relate reasons why they would be in danger, or the occupants would be in immediate danger, such as information that the residents are armed or that there are hostages within the premises.

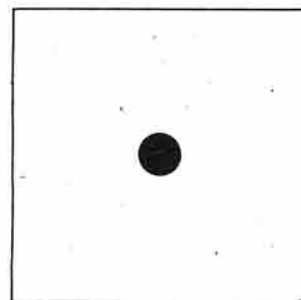
If, during the search, contraband, not described in the warrant, is discovered, it can be legally seized and used for evidence assuming it was found within the scope of the search warrant. In other words, one searching for drugs would be within the scope of the warrant by looking in drawers and cabinets within the described premises. If, in so doing, a sawed-off shotgun was found, the shotgun could legally be seized. However, if the warrant was for a console T.V. set, one would have exceeded the bounds of the warrant by looking in drawers and small cabinets.

When the search is complete, a copy of the warrant and a list of all property taken, must be left on the premises. The original search warrant inventory of pro-

perty seized and an affidavit and the return of the search warrant must be completed and returned to the magistrate no later than 10 days from the issuance of the warrant. All property seized pursuant to the warrant should be properly marked and stored.

The use of a "paper" is an effective tool of law enforcement. Its importance in follow-up investigations and the procuring of evidence should not be overlooked.

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IMPORT & DOMESTIC

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GOODBYE LETTER

Robert Barry, President
San Francisco Police Officers' Assn.

Dear Bob:

It's been a long time since you and I entered the Academy in 1971. I remember you having to take a polygraph test because you were from the East Coast, and my being questioned extensively on a traffic accident and speeding ticket. My God! How things have changed.

I'm writing to tell you that I am resigning from the department. My reasons are various, and for the most part, I prefer to keep them to myself. However, as you know, since we have been with the SFPD many brother officers have resigned and left without saying a word. Well, Bob, I would like to say good-bye to all of my friends via the POLICEMAN.

Enclosed you will find a letter to my brother officers. Please feel free to publish this letter and the accompanying enclosure.

With many good memories, I bid you farewell.

Fraternally,
W. Anthony Arnold

As I prepare to resign, I feel that I need to comment to my friends of nine years within the department. As I browsed through the December issue to the POLICEMAN, a few articles struck me as pertinent to my feelings. In Al Casciato's column "Around the Department", he failed to bid each one of you a Happy New Year. As he outlined his reasons, valid for the most part, he left out one very important item. We are the brothers (and now sisters) in blue. No matter what the situation, we are our own support group. For that reason, I wish all of you a very happy and prosperous New Year, for if we have nothing else, we have each other.

Continuing through the POLICEMAN, my eye caught the article, "Court — Two Cops Fired Illegally". What would have happened to me and my brother officers if that inept Chief was head of the department when I was sworn in. I was proud to participate in vigorous law enforcement where the bad guys were still considered criminals. I haven't begun to determine who are the bad guys lately, i.e., City Hall, the Chief, the Police Commission, the D.A., or the heavies on the street.

I moved on to the article, "Double Standard". Boy, am I familiar with that. Clem DeAmicis told me that I could not be transferred to the Academy because I was white and male, Maybe I should be gay? Anyhow, that was resolved and my last assignment was the Academy.

Let me comment on the Academy staff. They are dedicated, conscientious, and impartial. They are doing a damn good job under the conditions of the consent decree.

I then proceeded to the Frank McDonough article. I was aware of that article prior to its publication because Frank wanted it printed in the November issue, because the December run off. Apparently, some thought it might hurt the chances of Dianne Feinstein, the endorsed candidate of the POA. I am glad the article was finally printed, but not due to Frank's attack on the gay situation. Rather, I wanted it printed to show the continued inability of the so-called leadership in the department to make a decision. The brass is continuing to show favor to politics as opposed to their sworn duties to uphold the law.

The next article read was Paul Chignell's "Irish Cops". I'll quote one line from the writing.

"Without lowering the esteem of other ethnic groups, one should be proud to be an Irish cop."

I am proud to be an Irish cop, I'm also proud to be a San Francisco cop. My training officer in 1971 was a Black cop. A Black cop who was and is a good cop and a good friend. I've worked with various cops over the past nine years and, to me and to my friends, that's what everyone was — a cop. Race, sex, or creed never entered the picture. I hope that the City will let it return to that order.

Goodbye and thanks to my brother officers. I thoroughly enjoyed working with the finest police officers in the nation. I will always consider myself a friend of every one of you.

WHAT ARE POLICEMEN MADE OF?

by Paul Harvedy

Don't credit me with this mongrel prose; it has many parents; at least 420 thousand of them: Policemen.

A policeman is a composite of what all men are, a mingling of saint and sinner, dust and deity.

Culled statistics wave the fan over the stinkers, underscore instances of dishonesty and brutality because they are "news". What that really means is that they are exceptional, unusual, not commonplace.

Buried under the froth are the facts. Less than one-half of one percent of policemen misfit that uniform.

That's a better average than you'd find among clergymen.

What is a policeman made of? He, of all men, is at once the most needed and the most unwanted.

He's a strongly nameless creature who is "Sir" to his face and "fuzz" behind his back.

He must be such a diplomat that he can settle differences between individuals so that each will think he won.

But...

If the policeman is neat, he's conceited; if he's careless, he's a bum.

If he's pleasant, he's a flirt; if he's not, he's a grouch.

He must make instant decisions which would require months for a lawyer.

But...

If he hurries, he's careless; if he's deliberate, he's lazy.

He must be first to an accident and infallible with a diagnosis.

He must be able to start breathing, stop bleeding, tie splints and, above all, be sure the victim goes home without a limp.

Or expect to be sued.

The police officer must know every gun, draw on the run and hit where it doesn't hurt.

He must be able to whip two men twice his size and half his age without damaging his uniform and without being "brutal".

If you hit him, he's a coward; if he hits you, he's a bully.

A policeman must know everything — and not tell.

He must know where all the sin is — and not partake.

The policeman must, from a single human hair, be able to describe the crime, the weapon and the criminal — and tell you where the criminal is hiding.

But...

If he catches the criminal, he's lucky; if he doesn't, he's a dunce.

If he gets promoted, he has political pull; if he doesn't he's a dullard.

The policeman must chase bum leads to a dead end, stakeout ten nights to tag one witness who saw it happen — but refuses to remember.

He runs files and writes reports until his eyes ache to build a case against some felon who'll get dealt out by a shameless shamus or an "honorable" who isn't.

The policeman must be a minister, a social worker, a diplomat, a tough guy and a gentleman.

And of course he'll have to be a genius...

For he'll have to feed a family on a policeman's salary.

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POLICE & POLITICS

by Paul Chignell
Vice President

Not a week has gone by in the past several years when a police officer hasn't approached me and said, "I don't know why you guys are involved in politics, we shouldn't get involved in politics". Those individuals often state that cops are continually getting burned by politicians and that we should get out of the political business entirely.

However, many of the same officers described above reject politics for an organization of police officers but totally embrace the political process when aspiring to a better job for themselves. It's disgusting to see individuals chasing after some politico to gain favor for himself and then on the other hand criticize an organization for attempting to gain a benefit for all officers by lobbying a politician.

The history of the San Francisco Police Department is replete with highly politicized officers who would step on their grandmothers to obtain a "juice" job and police ethics be damned.

But, individual politicking will never cease in any organization, let alone the SFPD.

A more important consideration is an explanation of why the SFPOA is absorbed in the political process and why our political acumen and involvement must increase for police officers to survive in Baghdad-by-the-Bay.

Due to San Francisco's unique sociological mix, the police are the focus of numerous special interest groups with similar and competing concerns.

Politicians do not vote for issues in the main because they possess a heart of gold or because they want to reward the police officer who is protecting the community. Politicians vote for or against an issue based solely upon the extent and type of pressure a group or individual places on that particular politician. If we had adopted the "head-in-the-sand" approach over the past several years and decided to "get out of politics" our lives and careers would be in severe danger.

Our families would suffer, and dissension would wrack the City's police force. Does that sound melodramatic and crazy? Let me point out some of the reasons why I hold that view and hopefully when I'm through you'll agree with me. Every example that is cited below was not won or lost by osmosis or by some secret force or bestowed upon police officers because people cared.

Political considerations, pressure on politicians, talking, influencing, supporting, opposing politicians is what got the work done. I might add that only a few people did the work but the power of those people was reinforced because they represented over one thousand six hundred cops in a City where the police are more political than anywhere else in the state and where media types designate us as "the powerful Police Officers' Association".

That powerful image may be real or illusory, more correctly it is somewhere in between. But the point transcends definition, the perception is most important. City politicians, interest groups and the media perceive (and rightly so), the POA as a strong and effective police union. To deny or reject that perception would be a disservice to our membership.

In examining our actions over the past ten years I have uncovered scores of examples of political victories that helped our membership. A few are reprinted below to convince the doubters that not only is political action necessary, we cannot survive without it.

• **Ward 45.** Do any of you remember when police officers were injured that we were spirited off to Ward 45 at San Francisco General Hospital for treatment? Ward 45 was a hellhole where treatment was often disgusting, where police officers injured in the line of duty were threatened and subject to physical and verbal attack. Unfortunately, public hospitals in inner urban communities do not afford the kind of care a police officer deserves. Complaints from injured officers were unceasing and the POA decided to do something about it. Nice letters and phone calls met a brick wall of rebuke. Your POA leaders embarked on the political trail and after months of haggling convinced the Retirement Board and Board of Supervisors to vote for transfer to St. Francis Hospital. Since March of 1972 disabled officers have been provided excellent care on Bush Street. But the opposition was there and only by spending hours influencing the politicians did the action result in change.

• **Residency.** Despite the fact that every member of the Board of Supervisors, every Mayor and 75% of the San Franciscans want their cops to reside in San Francisco, why are officers allowed to live elsewhere?

The United States Supreme Court has even ruled that states, counties, and cities may require police officers to live in the communities where they work **unless there is a state constitutional statement to the contrary.**

Your POA leaders are responsible for the fact that we may spend our other sixteen hours a day where we choose. In November of 1974, POA sponsored Proposition 5 was placed on the state ballot and passed. This amendment changed the state constitution to deny local jurisdictions the right to compel residency. But how did this amendment get on the ballot? Because we went to Sacramento, had a friendly politician introduce the bill, testified before committees, twisted politicians' arms, cuddled up to the "terrible" politicians and got the 2/3 votes of the Senate and Assembly to place the amendment on the ballot. Due to political action, we can now tell the members of the Board of Supervisors to go to hell on the residency issue. When they enacted a 5 mile limit to circumvent the state constitution, our lawsuit voided that limit. Finally, we have achieved the right to spend our time and raise our families where we choose as persons in private industry have the same rights. It was sheer politics.

• **Quota Case.** In 1973 a lawsuit was filed by a large group of minority and public interest groups attempting to impose rigid racial and sexual quotas upon entry and promotion within the San Francisco Police Department. Besides attempting to impose quotas, they tried to take millions of dollars in taxpayers' money for alleged damages and attempted to throw out two civil service promotion lists composed of 383 properly positioned future appointments.

During a crucial period in 1978, this coterie of discontents were joined by the United States of America as a plaintiff, Mayor George Moscone, the Honorable Board of Police Commissioners, City Attorney George Agnost and three amateur Deputy City Attorneys, and finally the majority of the Board of Supervisors of the City and County of San Francisco. This array of giants was opposed by one group, the San Francisco Police Officers' Association. The scenario had been carried out in numerous other cities throughout the country where the police unions had folded within a year and rigid quotas imposed. But after five years, and hundreds of thousands of dollars, the curtain was falling on the POA. Did we cave in to our opponents? No, we did not.

Our answer was politics. We engaged in a series of political maneuvers to change a supervisor's vote, threatened a police strike and carried out a massive public relations program that killed the quota settlement by a vote of 6-5 at the Board of Supervisors. We then engineered a settlement that kept the civil service rosters, language that paralleled existing federal law on adverse impact on promotions and a guarantee to increase the department to 1,971 officers in an era when the tax revolt is decimating police agencies. The latter part of the decree has been called the greatest union contract for full employment in recent history. During the struggle over the original quota settlement, a high Federal official remarked to a reporter that despite the minority groups, the United States of America and the entire City apparatus nothing would be approved unless the POA supported the proposal as the POA was the most politically powerful police group he had seen in the country.

• **Uniforms.** Do police officers in San Francisco pay for their uniforms? In the early 1970's most cops in the U.S. paid for their own uniforms and many still do. Since March, 1970 the City has paid for uniforms and all equipment. This benefit was gained by changing votes at the Board of Supervisors — by political action and without the help of the police administration because their votes were already in favor of the proposal.

• **Privacy of Home Addresses.** In 1976 ex-District Attorney Joe Freitas placed Peoples Temple official Timothy Stoen in charge of selecting police officers for prosecution for voter fraud. Stoen wrote a letter to Chief Gain requesting the home addresses. I wouldn't want an incompetent lackey like Tim Stoen in possession of my home address for any reason. The POA mov-

ed into action and cited Section 28 of the Memorandum of Understanding which kept officers' addresses private unless a subpoena was issued. People's Temple official Stoen and D.A. Joe backed off, dropped the issue and never sought subpoenas.

But the real story involves politics. Section 28 was inserted into the Memorandum of Understanding and pushed through the Board of Supervisors in 1974 despite opposition. Political action at the Board guaranteed the sanctity of an officer's home address.

• **Chief Gain Removal.** Chief Charles Gain was appointed in January 1976 and served for four years. Despite his many attributes, and they were quite beneficial, the majority of San Francisco police officers wanted him removed and for good reason. Incessant pressure was placed on him at the Board of Supervisors and he was challenged politically whenever he made the slightest mistake. After the May 21 riot, the only group in San Francisco pushing for his removal was the POA. After intense pressure, Mayor Dianne Feinstein demanded the chief's resignation. Scores of groups and many more citizens echoed the statement that the POA was solely responsible for Gain's removal. I firmly believe that if the POA had been quiet, Charles Gain would still be chief whomever was elected Mayor. This action was sheer political power.

• **Propositions M and H, November 1974.** Many of the opponents of cops involved in politics are beneficiaries of the above propositions. The implementation of those propositions is costing the city millions of dollars and helped provoke recent publicity to lower police pensions for new employees. H brought retired officers out of poverty and M reflects a fluctuating pension at 75% after thirty years which is the best in the country. Many politicians state publicly today that they never would have voted to place these two amendments on the ballot if the election were held today. They cite the political pressure of the POA as some of the reasons for their placement and passage. The fight to secure these propositions on the ballot and the resulting Yes vote by the citizens was sheer political arm-twisting and muscle.

• **Proposition E of 1971.** Proposition E of 1971 was the most historic ballot amendment involving civil service rights in San Francisco Police History. Hundred of officers are going to the Bureau of Inspectors based upon civil service examination who would not have under the old "juice" system. No longer can one of a lower civil service rank supervise an officer of a higher civil service rank.

Despite the City Hall chambers being packed by members of the Bureau of Inspectors in opposition to the placement of the amendment in the fall of 1971, the POA gathered the required number of votes and spent the money to pass Proposition E. It was sheer politics.

• **\$50,000.00 Death Benefit.** A couple of years ago, the Congress passed the Public Safety Officers' Benefit Act which guarantees \$50,000.00 to the family of a police officer killed in the line of duty. The POA was instrumental in securing the passage of this legislation through contacting our Congressmen and working with our International Union. The Republican law and order politicians voted against the act deeming it too costly but through out political efforts, the act was passed and many widows of slain officers have received the assistance of the legislation.

• **Heart Presumption.** In every session of the California State Legislature in the past decade, the Republicans and the insurance industry have attempted to eliminate long-standing legislation that solely benefits police officers. These protections are encompassed in the Labor Code and the foremost is that of the heart presumption. This law provides that a police officer with five years or more of service who contracts any heart ailment is presumed to have been caused by his or her employment. We have travelled to Sacramento every session to stop the attempts by the conservatives to take this benefit away. By contributing money and supporting the candidates who support our issues such as retention of the heart presumption, political action has paid off handsomely.

• **Memorandum of Understanding.** Both in 1971 and 1974 two labor contracts were signed between the POA and the Police Commission to secure non-economic rights such as polygraph prohibition, equitable transfer

Continued Next Page

policies, like/work like/pay provisions and other meaningful employment rights. These were not secured out of the goodness of peoples' hearts. The ratification of these pacts at the Board of Supervisors and by Mayor Alioto was due to political pressure, especially at election time.

• **Proposition I, June 1972.** Prior to June of 1972, police sergeants were paid \$32 less per month than the equal rank in the fire department, that of Lieutenant. This was a basic inequity that the administrations of the police department and the City were reluctant to correct. The POA wrote the charter change, secured the votes at the Board of Supervisors and supplied the money to pass the amendment overwhelmingly at the polls. Political action worked again.

• **Proposition N, November 1972.** Proposition N was a major breakthrough in the retirement system which took decisive action at the Board of Supervisors in order to collar the necessary votes for placement on the ballot. A large amount of money was spent to gain its passage. Proposition N corrected numerous survivor benefits that some officers lost because they failed to fill out certain forms prior to their deaths, leaving their families without a full pension. It also increased pension percentages for the officer who entered the police department between the ages of 21-25 and had to work four extra years in some cases without any increase in final pension compensation. Prior to Proposition N an officer entering at the age of 21 received 55% pension at age 50. After Proposition N, the same officer received 67% pension and now under Proposition M receives 71% pension. A major benefit was achieved through political action.

• **Proposition O, November 1972.** Proposition O was an amendment that received strong opposition in that the proposal would provide for medical coverage for city employees. After a close vote, the amendment passed. Many police officers are unaware that the medical

coverage that the city pays for them is a result of POA political action and not a gift from the City.

• **Community Relations Director.** One of the fiercest struggles over the past decade has been the attempt by certain police officers to attain a much higher salary than their civil service rank would equal. On at least two occasions the police administration attempted to upgrade one black officer who had been a patrolman and then politically appointed to assistant inspector. However, the administration recommended a salary commensurate and above that of Captain.

The POA used every ounce of political muscle to deny this salary grab at the Civil Service Commission and at the Board of Supervisors. Each time the proposal was defeated on narrow votes. This overt political activity was considered by some as a racist act which is totally untrue. No officer of whatever color should be compensated due to political considerations. The civil service system is fair for all and to remain so must not yield to political pressures.

• **Labor Code Physicians.** How many police officers have been injured in the line of duty and then became dissatisfied with their City physician? Who changed the procedure so that the officer could change physicians? The POA. Noting a major concern over this issue amongst the membership, legislation was introduced and became effective January 1, 1976 allowing officers to change to doctors of their own choice. Political action was the catalyst for this change.

• **Police Stations.** Who could forget the battle over the closure of Park and Southeast police stations?

The Joe Alioto - Don Scott Police Commission closed those two police stations despite fervent opposition by police officers and the public. The resulting ballot

amendments were written by the POA and passed by the voters after a unique partnership amongst various community groups and the POA.

As a direct result of overt politics, two police stations were opened and procedures were planted in the Charter that precluded closure of police stations in the future without the Board of Supervisors approval.

• **Civilian Review Board.** For three successive years, the San Francisco Bar Association, various defense counsel and radical groups proposed civilianization of the police internal affairs bureau.

The only group opposing this scheme, was the San Francisco Police Officers' Association. The Board of Supervisors rejected this nefarious scheme after intense lobbying by the POA.

Another major political victory was achieved by the POA after engaging in pure politics.

• **Police Officers' Bill of Rights.** A landmark piece of legislation mandating polygraph prohibition, inspection of personnel records and due process protections for California police officers was passed by the legislature in 1976 despite the opposition of all California Chiefs of Police, all county governments and most City officials in the state. The POA was instrumental in writing the legislation and changing votes in the California State Senate to achieve victory. Intense political lobbying by the POA on Governor Brown resulted in his signature on the legislation.

Sheer political power achieved the best police Bill of Rights legislation in the United States.

The above examples demonstrate that political involvement of the POA and the absolute necessity of engaging in politics to achieve benefits for our membership.

Political involvement must continue unabated.

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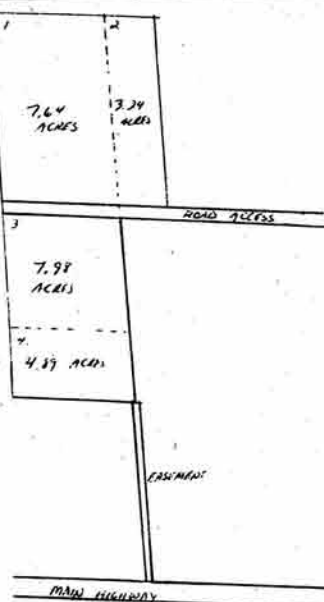
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SFPOA RIOT REPORT continued

Continued From Pg. 1

ward Epting was also present at Mission Police Station and was preparing for his response to City Hall.

Meanwhile, the skirmish line in front of the Polk Street steps of City Hall had been ordered into a wedge formation. Lt. Scheffler recalls that at that point he was not sure who was in command or who was giving orders. He specifically remembers that Chief Gain was not in possession of a radio.

2315 Hrs. — At approximately 2315 hours, a slow methodic sweep of the Civi Center Plaza commenced, forcing the demonstrators back through the park towards Larkin Street. Once the sweep began, it was just a matter of minutes before the Plaza was entirely cleared of demonstrators who could then be seen running in three major directions: northbound on Larkin Streets toward Golden Gate Avenue; southbound on Larkin Street towards Market Street and eastbound through the United Nations Plaza towards Market Street. During the sweep, demonstrators collected rocks from various construction sites in or about the Civic Center Plaza and threw them at the advancing officers.

Visibility on the part of the officers at this point was extremely poor due to a number of unusual circumstances. The marked police vehicles parked on McAllister Street were totally engulfed in flame, and a dense, dark smoke had blown across the Plaza towards Grove Street. This factor, in conjunction with extremely bright lights generating from a news media roving van, literally blinded the officers as they attempted to look out through the plastic face shields of their riot helmets.

Reports began to be received of extensive window breakage, and some looting, along Larkin and Market Streets as demonstrators were finally forced out of the area.

Criss-crossing sweeps across the Plaza insured that returning demonstrators never regained control of the Plaza area.

2330 Hrs. — Lt. Epting, Sgt. Smith and Sgt. Gamez from Mission, responded to Northern Station, where they abandoned their vehicles in order to approach the City Hall area on foot. Deputy Chief Mullen was in the Mayor's office instructing Capt. Ellis, Commanding Officer of the C.S.T.F., to have C.S.T.F. units begin motorized patrol of city streets. C.S.T.F. officers had, by this time, reassembled in front of City Hall after having sweep Polk Street southbound to Market Street and points beyond.

Reports of windows breakage and silent or audible burglar alarms continued throughout the area without any available police units to respond.

Capt. Raymond Canepa arrived at City Hall where his orders were changed a third time. He was ordered to patrol the area north of City Hall bounded by Van Ness Avenue and Leavenworth, Market and California Streets.

Responding off-duty personnel and mutual aid units were left without an officer-in-charge at 6th and Bryant Streets as a result of Capt. Canepa's new orders.

Lt. Senatore had swept west on McAllister Street from Polk Street, clearing the once overrun Command Post and gas station of demonstrators who were forced across Van Ness Avenue.

Mission police units were ordered to the area of Castro and Market to monitor any further developments in that area.

Chief Gain, who was standing on the balcony of the Mayor's office without a radio, could be heard attempting to shout to Deputy Chief Mullen on the street below. Once his attention was caught, Deputy Chief Mullen returned to the Mayor's office where he was informed that, due to the burning of the many police radio cars, there were not enough vehicles for the officers now on foot.

After a few passes through the area, Mission units were instructed to meet at 17th and Sanchez by Lt. Epting, thereby maintaining a position close to the Castro Street vicinity, yet out of the immediate area.

2340 Hrs. — At approximately 2340 hours, a fire box alarm was pulled at 18th and Castro Streets. The assembled Mission units observed a fire engine responding to the area and followed it at a distance, staggering their response to avoid being totally engulfed in any possible confrontation. As the fire engine reached its destination, it became the object of a bottle-throwing attack. Before any Mission police units could reach their location, a Muni Transit Police Unit, comprised of Muni Security personnel, requested a 406 from the same general vicinity. Mission units surrounded the fire truck to protect it while firefighter personnel investigated the alarm, subsequently concluding that it

was a false alarm.

Mission units attempting to guard the exit of the fire truck, were surrounded by many bottle-throwing demonstrators. Unable to leave the area safely because of the engulfment by the crowd, Lt. Epting ordered his officers out of their vehicles and into squads at the corner of 18th and Castro Streets. Slowly, the unruly crowd was forced out of the intersection and onto the sidewalks.

Assistance was requested by one of the Mission units and members of the C.S.T.F. began responding to the area on motorized patrol.

An ambulance arrived at 18th and Castro Streets and assisted an epileptic lying prone near the intersection. Additional squads, including number 3D90 commanded by Sgt. Garriott of Mission police station, responded to 18th and Castro Streets.

Chief Gain arrived at 17th and Market Streets and was summoned by the Mayor via police radio, however, since Chief Gain had no portable radio, Officer Ed D'Ilia of the Muni Transit Police Division was instructed to inform the Chief verbally that the Mayor wanted him to call her at her office. The Chief then borrowed a dime from Patrolman D'Ilia to make the phone call.

0020 Hrs. — Having received assistance in the area of 18th and Castro Streets, Lt. Epting and 3D300 discussed the closing of bars on Castro Street at approximately 0020 hours. The purpose of the closing was to eliminate the sources of the objects thrown by the demonstrators. The bars were then closed, some of them voluntarily by their proprietors.



0030 Hrs. — Members of C.S.T.F. had been assembled at the corner of 17th and Market Streets for approximately one half hour, waiting for Commanding Officer Lt. Scheffler. At approximately 0030 hours, Deputy Chief Mullen approached the officers and ordered some of them to accompany him as he marched from 17th Street down Hartford Street towards 18th Street and began walking back to 17th and Market Streets. On the way back, Police Chief Gain was observed walking alone, and without a radio, towards them. The Chief asked the group to tell him what was going on. He asked Patrolman McElligott, "What should we do not?" The Chief then ordered Officer McElligott to get on the radio and ask communications what was going on. Officer McElligott once again observed that the Chief did not have a radio. The Chief then suggested they all return to 17th and Market Streets to await Deputy Chief Mullen's return.

At about the same time, Lt. Epting had cleared the intersection at 18th and Castro Streets and, with squads of officers bordering all four corners, was holding the now relatively quiet demonstrators up on the sidewalks. Suddenly, Supervisor Harry Britt crossed the police lines with several members of the news media and literally held a min-press conference in the middle of the intersection. After consulting with Lt. Epting and Capt. Jeffery, Supervisor Britt used a bullhorn to address the crowd and, in part, stated, "The police don't belong here!" This seemed to stir the crowd somewhat as the demonstrators became noticeably louder in their verbal insults of the officers and more aggressive in moving off the sidewalks and into the streets again. The officers were able to force the demonstrators back somewhat, but were then ordered to leave the area by Lt. Epting, who instructed them to reassemble at 17th and Sanchez Streets. Supervisor Britt left the area and was seen shortly thereafter at 17th and Market Streets shouting at Chief Gain, "This is the end of your career as well as Mayor Feinstein's. The police don't belong here!"

0100 Hrs. — At approximately 0100 hours, C.S.T.F. personnel were ordered back on motorized patrol. Shortly thereafter, assistance was requested at 17th and

Market Streets. At that location a skirmish line of police officers was stretched across Castro Street where it intersects with Market Street. A crowd of demonstrators covered the entire street and advanced on the police. Deputy Chief Mullen could once again be seen conversing with both the demonstrators and police personnel.

0115 Hrs. — Having responded back to the area, Lt. Epting was asked his advice by Deputy Chief Mullen. He gave two options: 1) Retreating and allowing the crowd to advance or, 2) Advancing and dispersing the demonstrators. Deputy Chief Mullen also conferred with one of the civilians and then announced an "agreement" that, "If the police won't advance beyond the crosswalk lines, neither will the demonstrators."

0130 Hrs. — A short while later the police were ordered off the street. A second march towards City Hall progressed down Market Street from the Castro Street area at approximately 0130 hours. Lt. Epting ordered 3D units to assemble at 14th and Castro Streets and requested orders from Headquarters. Chief Gain and Deputy Chief Mullen were observed in the same vehicle as it followed the second City Hall march.

0200 Hrs. — Once at City Hall, Chief Gain, Deputy Chief Mullen, Capt. Lordon and Commander Cornelius Murphy all conferred on the front steps. Chief Gain was of the opinion that the demonstrators should be allowed to re-assemble in the Civic Center Plaza area on the east side of Polk Street. Deputy Chief Mullen agreed with this opinion. Capt. Lordon and Commander Murphy intervened, however, and convinced the Chief not to allow them beyond the corner of Grove Street and Van Ness Avenue. Skirmish lines were then set up, and, when the demonstrators finally arrived, they were dispersed without further incident. Thirty to forty individuals who were sitting at the intersection of Grove Street and Van Ness Avenue were asked to leave by members of the C.S.T.F. and Commander Murphy.

0215 Hrs. — At approximately 0215 hours they left the area willingly. Capt. Canepa was then instructed to respond to Polk and McAllister Streets by Commander Murphy, where a skirmish line was maintained until approximately 0400 hours.

In the meantime, Lt. Epting's presence was requested in the Mayor's office, where the Mayor, Chief Gain, Deputy Chief Mullen, Capt. Jeffery, Press Secretary Mel Wax and Fire Chief Casper were already present. He was then questioned regarding the incidents which had taken place on Castro Street. Lt. Epting recalls that at that time Chief Gain still did not have a radio.

0400 Hrs. — By 0400 hours most of the City Hall area had been cleaned up by on-duty Department of Public Works personnel. Windows were being boarded up and the torched radio cars were being towed. Deputy Chief Mullen ordered night supervising Capt. Ford Long to remain on duty until 0800 hours. Those officers maintaining the skirmish lines at City Hall were released as remaining units were placed on motorized patrol.

Continued Next Page



The purpose of this report is to recount the events of May 21st and 22nd, 1979 through an analysis of relevant documents and eyewitness accounts of both line and supervisory officers experienced in crowd control situations.

A narrative chronology of the events has been derived from the transcript of officers' observations. (Appendix II). These accounts were tape recorded at various locations throughout the city beginning immediately after the riot ended and later transcribed into their present form.

San Francisco Police Department Industrial Accident Reports prepared by officers shortly after the incident were used to substantiate the number and times of their injuries. (Appendix III).

Staffing and manpower deployment were determined, to the extent possible, through interviews of all known squad leaders and other supervisory personnel, i.e., lieutenants and captains who were present at both City Hall and the 18th and Castro Streets area. (Appendix IV). It should be noted that some documentation was destroyed during the arson of police vehicles.

Public and private property damage estimates were determined by contacting the property owners themselves or responsible persons. (Appendix V).

CONCLUSIONS FROM RIOT DATA

Conclusions based on the accumulation of information regarding any particular set of events must realistically reflect any possible deficiencies inherent in that process of collection and analysis of data. To state that any one version of an incident encompasses all of the facts as well as a perfect interpretation of them, ignores the elements of human prejudice and error. It is further noted that several persons playing key roles in these incidents have refused to provide information in response to our requests.

The circumstances surrounding the incidents of Monday, May 21, 1979 and the early morning hours that followed, must be taken into consideration if the lay person and members of the media are to develop a true and thorough conception of what took place.

The Gay Community of the City and County of San Francisco had an extremely deep-seated interest in the outcome of the Dan White murder trial. Supervisor Harvey Milk, a victim in the November 27, 1978 slayings, was an avowed gay. As the elected representative from San Francisco's District Five, he was a popular spokesperson for an emerging element of society whose boundaries far exceeded those of the City and County. Politically, Supervisor Milk seemed to grow with the increasing strength of the gay movement locally as well as nationally.

Former Supervisor Dan White of San Francisco's District Eight on the other hand, represented a well-founded segment of the city's community. Established neighborhoods had elected him on the basis of his more traditional and conservative outlook on the preservation of the status quo.

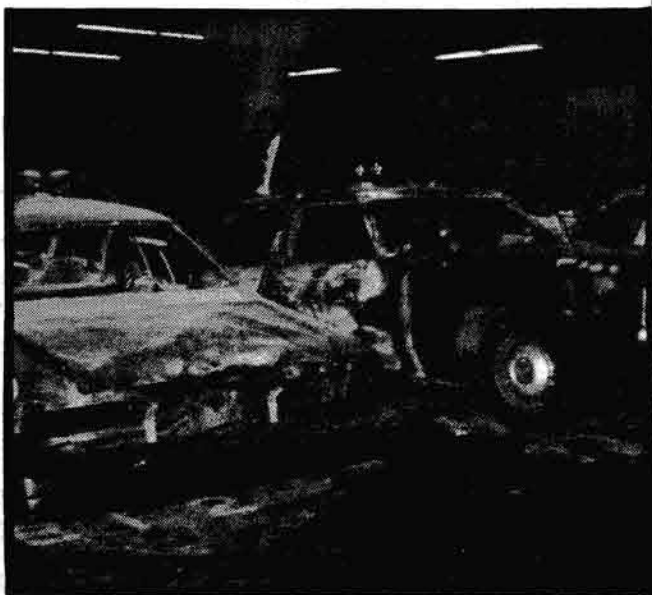
At issue during the entire trial and its aftermath, was Dan White's history as a former San Francisco police officer. While alleged confrontations between gays and the police have not limited themselves to the City of San Francisco, it's ironic that the City's liberal stance on most issues has resulted in its emergence as the main focal point of a world-wide gay community. This is evidenced by the various gay holidays and parades celebrated within San Francisco's streets annually.

One can only speculate as to the behind-the-scenes action and motives which prompted Mayor Moscone to accept as final Dan White's resignation from office in spite of his subsequent attempts to withdraw it. Ultimately the decision led to the November 27, 1978 slayings.

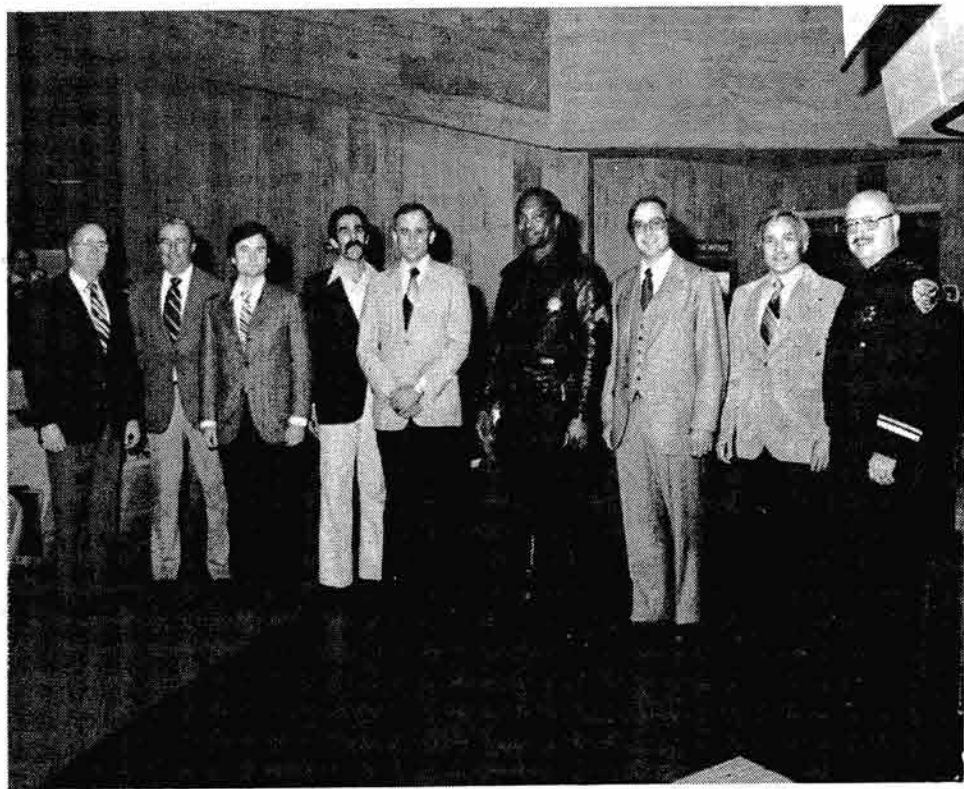
A much publicized trial ensued wherein the controversial "diminished capacity" defense was used to combat the murder confessions. Announcement of two manslaughter verdicts at approximately 5:15 p.m. on Monday, May 21, 1979 resulted in the tumultuous riot condition which is the object of this investigation. This report is limited to the area of the police administrative decisions and the repercussions which occurred that night. In order to get a clear picture of how these types of decisions are normally arrived at, one must examine the state of preparedness as it existed prior to the riot.

Many of the police department's ranking officials were specifically instructed not to speak with persons involved in the development of this report. As a result of those instructions, much of that state of preparedness, if in fact one existed, remains a mystery. The police department's Intelligence Bureau, which is responsible for the accumulation of information regarding such incidents was also reluctant to forward any information.

PART III concluded in the February POLICEMAN



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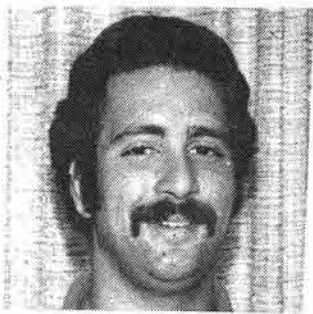
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From the
Secretary

by Al Casciato

A POLITICAL ANALYSIS

The city election is over and the Mayor, Board of Supervisors and Chief of Police have been selected. Everyone seems to be asking, what are they going to do? What do they stand for? What is the POA's relationship with the city's new leaders? The following is my analysis.

Mayor Feinstein has a good working relation with the POA and an open line of communications. Already she has lived up to her campaign promise of ordering the new chief to immediately begin working on a new Memorandum of Understanding with the P.O.A. In fact, 3 hours after the mayor's announcement that Commander Murphy had been selected as the next chief, P.O.A. executives met with the new chief. Topic: Memorandum of Understanding, the labor contract.

District 1 Supervisor Ed Lawson is probably going to be tough to get along with. He is the type who wants police officers to lay their life on the line day after day for minimal compensation. Tough on crime anti-benefits for police officers.

District 2 Supervisor Louise Reese works good with the P.O.A. and makes well thought-out decisions.

District 3 Supervisor John Molinari will maneuver himself into the role of tie breaker on the board and will vote for what is best for his political future. The P.O.A.'s relationship with him is cautious communications, contact and cooperation.

District 4 Supervisor Ella Hill Hutch a very strong supporter of police officers and has an excellent relationship with the P.O.A.

District 5 Supervisor Harry Britt has given the P.O.A. his motto time and time again "I'm behind you 100% on labor issues but I want gay cops". P.O.A. relationship with him is cautious because of the May 21st riot, even though he is a strong labor backer.

District 6 Supervisor Carol Ruth Silver is an activist who maintains an anti-police public image in order to play to a liberal constituency. P.O.A. relationship, strained to say the least.

District 7 Supervisor Doris Ward is brand new and no one is sure where she will stand on the police issues.

District 8 Supervisor Don Horanzy has a good relationship with the P.O.A. and can be worked with well.

District 9 Supervisor Nancy Walker newly elected, comes from liberal quarters. No one really knows where she stands on police issues but we can anticipate a very cautious relationship to begin with.

District 10 Supervisor Quentin Kopp If he were not so abrasive and hard to communicate with, we could, as a P.O.A., attack some problems constructively together.

District 11 Supervisor John Bardis is newly elected and probably the type that wears his heart on his sleeve. When he finds out what is really going on in City Hall, he'll probably freak out in frustration. The P.O.A. will be approaching him to set up lines of communication. Only the future will tell in this case.

Incoming Chief Murphy will be dealing with the P.O.A. and its attorneys on several issues which will be coming to a head very quickly. The implementation of the consent decree, seniority rights grievances, FTO transfer policy, precedent setting disciplinary hearings and the new Memorandum of Understanding.

The new chief has never really dealt with the P.O.A. on the really crucial issues mentioned above and therefore, it is really hard to predict or know which side of the fence he will be on. But that will come to an end very shortly as decisions have to be made. In particular, watch what he does with the academy staff grievances protesting racial criteria transfers and how he treats seniority rights in the FTO transfer policy.

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"APOCALYPSE NOW"

by L. Davis Almand
Civilian Police Employee

This film is, basically, just an elaborately-staged, well-photographed chunk of pacifist propaganda, which will no doubt delight both Communists and leftists because it degrades American soldiers and the military in general.

Communists and effete intellectuals will rave about the "art" of this film, because they know it will encourage the prevailing attitude of passivity and weakness in the American spirit.

As usual in such films, we are treated to the spectacle (obviously staged) of people being machine-gunned, blown apart, burned to death, etc. Also, as usual, American soldiers are depicted as a mass of bloodthirsty neurotics and egocentric dopes, complete with the stock characterization of the show-off commander with a heart of stone, the backwoods boys whose favorite toy is a machine gun and the young officer who is cracking under the strain.

I am among the minority (or perhaps we are the majority after all) who believe that prompt and decisive military action, including the invasion of North Viet Nam, could have put a stop to the war and made South Viet Nam safe for democracy. It was pictures such as this that undermined America's will and assured our defeat.

Coppola allowed his egotism to get the better of him during the filming, for he appears in one ridiculous shot as a news photographer urging the soldiers not to look at the camera — while the camera is trained on him.

The basic plotline was taken — Hollywood calls it "adapted" — from Joseph Conrad's classic short story "Heart of Darkness". The film starts out as a realistic war epic but deteriorates into unreal fantasy. The jungle temple scenes look like something from an old Busby Berkely musical, only instead of chorus girls we see semi-nude savages, with a few severed heads scattered about for decoration. There is even one juicy tidbit for the masochists: The bloody corpse of a man, naked from the waist down, is seen swinging from a tree and then dropping into the river.

The entire picture gives the impression of a phony, overdone, over-produced exercise in egotism, which is all it really is. Marlon Brando's mumbling and mugging are absurd, and his character portrayal is unbelievable.

To give credit where credit is due: The photography is quite good, the reconstructed villages and jungle ruins look authentic, and the background music is well-scored and appropriate, except for one mawkish scene where the operatic "Ride of the Valkyries" is heard over a flight of helicopters.

In Hollywood, a badly-made film which manages to be entertaining is spoken of as "a mess that works".

"Apocalypse Now" is a mess.

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Prof gives Oakland cops an 'A'

Reprinted Oakland Tribune
by Sue Soennichsen

This article was printed on December 16, 1979. The professor's remarks could just as well apply to San Francisco, or any police department where "training" is extensive. Ed.

Oakland has an "excellent police force" whose officers are among the most restricted in the world when it comes to using their guns, says a University of California professor who once worked for the department.

"Oakland police officers test out as the 'most stable' when compared with people in a wide range of other occupations. That's because it is so hard to become a cop.

"They are smart, ambitious, vigorous and some are just awful."

These observations, and a lot more, come from political science professor William Muir Jr. who now teaches and researches politics on the state Legislature level.

Muir admittedly has an interest in Oakland's police because he worked within the department from 1970 to 1975. During that time he helped write the tests now used to train recruits. He also spent a lot of time in a patrol car, and he has written a book called "Police, Streetcorner Politicians."

During Mayor Lionel Wilson's current disagreements with the Oakland Police Officers' Association, Wilson has pointed to his experience as a judge — and to the number of criminal cases he handled — to show that he knows about police, that he has no animosity.

But instead of being a benefit, Muir says he believes, a black robe background may be the worst type for a political leader trying to deal with police.

"A judge knows so little about police," says the professor who once practiced law.

"The trouble with judges is every trial is a double trial — that of the criminal and that of the police officer.

"Police at trials are always seen at their most pathological. There is no sense of what a great cop has to do, and how brave they are."

Muir says Oakland cops have substantially changed since police scandals in the 1950s. The Oakland Police Department joined the "best" police department — in the traditional definition — during the 1960s, the professor asserts.

"It was incorruptable, severe and even-handed," he says, noting that those once were the major qualities the public expected from its police.

Referring to the Oakland police's reaction to

demonstrations of the '60s, Muir says, "they arrested everyone in sight."

But then followed a philosophical turnaround in the 1970s rendering traditional definitions of excellence less significant.

Muir says the Oakland department responded, changing dramatically. With these changes, the department joined what are — by Muir's definition — "the best" police departments "in the world — thanks to Charlie Gain."

Former Oakland Chief Charles Gain — soon to leave his current job as San Francisco chief — was "tyrannical" in imposing his policies, says Muir who joined the Oakland Police Department during Gain's tenure. But Muir hastily adds that his former boss created for Oakland "the best police training program in the country — 20 weeks training at school, another 18 in the field."

"Training is critical," says Muir.

The philosophically changed police force was the best there was in dealing with the black community and with the urban poor, Muir says.

The new philosophy meant the traditional tough-big-boy "best cop" had become the "worst cop," he says.

Muir today defines a good police officer as someone who has developed the twin virtues of "duty and restraint."

Intellectually, he has to grasp the nature of human suffering.

"Morally, he has to resolve the contradiction of achieving just ends with coercive means."

Muir has opinions on a lot of the current issues between the police and the mayor.

One thing always mentioned is the number of non-Oakland residents on the police force. Mayor Wilson, in responding to recent police criticism of city policies, said cops shouldn't care what happens in Oakland because 88 percent of them don't live here.

But the university political scientist questions the mayor's political astuteness claiming it would be the "worst thing" politically to require all police to live in Oakland.

"They would become a political force. They and their families would become a tremendous voting bloc . . . with tremendous power.

"Any mayor who argues for police living in town in asking for a 2000 to 3000-vote political pressure group."

Besides, Muir continues, it is unfair to force police to live in town with so little middle-income housing. "It's crazy and it's unconstitutional."

Muir also opposes the creation of a civilian police

review board contending, among other things, that such boards often turn out to be too lenient on police.

A civilian review board is "not as tough as the police force's Internal Affairs Office, and it's not as reliable.

"In a police review board situation who does the investigations? If the city hires civilians, it will pay them a fortune."

He admits a review board would have the "appearance of legitimacy," but, he contends, "citizens won't use it because it will be so time-consuming, so erratic and so lenient" on police.

"Internal Affairs is a good special department, which is sometimes harsh, and often cruel to fellow officers.

"There has never been a civilian police review board that was successful," Muir contends. "Berkeley has the only one that has endured, and it is so screwed up with policy decisions it is hopelessly behind" with a backlog of cases unresolved.

"The real problem," Muir says, "is how to get rid of a really bad cop.

"A civilian review board will discover the laws protect him. It can't find any more successful way to get rid of him than can the Internal Affairs office.

"So many (Oakland) cops were fired by Gain — only to be reinstated by the Civil Service Board," Muir says.

Muir defines a "bad cop" as one who turn his or her back on trouble.

Muir expresses delight with Lynda Drummer, the young police officer who recently was beaten by a suspect after she stopped him.

Muir says that in most cases police officers can be "lazy," walk away and nobody will know they turned their backs.

Drummer did not "turn her back" and Muir says he likes the way she was "personalizing the situation" — making it her personal responsibility to pursue someone she suspected of breaking the public's law.

"That's how you pick a good cop. She took on a tough job and did it."

Muir also has his doubts about the wisdom of Oakland switching from city-wide to district elections. At least during the period of changeover it is dangerous, he says.

The first district elections in San Francisco produced Dan White, reminds Muir. "He was a political tyro."

The strong-mayor government proposed by Wilson also gets a critical evaluation from Muir. To illustrate what he sees as the advantage of a strong city manager over a strong city mayor form of government, Muir points to the late '60s when Chief Gain enacted his tough restrictions on police gun use.

"The mayor and City Council tried to nullify that policy. But there was a strong city manager, and he backed Gain's decision, and the tough gun policy remained."

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THE ADMISSIBILITY OF PRIOR FELONY CONVICTIONS TO IMPEACH THE DEFENDANT WITNESS

by William L. Fazio
Assistant District Attorney

A liberal construction of Section 788 of the California Penal Code allows the use of a prior felony conviction to attack the credibility of a witness. However, recent developments in case law have greatly limited the use by the prosecution of a prior felony conviction to impeach the defendant's testimony.

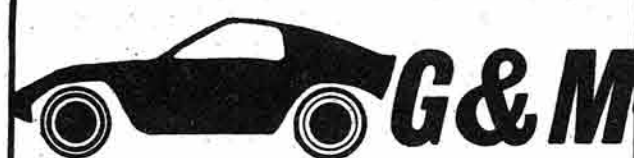
People v. Spearman (filed August 30, 1979 by the California Supreme Court) continues this trend. The Court, following a list of precedent setting cases, ruled that a defendant may not be impeached with a prior conviction of possession of Heroin for sale. The Court concluded that prior felony convictions should only be admissible where the prior felony involved a crime which has as a necessary element an intent to deceive, defraud, lie or steal. Thus, crimes such as manslaughter, rape, assault and narcotic offenses are inadmissible to impeach the credibility of the defendant witness.

In determining whether to admit a prior felony conviction involving a crime of moral turpitude, the judge should consider; the date the prior conviction was sustained; is it too remote in time to be probative?; the similarity of the prior to the charged offense, lest the jury believe that the defendant did it before so he probably did it again; and the effect the ruling will have on the defendant testifying or not testifying, though the courts have held that "No defendant is entitled to a false aura of veracity". This reason alone should probably never be grounds for preventing an otherwise valid prior from being allowed.

It is clear from a cursory examination of Evidence Code Section 788 and the case law relating to it as summarized above that the judiciary has effectively legislated new law.

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CTRA is sponsoring a tax reform initiative, the Tax Simplicity Act, which would give 7.2 million California income taxpayers (92%) a tax cut averaging \$329.00 by eliminating tax loopholes and would replace the state's complex tax forms with a simple, one page form.

A married couple with one child, a home valued at \$75,000.00 and a \$26,500.00 salary (median for married homeowner) plus \$400.00 of savings interest and \$100.00 of stock dividends would realize a 61% tax reduction under the Tax Simplicity Act.

Under current law, with deductions totalling \$5,014.00, the couple would be in the 6% tax bracket and pay \$558.00 in state income taxes. Under the Tax Simplicity Act, because a couple's first \$20,000.00 is tax free, their tax bracket would be lowered to 3% and they would pay only \$338.00 in state income taxes.

Under the Tax Simplicity Act, a single renter with no children earning a \$9,400.00 salary (median salary for a single renter) plus \$100.00 of savings interest would realize a 100% reduction in their state income tax. Under current law, that person would be in the 4% income tax bracket and pay \$90.00 in taxes. The Tax Simplicity Act exempts the first \$10,000.00 of a single person's income from taxation, so he or she would pay no state income tax.

Circulation of petitions to qualify the initiative for the November, 1980 ballot will begin January 1. Between that date and April 15 (Tax Day) the

signatures of 500,000 California voters must be gathered. To do this, we need the help of every Californian who is tired of wasteful tax loopholes that siphon their tax dollars into the pockets of wealthy individuals and corporations.

The initiative will double the "zero brackets" so that a single person's first \$10,000.00 of income is tax free and a couple's first \$20,000.00 is tax free.

Virtually every tax deduction, credit and exemption is eliminated with the exception of deductions for alimony payments, charitable contributions, return of capital, business expenses, and deferred compensation. Additionally, the Act eliminates over \$200 million worth of corporate tax loopholes and increases the Bank & Corporation Tax from 9.6% to 12%, in order to more fairly distribute the tax burden between corporate and individual taxpayers.

This will raise from corporations \$950 million of the \$4 billion of property tax relief windfall which they received due to Proposition 13. The Tax Simplicity Act will also reverse the trend of the last 20 years in which the business share of state and local taxes has dropped

from 57% to 37%.

The Act is fiscally balanced. It has no revenue gain or loss for government.

Every Californian who wants to do something about taxes (besides just paying them) should contact the California Tax Reform Association to volunteer their time to help pass the Tax Simplicity Act at 1228 1/2 H Street, Sacramento, CA, 916-446-0145, or call CTRA in San Francisco at 415-863-1230 or Los Angeles at 213-483-8065.

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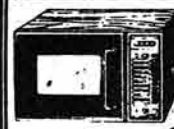
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INCOME TAX DEDUCTION

SFPOA DUES FOR 1979 WERE \$216.80.

BOARD OF DIRECTORS MEETING, December 18, 1979

Opened with the Pledge of Allegiance.

Roll Call: Nineteen (19) present and two (2) excused (Carlson and Huegle).

Special address by Brother Bill Kidd who is running for re-election for the Retirement Board. Voting will take place during the first two weeks of February 1980.

Vote #1 — M/Dempsey S/Gannon to endorse Brother Bill Kidd for the Retirement Board and spend a minimum of \$100.00 for the campaign. Motion passed 19 - 0, not voting Carlson and Huegle.

PRESIDENT'S REPORT: Six day work week proposal of Chief Gain discussed. Since Chief Gain's proposal has no documented evidence of how the crime statistics reflect the present allocation of E.W.W., all directors were requested to gather all information on use of E.W.W. at their units or bureaus and the crime statistics relative to this matter.

Brother Hebel is drafting legislation to prevent a salary cut should the present salary standardization charter change.

VICE PRESIDENT'S REPORT: Minor case representations before the Commission are now being handled by the Screening Committee.

Our eleven delegates have now been sworn in at the San Francisco Labor Council and certified.

Arlo Smith, the new District Attorney, has met with Brothers Barry and Chignell to discuss our relationship with his office.

SECRETARY'S REPORT: Request for volunteers to work the Cerebral Palsy Telethon on January 12th and 13th. Presented to the Board. Minutes presented.

Vote #2 — M/Wright S/Amiot to approve the minutes as printed in the November issue of the newspaper - Passed by voice vote.

TREASURER'S REPORT: Treasurer's report presented.

Vote #3 — M/Barry S/Minkel to approve report as printed in the November issue of the newspaper - Passed by voice vote.

COMMITTEE REPORTS

Grievance Committee: By Brother Chignell. Presently nine active grievances - all are written up and in the file.

Federal Litigation: By Brother Ballentine. Two year proposal by Auditor/Monitor discussed. The proposal is on file at the P.O.A. office.

Vote #4 — M/Chignell S/Hebel to mandate the Federal Litigation Committee to negotiate the earliest dates for the upcoming Captains and Lieutenants exam consistent with the decree. Motion passed 18 yes and 0 no.

Vote #5 — M/Geary S/Gannon to amend motion to include Sergeants and Assistant Inspectors - Amendment passed 17 yes and 1 no, Chignell.

Welfare Committee: By Brother Hebel. Written report distributed to the Board for posting on bulletin boards.

Community Services Proposed Committee: Presented by President Barry. Committee consists of Ray Canepa, Layne Amiot, Bob Huegle, Willie Frazier, Gale Wright, Mary Petrie, Dale Allen, Stan Hammell, Henry Friedlander, and Michael Mahoney.

Vote #6 — M/Hebel S/Patterson to approve Committee - Passed by voice vote.

Publication Committee: By Brother Wright. Our new solicitor is doing very well and has realized \$500.00 for us since late September.

I.U.P.A. Committee: By Brother Patterson. Puerto Rico with 7,400 members has joined the organization. Brother Patterson will be attending the I.U.P.A. meeting in Florida during February.

Dick George Productions contract for shows at the Masonic Auditorium presented by President Barry.

Vote #7 — M/Wright S/Bell to approve the contract in concept upon approval of language by Attorney Hebel. Motion passed 16 yes and 2 abstain, Gannon and Schlink. **NEW BUSINESS:** **Vote #8** — M/Wright

S/Patterson to earmark the Dick George monies as follows: 20% to amortize the building's mortgage and 80% to the legislative funds - tabled.

Vote #9 — Amendment/Geary S/Dempsey to remove the 80% clause and retain the 20% clause - tabled.

Vote #10 — Motion to table votes #8 and #9 - Schlink and Gannon - passed 17 yes.

Vote #11 — M/Hebel S/Schlink to contact the Department of Justice to find out whether the P.O.A. can become a certified teaching institution under the Administrative Code and if qualified, to make application and concurrently to present a contract to the P.O.A. - Motion passed 14 yes and 2 no and 2 abstain.

Adjournment.

Submitted,
Croce A. Casciato
Secretary

LETTERS

POA's

First Office Mgr.

Dear Bob and Members of the Board of Directors:

This is a very difficult letter for me to write. Words are not coming too easily. I can say, without fear of contradiction, that during my professional career, this was a first for me; that is, a Dinner Party in my honor.

I have considered the members and non-members of the Police Officers' Association, as well as the office staff, as part of my very own family, and it was a happy occasion to see part of that family in attendance.

The evening could not have been more perfect, and you can be sure the watch presented to me by you, Bob, on behalf of the P.O.A., will be cherished for many years to come.

Many thanks for what I consider one of the highlights of my chosen profession.

If I can be of assistance, in any way, in the future, please feel free to call on me.

My wish to all of you and yours is a happy, healthy, prosperous and productive holiday season in 1979 and for many years to come.

Ethel

Supervisor Dolson

Dear Bob:

Please extend to all of your colleagues my most profound and sincere thanks for your support.

Your kind words, willingness to understand, to supply good counsel, and your friendly criticism have been invaluable in my attempts to help serve the City we all love —

Most gratefully,
Lee S. Dolson

GENERAL MEMBERSHIP MEETING, December 18, 1979

Opened with the Pledge of Allegiance.

Quorum present thirty (30).

Special Order: Nominations for Board of Directors.

Co. A
Bob Geary
Ben McAlister
Louette Colombano
Co. B
Joe Toomey
Co. C
Gerald Schmidt
Co. D
Michael Dempsey
Co. E
Layne Amiot
Ed Garcia
Co. F
Mike Gannon
Co. G
William Simms
Co. H
John Minkel
Co. I
Stan Hammell


Co. K
(2 positions)
Jerry Doherty
Gale Wright
CSTF/SCU
Tim Hettrich
Reno Rapagnani
Headquarters
(2 positions)
Ted Schlink III
Jack Ballentine
Mike Hebel
Inspectors
(2 positions)
Mike Pera
Alex Fagan
Bob Huegle
Retired
Tony Bell

M/Wright S/Wode to close nominations. Passed by voice vote.

Only contested races will be voted on.

7:45 p.m. Quorum lost. Meeting adjourned.


Submitted,
Croce A. Casciato
Secretary



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SPORTS

S. F. PIONEERS

The Golden Gate Council of Camp Fire Inc. cordially invites children and interested adults to meet the San Francisco Pioneers on Saturday, February 9th at the Camp Fire Clubhouse at 325 Arguello Blvd. San Francisco from 11:30 to 12:30 p.m. The Pioneers will be demonstrating some of their winning techniques.

The San Francisco Pioneer Basketball Team is Northern California's first women's professional team. Like the Pioneers,

Camp Fire was the first organization to provide recreational, educational, and camping opportunities to girls ages 6 to 18 (we're open to boys too). Camp Fire Girls was founded in 1910 and we've been going strong for seventy years now.

We welcome all who wish to see the Pioneers in action and learn more about Camp Fire's winning program to attend this open house. For more information, contact Kathy at 752-2600.

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Golf Club News

On Monday, December 10, 1979 the San Francisco Police Golf Club concluded its 1979 schedule by journeying to Sunnyvale Muni.

The scores were indicative of how difficult the course was to play. Pat Paxson, a Hall of Justice Station Officer who is usually found guarding the rear door leading to the parking lot, shot a fine seventy-two for the low score of the day.

Low net winner was Bill O'Connor who shot seventy-seven and with his seventeen handicap had a net sixty. Low gross winner was Grant Fahs with a seventy-four.

We had fourteen out of sixty-five players shoot in the seventies. Harvey Harrison had his first ever 'EAGLE' a three on the par five tenth hole.

The flight winners were: First, Joe Buckley, Vic Macia and George Eimil; Second, Harvey Harrison, Virgil Vandevort and Tom Duncan; Third, Al Sonoda, Wally Jackson and Al Cecchi; Fourth, Joe Allegro Sr., Charlie Barca and Bob Guenley.

The hole-in-one winners were: Vic Macia on the fourth hole with a shot 3'5 1/2" and Joe DiMaggio on the seventh with a shot 5'5" from the hole.

The guest flight was won by Joe Ancona with Pat Paxson second and Joe DiMaggio coming in third.

This tournament not only concluded 1979 but also completed our sixth year as a group. We have over one-hundred and thirty members and average about sixty players at each of our monthly events.

The club is open to all active and retired San Francisco Police Officers. We play once a month on different Bay Area golf courses, and the dues are only \$5.00 per calendar year. The tournament fees are whatever the green fees are, plus from one to three dollars for the prize fund. The 1980 schedule is nearly complete. This year we are playing such courses as San Jose Muni, Walnut Creek, Peacock Gap, Richmond C.C., Skywest, Franklin Canyon, Willow Park, Bennett Valley, Sunnyvale, Santa Rosa C.C., and Diablo Creek, not necessarily in that order. We are also playing Sonoma and plan to make that a family picnic outing.

Anyone interested call either myself as below or Lt. Vic Macia at the Field Training Office (1578), and we will be glad to answer any further questions you might have. If you want to join, send a \$5 check made out to S.F. Police Golf Club to me and I will send you a copy of this years schedule and instructions.

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BASKETBALL NEWS

by Tom Del Torre
Personnel & Training

When All Stars and MVP's are chosen, there is no doubt that scoring is a major factor. If given the ball, many players can toss in 20 a game. However, this column is devoted to the defensive players who have been aggressive and played hard nosed ball consistently game after game.

Recognition should be given to those who have played 110% all reason. Here is the players whom this writer feels should be noted as exceptional defensive athletes during the '79-'80 season. Jack Minkel (Ingelside), Jim Drago (Northern), Phil Dito, Joe Dutto (Vice/Narcotics), Mike Lawson, Bob Del Torre, Bob Putts (CSTF/Southern), Mike Peterson (CHP), Bob Barnes, Joe Curtin (Park), Jim Deignan (Central), and Corrado Petrazella (Richmond).

League Standings
as of January 1, 1980
* playoff berth

| | |
|------------------|-----|
| * CSTF/Southern | 9-0 |
| * Vice/Narcotics | 8-2 |
| * Central | 7-2 |
| * Airport | 6-5 |
| * Park Police | 5-4 |
| * Ingelside | 7-4 |
| * Park | 5-5 |
| Richmond | 4-7 |
| Inspectors | 4-7 |
| Northern | 2-7 |
| Sheriffs | 0-9 |

The playoffs will be held at Kezar Pavillion January 15, 16 and 17th. The Championship Game is January 23rd at 10:30 a.m. Tickets are still available for the playoffs and will be sold at the door.

"BAY BRIDGE BOWL" DATE SET

by Don Carlson

A tackle football game between the SFPD and Oakland PD will be held at Kezar Stadium on Saturday, March 22, to benefit the Special Olympics program here in the city.

That's right — TACKLE, not flag or touch! The SFPD effort will be underwritten by the S.F. Police Athletic Club under the direction of Joe Mollo. Aided by Dirk Beijen and Dale Boyd, Mollo is hoping to sign up at least 40 players to begin practice soon.

"Oakland is serious about this, so we need to get going," said Mollo. As of January 3, approximately half the number of needed bodies had expressed interest in the event.

Coaches and equipment still have to be added to the SFPD effort, and Mollo wouldn't promise national TV exposure, but other similar games have been very successful in other areas. This may be your final chance to hold up your index finger in a "Number One" sign and say "Hi, Mom" from the sidelines! Isn't that how Hollywood Henderson got started?

If you are interested, phone Mollo, Beijen or Boyd at the Academy at 641-8827. Rumor has it that a committee has been formed to figure a way to get The Juice into the next recruit class.

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SPORTS

RUNNING THROUGH MY MIND

by Walt Garry

HONOLULU, HAWAII
Sunday, Decedember 9, 1979

It was 5:00 a.m., the rain has stopped and the temperature was in the seventies as groups of runners left their Waikiki hotels and moved towards the Aloha Tower on the waterfront, traditional starting point for the Honolulu Marathon. We were directed into a giant warehouse facility for pre-race, number verticiation, from there ushered to a second and larger building. At this point the SFPD team shook hands, wished each other luck and separated, moving to areas where we were seeded by our predicted finishing times.

Here, we continued meeting friends from the mainland, (over 400 Californians were entered). 5:30 a.m., half an hour to starting time. An official began to move us out of our staging area and on to the street, the slowest runners in the rear and the invited world class marathoners in the first rows.

The humidity was starting to climb and the adrenalin began to flow. A young Japanese runner next to me had his fingers stuck in his ears, I couldn't figure it. Spotlights lit up this otherwise deserted part of town. A block and a half and about 4,000 runners ahead of me, an official located high up in a cherry picker, raised his arm, and then it happened. A cannon went off and the sky became alive with fireworks. Now I understood the actions of my Japanese friend. He'd been here before.

It's a strange feeling racing in the dark and not feeling cold. The first miles were fun and went by quickly. Out Ala Moana and on to Kalakua and along hotel row, just in time to see the last of the hookers and pedicabs leave the street. Swinging out behind Kapiolani Park and the first water stop. We realized that our real competition would be the temperature and humidity. We had been advised to drink 10 to 15 ounces of liquid at each of the 15 aid stations. It started to turn light as we ran below Diamond Head and headed out Kahala Ave. to the Kalaniana'ole (H-1) Highway. People were coming out of their homes, sitting in front with their morning coffee, offering encouragement and refreshments, while kids on dirt bikes kept pace with some runner.

Near the halfway mark at Hawaii Kai, it was still overcast, but the first signs of heat stress started to appear. The wall coming up early at this race. We retraced our route along Highway 1. The aid stations were competing for a prize for the most effective as voted by the runners. They attempted to out do each other for our support, by providing everything from hulu dancers to water soaked sponges. These volunteers made this event unique among marathons. Heading back towards Diamond Head the crowds grew larger and as always, lending us applause and encouragement from every driveway.

There was evidence of heat injury among the runners, many had stopped or were walking, a couple were down with I.V. bottles suspended over them. You knew Kapiolani Park and the finish line couldn't be far now. It was downhill the rest of the way. The people were five deep as we crossed the line and were half carried through the chute by some more of those great volunteers, who wouldn't let you go until they were sure you could stand on your own and not fall over.

This part of the race was an organized mad house, showers, leis and kisses, Shiatsu massage, if you wanted to wait, television coverage of your finish on a 45 minute delay and most important, the T-shirt. This is the item your average back of the pack runner treasures for the most from any race.

It's true, Hawaii is a long way to go for a Primo and a T-shirt, but for those of us who went, the trip also held some special memories. A tour of the U.S.S. Arizona on December 7th and a visit with the memorial's historian, drinking beer with New Zealanders, snorkeling at Hanauma Bay, the salad bar at Bobby McGee's and omelets at Hamburger Marys. Just to mention a few.

CREW

by Mark Hurley

Preparations are already going on for the 1980 Police Olympics. If you are interested in rowing, you should submit your name, work schedule and assignment in writing to Mickey Griffin at the Academy. He will be preparing contacts and training schedules.

Womens Crew has been sanctioned for 1980 and Dolly Casazza, Co. G, will be assisting Mickey in forming crews for the 3 womens events.

Below is a training schedule that rowers should begin doing now in order to be in shape when we go on the water in May

ROWING *

1 min. rest between each set

- | | |
|---|-----------------------|
| 1. Bent-over rowing | 3 sets — 20 reps. ea. |
| 2. Upright rowing | 3 sets — 15 reps. ea. |
| 3. Curls | 2 sets — 15 reps. ea. |
| 4. Military Press (Standing or seated) | 2 sets — 15 reps. ea. |
| 5. Squats | 3 sets — 15 reps. ea. |
| 6. Sit-ups (Bent knee) | 2 sets — 25 reps. ea. |
| 7. Run to capacity | |

*Start out with light weights. Remember it's the number of reps that count so instead of increasing weight, add sets and reps.

S.F.P.D. finishers at Honolulu were Dennis Gustafson Co. C, 2:39; Mike Mahoney Co. C, 3:15; Art Gerrans Vice, 4:04; Dave Seyler Co. G, 4:16; and Walt Garry YSD, 4:21. To a couple of very gutty young patrolmen, Tom Taylor Co. I and Jim Tomasillo Co. K (Solos) who completed their first 26 miler in the islands, congratulations and welcome to the ever-widening circle of SFPD officers who have taken on the challenge of a marathon.



What's next for the SFPD runners? New Zealand this fall. We're working on arrangements now. What to go?

The first annual "Big Cat" run was held the Saturday before Christmas. The course took the runners to the second highest peak in Marin County and offered a view that was worth the climb. Organized by Marty Walsh CSTF and Dave Seyler Co. G, the event may be repeated this spring. Others who ran the hills behind Marinwood were Jack Rogers Hit and run, Tom Greene Co. K and Walt Garry Youth Services.

The Oakland P.D. Keystone Runners Invitational is set for February 16 in Tilden Park. A three mile team event and the seven miler that covers a couple of rightious hills. Our department has always been represented and always comes away with awards. Contact me for more information.

Jim Bergstrom General Works, ran a 1:38 half marathon at the Oakland event on December 2nd. Jim said, aside from a poor start, the flat course provided a well run race.

Jeff Brosch Homicide, knocked another 26 miler at Livermore on the 9th of December. He reported that it was very disorganized, no water for the first ten miles, the last one hundred yards were over a chewed up football field and no refreshments at the finish. The organizers claimed they didn't have enough volunteers. Same reason, I'm told, that this years Christmas relays were not held. Everyone wants to play — no one wants to work.

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HARASSMENT

by Stephen Warren Solomon
Charles G. Ogulnik
Reprinted Willow Creek Kourier

The concept of pursuing a claim against an employer has been with us since the early days of this century. It is now the law that an employee, injured in the "course and scope of his employment", must proceed against his employer in the Workers Compensation court of this State, in an effort to seek compensation for his injuries.

The question often arises, however, when can an employee sue his employer civilly and not be restricted to a recovery in the compensation courts? Two California Labor Code sections are instrumental in our search. The first section, Labor Code, Section 3600, provides in pertinent part that, where certain "conditions of compensation" occur, an employee is liable for Workers Compensation for any injury sustained by an employee arising out of and in the course of the employment, and that this liability is "in lieu of any other liability whatsoever to any person ***". Labor Code, Section 3600, provides that the right to recover Workers Compensation benefits is "the exclusive remedy for injury or death of an employee against the employer or against any employee of the employer acting within the scope of his employment ***".

The question then becomes: Is the employee exclusively limited to pursuing his claim against the employer in a Workers Compensation court? The answer is "no", with reservations.

The case of *Conway v. Globin*, 105 Cal.App.2d 495, dealt with an employee who sued his employer for intentional physical assaults by the employer. The Court concluded that an employee, who is intentionally assaulted by an employer, could maintain a civil action for damages, because such an intentional assault was not a "risk or condition instant to employment". To hold otherwise, the Court observed,

"** would be not only to sanction indirectly conduct of the employer which is both tortious and criminal but also would be to permit the employer to use the Workmens' Compensation Act to shield him from his larger civil liability, which liability would exist independently of the common-law defenses to personal injury actions by employees which prevailed prior to the advent of the Workers Compensation Act".

Where there was a physical assault as in *Conway*, the law is clear that the employee could proceed civilly against the employer.

The case of *Renteria v. County of Orange*, 82 Cal.App.3d 833, dealt with the case of an employee who was not physically assaulted by an employer, but instead, was subjected to what can best be termed emotional stress by the actions of his fellow employees and his employer. The plaintiff, Edward Renteria, was employed as an investigator for the Orange County Department of Social Services. He alleged that his fellow employees treated him in a rude and degrading manner, placed him under surveillance, subjected him to lengthy interrogatories, and discriminated against him because of his Mexican-American descent. The *Tenteria* case goes further than the *Conway* case because, in *Renteria*, there was no physical assault or battery on the employee. The wrongful act was that of infliction of emotional distress. The Court, noting plaintiff apparently suffered damages which would be recoverable in a civil action, but were not compensable in the Workers Compensation proceeding (no disability to the employee), held an employee's cause of action for intentional infliction of emotional distress constitutes an implied exception to the exclusive remedy provisions of Labor Code, Section 3600. The Court, in *Renteria*, recognized that the employee would not be adequately compensated in the civil courts and stated,

"It is much more difficult, to believe that the legislature intended the employee to surrender all rights any form of compensation for mental suffering caused by extreme and outrageous misconduct by an employer. It would indeed be ironic if the Workers Compensation Act, created to benefit employees, were to be interpreted to shield the employer from all liability for such conduct." (P. 841.)

Conclusion

The above-cited causes demonstrate that the civil courts of the State of California are more receptive to entertaining cases brought by an employee against an employer for intentional wrongdoing. Further, the courts of this State will no longer allow an employer to hide behind the shield of the Workers Compensation Board and thereby limit the recovery of the employee.

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Pension Benefit "Buy Out" continued

Continued From Pg. 1

who entered after November of 1976, requires the City to contribute just under \$.60 for each dollar of wages earned by the police officer and firefighter. It is apparent that this third benefit tier will require contributions of substantially less than \$.50 into the retirement system for each dollar of wage earned by future police officers and firefighters.

In fiscal year 1979-80, the city and county contributed approximately \$118 million dollars into the retirement system for police, fire and miscellaneous employees. It is projected that in fiscal year 1980-81 the City will contribute nearly \$128 million dollars for retirement benefits for these three employee groups. By fiscal year 1982-83, the City will be contributing nearly \$150 million for retirement benefits for these City employees.

When these figures are set next to the projected \$117 million deficit for fiscal year 1980-81, City officials have been posing the scary picture of a real possibility of bankruptcy unless there are alterations in the retirement and pension plan for City employees.

City Controller John Farrell has been quoted recently as stating that the only way of avoiding massive layoffs of more than 1,000 City employees is to raise property taxes to pay for spiraling retirement costs. Mayor Feinstein has declared that the cost of the retirement system is unacceptable and has called for a thorough review to find ways to reduced the burden it puts upon the City.

The tenor of the five part Examiner series led inevitably to the conclusion that the retirement system may be the number one fiscal program facing San Francisco in the coming year.

The Examiner pointed out the rising costs of retirement benefits and contrasted this cost with lowered City revenues (due to Prop. 13 and Prop. 4). It further raised the ugly spectre of laying off in excess of 1,000 City employees in fiscal year 1980-81 due to the projected deficit of over \$100 million and the rise in retirement benefit costs.

The Buy Out

Mayor Feinstein and Supervisor Kopp both supported a "Buy Out Plan" which would offer police and firefighters a lump sum payment in exchange for their giving up certain future retirement benefits. The Plans proposed were general in outline, lacking details and specifics. However an underlying theme rang clear. The City is looking for a way to reduce its annual pension cost.

The law in the State of California pertaining to retirement benefits is fixed and clear. Essentially, it states that retirement benefits are vested and cannot unilaterally be changed by the employer, with the exception that an employer may alter or amend the retirement system if it creates a better system or, in changing benefits, has produced a substantially similar system for the employee. It is also clear that an employee may waive his rights to certain vested benefits.

It is very apparent that any "buy out" would of course have to be based on years of service and closeness to actual retirement. It is possible that the ultimate plan proposed will give a certain dollar figure for each year of service. What is not clearly understood

yet is whether this "buy out" will attempt and encourage present police officers and firefighters to leave their first or second benefit tier and, in consideration for a fixed sum of money, voluntarily enter the third tier of benefits; or whether the "buy out" will encourage them to leave their present employment.

Another alternative in the "buy out" scheme would be to pay the present police officer or firefighter between two (2) to five (5) times the amount of money he presently has contributed into the Retirement System based on the 78-79 retirement system's statement.

What must be clearly delineated is whether the future "buy out" plans allow, after receipt of a lump sum, the employee to enter a reduced benefit program or whether the employee has completely given up all retirement benefits.

Alternatives

Should the fiscal situation continue to look as drastic as it is now, it is not inconceivable that the City may offer to retire present police and firefighters on the basis of a flat 33 1/3% plus 1 1/3% for every year over 10 years in order to create new positions for police officers and firefighters who will come in under the third tier benefit program. This immediate offer of retirement would over the long run, cost less money and would fill both departments with employees in the reduced benefit program. Other alternative would allow for the immediate vesting of retirement benefits to be received when an employee reaches age 50. Many other suggestions undoubtedly will come to the forefront as we approach June 30, 1980.

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

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GRANT FROM LEAA S.F. Arson Task Force Receives Grant

SAN FRANCISCO — A \$200,000 grant application that the city and county of San Francisco had submitted in August to the Law Enforcement Assistance Administration (LEAA) has been approved, Fire Chief Andrew Casper has been informed.

Vice President Walter Mondale made the announcement in ceremonies at the Executive Office Building in Washington, D.C. at 2 p.m. on Wednesday, December 12, 1979.

San Francisco was one of only 26 cities along with nine states to share \$8 million in LEAA grants for arson prevention programs. Some 158 governmental agencies had applied for funding.

"I am delighted that the LEAA approved our grant application," said Fire Chief Casper. "It is a credit to Tom Crary, assistant district attorney, and Charles Radford, arson task force coordinator, who worked so hard to develop our program and prepare the application."

"The grant will help us bolster our arson investigation and prosecution abilities," said Casper. "Funding will be provided for a full-time assistant district attorney, an investigator for the district attorney and a clerk stenographer."

"The Fire Department will be able to buy a van, an organic vapor analyzer, four two-way radios and hire a full-time photographer to help us get and preserve evidence at the fire scene," he said.

"Since we have a computer available, the grant will allow us to purchase the services of a computer programmer and analyst giving us the ability to adapt our arson information system to that of the U.S. Fire Administration and to analyze the vast amounts of data we will be gathering on fire losses, insurance claims and building profiles in the city," he said.

LEAA approval of the grant also means that Aetna Life & Casualty will provide the required local matching grant of \$22,222 to the task force.

A spokesman for Aetna, Mike Zipkin, assistant vice president for government relations, said, "We have made a major commitment to arson prevention nationwide. We reviewed the proposal by San Francisco and felt it was one of the most innovative in the country."

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OPINION

by L. Davis Almand

In reply to Mr. Frank McDonagh's article in the December 1979 issue of THE POLICEMAN, I agree with the first part — the conduct of the gay crowd on Halloween was bit too much. A person's private life should be kept private, not flaunted in the streets.

Certain gay people complain because they are not "respected" by society, yet whenever the opportunity presents itself they behave in a manner which can only invite ridicule.

(Incidentally, in regard to the gay monster who brutalized the little boy a few weeks back, I don't think he's "sick" and deserving of sympathy. I think he deserves the death penalty).

However, I do not agree with Mr. McDonagh's criticism of gays who are restoring the once-beautiful Victorians in the Fillmore and elsewhere in the City.

Would he prefer slums? Or a huge, ugly government project financed by his taxes?

Gays have been criticized for buying old houses "cheaply" and forcing the occupants to move. Well, if the former occupants had maintained the houses properly instead of turning them into rat-infested eyesores then the properties would not have been sold so cheaply in the first place.

And speaking of the so-called gay "invasion" of such neighborhoods, it should not be forgotten that these areas were once very nice sections of the City, before the post-war invasion of lower-class people virtually ruined them.

One of the most evil characteristics of human beings is that people, by and large, don't like to see other people make money. I believe the real reason why people resent gays who are restoring old houses is because the gays are likely to make a handsome profit.

Any person — gay or straight — who works to improve his neighborhood is to be commended, not criticized.

CHRISTMAS BLOOD DRIVE A SUCCESS

by Tom Vigo, Chairman Blood Bank Committee

On Thursday, December 6, 1979, the SFPD conducted a blood drive at the Irwin Memorial Blood Bank. This was the best blood drive in four years as we collected 105 units for our account. This is the first time in four years that we exceeded 100 units at our Christmas drive.

The SFPOA provided refreshments and our thanks is extended to Mrs. Carlomango for the excellent food she prepared for us.

In the past few years, our blood bank account has dwindled, sometimes to the point of no return. The year 1979 marked an upward swing that we hope continues

throughout 1980.

The Irwin Memorial Blood Bank will set up a mobile unit at the Hall of Justice on January 30, 1980 from 1000 until 1400. This drive will be located in the Probation Department on the second floor of the Hall. Any donations can be credited to the SFPD Blood Bank Account. If you are eligible to donate, please attend this drive or respond to the Irwin Memorial Blood Bank.

The Blood Bank Committee wishes to express our thanks to all that made the Christmas Blood Drive a success.