

# ELECTION ISSUE

the San Francisco

## POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



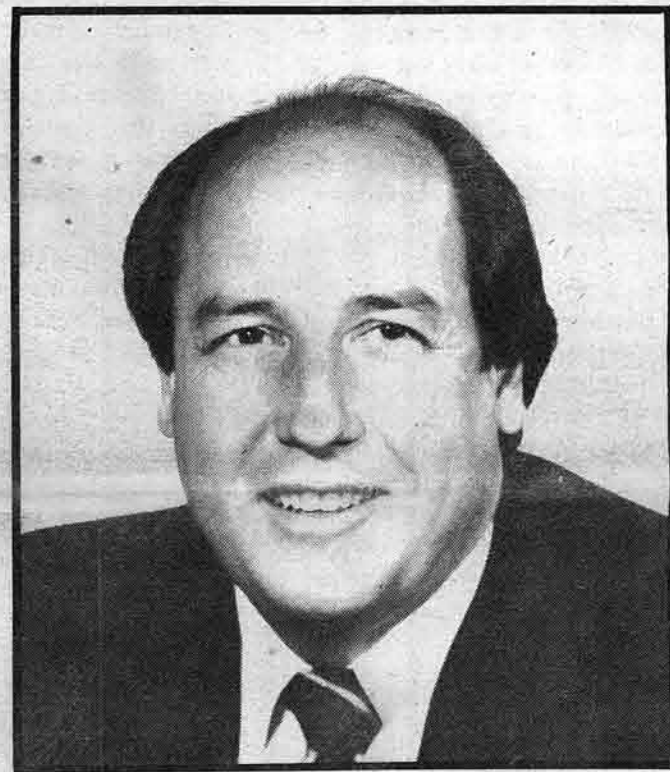
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VOL. 12

SAN FRANCISCO, JANUARY 1981

NO. 1



**Bob Barry and Jack Ballentine  
in Presidential Race**

**ELECTION NEWS ON PAGES 6**

**THROUGH 17 FOR ALL OFFICER'S AND DIRECTOR'S SEATS**

### RETIREMENT BENEFIT BUYOUT AND VESTING: A SERIOUS MATTER

by Mike Hebel

On November 4, 1980 the voters, by nearly a 2-1 margin, approved Propositions F (retirement benefit buyout) and G (retirement benefit vesting). The purpose of these propositions was to create an incentive for police officers and firefighters to transfer from the pre-1976 retirement plan to a post 1976 retirement plan. The City anticipates a substantial long term contribution savings for every member transferring from the "old" to the "new" system.

The transfer option is strictly voluntary and must be seriously evaluated before the irrevocable decision to switch is made.

#### Right To Transfer

The right to transfer from the "old" system to the "new" system is granted to every police officer/firefighter who on or after January 1, 1981 is a member of the Police Department and is a member of the "old" retirement system. The right to transfer extends for only one year — January 1 to December 31, 1981 and is effective, no matter when the right is exercised, on July 1, 1981.

#### Monetary Consideration

Persons electing to transfer retirement systems shall receive a monetary consideration not to exceed \$40,000 calculated at the rate of \$2,500 for each year of service credit up to ten years and then at the rate of \$1,000 for each additional year of service credit. The monetary consideration is first paid from the transferring member's contribution account with the balance paid by City contributions held by the retirement system.

The monetary consideration shall be payable on January 1, 1982 or alternatively the member may elect to receive payments according to a schedule established by the Retirement Board.

#### Right To Vest

Any member of the "new" retirement system with five years of credited service may, within 90 days of employment termination, allow his accumulated contributions including interest to remain in the retirement fund and to receive a retirement benefit calculated at employment termination as that proportion of the normal service retirement benefit that his accrued service credit bears to 25 years and is payable beginning at age 50.

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# WIDOWS & ORPHANS

The meeting was called to order by President Jeffery at 2:12 p.m., Wednesday, December 17, 1980 in the Traffic Bureau Assembly Room, Hall of Justice. Trustee Hurley excused. All other officers and trustees present.

The secretary reported the following donations: Mrs. James Murray — In memory of her husband Lt. James Murray and her son, Lloyd Enmark. Sinai Memorial Chapel — Two donations, both for assistance of the Solo Motorcycle Unit at the funerals of Ben Swig and Ernest Blumenthal. Hong Kong & Shanghai Bank — For prompt response by Central Station to their alarm system. Emporium — In memory of the late Lt. Frank Ryan. Colonel Ivar Peterson — For the prompt recovery of his stolen auto. Mrs. C.A. Doll — For the return of her wallet by members of the Department.

Treasurer Barney Becker reported the death of:

**ALVIN C. CORRASSA** — Born in 1897, Al entered the Department in 1931. He served three years at the Old Embarcadero Station and then was transferred to the Bureau of Inspectors in 1932. He was appointed an Assistant Inspector in 1937 and a full Inspector in 1941. While in the Bureau, Al served many years in the Homicide until his retirement for service in 1959. He received a 1st Grade Meritorious in 1931 when he was wounded in a gun fight with a holdup man, a Captain's Commendation in 1945 for the capture of a murderer, and a 2nd Grade in 1949 for the capture of three armed robbers. Al was 82 at the time of his death.

The usual bills were reported by the Treasurer and after motion and 2nd, were approved. Under New Business, the President instructed the Secretary to cast an unanimous ballot for all nominated officers as there was no opposition. This resulted in the election of James Sturken as President, William Parenti as Vice-President and William Hardeman and Michael Kemmitt as Trustees. The rest of the officers are: Bernard Becker, Treasurer, Robert McKee, Secretary and Mark Hurley, Frank Jordan and Michael Lennon as Trustees.

Under Unfinished Business: Several changes in the By-Laws were proposed by Brother Sturken, most of which are minor and deal with including "his and hers" instead of just "his". Under Good of the Association: Members were advised that the next meeting will be Wednesday, January 21, 1981 in the usual location. Installation of officers will be held.

There being no further business to come before the Association, the meeting was adjourned at 2:45 p.m. in memory of Brother Corrassa.

Fraternally,  
Bob McKee, Secretary

At this time, all members on cash account should have received a dues notice card from the Hibernia Bank. If you have not, then you probably failed to notify us of any change of address. Contact Bob McKee at 587-4570 if you have not received same. THIS APPLIES ONLY TO MEMBERS ON CASH.

We are looking for current addresses for the following: George P. Badger, residing in Utah; William James Cross, residing in San Jose; Richard E. Hutchinson, residing in San Rafael; Henry E. Kolar, residing in S.F.; Daniel Mahoney, last residence Font Blvd., S.F.; John S. Phelan, Jr., residing in Antioch.



## POLICE POST #456 NEWS

**A Touch of Class** — A couple of columns back, I mentioned the loss of a loved one of one of our members. It was a personal thing to me as I have known this couple for more years than I care to mention. The party in question tried to get in contact with me to thank me for the note in the column. As I was out of town for a few days, he had difficulty in trying to reach me. He finally was successful and I very much appreciated his call. The point I'm making is in reference to the word thanks. I don't have to mention a name. He knows who he is. He personifies a touch of class.

A simple word like thank you means as much to the giver as to the receiver and doesn't cost a cent. With the year 1981 rapidly getting under way, let's give a little thought to that one little word.

I know from personal experience how many people I owe thanks to and I shall not forget them.

I read in a book somewhere that life is short and we never have enough time for gladdening the hearts of those who travel the way with us. Make haste to be kind.


Lest I be accused of waxing philosophical, I shall go on to another subject. The subject is money. All you have to do is drop in and see Harry or Erl and your financial troubles are over.

From the comments I have overheard, the refreshments at the meetings are going over great. Get to the meetings and show your officers your appreciate their work.

Remember, it takes more than five or six men to make a successful meeting.

May the New Year treat you well. Till the next issue, keep smiling.

Your Scribe,  
John A. Russell



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## A PRAYER FOR GUIDANCE

(In These Troubled Times)

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THROUGH THY PRECIOUS LOVE'S INFUSING.  
SHAPE US INTO THAT WHICH THOU  
WOULDEST HAVE US BE.  
SO THAT EACH AND EVERY DAY,  
WE MIGHT SERVE BOTH MAN AND THEE  
AND AS WE WALK LIFE'S PILGRIM WAY,  
GUIDE OUR FEET, LEST WE STRAY.  
BUT, ABOVE ALL, ALMIGHTY GOD, CREATOR  
BLEST, KEEP FIXED OUR EYES  
UPON THY LIGHT SUBLIME.  
NOW, AND BEYOND THAT ILLUSIVE  
THING CALLED "TIME".

Thomas Warren Powers

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**ASSOCIATION OFFICE 861-5060**

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

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Members or readers submitting letters to the editor are requested to observe these simple rules:

- Address letters to the Editor's Mail Box, 510 - 7th St., San Francisco, CA 94103
- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- Please keep letters and/or articles brief and legible.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be limited to two pages, typed, double-spaced.

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CALENDAR***by Mike Gannon, Park Station  
O IC Social Calendar*

We're attempting to keep a calendar of significant events at the P.O.A. If you are planning a function, retirement dinner, station party, sporting event, etc., please let us know as early in the year as possible. Feel free to contact Mike Gannon, Co. F, Ext. 1061 with your plans.

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**FEDERAL LITIGATION REPORT***by Al Casciato, Secretary*

During the last several weeks large numbers of members have called me on the issue of federal litigation — specifically about the promotional exams for sergeants and lieutenants.

Below are listed, for your information, the specific motions from the minutes voted upon by the Board of Directors of the Association which address the promotional exam issues and have determined the policy of the Federal Litigation Committee since 1979:

**January 12, 1979**

Motion Hebel seconded Chignell that the Board of Directors direct our attorneys to enter into an agreement with the other parties to the decree, to institute a lieutenants exam immediately after the present (1976) sergeant's list is exhausted. Motion passed 16 yes - 0 no. Directors voting: Casciato, Toomey, Fuentes, Chignell, Gannon, Sullivan, Minkel, Rapagnani, Wright, Schlink, Hebel, Wode, Huegle, Ballentine, Patterson and President Crowley.

**January 27, 1979**

P.O.A. attorney Ralph Saltsman informs P.O.A. general membership "The Civil Service Commission and the Department of Justice have agreed to a lieutenants examination as soon after August 1, 1981 as is possible. The normal two years in grade requirement is waived for this examination." Motion Chignell, seconded 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 18-0. Directors voting for motion: Geary, Schmidt, Dempsey, Amiot, Gannon, Simms, Minkel, Hammell, Wright, Doherty, Schlink, Hebel, Pera, Bell, Patterson, Casciato, Chignell and President Barry.

**December 18, 1979**

Motion Geary seconded Gannon, to amend the motion to include the sergeants and assistant inspectors exams. Amendment passed 17 yes and 1 no. Same directors as above voted yes except Chignell who was the only no vote.

**November 18, 1980**

Motion Hebel seconded Amiot that a lieutenant's and sergeant's test be held as soon as possible, in close time proximity, to each other and that the motion, if approved, be voted upon by the General Membership in the January election and if approved by the membership, become the policy of the Federal Litigation Committee. Motion passed 12 yes (Toomey, Schmidt, Amiot, Gannon, Simms, Hammell, Wright, Doherty, Hebel, Ballentine, Chignell, Casciato) 6 no (Dempsey, Minkel, Rapagnani, Huegle, Patterson and President Barry).

Note this motion was passed at the general membership meeting December 16, 1980 and will appear in the January 1981 association ballot.

**PRESERVATION OF EVIDENCE***by William Louis Fazio, Assistant D.A.*

The securing and collection of evidence relating to a crime or crime scene is done with the specific intent of using the evidence in a subsequent court proceeding. If the evidence has been incorrectly preserved at best, its evidentiary value is weak; at worst it is inadmissible for any purpose. (Note: if evidence has been improperly destroyed reference to or conclusions based upon that evidence may be prohibited, see *People v. Hitch*.)

You must be able to refer to and identify the evidence at a court proceeding any time from 10 days to in excess of 6 months from the time of its collection. In order to identify the evidence it should be marked. This does not mean scratching your star number on the front of an expensive stereo set; it does mean applying an unobtrusive identifying mark, or, and better yet, recording the serial number or placing the item in an identifiable and sealed evidence envelope. After the items have been marked or otherwise preserved for identification they must remain in a safe and protected place until the court hearing. You obviously do not bring the recovered T.V. set to the station to watch until court, you book the items in the property clerk's office, where they are retained until the court hearing.

Suspected narcotics are brought to the crime lab narcotics drop for analysis and safe keeping. Blood, saliva, and swabs taken by technicians at the hospital and other perishables are forwarded as soon as possible to the freezer at the property clerk's office; in an emergency the coroner's office may be used. It is

preferable to have the same officer transfer and move the property in order to maintain a proper chain of custody. If the property cannot be preserved, e.g. a truckload of recovered stolen meat, an inventory should be prepared and the items photographed.

Your police report should contain an itemized list and description of all the items of evidentiary value seized. You may wish to use the report to refresh your recollection and to assist in identifying the items in court.

A few additional minutes of time expended in proper evidence collection and preservation will assist immeasurably at time of trial. Documentation, identification, and proper chain of custody will result in the effective use and admissibility of incriminating evidence.

**FEDERAL CRIME  
INSURANCE***by Tom Del Tore, Crime Prevention Unit*

Federal Crime Insurance is now available for California. This program insures against financial losses from burglary and robbery. Policies can be purchased from licensed property insurance agents or brokers or from the Federal Crime Insurance Program servicing company.

Commercial policies can be insured up to \$15,000.00 and residential policies can be insured up to \$10,000.00.

In many locations, homeowners, tenants, and businessmen and women find themselves being denied renewals of their crime insurance policies or experiencing difficulty in purchasing new policies. Crime is continuing to rise nationwide.

The Federal Crime Insurance Program is the answer — a program which offers federally-subsidized crime insurance to those homeowners, tenants and business owners located in those areas where it has been determined that there is a problem of availability or affordability of insurance through the voluntary market.

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# LIEUTENANT'S EXAM

by Walt Van Dehey

## AROUND THE DEPARTMENT

by Al Casciato

... As far as I know, a historical first occurred November 18 when Brothers John and Ed Fowlie were both appointed Assistant Inspectors on the same day. Congrats to both ...

... Overheard in Santa Cruz at a sergeant's class. San Francisco lieutenant talking to San Jose lieutenant. S.J. "What do you guys make a year in the big city?" S.F. "Well, in '79 lieutenants grossed \$26,000." S.J. "You've got to be kidding." S.F. "No, I'll prove it. Here's my W-2." S.J. after looking over W-2, "Hold onto your seat but in San Jose a lieutenant grossed \$38,000 in 1979" ...

... Recently Bob Puccetti of Co. G, while putting the new wanted pictures up on the Richmond Station bulletin board, chuckled to himself about the odd expression on the face of one of the wanted bank robbers. Shortly thereafter Bob and his partner, Joe Fitzpatrick, left the station in civilian dress and while standing in front, Bob observed the wanted suspect walking across the street. Joe, being a little skeptical, told Bob "Go get the picture while I follow him." Bob retrieved the photo and joined Joe. They both followed the suspect through the Bank of America at 6th Avenue and Geary and as he left the bank they confronted him. The suspect immediately began denying he was wanted. But when Bob showed him the wanted poster the same odd expression covered his face. Being no question of identification, they booked him ...

... What a biggiee — Michael Patrick Bourne, son of Jack and Macia, Co. A, tipped the scale December 11th upon delivery at 10 lbs. 11 oz. Jack being a diligent FTO (Field Training Officer) graded Macia and Michael's performance for the day all 7's (that's the highest grade in FTO).

... Lil' Recruit Arrival for Sgt. John Harrington, Co. A and Officer Diane Harrington, BCI. Lil' Recruit is Amanda Rachel, 8 lbs. 2 oz., 20½" long. Sworn in November 3. Present assignment, station duties. Congrats to all and good luck in the future. ...

... Work for Retired Officers; Al Tonry, a retired NYPD sergeant, has opened a security business at 501 So. Airport Blvd., So. S.F. 94080, ph. 877-1863. He is looking for retired San Francisco officers to work with him at a starting yearly salary of \$18,000.00 ...

... Really burns me that \$98,297.00 was spent on political contributions during 1979. The 1980 figure will run about \$50,000 and what do we have to show from the politicians? Zippo. Think about this when people talk about our "good buddies" in City Hall and the Assembly ...

... Congratulations are in order for Dr. Mimi Silbert, the department's training consultant, who has been appointed by the President to the National Criminal Justice Commission. Dr. Silbert will assume her duties February 1 and will be one of the few San Francisco voices in Washington, D.C. ...

... Note: Some Board of Directors members have become irritated about my printing job announcements here in the column. In fact, one person has threatened

All members of the SFPOA should be aware that the move to change the date of the lieutenant's examination has many hidden dangers, among which are the following:

1. Reopening negotiations of the already established consent decree will allow other litigants to come forward with proposed changes. (Who knows what?)
2. Recent sergeant appointees may not be able to take the exam. (18 months in grade is required for this one exam.)
3. Holding this exam prior to the next sergeant's exam could preclude all persons who make the next sergeants from taking the second lieutenant's exam to be given two years from this one and make them wait an additional two years or more.
4. The consent decree is a contract (ask any lawyer) and any change could be construed as voiding said con-



### The Hearth

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SID TAKEMOTO

to move at the next board meeting to order the editor to prohibit the printing of the announcements. I doubt that the Board will approve such action but if you the readers have an opinion on the subject, please drop me a note ...

... Election Month: Well, folks, this issue of the newspaper is full of political articles. Please read all the articles carefully and vote for the candidates of your choice. If you can, vote for the team. Jack, Bill, Gerry and I need your help. Thanks ...

tract which would put us back to square one. (Do you believe we would be as lucky again?)

Other points to ponder: Why the sudden move for such an exam? Who benefits? Could it be some of the sergeants off of the last list who will now have fewer people to compete against? Is somebody trying to buy votes in the President's election? Who are the ones pushing this?

Another point: How many brother officers are hurt so that a few may be promoted six months early?

## VOTE NO ON THE AMENDMENT

by Ted A. Schlink III

There will be an amendment on your ballot that will ask you if we should recommend to the consent decree parties, that the lieutenants test be given sooner than January of 1982.

If this amendment passes, I have an authoritative word of caution for current Q2 police officers and non-dual rank Q-35's. If the sergeant's exam scheduled for fall of next year is given after a lieutenants exam, we will not be able to participate in another lieutenants exam until 1985.

The reason is, that if a lieutenant's exam were to be given prior to, and in the place of the 1981 sergeant's exam, the next probable lieutenants exam would be two years later in 1983. The consent decree mandates that you and I must be in sergeant's grade two years prior to taking a lieutenant's promotional. What this means is that if the sergeant's exam wasn't until 82, or was given after the lieutenant's exam, we would not have enough time in rank to qualify. We would be eligible in 1984, although there probably wouldn't be another lieutenant's exam until 1985.

The only group that would benefit from this amendment would be the newly appointed sergeants. In theory, a newly appointed sergeant could be promoted to captain by 1984, prior to us even seeing a lieutenant's exam. I do not object to anyone being promoted, although I do not see the equity in one, and one group only, to be the sole beneficiaries of the consent decree.

The pre-1978 sergeants got the shaft when the consent decree was passed in 78. If this policy change takes place, some of those pre 1978 sergeants who are now LW/LP lieutenants will again get the shaft, and there is no doubt that police officers and inspectors would suffer a great detriment.

If there is to be a policy change, the only group that should benefit are those pre-1978 sergeants. Secondly, if there is to be a change in the lieutenant's exam, the change should limit participation in the next lieutenant's exam to those sergeants who were purposefully and adversely affected by the consent decree.

Please vote no to the consent decree policy change.

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# TO ALL MEMBERS

by Tony Bell, Retired Rep.

During the past six years I have volunteered to work in the office of the POA every Friday, to assist the office staff and the executive board expedite the voluminous material issued from the office. Although I am not an expert officer worker per se, I do the best I can, and follow orders to the letter. This assistance relieves the personnel from myriads of phone calls, enabling them to operate more efficiently.

I have also noted that for the first time in many years the POA is now operating in the black instead of the red, and that is attributable to efficient money management.

Your grievance committee has served many members in such cases, winning the member's cause, in some cases that looked hopeless.

The excellent rapport the POA now has with the Chief of Police, the Police Commission, and the elected city officials has greatly improved in the last couple of years.

The constant communication with the Retirement Board has resulted in much shortened lapse of time from the last pay check to the first retirement check, formerly a two to four month wait, to a soon possible 30 day lag, which greatly aids retiring men and women; the repeated and seemingly unending meetings with the Health Service System in the drug prescription deductible of \$4 has now been increased to 90 days; the overtime issue payment, which was a constant battle, although not yet up to the minute is being constantly shortened; the many appearances before the Board of Supervisors in proposals that affected both active and retired personnel; the valiant collective bargaining proposal, though defeated by the voters, was tenaciously fought; and is the first time in the history of the city that we were allowed to place such a proposal on the ballot; the strength of the police force has been increased 200 men and women, and the goal we will reach is 1971 men and women.

I could go on ad infinitum, but all these accomplishments are due to the dedication and dogged perseverance of one leader, our next and present president, Bob Barry. I have served under three POA presidents and Bob Barry is equalled by few, and surpassed by none. Again I repeat, and I know, Bob Barry for President.

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# LEON BRUSCHERA

## ENDORSED FOR RETIREMENT BOARD

by Mike Hebel

At the December meeting of the Board of Directors of this Association, a motion to endorse firefighter Leon Bruschera as an employee member to the Retirement Board of the City and County of San Francisco was unanimously adopted.

Leon is a present incumbent on the Retirement Board and has served City employees' interests well during that period of time. Leon, the secretary of the Firefighters Union, promises his continual diligence in monitoring and accounting for the nearly \$1 billion in the Retirement System. Leon further promises to play an active role in the Retirement Board's handling of the pension Buyout Proposal approved by the voters in November of 1980. He has indicated that he endorses the idea of the City's providing comprehensive written material fully explaining the buyout and its ramifications along with providing counselors to police officers and firefighters who are considering this very detailed and comprehensive proposal.

The election will be held between January 30th and February 13, 1981. The Registrar of Voters will be preparing ballots and furnish them to all employee members. Police officers are urged to vote for Leon Bruschera and to return him to the Retirement Board. All members are urged to vote in this important election.

The Executive Board of the Police Officers' Association has endorsed LEON BRUSCHERA for re-election to the Retirement Board of the City and County of San Francisco.

Leon is a native of San Francisco and a graduate of Lowell High School and City College of San Francisco. He is a resident of the City and has served on the Retirement Board for 8 years on behalf of our organization.

Please remember to vote for LEON BRUSCHERA and encourage your co-workers and friends in

public service to do the same. Here are some of his endorsements: C.S.A. Local 400 SEIU, S.F. Bldg. & Const. Trades Council, S.F. Federation of Teachers #61, Transit Workers Union #250-A, Police Officers' Association, S.F. Firefighters Union #798, American Federation of Musicians #6, Hospital & Institutional Workers #250.

Leon is continuing to strive for higher yields on Retirement Fund investments and restore public and employee faith in the Retirement System as his goals.

# VOTE

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Seasons Greeting to the S.F. Police and their families.

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Rick, Keith & Karen wish the S.F. Police and  
Their Families a Very Happy New Year



## INTRODUCTION

Two years have passed since I came before you seeking your vote of confidence for the Presidency of our Association and you gave me that support and trust. We are now in midst of another general election, and I am once again asking for your support so that we may continue to provide you with the qualify representation and advocacy to which you are entitled. The last two years have been quite challenging to say the least, particularly through all the adversities we've been through during the last year of the Gain administration. But in retrospect, I feel that we have managed to climb the ladder of success, whether it be within the department, city government or where it really counts, within the community we are serving. We still have a long hard struggle ahead of us though, and although we may be faced with some very difficult tasks in the immediate future, I am confident that our endeavors will be quite successful.

Two years ago I stressed the need to establish effective communication with all elected and appointed officials in San Francisco — that goal has now been achieved without compromise. In 1978, many doors in City Hall were closed to the POA — they're open now and must remain open, as these policy makers are responsible for shaping our destiny and we must continue to articulate our concerns where it really counts.

The real challenge and reward for me during my term has been the actual assistance that I have been able to provide to countless members of our Association. There are little benefits to derive within the organization than having the satisfaction of helping our members in need. I would like to continue in that vein during the next two years as your president, and pledge to you once again that my efforts on your behalf and my advocacy towards furthering your rights, benefits and enhancing your working conditions will continue to be relentless.

During the course of any campaign, candidates and/or slates will emerge that profess to have a better answer for this problem or that or a more constructive approach to dealing with the multitude of issues that confront us — that's the reality of any campaign. But the bottom line in all the rhetoric that you will hear must be the accomplishments that have been made, the ability to carry out the objectives sought, and the motivation to serve the members without the benefit of personal gain.

The only criteria then that I can ask of you — the final determinant in selecting your leadership for the next two years, is to make your judgment based upon these points and whether you truly believe that you are receiving the representation and the advocacy that you truly deserve. Listed below are some of the major accomplishments that have been achieved over the last two years. I would ask that you take the time to review each of these and reflect upon their value for the benefit of our entire membership.

Thank you for your support during my term of office. I look forward to continuing to serve you.

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

**Overtime:** Prior to assuming office in 1979, I made an issue of the fact that little or nothing had ever been done to resolve the excessive delays in the payment of overtime. The normal delay in 1978 exceeded three (3) months. In 1979 I established an Overtime Committee which identified and resolved several problem areas resulting in overtime warrants being paid every 2-3 weeks. Although we have experienced intermittent delays of up to 6-7 weeks, payments are generally consistent and much sooner than ever before. My opponent and his "slate" will no doubt emphasize the fact that we still have delays and that my pledge to resolve the problem has not been achieved. The fact of the matter is that until such time as the "new" accounting system is implemented into the department (hopefully in 1981), then the only alternative left is to continually track the process at City Hall and actually walk the overtime time through each step of the process as I and the Committee have been doing. Filing a lawsuit would certainly be a great political tactic to show the membership that there's a "concern", but it wouldn't correct the problem, as most of the delays are inherent ones built into the system in 1932. One of the major problems though are personnel shortages which we have little control over. Until such time as the system is overhauled, I will continue the practice of walking the payroll through the system in a timely manner.

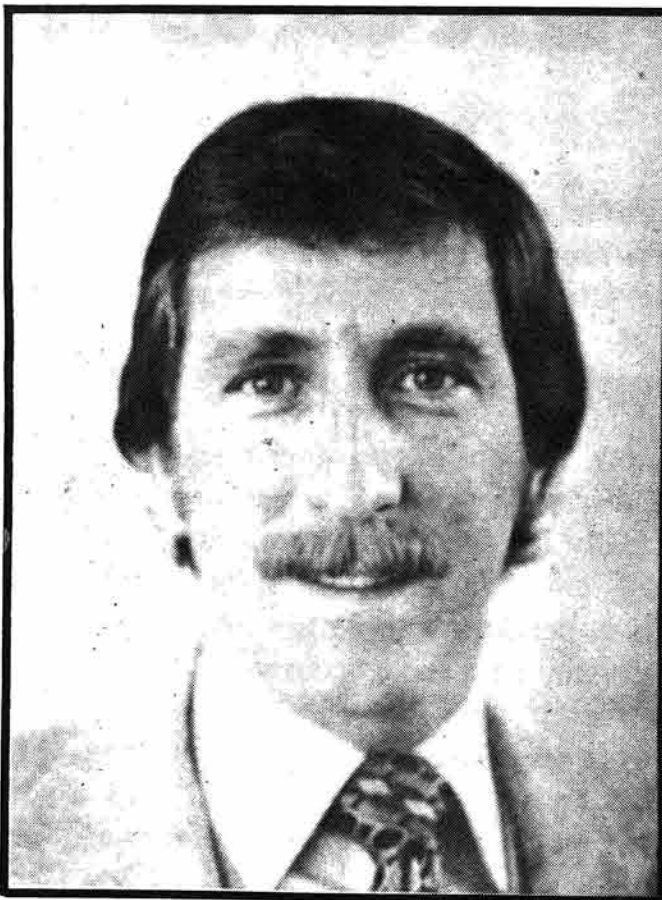
**1978 Wage Suit:** When Proposition 13 passed in 1978, a lawsuit was filed against the City. However, the

leadership of the POA at that time (Jerry Crowley and Jack Ballentine) delayed the court case for various political reasons surrounding the OFJ lawsuit. Upon assuming office I brought this issue before the Board and the attorneys were directed to pursue this matter in court. The suit was won and now is on appeal.

**Collective Bargaining:** In November 1979, for the first time in our history, we were successful in submitting to the electorate (without any amendments) a Collective Bargaining Charter Amendment that provided for negotiations with the City for wages, hours, and working conditions. This amendment included both police and fire personnel at a cost of \$69,000 to the POA. Although we lost the amendment by a narrow margin, the gains of actually getting the amendment to the ballot with eight (8) votes was a great victory. We must now make every effort to achieve this goal again in 1981, or as an alternative, propose separate charter amendments to secure increased health coverage and premium paid for overtime.

**POA Moratorium:** In May 1979 I sponsored a moratorium amendment to our by-laws that allowed all non-members the opportunity to re-join the POA without the penalty of paying back-dues and assessments. The membership approved this amendment and 146 members re-joined the organization. A similar amendment in 1978 brought back only eight (8) members. Our revenue has now increased by \$25,000 annually.

**Dues Overcharge:** In 1979 I submitted a report to the Board of Directors outlining excessive dues overcharging by the POA in 1978 in the amount of \$33,000. My



## RE-ELECT BOB BARRY, PRESIDENT

opponent was the Treasurer at that time; knew of the overcharge and failed to correct it. I instituted the motion to return the money to the membership. It was approved but subsequently rescinded by the Board and sent to the membership via ballot for disposition. The membership then voted to use the funds for collective bargaining.

**Salary Charter Amendment:** In August 1980 I submitted a Charter Amendment to the Board of Directors that will protect our salary and solo hazard pay in the event our salary formula changes because of the new 1981 census. This amendment approved by the Board and the voters of San Francisco by almost 3-1 prevents any reduction in pay or hazard pay.

**Light Duty Policy:** Developed a policy with the administration that allows for limited light duty with a six (6) month medical evaluation. If unable to perform full duty after that time, the Police Commission shall recommend a disability retirement.

**Sergeant/Assistant Inspector Appointments:** In February 1980 a timetable for making monthly appointments was established. Although some delays did occur, all appointments were made in a timely manner. The Board of Supervisors budget analyst and the Mayor's budget staff had recommended that all appointments be made in December 1980 and January 1981. With the support of our administration and the Mayor, the full Board of Supervisors rejected the budget staff's recommendations to delay the appoint-

ments and the spirit of the Consent Decree was followed.

**Board of Supervisors Support:** During the last two (2) years, many issues have come before the Finance Committee and the full Board of Supervisors that I and Paul Chignell addressed. Had the POA been silent on any of these issues, the outcome could very well have been different. Here are some of the recommendations made by Harvey Rose and the results: (1) Close eight of the nine district stations and build two large super stations — **Defeated**. (2) Cut the overtime budget by \$250,000 which would have further delayed your checks — **Defeated**. (3) Delete the Canine Unit from the current budget — **Defeated**. (4) Eliminate court parking for off-duty police officers — **Defeated**. (5) Delay all promotions until 1981 — **Defeated**. (6) Increase the administrative cost to the Giants and 49ers for processing police salary during secondary employment — **Defeated**. This increase would have resulted in the loss of all secondary employment at Candlestick Park. (7) Reduce the number of unmarked vehicles for on-call status to seventeen — **Defeated**. This proposal would have created chaos within the Bureau and other units assigned unmarked vehicles and excessive delays for on-call crew response and patrol officers alike. Although I am not purporting that the POA has across the board support on all issues, we do have a strong voice in City Hall that is crucial to our membership.

**FTO Overtime:** Due to the excessive delays in receiving our training money from POST which delayed all FTO overtime, I brought this problem to the attention of the Controller and with his assistance the department was given several advances in training money in excess of \$400,000 so that the overtime could be paid. Absent that relationship with the Controller, FTO overtime would have been delayed in excess of four months.

**Recruits Join Credit Union:** Since 1976 police recruits have not been allowed to join the Credit Union until the probationary period was completed. I had requested a change in that procedure which was approved by the Credit Union and now allows membership upon entering the FTO program.

**POA Picnic:** In May 1980 I introduced a motion to have the POA sponsor a membership family picnic. The motion was approved and the first POA Family Picnic was held in August with 1400 members and family in attendance. More family functions are needed in our organization and I will continue to be an advocate for this activity.

**1977 Wage Suit Fee:** In March 1980 I became aware of an understanding that our attorneys apparently had with my opponent and the previous executive board concerning the attorney fees for the successful conclusion of the 1977 Wage Suit. The fee, as outlined in the court brief requests "Reasonable attorney fees" to be paid from the common fund which amounts to approximately \$5 million. The fee called for would have been a minimum of 7% or \$350,000; the total amount of interest due the membership. My opponent was party to, an executive board meeting was called and a renegotiated figure of \$40,000 was arrived at with the attorneys and approved by the full Board of Directors. This amounts to a savings of \$310,000 to the membership.

**Gain Resignation:** After the riot in 1979 the political pressure to force Chief Gain into retirement never ceased. Throughout the months that followed the City Hall Riot, the Mayor had considerable pressure to keep Gain while receiving an equal amount of pressure from the POA to force his resignation and those of Commissioners Siggins and Ciani. We now have a Police Commission and an administration that we can work with in a constructive fashion. We may disagree on various issues but at least the process of communicating is being done the right way.

**Representation:** Without a doubt, representation at Internal Affairs, disciplinary hearings, grievances and legal representation remains one of the most vital concerns of our organization. In my two (2) years as President, I have continued to represent our members at every level of the department by personally appearing and participating in over 100 IAB, grievance and Skelly hearings involving nearly 200 police officers.

**Disability Insurance Lawsuit:** I recommended to the Board of Directors that the POA oppose the City Employee Election that would have placed police officers into a mandatory disability plan costing \$144.00 per year, per officer. I also requested and received approval to direct our attorneys to file a lawsuit against the City for election code violations and failure to properly meet and confer. The disability plan was defeated.

**POA Budget and Financing:** In 1978, the POA had no formal budget as required by the By-laws thereby expending \$350,000 in a haphazard manner. This respon-

Continued on Page 8



"My objectives are as follows:

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

These objectives are the promises of candidate Barry as reported in the January 1979 issue of the POA newspaper when he ran for office two years ago. What has become of the promises?

**The promise:** "To secure your pay raises". The result: No action. Candidate Barry worked behind closed doors with the mayor and other elected officials, and the city again delayed our retro-raise pay until the POA Board of Directors filed yet another law suit. Just like the one in 1977 which is still not resolved. Of course, the only paper that examined this issue and the law suit was the POA paper. The city papers which Candidate Barry has courted, had no response.

**The promise:** "To insure that your overtime monies are paid promptly". The result: No action. The Overtime Committee which was established worked very hard and tried to establish a policy for prompt payment. They had to fight the same battle over and over. The policy that was established has turned out to be no policy at all. The city violates it at will and Candidate Barry sits silent. This problem will continue until we have a working contract with the city. A contract that provides penalties for failure to comply. In other words, if we're not paid, they should pay.

**The promise:** "To establish an effective means of communication . . ." The result: No action. Nothing new has been established except Christmas cards, and I don't think that's new. We have lost touch with the segments of the city that want to support us. The Chief takes credit for our successes, and we get blamed for his failures. Candidate Barry sits silent. Oh yes, I have seen a few more bulletins, usually explaining why a city department has refused to do one thing or another. And the POA hasn't had a press conference in almost two years. That's communications?

**The promise:** "Provide you with leadership in sound management of your dues monies". The result: ACTION. Yes, action. Last year, Candidate Barry spent more on a ballot proposition than ever before in the history of the POA. We lost, and most of the city never understood the proposition or why we supported it.

**The promise:** "Provide you a valid memorandum of understanding". The result: No action. This is the most devastating failure. Without a contract, we have no security and no system for achieving better working conditions. The Mayor says "no" and Candidate Barry

has been unwilling to begin the negotiations, even after a year of prompting and encouragement by the POA Board of Directors at the following Board meetings:

1. January 1980
2. March 1980
3. April 1980
4. May 1980
5. June 1980
6. August 1980

In the last two years, I've watched the POA's hard earned power erode through inaction, indecision, incompetence and lack of leadership. Our wages are shrinking due to our inability to negotiate for salary and benefits. Inflation pulls us further down as the administration of the city corrupts the formula by which the salaries are set. The consequences are the same as always. You and I have less economic power than we had last year and Candidate Barry sits silent.

The retirement plan which came into effect in late 1975 must be changed. We must begin to change it now because not only does it provide inadequate coverage, it discourages potential qualified applicants who are looking for a career. "We are left instead with ap-

plicants who are just looking for a job." In the past two years, the POA has not even begun to participate in any contemplated changes and Candidate Barry sits silent.

Fringe benefits ranging from incentive pay to medical and dental plans pass us by because the POA has failed to raise these issues in any forum, particularly where a little heat may be generated. Candidate Barry doesn't like to fight.

We spent tens of thousands of dollars on political campaigns and politicians and have received nothing for these efforts in the way of a memorandum of understanding. Last year after the most expensive political campaign for any single proposition (Prop A) in the history of the POA, we lost at the ballot box. Candidate Barry made his friends at his PR firm a little richer, and you and me a lot poorer.

When the test for police officer was last given, 56% of the people who signed up to take the test didn't even show up. What does that tell you about our fringes and benefits? How can we compete in the labor market when our leader is a non-competitor?

Why has there been no action? The answer is PASSIVITY. While your benefits are eroding away, we're being pacified by the Mayor, Board of Supervisors, the Chief and the Police Commission. That's not new, that's always been their method of dealing with us. What is new, is that Candidate Barry has joined them to help pacify us. His only job now is to help them explain why the answer is always "no".

For many of you this is the first POA election you have participated in. Up until now, your main concerns have been getting appointed, passing the academy tests and not passing out in PT, and figuring out why your FTO could never count past three on your D.O.R. But now that is over — you're working now and you need to join the rest of us and begin to think about your working conditions. I urge you to talk with your station representative or with me about the issues I raised today. Everybody loves a cop until it comes time to pay the officer.

To create decent and beneficial working conditions requires constant, diligent work. It's not accomplished by tea parties with the Mayor and giving away thousands to PR firms. It's not accomplished by three-piece suits and expensive attorneys. It's not accomplished by a candidate who believes that trying is the same thing as succeeding — and it's not accomplished by a weak leadership. Our goals will be accomplished by the hard work of a team of tough individuals who are willing to fight when you have to. Men and women like you who want to work hard to help themselves and their fellow officers have a better life. I want to help build that team and help build you a better life.

Please help elect me, Jack Ballentine, as President of the POA.



**JACK BALLENTINE**  
**CANDIDATE FOR PRESIDENT**

### VOTE THE BALLENTINE TEAM

What the S.F.P.O.A. needs is:

- Open and aggressive leadership
- Effective organization
- Leaders who let the Board of Directors in on their political adventures
- A positive atmosphere for Board discussion and endeavor
- A Board of Directors united and supported by its leaders

What the S.F.P.O.A. has gotten, since January 1979, is:

- Self-serving leadership
- A patronizing relationship with the Mayor, the Chief and the Police Commission
- Leaders unwilling to speak out on politically sensitive issues
- Divisiveness, back-stabbing and character assassination of active Board members by the President and Vice-President
- A membership whose needs and desires are effectively ignored
- Nearly \$100,000 in political expenditures for: support at City Hall??? For collective bargaining??? For even a lousy M.O.U.?

- No more benefits than it had in January of 1979, nor the machinery to even begin to obtain them.

I am a candidate for Association Vice-President because I would like to cease the use of that office for personal empire-building and power-wielding. My opponent has become known for cavalier comments toward other Board members, caustic attacks on those who disagree with him politically or philosophically, (one example of which was printed here, and later had to be, in part, retracted, in the July and August 1980 issues) and boasts of being able to "break" anyone who should challenge him.

I feel that the needs of the members of this Association are too great, and the collective time and energy of the Board of Directors is too valuable to be wasted by character assassination and the sowing of dissension, for the purpose of personal political power.

The political promises of my opponent and his cohort, Bob Barry, are many but are not unique. I would encourage you to review them in the January, 1979 issue of the "S.F. POLICEMAN". My point is simply that the team of which I am a member — the Ballentine team — possesses the equivalent skills, with one major addition. We CAN progress because we can and will work together with the Board of Directors, not OVER it.



**WILLIAM KIDD**  
**CANDIDATE**  
**FOR VICE-PRESIDENT**

**SFPOA ELECTION**  
**VOTE JAN. 26-30, 1981**



January 1981 marks the ninth time that I have come before the membership seeking support as your elected representative.

In 1972 and 1973 I was elected to represent Taraval Station; 1974, 1975, 1976, 1977 and 1978 were years that I represented the Northern Station. In 1979 a two year term began as your elected Vice-President.

Eleven years as a police officer and nine years as a POA official are not the sole basis for asking you to re-elect me as Vice President. But it is a beginning.

The January issue of the S.F. POLICEMAN is one forum where we can blow our own horns and attempt in some way to convince the membership that we deserve re-election.

I have established a record as a POA representative for providing service to the membership. With all humility, I have assisted and represented more police officers of all ranks in the past nine years than any other POA director. Every major project that the POA has accomplished in the past several years has included my active participation.

Every unit within the Department includes officers who have been represented by me either before the Chief of Police, Police Commission or have been referred to expert legal, medical or other professional assistance. Accordingly, my support for re-election comes from every unit within the San Francisco Police Department.

My philosophy has been consistent since first being elected in 1972. That philosophy is embodied in the principle that duespaying members should have their questions answered and problems handled without discriminatory treatment.

I do not work secondary employment but rather spend upwards of 30 hours a week doing POA work. On scores of occasions, I have gotten up in the middle of the night to help police officers in trouble. My reputation at Internal Affairs is not the best — but the reason for that is the tenacity with which I have guarded police officers' rights on over 300 occasions.

There have been many accomplishments by the POA during my tenure on the Board, a large number created or brought to success due to the Vice-President's involvement. Some of which I am most proud are:

- Transfer of medical care from General Hospital to St. Francis for injured police officers. This transfer eliminated a horrendous situation at SFGH.
- Civil service examinations for Assistant Inspector rather than appointment without any criteria.
- Reopening Park and Potrero police stations after the City shut them down.
- Passage of Proposition M in November of 1974 which increased retirement benefits substantially.

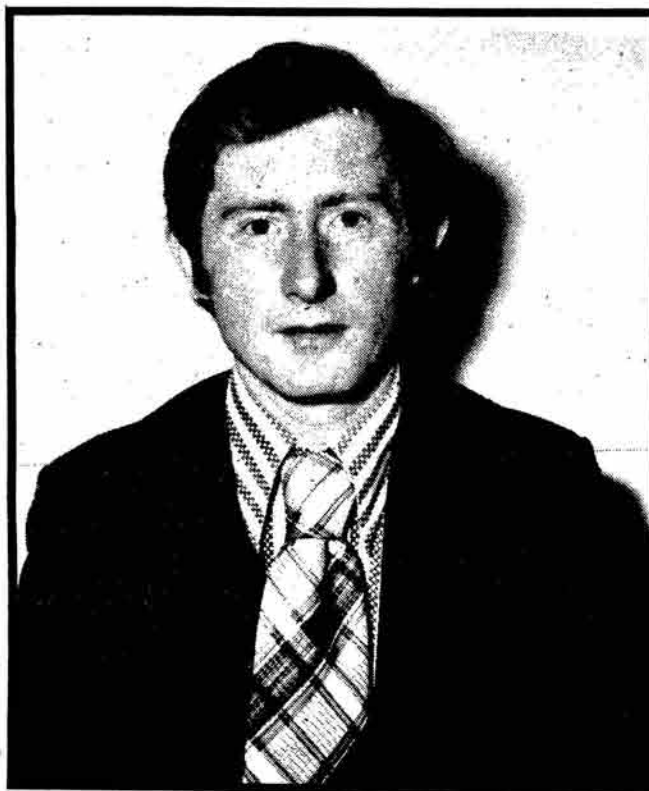
- Passage of the Police Officers' Bill of Rights into law — a landmark piece of legislation that I helped write and convince Governor Brown to sign in September of 1976.

- Defeat of the first consent decree which would have mandated massive racial quotas and financial payoffs. This decree was defeated after a 6-5 vote of the Board of Supervisors. Supervisor Molinari changed his vote to No after I initiated a mailout campaign to every registered voter in his district.

- Victory in the 1979 lawsuit of Paul Chignell and SFPOA vs. City and County of San Francisco which invalidated a state of emergency. This case is on appeal and will result in a large cash settlement to the membership.

- Victory in 1976 Williams grievance which overruled the City and firmly established a dual rank of Inspector/Sergeant. This grievance was processed and handled by me.

- Defeat of civilian review boards year after year at the Board of Supervisors with intensive lobbying.



## RE-ELECT PAUL CHIGNELL, VICE-PRESIDENT

- Numerous other issues have surfaced in recent years which I have worked on: the residency victory, removal of Chief Gain, Southern Station personnel grievances (57), return to duty of Officers Craig Piro and Bob Rodriguez, election of Arlo Smith as DA, retention of special benefits for police officers suffering heart trouble.

Major success is important and certainly inspires an organization. But mistakes have been made and proposals defeated. No organization can achieve 100% success on all issues, especially without unity at the Board of Directors.

In January of 1979 Bob Barry challenged incumbent President Jerry Crowley and Treasurer Jack Ballentine for Presidency of the POA. Only two of twenty-one Board members supported Bob: Mike Hebel and myself. Since President Barry's election, many (and often a majority) Board members have incessantly criticized and voted against his policies. This January many of those same members are attempting to replace President Barry, myself and Mike Hebel. Changing an organization as President Barry has begun can result in much unwarranted criticism. You will see that wrath in campaign literature from Bob's opponents.

Bob Barry has been an effective POA President despite those obstacles. Relations with City leaders and community groups have begun to improve after years of neglect in certain areas. He is the only President in POA history to achieve six votes at the Board of Supervisors in placing a collective bargaining charter amendment on the ballot. We lost Proposition A in November of 1979 54%-46%. But that is a far cry from the 1975 strike charter amendments that we lost 2-1.

For a more detailed discussion of the President's success, read other articles in this issue. Suffice to say that the re-election of Bob Barry and continuation of his work is vital to the POA.

The coming years will be filled with important issues to resolve:

- Finalization of the Memorandum of Understanding now being negotiated with Chief Murphy
- Collective bargaining legislation passed this year.
- Elimination of the disparity in retirement benefits for new members of the SFPD.
- A unified Board of Directors supporting the basic policies of the POA President.

In the past two years, hundreds of police officers needed medical/disability advice or representation, filed grievances or were charged with offenses before the Chief and/or Commission. When you vote for the person to hold the office of Vice-President of the POA, check the facts on who represented the vast majority of those officers.

## EXPERIENCE COUNTS

by Bob Barry

During this election process, you will be hearing from three individuals running for the Executive Board (Vice President, Secretary, Treasurer) that I believe are truly worthy of your consideration and support. They are, in my opinion, vital to the existence of our Association.

Paul Chignell, present Vice-President, has been devoting his career (10 years) to furthering your rights and benefits and is without question one of the founding pillars of our organization. Paul's expertise and knowledge of the issues that we are confronted with is second to none and the results of his endeavors are legendary in our department.

For the office of Secretary, Mike Hebel, POA Welfare Officer, attorney and your representative for the past twelve years has provided our members with the finest legal representation and disability/sick leave assistance that we can offer our members. His dedication to serving your interests in unparalleled.

Insofar as the Treasurer's office is concerned, our present Treasurer Brother Joe Patterson is stepping down after serving as your representative for the past twelve years. Reno Rapagnani, presently the Tactical Unit representative and formerly the director at Co. I, is certainly qualified to assume the responsibility of managing your funds.

Reno is presently in the masters program at S.F. State with a background in Economics. He is current member of the Grievance Committee and a very articulate representative concerned with insuring that our organization continues to serve the membership in the most professional manner.

These three individuals represent experience — and it is experience that will continue to make us viable.

## To All Fellow POA Members by Dorothy Jorgensen Shurtleff

I am writing this letter because I am concerned about the upcoming POA elections. During my five years on the department, I have always felt that the POA has been my protector in matters concerning wages, benefits, rights, and professional development. While I am on a personal leave, I am even more keenly aware of the highly technical nature of dealing with the "city bureaucracy". I have been faced with many tough and immediate decisions in regards to such things as the pension buy-out, leave procedures, benefits, and other related matters. The POA, and in particular, Bob

Barry, have been of great assistance to me in gathering the information necessary to make such decisions. Bob's "open-door" policy, and his willingness to make high-level inquiries regarding my specific problems have been exceptional. His ability to study the complicated issues and to apply them to my situation have been a great help. I am pleased that he has spent the time with me personally to help me make the right decisions while I'm on leave from S.F.P.D.

I know Bob Barry has the ability to represent our interests — and he has the ability to communicate the complicated issues to the working cop. I believe he should be re-elected president of our POA.

Reno Rapagnani has been an excellent, hard working, dedicated POA representative to the C.S.T.F./Tactical Division. He has spent many off-duty hours helping his fellow officers, attending meetings, and has admirably handled all of his responsibilities as our representative. Please vote for Reno Rapagnani for the office of Treasurer of the POA. He is a fine professional officer we can trust to handle our financial matters.

Because of my personal situation, I have relied on Bob Barry and Reno Rapagnani, and I would strongly urge that you always support our POA and vote for Bob and Reno in the upcoming elections.

## Barry

sibility fell on the shoulders of my opponent who was the Treasurer at that time. In May 1979, a balance budget was adopted by the Board and followed to the present time. Upon assuming office and reviewing our financial records it was noted that our surplus of \$24,000 was distributed in numerous checking and savings accounts drawing little or no interest. All accounts have now been consolidated and invested in a special investment fund drawing 15% interest. We now have \$90,000 in savings.

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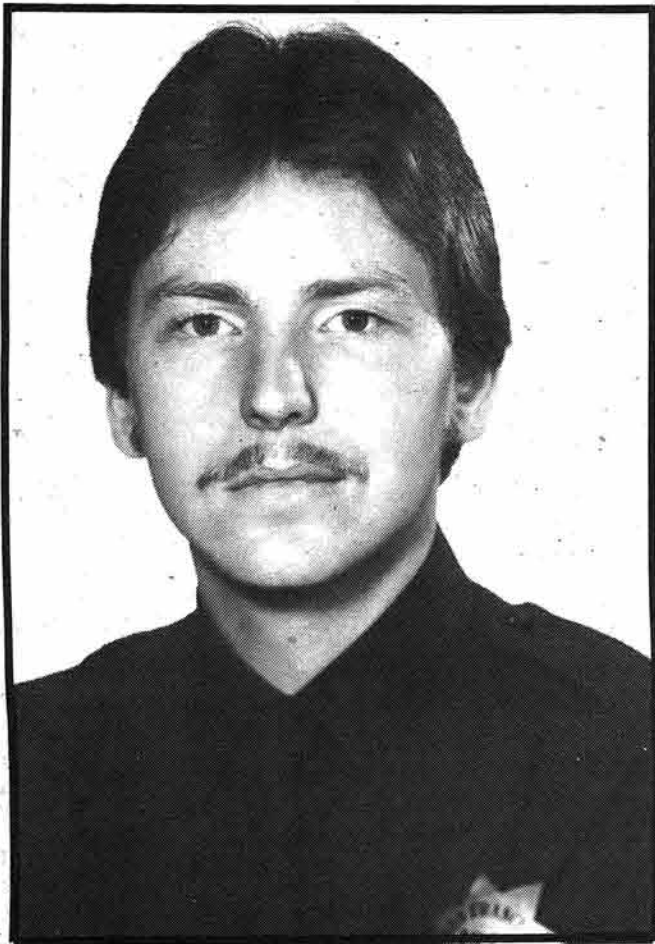
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## GERRY SCHMIDT CANDIDATE FOR SECRETARY

### "I NEED YOUR VOTE"

I am a candidate for the position of Secretary for your Police Officers' Association. For those of you who don't know me, I have been the representative for Potrero Station for the past two years. I invite you to ask Potrero Station personnel about the kind of job I have done in their behalf. I am confident they'll tell you that I've done an excellent job in all phases as their representative.

In the past year alone I've attended:

1. Over forty weekly Police Commission meetings.
2. Board of Supervisors Meetings.
3. Legislative and personnel meetings.
4. Every P.O.A. Board of Directors meetings, including special meetings and candidates endorsement meetings.

In addition I've been actively involved in every key issue in the past two years including:

1. Authored P.O.A. "White Night" riot report.
2. Member of special ad hoc committee formed to meet with Mayor Dianne Feinstein for the purpose of developing commitments in our behalf.
3. Took active role in the Mayor's 12 month vs. 7 month retro offer. (Voted to reject)
4. Instrumental in having the Police Commission grant a name change for Potrero Station.
5. Worked closely with Mike Gannon (Co. F) and a committee on the development of a ten hour day proposal. (Currently under consideration by Pand R.)
6. Worked behind the scenes in behalf of a fingerprint computer for the department.
7. Participated in the development of the new Community Relations Unit.
8. Maintained current and informative bulletin board for station personnel on P.O.A. and related matters.
9. Compiled complete set of policy and procedural documents for P.O.A. office.
10. Compiled extensive index to all departmental documents. (Being distributed during election)

My opponent in this race is currently the Welfare Officer for the P.O.A. He is compensated \$1,000 per month for handling approximately eighty retirement and related cases per month. In addition he is the assistant training officer for the department. In his spare time he maintains a private law practice and will probably be studying for the upcoming lieutenant's exam.

I ask you to compare my track record for getting things done and the time and effort I am willing to devote as your secretary to that of my opponent.

I can do the job well and I need your vote.

P.S. I also ask for your support of the Ballentine team members in their bid for election.

Jack Ballentine for President  
William Kidd for Vice-President  
Al Casciato for Treasurer  
Gerry Schmidt for Secretary

As a team we can begin to make the P.O.A. active again for everyone's benefit.

### ELECT MIKE HEBEL, SECRETARY

As an active and working member of this Association's Board of Directors since 1969, I solicit and request your support and vote for my candidacy as Secretary.

#### Key Issues

The 1980's present new challenges to the police labor movement at all levels of government, but emphasis must be placed on Association activity right here in San Francisco. In my judgment the key issues for the next two years will concern:

1. salary setting procedure;
2. collective bargaining — binding arbitration;
3. sergeant/lieutenant examination;
4. working conditions/benefits needed to retain experienced police officers; and
5. retirement benefit buy out and vesting; benefit structure inequities.

#### Past Service

For the last 12 years I have been actively and vigorously serving and advancing the needs of the Association's membership.

I began as Chairman of the 1968-70 Constitution and By-Laws Revision Committee which completely rewrote these documents so as to restructure the Association and set the foundation for effective advocacy and representation for the 1970's — a period which saw much growth for the Association and vast improvements in working conditions and pension benefits.

My service as a member of the Board of Directors began in 1969 and included the writing of Charter amendments on such diverse topics as: salary and salary protection, collective bargaining, retirement and pensions, promotional opportunities and police department reorganization. It included successfully backing law suits on back pay and the elimination of residency limitation.

As a member and former chairman of the Labor Relations Committee, I assisted in both writing and negotiating this Association's first (1971) Memorandum of Understanding. I have actively participated in each succeeding Memorandum in both the writing and negotiation process.

As a member of the Grievance Committee, I have represented members in nearly 100 grievances dealing with: punitive personnel action, secondary employment, rates of pay, seniority, transfer lists, personnel files, annual leaves and duty assignments. I processed the million dollar bureau of inspectors grievance for back wages, the grievance which eliminated the uncompensated 15 minute early reporting time and the grievance which resulted in allowing members to hold dual ranks.

#### Representing Members

For over 10 years I have represented scores of police officers before various City Boards and Commissions including the Police Commission and Civil Service Commission on such matters as: disciplinary hearings, Chief's suspensions, seniority rights, duty assignments, promotional opportunities, and the examination process.

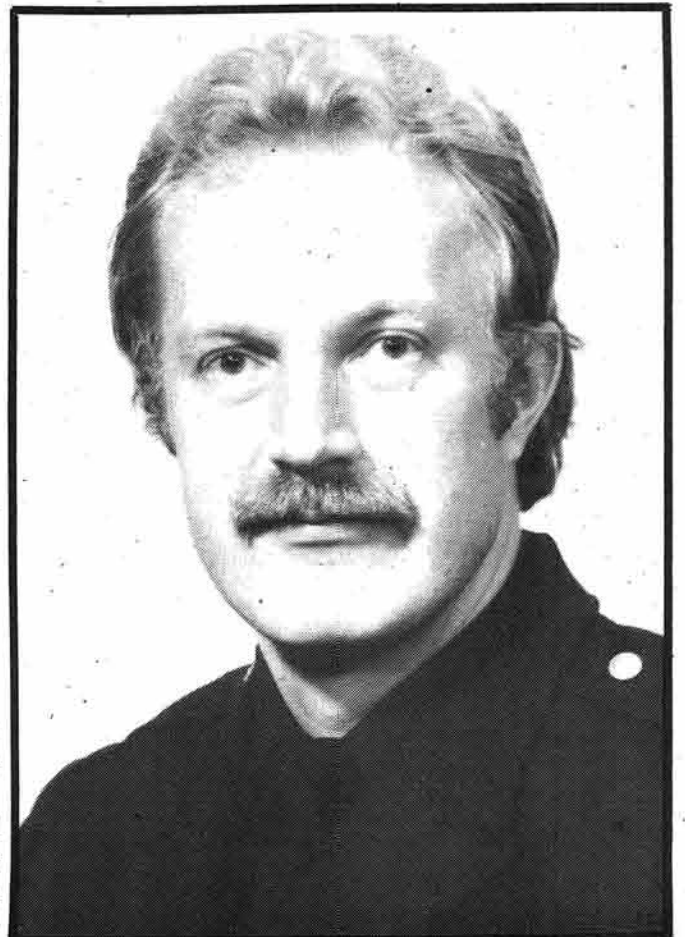
I have represented scores of members at Internal Affair investigations and other agency investigations.

In my capacity as an attorney I have served as the Association's Welfare Officer since 1974 representing members, their spouses, and beneficiaries before the Retirement Board and now the hearing officers on issues of: ordinary and industrial disability retirement, disability leave, reimbursement for medical expenses, and securing medical treatment.

I am presently a member of the California State Bar, the Applicant's Attorneys Association, and the San Francisco Bar Association.

#### Publications

I have written and edited comprehensive brochures on the City's complex retirement benefit system and on the workers' compensation system in order to fully educate members on all their rights and benefits under these systems. I am presently involved in the prepara-



## MIKE HEBEL CANDIDATE FOR SECRETARY

tion of a brochure on the retirement benefit buy out and vesting propositions approved in November 1980.

I have written articles for the POLICEMAN for over a decade on all issues affecting police officers including detailed articles on: salary issues, charter amendments, pension issues, tax matters, secondary employment, career development, promotional opportunities, occupational health and safety standards, collective bargaining, trends in the public sector labor movement, and political action. Additionally, I have prepared feature articles for the COPS publication on salary issues.

#### Consultant/Seminars

I have served as a consultant to the California Organization of Police and Sheriffs and numerous other northern and central California police unions and associations. I have conducted and participated in various seminar and workshops for national, state and local police associations and law enforcement organizations on: police bill of rights, grievance processing, collective bargaining, contract writing, negotiation skills, and political action. I presently lecture on the California peace officer bill of rights at San Jose State University.

#### Challenge Ahead

The San Francisco Police Department has become the training agency for police jurisdictions throughout northern California. Police officers come into this Department only to leave, in large numbers, as experienced, productive officers after comparing wages, benefits, working conditions and pension benefits with that provided by other agencies. In most of these, San Francisco compares most unfavorably. The challenge of the 80's lies with:

1. restructuring the salary process so that we do not always play catch up;
2. passing a local or state collective bargaining mechanism so that improved working benefits and conditions may be acquired forthwith;
3. advancing promotional opportunities so that motivation to achieve is fostered.

I urge your help and support in meeting these challenges. Mike Hebel for Secretary.

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# YOUR VOTE DOES NOT COUNT

by Ted A. Schlink III

In theory, a person who is unfamiliar with the facts and issues surrounding an election, should not vote. Considering the day to day occurrences at the P.O.A. offices, it would be extremely difficult, if not impossible, for each and every member to fully recognize the magnitude and importance of the quality of leadership necessary to keep the P.O.A. viable and functional.

I did not support Bob Barry when he was elected to the presidency back in 1979. I did not believe that he had the political resourcefulness that Jerry Crowley possessed, nor did I believe that he would be able to assume command during the very arduous period of the early consent decree days.

Today I support Bob Barry, as well as Paul Chignell, Reno Rapagnani and Mike Hebel. My reasons are too numerous to accurately articulate in limited newspaper space, although I will delve into a few of the more important issues.

Bob Barry understands that there is little satisfaction to be derived from the time donated to the P.O.A., by members like you and I. He understands that the one pleasure to be conferred is that of being able to participate in the decision making process. If it were not for that benefit, I would never have involved myself with coordinating the 1st Annual Picnic last summer, nor would I have chaired, as I do not, the Overtime Committee.

Bob was able to involve an incredible amount of members to assist with the many different chores necessary to guarantee equal representation for all of us. One of my chores was to attempt to solve the unexcusable delays in our regular and training overtime funds. If you will recall, a couple of years ago we would wait up to 3 months for overtime. Bob, who being a realist, understood that monies that have been earned by us belonged in our pockets and not in our dreams. He and I fought long and hard in conjunction with our allies in fiscal (Bywater and Lennon) until one day the issue was brought to the personal attention of Mayor Feinstein. I represented our interests to the mayor and, like her or not, she immediately assisted our Association in a timely solution. Politics, and politics alone, solved many of our larger stumbling blocks and, as distasteful as politics may seem, Bob has the knowledge and ability to assist his fellow police officer through the channels to success.

When Bob assumed office, we had a non-rank and file person who was the administrator of our department. Morale was low, officers were quitting, and in general, nobody really cared anymore. The workload at the P.O.A. offices skyrocketed with grievances, Skelly hearings, disciplinary hearings, Commission hearings, legal counseling and a host of other member problems. I was ready to chuck it all and spend my free time at something that would further supplement my income, because I felt that as a volunteer worker at our Association, the brunt of everyone's anxiety came down upon us needlessly and had it not been for Bob's own dedication, I surely would have split. Well, I am happy that I stayed, because when the smoke began to clear, Bob suggested and received, permission to throw the first annual picnic in Crow Canyon. The picnic cost us approximately \$7,000.00 although that figure was substantially reduced through ticket sales and a \$1,500.00 subsidy that was included in Bob's original motion. (This may not be the appropriate forum to ask this, but Bob and I are currently seeking volunteers to assist with the second annual POA picnic scheduled for this summer.)

This article is obviously slanted to exemplify Bob's achievements, although in all reality, many of his successes were shared by Paul Chignell, Reno Rapagnani and Mike Hebel. Without the direct assistance and competent advice of those above parties, the computation of many of our strategies would not have been as diversified and all including as they have been.

As an example, the future Memorandum of Understanding was researched by Bob, Paul, Reno and Mike. A document of this nature requires the most careful consideration that can be bestowed upon an agreement of this type. As a matter of fact, the police officers' bill of rights strongly resembles our old MOU. therefore, it would seem to be that as long as time is on our side, we should continue to formulate, amend and strengthen our position. I trust in Bob, Paul, Reno and Mike and I believe that they are presently the real leaders of our Association.

To close, I would just like to reiterate, that your vote does not count unless you vote and I genuinely pray that this article may give you a piece of the necessary info to assist you in making your decision.



Think BIG!



No, I don't want it. Take it home with you and use your own garbage can.



They brought all this equipment and the safe was unlocked.

## WHY MIKE?

Michael Hebel Esquire, why are you running for Secretary of the P.O.A.??? You're presently the Welfare Officer of the Association, handling 80 active cases per month for which we pay you \$1,000 monthly.

by Bob Geary, Thespian

During the last few years as director from Headquarters, you haven't had time to adequately service your members day to day needs because of the heavy load of welfare cases. So, again, why do you want the additional responsibilities of the secretary's position?

You're a fine barrister and welfare officer but can

you handle two demanding P.O.A. jobs? I don't think so. I know the membership needs a fine and competent welfare officer. So please, Mike, give up this folly of running for secretary and concentrate your talents on performing the welfare officer's responsibilities.

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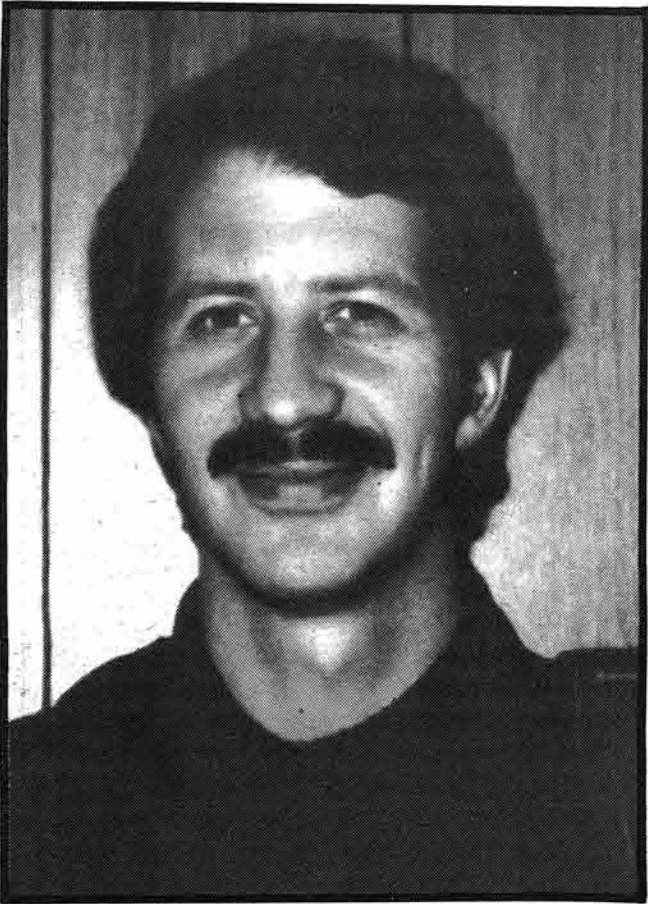


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## RENO RAPAGNANI CANDIDATE FOR TREASURER

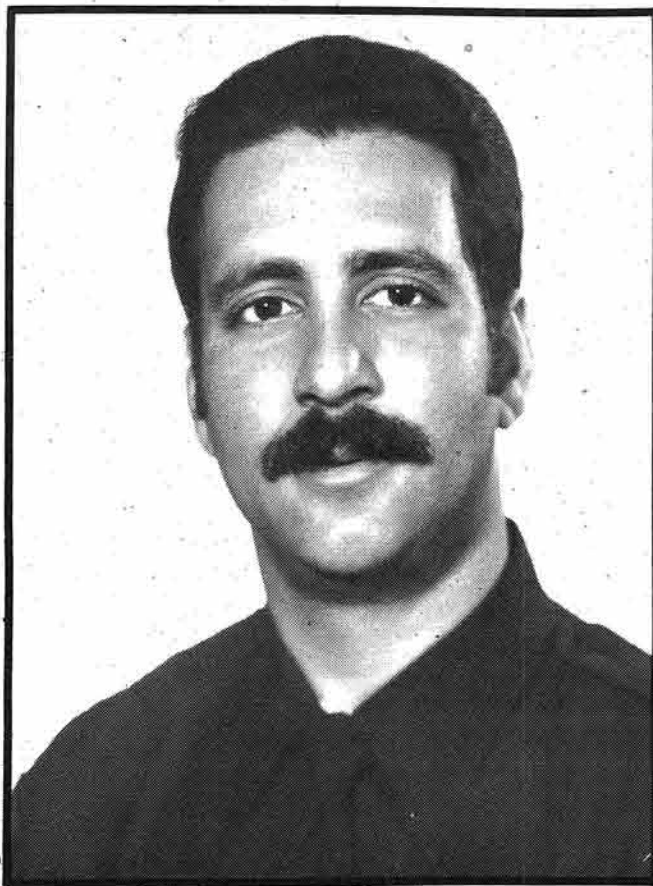
My name is Reno L. Rapagnani and I am running for the office of P.O.A. treasurer. Currently, I am the P.O.A. representative of the Tactical Division and was formerly the representative of Taraval Station. As station representative for both these units, my goals have been basic, to provide the best representation possible at Internal Affairs and Skelly hearings and keep members well informed of P.O.A. policy, to demonstrate my ability, through the grievance procedure, to protect the rights of P.O.A. members by working with the administration in a constructive manner.

As a second generation San Francisco policeman, I take great pride in my work at the Patrol Division, where I have been assigned. I feel that there is no conflict between my loyalty to the department and my responsibilities to the members of our Association. Police officers have a fundamental belief and respect for the law and because of this, the Police Officers' Bill of Rights, along with other important laws, have provided the framework for constructive resolution of differences between police administrators and police officers.

Through the P.O.A. and, more specifically, the Uniform and Safety Equipment Committee, I, along with James Hughes, helped formulate the safety and performance specifications for department vehicles in 1976. As a member of the Election Committee, I, and a group of seventy volunteers from our department and five hundred volunteers from the fire department, devoted a lot of time and energy in an effort to pass Proposition A (collective bargaining). The Election Committee has also given me the opportunity to interview all the serious and no-so-serious candidates of local and statewide office.

Once again, the election for P.O.A. leadership is hotly contested. My opponent is part of a "new team" that promises you collective bargaining and leadership that is not divisive. A closer look at the "new team" reveals some old players and an inexperienced vice-presidential candidate. As for divisive leadership — early in Bob Barry's term of office, meetings were held with the sole intent to form a coalition to thwart his presidency. On key votes, like the 55% dues increase for the International Union of Police Associations, the lines were clearly drawn. My opponent voted for this increase which now raises our annual dues to \$27,000. Having voted for such a large increase without ever receiving their financial records to determine the actual need for the dues increase leaves a lot to be desired if he is seeking to control your dues money. With economics and accounting in my educational background I know that I can perform the duties of this office.

As your elected treasurer, I would report directly to you the real cost (both dues and expenses) of the ineffectual International Union of Police Associations. The Board of Directors of the P.O.A. have been patiently waiting for the audit we requested of the I.U.P.A. To date, the I.U.P.A. has not furnished the P.O.A. with this audit. As your treasurer, I would not sign any check to the I.U.P.A. until I see the audit and find out



## CROCE AL CASCIATO CANDIDATE FOR TREASURER

### OUR MONIES NEED PROTECTION

During the past year approximately \$400,000.00 plus passed through the Association's books. Having served on the Board of Directors for the last few years, I've had the opportunity to watch closely the manner in which our dues are managed. My reaction as to how our dues are being managed is one of total frustration because of the following:

1. The present budgeting system allows various committees to receive a yearly operational budget. Thus giving the committee chairman control of how the commit-

how much it costs us to belong to this organization and what we have to show for it.

If elected treasurer, I would also work towards the goal of collective bargaining, not through the initiative petition like my opponent suggests, but by getting support from the Board of Supervisors. We must not be afraid to talk to our elected officials in the pursuit of benefits and the long range enhancement of our profession.



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tee's monies are expended. Consequently what has occurred is that the bulk of committee monies have been used for lunch, dinner and cocktail expenditures.

2. Presently the president of the Association receives \$400.00 per month (\$4800.00 per year) of the dues to serve as an expense account. The account was set up several years ago to cover the gas, parking and meal expenses incurred by the president and directors while on Association business. Our present budgeting and fiscal policy does not provide any accounting as to how the expense account is being spent.

3. Several years ago a Public Relations Committee was established. The budget of the P.R. Committee has become the catchall account of the Association. Being primarily used for lunches, cocktails, dinners and other expenditures that need to be paid like traffic tickets and car rentals.

4. Because of the liberal budgeting procedures and spending habits of the committees, the newspaper, variety show and building rental accounts, all of which run in the black, have become the accounts that bail out the general fund which falls into the red several times a year.

5. Our present system of reporting Association finances to the membership is so complex that half of the Board of Directors can't even understand or see where the dues are going.

To correct these problems, I intend to, if elected:

1. Establish a zero based budgeting system for all committees and convert the P.O.A. budget into a line item system. I would also admonish each committee chairman that expenditures for lunches, dinners and cocktails would be scrutinized very closely and unless there were some type of extenuating circumstances present, the bill would not be paid.

2. Establish a line item accounting system for the presidential expense account to assure that it is being used for the propose for which it was established — to pay for gas, meals, parking and other expenditures that the president and directors incur while representing the P.O.A. at government meetings and to see that any unused funds are returned to the general fund.

3. Abolish the Public Relations account. Public Relations expenditures should be controlled by the entire Board of Directors and allocated on an as needed basis only.

4. Establish a separate fund for the newspaper, variety show and building rental accounts to accumulate monies for use on projects such as collective bargaining, retirement plans, paid medical and dental, and/or any other project which will benefit the welfare and pocketbook of the entire membership.

5. Change the financial reporting system to a system that is simple and easy to read and understood by the entire membership.

I need everyone of your votes and support during this most crucial election in order to protect our dues monies.



They say this neighborhood is dying, but I don't believe it!

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# WE NEED A NEW TEAM FOR THE P.O.A.

VOTE FOR:

PRESIDENT



Jack Ballentine

TREASURER



Al Casciato

VICE-PRESIDENT



Bill Kidd

SECRETARY



Jerry Schmidt

We may not agree on everything but we all agree on  
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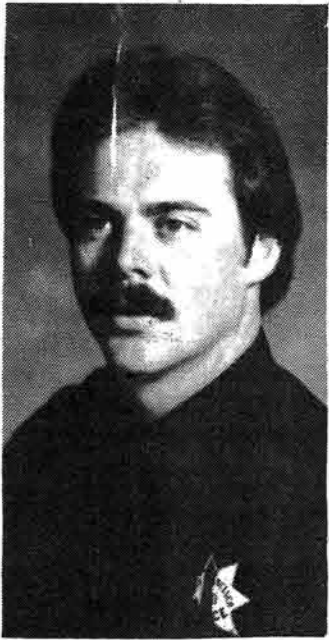
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**Bob Swall**  
Candidate,  
Co. A

In running as a candidate for the Board of Directors of the POA, from Central Station, I would like to promise my fellow brother and sister police officers at Central Station that in choosing me as representative you will receive honest and well informed representation. This year will be an especially important year for all members to be well informed about all the activities within the POA. This is true due to the fact that the Consent Decree seems to be playing a larger part in the lives and careers of our members. Since there will be a Captain's exam this year, and quite possibly a Sergeant's exam, as well as a Lieutenant's exam, it will be especially important for all of our members to be well informed so as to get an equal opportunity in attaining these ranks.

To attend the POA Board of Director meetings and to convey the wants and needs of the members of Central Station, and in turn to keep the members of the station well informed, is really the basic and all important job of a station representative. I believe in the past few years this has been lacking at Central Station and the members of Co. A seem to be far removed from the POA through no fault of their own.

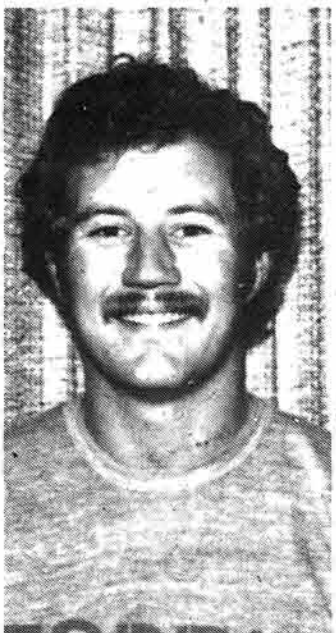
If I am chosen as representative from Central Station, this lack of information will cease and Central Station will once again be represented in the POA. I would like to remind all of my brother and sister police officers to vote for their own well being as well as for the well being of the POA. If you do this I'm sure you will vote for ROBERT M. SWALL for representative from Central Station.

**Vince Neeson**  
Candidate, Co. A

No Material Submitted

**Dan Linehan**  
Candidate, Co. B

No Material Submitted



**Joe Weatherman**  
Candidate,  
Co. C

I have decided to run for the office of Potrero Station representative. I entered the police department in 1978 and have been assigned to Potrero since completing training. My primary reasons for running are twofold:

1. I feel strongly that we all at some time need quality representation whether it be an IAB matter, a

disciplinary hearing or a grievance.

2. Our present representative is seeking another position and Potrero may be left without adequate representation.

The goals of the POA can only be met through good representation of its members and I would like to meet this challenge by representing you!

**David Herman**  
Candidate, Co. C

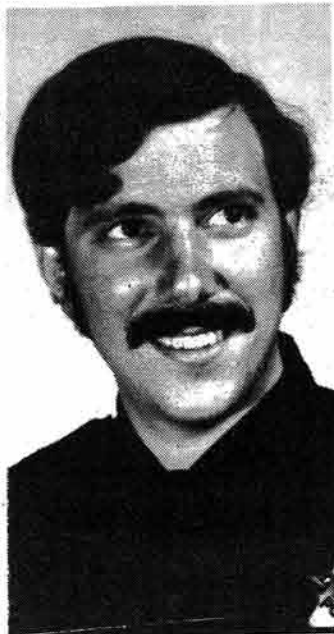
No Material Submitted



**Mike Dempsey**  
Incumbent,  
Co. D

As you can see, I'm running to again be the POA Director representing Mission Station. Having served in that capacity for the past three years, I feel that I am the best qualified candidate for the job. During my tenure, I have faithfully represented the best interests of the personnel assigned to Mission Station. I ask that you please vote to retain me as your rep.

Thanks, Mike Dempsey



**Forrest Fulton**  
Candidate,  
Co. D

Fellow POA members of Mission Station, my name is Forrest Fulton. I am running for POA representative. If elected it would be my honor to assist you in any matters of departmental business or personnel matters that may arise and need attention. I am a resident of San Francisco which enables me to respond to matters that may need immediate attention.

I will attend POA Board meetings and inform you of actions and findings of the Board of Directors. Hopefully my participation will enable each fellow member to exercise all options offered by affiliation to the Police Officers' Association.

**Ron Parenti**  
Candidate, Co. E

No Material Submitted

**Mike Gannon**  
Incumbent, Co. F

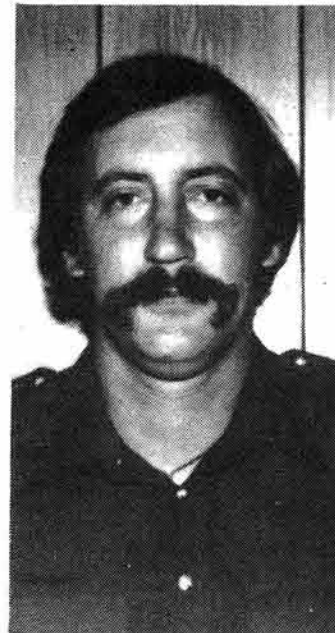
No Material Submitted

**Bill Simms**  
Incumbent, Co. G

No Material Submitted

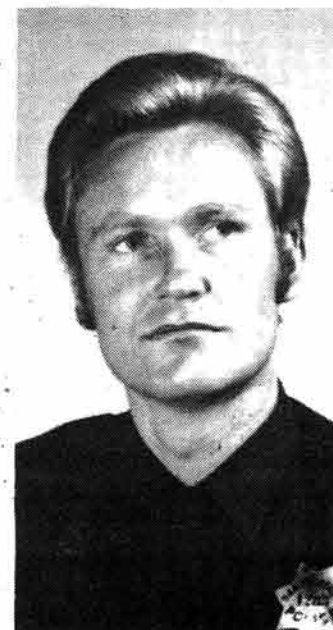
**Jack Minkel**  
Incumbent, Co. H

No Material Submitted



**Stan Hammell**  
Incumbent,  
Co. I

No Material Submitted

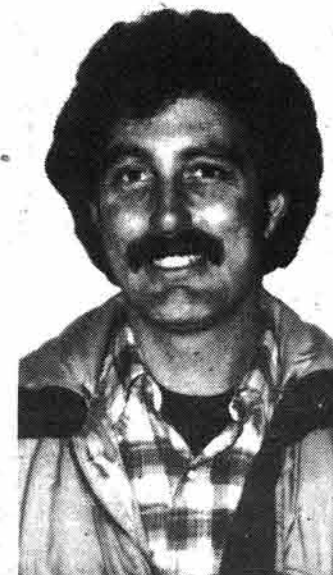


**George Grant**  
Candidate,  
Co. I

I have been a member of the S.F.P.D. for nearly 13 years. Throughout my career I have been assigned to the Patrol Force, except for a brief hiatus in the Communications Center. During the past thirteen years I have earned an A.A. Degree at S.F.C.C., a B.A. and M.A. at S.F.S.U.

If elected to the Board of Directors, as the representative for Co. I, I would endeavor to fulfill the requirements of the office to the benefit of my fellow members and the department as a whole.

I do not believe in confrontation tactics, I prefer to negotiate the grievances between the conflicting parties in an objective manner, if possible. Therefore, I would attempt to create an atmosphere of cooperation through which any problem could be settled justly; and would work toward an enlightened relationship between the administration and my fellow members.



**Duane Collins**  
Candidate,  
Tactical

As a member of the Tactical Division since April 1979, I formally announce my intention to run for P.O.A. Director of the Tactical Division. As Director of

Continued Next Page

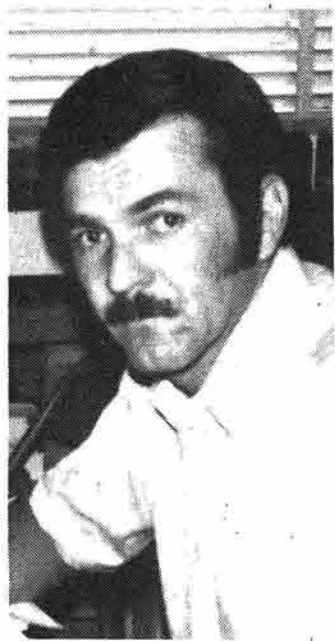






the Tactical Division I intend to protect the rights of all the members without alienating myself from my superior officers.

I believe that a P.O.A. Director must keep in touch with the members he represents, I find myself able to dedicate the time necessary to effectively represent my unit. I promise to make monthly visits to all the details within the Tactical Division, to keep them up-to-date with the current issues that face the P.O.A. and its' members.



**Gale  
Wright  
Incumbent,  
Co. K**

Gale Wright has been involved in the work of the Association for the past twenty years. He has been one of two directors from the Traffic Bureau for the last thirteen years. During all of these years, he has worked on numerous Charter amendments to increase wages, improve working conditions and increase retirement benefits. Your vote is needed to re-elect Gale Wright to the Board of Directors.

#### Availability

Gale Wright has never been too busy to answer a question from a member, or to represent a member at the Internal Affairs Bureau or to handle a grievance by a member. Everyday chance meetings with members of Co. K allow two-way communication on subjects of all ranges: possible pay raises, Like Work/Like Pay appointments, equipment, Charter amendments, grievances, collective bargaining, political endorsements, retirement questions, the new buyout plan, dental plans, Community Services, etc.

His attendance record at the POA Board Meetings or the Membership meetings is the best of any other Director. He takes his own notes and posts them at all Co. K units within two days after the meetings.

#### Protects Pay-Cut

Prop "E" was just passed by the voters in November 1979. Many believed that such pay cut protection was not needed but no one could tell for sure if the 1980 Federal Census would drop one of the cities from our salary survey. Gale Wright urged that it be put on the ballot and be promoted to win it. In retrospect, we may not need it, but at least the protection is there if things get really tough.

#### The POLICEMAN Newspaper

As the Editor of the POLICEMAN for the past five years, he has gotten more and more members to contribute articles and a few cartoons to be printed. This is what makes the newspaper interesting. The paper has grown from eight pages to 24 pages, with some editions going to 32 pages. The advertising has increased considerably, which is good for the readers, and the income helps to pay the costs involved.

#### Insurance

Gale Wright has been the Chairman of the Insurance Committee for the past three years, and a member of that committee for nine years. He was responsible for getting the Board to approve the free \$2,500 life insurance policy for every active member. He also tries to make sure we do not capriciously change insurance companies which will result in higher premiums.

#### The POA Building

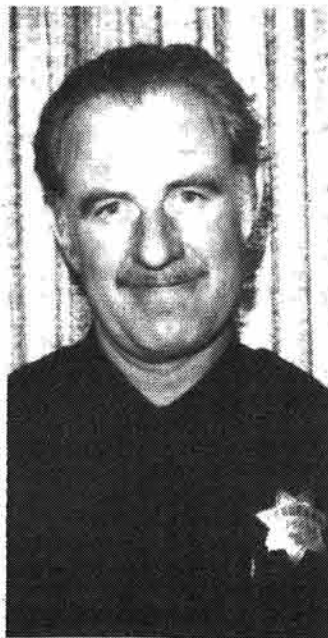
We were outgrowing our rented offices at 548 - 7th St. Gale Wright saw the building at 510 - 7th Street was for lease in 1975. He convinced the owner to sell it to the POA. He worked out all of the details, the financing

and got the Board to approve the purchase for \$100,000. This building provides the best location to serve the members, with plenty of office space, a Board Conference Room, and a huge meeting hall. Today the building is worth \$300,000.

As Chairman of the Building Committee, he arranges all repairs, painting and other maintenance. He also got the Board in 1979 to approve a motion to payoff a percentage of the mortgage every year from the Variety Show monies.

#### Involvement

As you can see, Gale Wright is involved with more than a few of the Association activities. Please vote to re-elect Gale Wright to the Board of Directors.



**Gerald  
Doherty  
Incumbent,  
Co. K**

For the last year I have been one of the representatives to the Traffic Bureau on the POA Board of Directors. I have attended the meetings and kept abreast on the issues facing the membership.

As an eighteen year veteran of the San Francisco Police Department, I know the issues that affect the working police officer and the particular problems that members assigned to the Traffic Bureau experience.

I have been involved in the like work/like pay grievance filed by seven former members of Traffic and have represented my members at Internal Affairs whenever called upon.

I pledge to you that if elected again this January that I will continue to work for your interests and represent all members equally whenever my constituents have questions or problems.

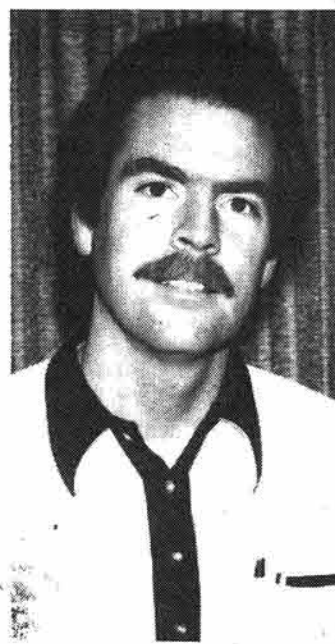


**Ben  
McAlister  
Candidate,  
Co. K**

- Appointed police officer April 16, 1969
- After Academy assigned to Park Station - 2 yrs.
- Transferred to Northern Station - 1 yr.
- Assigned to Central Station from 1972-1980 (briefly interrupted by a tour of duty at Southern Station
- January 1980 appointed solo-motorcycle officer

I am running for P.O.A. Director because as a working uniformed police officer I can best represent my fellow uniformed members of Co. K.

I am looking forward to meeting with all of you during this campaign to discuss your concerns and making myself available to you as well as advised of all department and P.O.A. issues concerning not only morale but working conditions.



**Roy  
Sullivan  
Candidate,  
Hdqts.**

I, Roy Sullivan, am a candidate for one of two positions as Headquarters Representative to the SFPOA Board of Directors.

During the last week of January you will be asked to select two persons to fill the vacancies created by the current representatives Jack Ballentine and Mike Hebel who are seeking higher office in the POA.

You may ask, what are my qualifications. I am a ten (10) year veteran of the department and for the last fourteen (14) months I have been an instructor in Criminal Law at the Police Academy.

In 1976 I was appointed (by then Pres. Gerald Crowley) to the Board of Directors from Richmond Station. I served three elective terms on the Board until late 1979 with my transfer to the Academy,

In 1976 I was appointed (by then President Gerald Crowley) to the Board of Directors from Richmond Station. I served three elective terms on the board until late 1979 when with my transfer to the Academy, I turned my seat over to Bill Simms. During these 3½ years, I attended EVERY Board of Directors and general membership meeting.

I have represented members before Internal Affairs, handled grievances and assisted in Skelly hearings. I kept my fellow officers up-to-date on the goings on in the POA and around the department and was always available to my members who had questions or problems.

In the coming weeks I will visit every detail of the Headquarters Company for I believe it is important to know your candidates.

When you vote, and I ask that everyone cast a ballot regardless of choice, chose someone who can best represent you. With my time, knowledge and most importantly my experience, I believe I can be that person.



**Ray  
Carlson  
Candidate,  
Hdqts.**

I am Ray Carlson, assigned to the Field Evidence Unit of the Crime Lab, and seeking election for a fifth term as your representative from Headquarters Company.

My labor philosophy is simple: That of getting the BEST possible working conditions, pay and benefits for the members.

During the last mayoral campaign the majority of the members of the Board of Directors instructed President Barry to follow instructions in dealing with the candidates. President Barry ignored those instructions. So when Dianne was elected we got nothing — NOTHING.

We have no signed contract which covers your working conditions.

We lose financial ground every year when our pay raises are one-half the inflation rate.

What has our present Executive Board done to remedy these inadequacies — NOTHING.

But President Bob is still getting great press reviews.

Continued





What can be done you say?

Electing an Executive Board that will follow the mandates of the Board of Directors.

Election of an Executive Board which has more than media-image as a priority.

Election of an Executive Board which is not afraid to "rock the boat" if the boat needs to be rocked to shake lose a benefit or two.

And finally, an election of Station Representatives which will represent your needs and concerns.

When you get your ballots, don't forget to vote. If you don't receive a ballot in the mail, call the POA office to get one at 861-5060.



**Jim  
Strange  
Candidate,  
Hdqts.**

For the few members who don't know me, this will serve as my letter of introduction. During the past ten years as a police officer, I have proudly worked alongside the men and women assigned to Central Station, the Warrant Bureau, Street Crime Unit and Communications. I am presently assigned to the Recruitment Unit of the Consent Decree Division. I was appointed a member of the POA Federal Litigation Committee two years ago. As a member of the Federal Litigation Committee, I report all consent decree matters to the committee president for evaluation. As most of you know, my goal in recruiting is to help the department reach full strength with high quality candidates. Besides my normal recruiting duties, I also assist the examination unit with entrance exams.

I am currently an active member of the POA and I visit the POA daily. You, as members, demand that we screen Federal Litigation matters thoroughly. As a result of this routine, I have had the experience of representing POA members at Internal Affairs when their elected representative was unavailable.

My goal when elected Headquarters Representative is to carry out my duties as if elected to Congress. Prior to Board of Director meetings, I plan to meet with different shifts and units for their input. This way I can bring your labor issues to the meetings. Through me you will have a united voice about Association matters. I would appreciate the opportunity to get involved in Association matters more than I already am. Anytime I can be of assistance to you by answering questions, going to Internal Affairs or filing a grievance, please call me. This election is not a popularity contest! Pick the person you think will do the best job for you. I believe I am that candidate and ask you for your support.

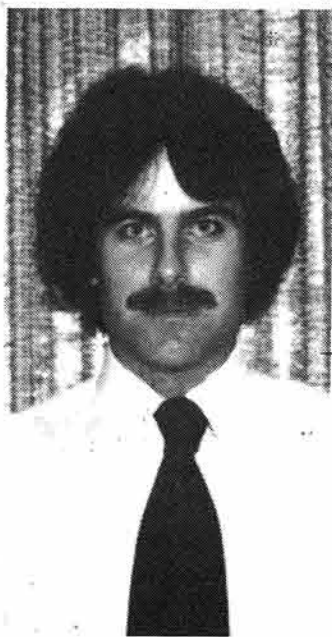


**Anna  
Adams  
Candidate,  
Hdqts.**

My name is Anna Aleta Adams and I am running for a position on the Board of Directors of the S.F.P.O.A. During the last four years of service I received my

F.T.O. training at Mission Station and was then assigned to Northern Station. One year later I was the recipient of the silver medal of valor award. In 1979 I served as a panel member of the S.F.P.D. Oral Board in the selection process. I was then appointed to serve as a field training officer. Subsequently, I became a panel member of a Board of Field Training Officers. This Board addresses numerous law enforcement agencies statewide on training issues and also training techniques particular to female recruits.

Prior to entering the department, I worked as a volunteer counselor and caseworker for delinquent juveniles. I also pursued my interest in flying and became a licensed private pilot. Throughout my police career I have received a lot of support and enrichment from the men and women in the department. I now wish to acknowledge this by dedicating myself to their concerns as a S.F.P.O.A. representative.



**Greg  
Lynch  
Candidate,  
Hdqts.**

As a candidate for the Board of Directors, to represent Headquarters Company, I am asking for your vote.

I joined the department in 1973 during my third year in college. Since joining the ranks I have worked at Richmond Station and Communications which is my current assignment.

My initial involvement with the P.O.A. started when my alternatives to a departmental problem came to a final choice — filing a grievance. I had tried many avenues attempting to resolve the situation but was unsuccessful. My grievance lasted several months through two administrations. Paul Chignell represented me and as we went through the grievance procedure, Paul "showed me the ropes". The grievance was successful and I learned two things. First, the "real" need to have the Police Officers' Association. Second, my desire to become involved with the Association.

I started working for the Association in 1978 with the Proposition A Campaign for collective bargaining. Since then I have been mainly active in two projects. The first is something we all must confront — retirement.

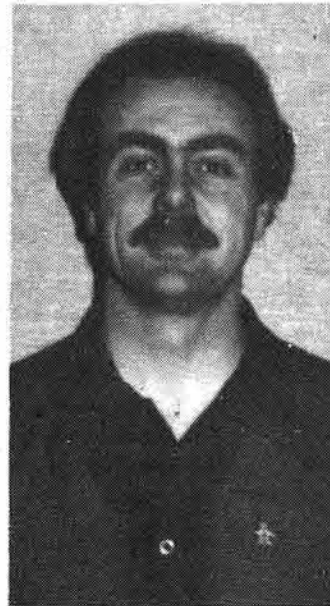
If you were to retire today, how long could you exist with no pay check? Two weeks? Four weeks? Six weeks? Eight weeks? If you were fortunate you might get your first retirement check eight weeks after retiring. But what if you had to wait six months or longer — could you survive?

I have followed the procedure of retiring — the filing of retirement papers, where they go and how they are processed. Starting with out fiscal department, helped by Sgt. Thomas Bywater, I have been through City Hall and its maze of procedure. (Sgt. Bywater was extremely helpful. Thanks, Tom.) I have met with the retirement personnel and have spoken with the mayor's project coordinator for the new city payroll/personnel system. The Retirement System is complex. But, between understanding this system and planning for the new, our retirement checks can be on time.

I have also assisted the Legislative Committee by processing bills from Sacramento. Keeping track of individual bills in areas of retirement, disability, penal code changes, safety, health and welfare and anything that will effect law enforcement.

In these projects Paul Chignell and Bob Barry have been great. Bob has opened doors for me at the Retirement System and Paul has shown me the procedures of the state legislature.

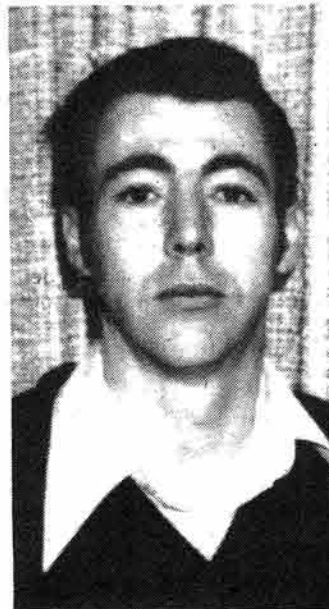
I have been actively involved on a voluntary basis for over a year. Now I am asking you for your vote to give me an active voice on the Board of Directors. Elect Greg Lynch for Headquarters Company Representative.



**Bob Huegle  
Incumbent,  
Invest.**

My name is Bob Huegle and I am running for re-election to the Board of Directors of the P.O.A. I have been an active board member for the past five years. I have been a policeman for fifteen years and I'm presently assigned to the Sexual Assault Detail. I am aware of the unique problems within the Bureau and will work towards solving some of these in the coming two years. I have been involved in all phases of Association work from grievance procedures to committee work. I am asking for your support and vote in the up and coming election.

I would also like to take this opportunity to endorse President Bob Barry and Vice President Paul Chignell for re-election. I have worked and watched these men since being on the Board and they both provide the outstanding leadership the P.O.A. needs in the coming years. Brother Mike Nevin running for the Board of Directors also has my endorsement and support.



**Joe Toomey  
Candidate,  
Invest.**

— RESTORE THE VOICE OF THE BUREAU OF THE SFPOA BOARD OF DIRECTORS.

RESTORE THE BUREAU TO ITS FORMER INFLUENCE, PRESTIGE AND RESPECT, AS MEMBERS OF THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION.

As an elected representative of the San Francisco Police Officers' Association for the past five years, I have gained the experience and training necessary to responsibly represent police officers at grievance and administrative hearings. During this period I have been involved and attempted to resolve on behalf of the people I represent, every type of personal and public problems that could conceivably occur to police officer.

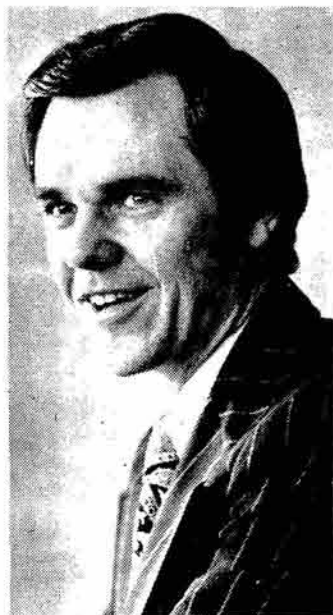
I have chosen to acquire these skills because I deeply believe that the rights of individual police officers must be vigorously protected.

I have served on the grievance, legislative and political action committees, as well as serving as a five time elected member of the SFPOA Board of Directors, because I care about the personal and professional dignity of my fellow officer and that he is treated fairly within the police system.

As your representative I will not be a rubber stamp for Association or administration leadership, but I will be a fair and honest advocate for members of the Bureau of Inspectors and what is rightfully due them in terms of transfers, assignments, criminal and civil defense, pay and benefits.

When you cast your ballot in this election you should do so secure in the knowledge that your candidate has the knowledge, experience, independence and courage to represent you without being influenced by administrative or personal relationships. But the most important consideration is that the person you vote for genuinely cares about you as a human being. This last quality should be the most important consideration and one which qualifies me to be your representative for 1981.





**Mike Nevin**  
Candidate,  
Invest.

I have involved myself in the process of the San Francisco Police Officers' Association election, and ask for your consideration and vote. I am steeped in the tradition of law enforcement in this City, and have seen our Association in turmoil and transition; and finally now, as an effective, sound organization worthy of the policemen it represents.

There is a move afloat, and a slate formed to remove from office the outstanding leadership of President Bob Barry, Vice President Paul Chignell and others. This, in my opinion, would be a drastic mistake. The President brings to this organization an intelligent approach coupled with a unique style of leadership. The vice president works as hard and effectively for policemen as anyone in our history.

My hope is to work with them as one of two representatives of the Bureau of Inspectors on the Board of Directors. I am a policeman 15 years and a member of the Bureau since 1971. I have been active in civic affairs as president of the 45,000 member Catholic Youth Organization, and a Planning Commissioner for the city of Daly City. I have had a ringside seat in San Francisco's government arena, and I hope to work with Inspector Bob Huegle who has done an outstanding job as our representative.



**Tony Bell**  
Incumbent,  
Retired

Brothers and sisters, for the fifth time in six years I hereby announce my candidacy for the office of your representative in the Police Officers' Association.

Let none of you be disillusioned that this work in which I am engaged in is a breeze! My appearances at many of the Board of Director's meetings spelled the difference between a regularly scheduled meeting and an insufficient number to constitute a quorum. And in addition, for the past six years I have volunteered to work in the office of the POA every Friday to keep on top of the action in the event a rumor develops, a hint is dropped or an action is planned that may affect any retired member, and to report to you as expeditiously as possible of the action we may take to either forestall or to expedite said proposal, because "Forewarned is forearmed".

For my coming term, if the Lord be willing, I shall continue to serve you and every brother and sister member of the retired Police Officers' Association to the best of my ability and to promote a more fraternal esprit de corps with the POA, the Retired City Employees, and every senior citizen's group which is dedicated to the improvement of its lot and to make San Francisco a safer and better city in which to live!

And may I wish all of you and your loved ones a Happy Holiday Season, a healthy and prosperous New Year, and may we strengthen the ties of brotherhood to men of good will!

Fraternally yours, and ready to serve you, Tony Bell.

# ELECTION BALLOTS

The election ballots are being mailed to the members via first class postage. The only reason you may not get your ballot is if you failed to notify the Association of your change of address.

If you do not receive your ballot by Monday the 26th

of January, either come to the POA Office at 510 - 7th Street, hours are 0900/1600, OR call 861-5060 to arrange for a ballot through your station director.

Either way, it always helps us to be notified by you of any change of address. Please be sure you vote.

## Your Voice Is YOUR VOTE by Gale W. Wright

The election of officers and directors for the SFPOA is in progress. The several candidates are addressing the watches, distributing their literature and have written articles which appear in this newspaper on other pages.

If, after all of their efforts, you fail to vote one way or the other, then only two-thirds or less of the membership will determine who the officers and directors will be. Your Vote is your Voice.

There are no computer predictions involved here. There is no East Coast and West Coast problems involved. Only each member's conscious dictates.

Besides the candidates, there are changes to our Constitution and By-Laws to be voted upon, as well as a Federal Consent Decree question about the next lieutenant's examination to be determined. Your Vote is your Voice.

**LOYD YEARGAIN,**

Retired SFPD

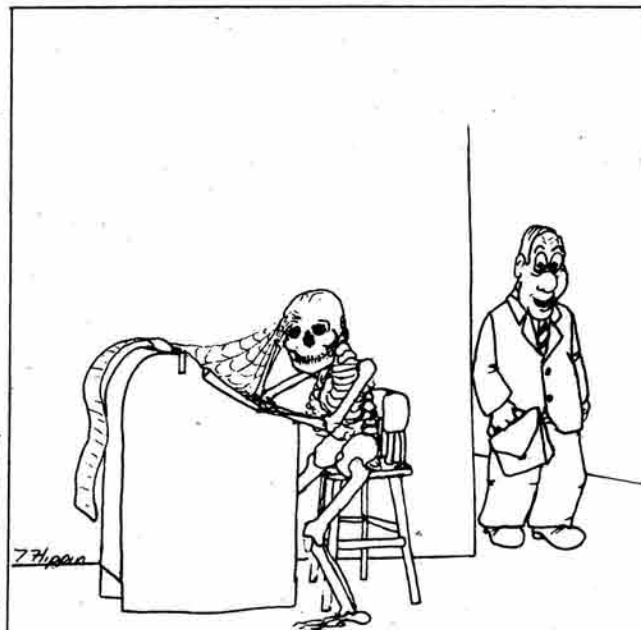


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The ballot is coming to you via first class postage. The election week is January 26th through midnight Friday the 30th, 1981. Please vote during that week, after you either have heard from or read this newspaper about the candidates and issues.



Well... how long has the system been down this time?!

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# BOARD OF DIRECTORS MEETING

December 16, 1980

Opened with the Pledge of Allegiance. Roll Call: Nineteen (19) present and two (2) absent; Hebel and Minkel.

## SPECIAL ORDER

Presentation by Officer Steve Silvers of the Bomb Unit seeking support for a City ballot proposal requesting hazard pay for the Bomb Unit.

M/Casciato S/Geary to fully endorse and support the proposed Charter amendment for Bomb Unit Hazard Pay. Motion passed, 16-yes and 0-no, 1-abstain; (Rapagnani).

**PRESIDENT'S REPORT:** President Barry reported on meeting he had with members of the Retirement Board staff. The issues discussed were the buyout, late retirement pay warrants, and staffing problems at the Retirement Board. Further meetings will take place.

**VICE PRESIDENT'S REPORT:** Vice President Chignell announced that Pat Johnston from Assembly District 26 has won the recount. We endorsed and contributed to his campaign.

**SECRETARY'S REPORT:** November minutes presented to the Board. M/Hammell S/Dempsey to approve as printed. Passed by voice vote.

**TREASURER'S REPORT:** Treasurer Patterson presented a written report. M/Chignell S/Simms to approve as printed. Passed by voice vote.

## COMMITTEES

**GRIEVANCE COMMITTEE:** Chignell reports that two (2) years for seniority grievances is now the Chief's position for those members who quit and then returned to the department.

**RETIREMENT BOARD:** M/Hebel S/Wright to endorse firefighter Leon Bruschera in his race for reelection to the Retirement Board. Motion passed by 18-yes and 0-no.

Brother Hebel reported that there are too many unresolved issues regarding the buyout especially as to what the City's mechanism will be to process officers seeking to buy out. When concrete information becomes available it will be distributed to the membership.

**IUPA COMMITTEE:** Brother Crowley announced that the IUPA Convention will be held on February 12, 1981 in Miami, Florida. IUPA is picking up 3-4 departments per month.

**COPS COMMITTEE:** Brother Crowley reported that 3-4 Associations are joining the COPS Organization each month. Recruitment is going well. The COPS Winter Convention will be held in San Diego on February 22nd to 26th, 1981.

**INSURANCE COMMITTEE:** Brother Wright reminded the Board that the COPS free insurance beneficiary forms have been coming in slowly. All members are asked to remind their members to submit the forms otherwise if a member dies, the money will go to his or her general estate.

**PUBLICATION COMMITTEE:** Editor Wright gave a verbal financial report on the POLICEMAN newspaper. He stated that the paper is solvent and funds are being used to subsidize general fund expenditures such as copiers, typewriters, tables and chairs.

## NEW BUSINESS

M/Geary S/Schmidt to send Yoko Ono the widow of John Lennon a sympathy letter in her time of grief. The letter will also include the SFPOA's thanks for her and her deceased husband's past and continuing support of police officers in New York. Monies from the Lennon estate will go in part to purchase bullet proof vests. Passed by voice vote.

M/Gannon S/Dempsey that the POA maintain a yearly calendar of current events in the business office and the keeper of the calendar will be Michael Gannon. Motion passed, 13-yes (Toomey, Dempsey, Amiot, Gannon, Simms, Hammell, Wright, Doherty, Ballentine, Huegle, Bell, Patterson, and Casciato) and 4-no (Geary, Rapagnani, Chignell and Barry).

M/Chignell S/Rapagnani to contribute \$253.50 to friends of Quentin Kopp in accordance with Proposition 9 to pay 1/2 of the filing fees of the ballot arguments in favor of Proposition E. The proposition passed in November of 1980 and prohibits pay cuts for police and fire until 1982. Motion passed, 16-yes and 1-no, Geary.

M/Wright S/Schmidt to appropriate \$4,000.00 to complete the acoustical ceilings in the Assembly Hall. Amendment M/Hammell S/Schmidt to increase the expenditure on the ceiling to \$5,000.00. Both motions passed and approved.



Standing in the middle of this photo is Solo Officer Ed McMills and his wife Joann. Ed was the second officer to receive the monthly award by the Chamber of Commerce for outstanding enforcement of parking and moving violations. Chief Murphy joined with Mr. Bill White of KBHK-TV to make the award, which is an all-expense paid weekend in Las Vegas for the couple, and a nice print of the Golden Gate Bridge.

Photo by Curt Cashen.

M/Gannon S/Casciato to adjourn. Passed. Adjournment.

Submitted,  
Croce A. Casciato, Secretary

## GENERAL MEMBERSHIP MEETING

December 16, 1980

Opened with the Pledge of Allegiance. Roll call: 35 members present.

## SPECIAL ORDER

Nominations for Board of Directors Election: President: Bob Barry, Jack Ballentine; Vice President: Paul

Chignell, William Kidd; Secretary: Gerry Schmidt, Mike Hebel; Treasurer: Croce Al Casciato, Reno Rapagnani. Co. A: Vince Neeson, Bob Swall; Co. B: Dan Linehan; Co. C: Joe Weatherman, David Herman; Co. D: Mike Dempsey, Forrest Fulton; Co. E: Ron Parenti; Co. F: Mike Gannon; Co. G: Bill Simms; Co. H: Jack Minkel; Co. I: Stan Hammell, George Grant; Co. K: Gale Wright, Gerald Doherty, Ben McAlister; Tactical: Duane Collins; Headquarters: Greg Lynch, Ray Carlson, Roy Sullivan, Anna Adams, Jim Strange; Investigations: Bob Huegle, Joe Toomey, Mike Nevin; Retired: Tony Bell. Nominations closed.


M/Casciato S/Wode to approve proposed constitutional changes as printed. After a long debate and numerous minor wording changes the general membership approved the changes to be placed on the January ballot.

M/Van Dehey S/Collins to delete Federal Litigation Policy statement from ballot. Motion passed, 24 to 6.

M/Chignell S/Toomey to adopt and put back on the ballot the Federal Litigation Policy statement. After a long debate the motion passed, 23-yes and 7-no.

M/Van Dehey S/Kazarian that the Federal Litigation Committee not meet with the other parties until after the vote is counted. Approved by voice vote.

Submitted,  
Croce A. Casciato, Secretary



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Altogether, this comprises a 3-day, 2-night trip. The price for this package will be \$279.00 per couple\* with a minimum of 44 people going on this trip. If you are interested, please contact James Foley, 981-4683 or 654-1803. The payment for this trip is due and payable 60 days prior to the trip made payable to James A. Foley. Prices are subject to change without prior notice. Your last day will bring you back to your point of departure.

\* Price is less if the couple wishes to see "Hello Hollywood Hello" at the cocktail show instead of the dinner show.

This offer from the MGM Grand is Reno is presented here only as a courtesy to our readers. No endorsement is implied. Any and all arrangements must be made directly with Mr. Foley in Oakland at 981-4683 or 654-1803. Editor.

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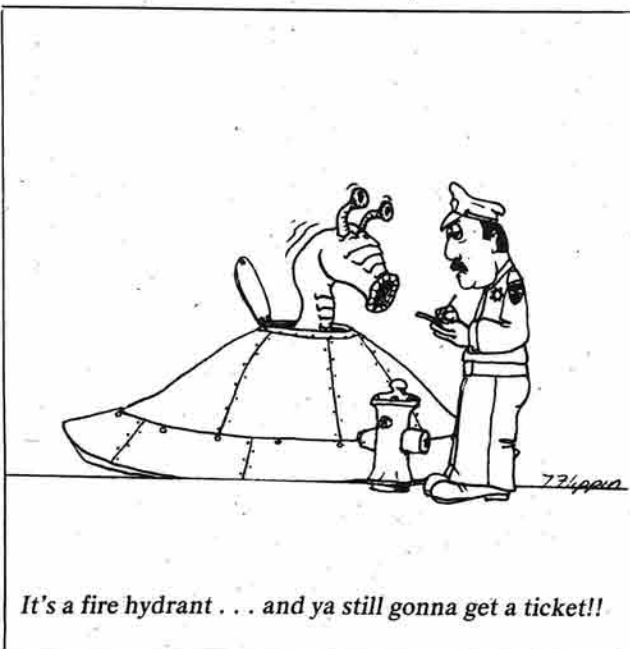
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# LETTERS

## Support

To Bob Barry and all fellow members of the San Francisco Police Department:

My thanks to everyone for all your support and generosity. It is a comfort to myself and my family that there are people who care and friends so willing to help.

Thank you so very much.

Elaine M. Collins

## Supervisor Horanzy

Dear Friends:

One of the constructive aspects of a political campaign is that it permits candidates for office to meet directly with the leadership and members of important organizations in our City.

I was very proud to have received the endorsement of the San Francisco Police Officers' Association, based on my record and your favorable opinion of my performance as Supervisor.

The problems you pointed out to me and the concerns you expressed about our City, made a deep impression on me. I urge you to continue your good work with the same dedication and skill you demonstrated during this election season.

Sincerely,  
Supervisor Don Horanzy

## Grievance

Dear Sirs:

We would like to express our thanks for the representation provided by the Police Officers' Association in our recent grievance regarding transfer procedures. We were particularly impressed with the outstanding presentation made by Vice President Paul Chignell.

We would also like to express our appreciation for the support we received from the many Association members who took the time and effort to show their concern for our grievance.

James W. Bergstrom  
David Bowman  
General Works Detail

## American Legion

Dear Bob:

On behalf of Brian D'Arcy and myself, I would like to thank you for your donation to San Francisco Police Post 456, American Legion. Our row from San Francisco to Sacramento — accomplished in a record time of 43½ hours — generated over \$1,500.00 in donations.

Over the past couple of months, at our post meetings, we have discuss-

ed how to get these monies to veterans, especially Vietnam veterans. I have appointed a committee to look into various ideas and report their findings at our general membership meetings. If you might have some idea or know of individuals or organizations that can use our help, please drop me a line.

Once again, on behalf of the American veteran, our

Post thanks you for caring with your donation.

Sincerely,  
Mark E. Hurley,  
Commander  
Post 456, American Legion

## Irwin Memorial

Editor:

Thank you very much for reproducing Dwight Chapin's article, and for running our Christmas ad.

Your continued publicity about the blood program is a real boost to the blood program.

We were very pleased with the Police Officers' Association's latest blood drive. The response was excellent, and these donations are helping us during a time of great need. As you know, the holiday period presents some real problems for the blood

bank: blood needs are high due to emergencies and yet people are too busy to donate. The Police Officers' Association blood drive each December is much appreciated.

Best wishes to all of you during this holiday season.

Sincerely,  
Mrs. Bernice M. Hemphill  
Executive Director  
Irwin Memorial Blood Bank

## Community Services

Dear Mr. Barry:

Thank you for contributing to San Francisco SAFE, Inc. As you know, SAFE is pledged to support the citizens of San Francisco as they create working neighborhoods characterized by cooperation between residents and

merchants in crime prevention. Your financial gift of \$2,500.00 enables us to implement our pledge.

Again, sincere thanks.

Sincerely,  
Gwendolyn Dilworth  
Executive Director  
SAFE



Santa Bob presenting a check for \$2,500 at the Police Commission to Project SAFE from the Community Services Committee.

## St. Anthony's Dining Room

Dear Gale-Wright:

Peace and Every Blessing. Thank you for your many kindnesses.

The Franciscans have decided that our main ministry here is people to people, face to face service to our guests, our workers and volunteers.

We feel that a lay person should handle the administration of these charitable services to the poor. Therefore, Mr. James Kilty has been appointed Executive Director of the St. Anthony Foundation.

Father Alfred and I will remain with St. Anthony's. Father Alfred is now the Chairman of the Advisory Board, and in charge of Development. I, Father Floyd, am the Director of St. Anthony Dining Room, and Chaplain of all the St. Anthony Foundation — workers, volunteers, guests. Both Father Alfred and I serve on the Executive Committee of St. Anthony's. I am also a member of the Allocation Committee.

Enclosed is a press release explaining this is more detail. The release was composed by Father Louis Vitale, O.F.M., President of the Board of Directors of St. Anthony Dining Room.

It has always been a pleasure working with you. Please let me know if you have any questions or if I can be of any service to you.

Every best wish,

Fraternally,  
Father Floyd A. Lotito, O.F.M.  
Director of St. Anthony Dining Room


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# LETTERS

## Happy Customer

Gentlemen:

I wish to report to your office the courteous treatment I receive everytime I visit our district police station on Taraval Street. Whenever we left town for any length of time, I would go to the office and ask to have the officer check our home which they did. It gave us peace of mind.

This Tuesday I had a terrible experience, what they call pigeondrop. I came away clear, thanks to the head clerk at the Bank of America on 21st and Irving. The Bank called the Taraval office and described the affair but I was too upset to talk to the officer. Today I visited the office to explain what happened and both the officers I spoke with gave me peace of mind. I offered them a donation but they said they are not allowed to take it but I could send it to your office. I know your officers' association does much good in the city.

Enclosed is my check in the amount of \$25.00 for the Holidays. Best wishes to everyone.

Sincerely,  
Rose Brandenberger  
S.F.

## Mike Hebel

Editor:

I have known Mike Hebel for ten years and have personal knowledge of his work for the POA. Mike is indispensable to our organization due in large part to his work for officers who are disabled or sick.

I urge all members to vote for Mike Hebel as Secretary of the POA.

Sincerely,  
Paul Chignell  
Vice-President

## Election Residency

Dear Sirs:

Now that Supervisor elect Richard Hongisto is headed for City Hall after a mere 90 day residency in S.F., might I inquire about whatever happened

to Section 8.100 of the City Charter that states a prior five (5) year residence is required before being appointed or elected to any board or commission.

M. Martin  
A Reader

The residency requirement was reduced to 30 days by the courts. They decided there was no rationale to being a good elected official — and having to be a resident for 5 years. Editor.

## Reno Rapagnani

Editor:

Reno Rapagnani of the Tactical Unit is running for Treasurer of the POA.

Reno is one of the most dedicated individuals on the Board of Directors.

We need his expertise and maturity as Treasurer.

I urge all members to vote for Reno Rapagnani for Treasurer.

Sincerely,  
Paul Chignell  
Vice-President

## Thanks

Dear Editor:

As a member of the Police Officers' Association for a great number of years, I would like to take this opportunity to voice my appreciation for the excellent work being done on our behalf by the P.O.A. At the same time I would like to go on record as supporting Bob Barry to continue as President of the P.O.A. I don't know of anyone who has done a better job or who would do a better job.

Fraternally,  
John A. Russell  
Retired Member

## Supervisor Renne

Dear Friends:

Many thanks to your organization for your support and assistance during my recent campaign. I know it was a big factor in my success.

I look forward to working with you in the future.

Most gratefully,  
Louise Renne  
Supervisor

## Community Services

This card is a small token of appreciation from those developmentally disabled at Geneva Center who were able to survive this past year as a result of your generous financial support.

Our best wishes for a Happy Holiday Season and the very best of New Years.

The Geneva Social Development Center

## Leo McCarthy

Dear Bob:

It was one year ago this week that the speakership siege was mounted, defying any justification and tragically dividing close friends and political allies. The year was intensely painful for me and Jackie but I want you to know that we were sustained by your unwavering loyalty and affection.

I want you to know, too, that I have no intention of fading into obscurity. My

six and a half years as Speaker provided many wonderful experiences (except, of course, for the past year), but I'm not about to start preparing my memoirs.

The Assembly leadership contest played out to an ironic, and, for me, satisfying conclusion. Willie Brown was elected Speaker and I was elected Speaker Pro Tempore. While I feel privileged to have been chosen four times to serve as Speaker, my new post offers its own share of opportunities.

I expect to be active in my new leadership role and at the same time initiate a hefty load of significant legislation.

The coming session should be challenging and exciting. It will be a time to embark on new projects, but always guided by the same principles and goals that guided us in the past.

Jackie and I cherish your continuing friendship.

Happies Holidays,  
Leo T. McCarthy

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New Year



# LEADED PREMIUM GAS

Owners of older vehicles with high compression engines requiring premium leaded fuel will still be able to obtain it at a substantial number of service stations throughout Northern California and Nevada, says the California State Automobile Association (AAA).

Although some major gasoline distributors will phase out sales of leaded premium fuel by the first of 1981, CSAA says that this should not cause owners of pre-1971 American-made cars too much concern or difficulty.

A spokesman for the Union Oil Company of California, which operates more than 450 major outlets in Northern California, told CSAA that the 76 brand of leaded premium will continue to be available at most of their stations into the foreseeable future.

In addition to Union stations, car owners in the San Francisco Bay Area will be able to obtain the 92 octain-rated leaded premium product as gas stations supplied by the Ashland Oil Company, which markets the product under its own name, and at Simas Brothers stations, primarily in the East Bay.

One-of-a-kind, and other less familiar brand dealers, indicated to CSAA that they will also continue to see premium-rated leaded gasoline as long as wholesale suppliers make it available for purchase.

Motorists in need of leaded premium in areas where the product is not readily available are advised by CSAA that a 50-50 mix of unleaded premium, in combination with the highest octane rated leaded regular, should provide sufficient lead trace to lubricate a high compression engine's upper valve train and retain the anti-knock characteristics of leaded premium.

# BURNS

Reprinted S.F. Dept. of Health

How bad is a burn? Burns are classified as first, second or third degree, according to the depth of the burn. First degree burns are superficial and cause the skin to turn red. A sunburn is usually first degree burn.

Second degree burns are deeper and result in splitting of the skin layers or blistering. Scalding with hot water or a very severe sunburn with blisters are common instances of second degree burns. Third degree burns destroy all layers of the skin and ex-

tend into the deeper tissues. They are generally painless because nerve endings have been destroyed. Charring of the burned tissue is usually present, and sometimes of the underlying bone as well.

Immediate treatment: Apply cold water at once. This reduces the amount of skin damage caused by the burn and also eases the pain. In the case of third degree burns or second degree burns that are extensive or on the hands or face, it is necessary to see a physician right away. (One

of the finest burn treatment units in the country is located at San Francisco General Hospital.) The burned area may be covered with a damp cold cloth for the journey. The important thing is to keep the area moist.

The physician will establish the extent and degree of the burn and will determine the need for antibiotics, hospitalization, and skin grafting.

Second degree burns are painful and extensive, second degree burns may cause significant fluid loss.

Scarring, however, is usually minimal and infection is not usually a problem. Second degree burns can be treated at home if they are not extensive. Any second degree burn that involves an area larger than your hand should be seen by a doctor. Any such burn involving face or hands might result in cosmetic problems or loss of function.

Third degree burns result in scarring and present frequent problems with infection and fluid loss. The more extensive the burn, the more difficult these problems.


First degree burns may cause a lot of pain but are not a major medical problem. Even when they are extensive, as in the case of sunburn, they seldom give rise to lasting problems and seldom need a doctor's attention.

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Seasons Greetings to the S.F. Police and their Families.

# COMMUNITY SERVICES

SANTA CLAUS

President Bob Barry on behalf of the Police Association and the Community Service Committee presented a gift of \$2,500.00 to Gene Wollenberg, President of SAFE (Safety Awareness For Everyone).

The POA contribution is part of the ongoing relationship between the citizen crime prevention

organization and the San Francisco Police Department.

SAFE has operated since 1976 with government funding. This year, like so many other worthwhile organizations SAFE was faced with the termination of its funding. Operating an organization dedicated to preventing San Franciscans from

becoming the victims of crime, a corps of dedicated volunteers and staff determined that they would keep SAFE from becoming a victim of the fiscal crunch.

The POA gift kicks off a fund raising drive with a goal of restoring SAFE to full operational level.

POA President Bob Barry has stated, "The

POA is hopeful that our contribution will demonstrate the strength of police support for SAFE and that it will be a catalyst to stimulate other contributors. By sending their money to SAFE, San Franciscans can give a gift to themselves. Citizen participation is essential in the fight against crime. San Franciscans need SAFE".

## LOAN PROCUREMENT OPERATORS REQUIRE ADVANCE FEE

Reprinted Better Business Bureau

"Need capital to expand or for other reasons? If you cannot get a loan from a bank or other financing sources, let us hear from you — we have sources that can lend up to \$55,000."

This is a typical come-on used by advance fee "promoters". The advertiser would have you believe that he has money to loan or has ready access for loans through some financing source, which he

doesn't. His target is a loan-hungry businessman who has exhausted his efforts to obtain a loan through conventional financing agencies.

The advertisement often fails to say that a fee is required in advance for whatever service he provides. This usually involves nothing more than documenting the information you give him, which he forwarded to various

financing sources. He can then claim that he has performed the service provided for in his contract with you which does not guarantee the securing of a loan. He collects his fee in advance for this service.

If lending institutions are currently in the market for your type of loan, they would normally prepare their own loan documentation. If they are not in the market, no amount of

documentation is likely to convince them to board the loan.

Sources of loan funds, other than from typical lending institutions, do of course exist. They will generally charge higher fees and rates of interest. Whether or not the loan is granted from these sources, remember that the "loan promoter" will require his payment up front.

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# POLICE ACTIVITIES LEAGUE

by Herbert P. Lee  
Director of Activities



## PEE WEE BASEBALL

"BATTER UP!" "YOU'RE OUT!!" "DOUBLE PLAY!!" "GRAND SLAM!!" These and other familiar utterances will soon be heard around San Francisco sandlots and parks as the PAL Pee Wee Baseball League gets underway in March. Pee Wee Baseball Director Mrs. Thelma Williams hopes to again field at least 24 teams of 20 boys each to involve about 500 participants in this 5 month long league. All boys between 7 and 10 years of age interested in signing up are to call PAL Headquarters (567-3215) during the first week in March, 1981. So, if you readers know of any boys interested in playing baseball, contact PAL Headquarters.

## RUGBY

Although the sign-up date of January 10, 1981 is past, any boys between the ages of 12 through 18 are encouraged to call PAL Headquarters for Rugby signups.

There will be three Divisions, Mini, Junior and Senior, and players will be assigned according to age. Commissioner of Rugby Officer Dale Allen (Co. D), states that if enough players sign up, the PAL will continue to sponsor and support Rugby for the youths of San Francisco. Rugby, the sport in which American football is based, calls for 9 players per team in which the object is to ground the ball behind the opponents' goal line. The only means of scoring is a touchdown, which counts 4 points. The positions of the 9 players are: Prop forward, Hooker, Lock, Flanker, Scrum Hal, Out Half, Center, Wing and Fullback. The game is played with no protective pads or headgear. Tackling, shoving and wedging, are the main defensive moves in this rigorous contact sport. All equipment, including uniforms, ball, referees, and facilities are provided by the PAL free of charge. So, come one, come all. Call the PAL Headquarters for signups. We will try to place everyone on a team. Trophies will be awarded to the Champions in each Division.

## BOXING

The Police Activities League is currently sponsoring a Boxing Program held daily between 3:30 p.m. and 7:00 p.m. Mondays through Fridays at the Old National Guard Armory located at 14th Street and Mission Street. Anyone between the ages of 8 and 21 years are invited to call PAL Headquarters for signups. All uniforms, equipment, workout gloves, headgear, and facilities are provided free of charge. Because of the proximity to the Mission District, all youths from that district are especially welcome. Boxing Coach Bill Mateo will be fielding a strong boxing team in the upcoming San Francisco Examiner sponsored Golden Gloves in April. Coach Mateo also intends to enter PAL Boxers in the Junior Olympics and National AAU Finals. In addition, the PAL will be sponsoring several in-house exhibitions during the year.

## BASKETBALL

Final games for the PAL Girls and Boys Basketball Leagues were held on December 13/14. In the 6th Grade Boys Lower Division, the Colts barely made it against the Eagles in a closely contested game winning by 3 points. The Spartans in the 6th Grade Boys Upper Division won against the S.F. Boys Club 22 to 16.

The Hornets emerged as the champs in the 7th Grade Boys Lower Division. According to reports this game between the Hornets and Eagles was one of the best ever. The Warriors were declared champs in the 7th Grade Boys Upper Division.

The 8th Grade Spartans won over the Cobras by 23 points in the upper division and in the lower division the Colts beat the Warriors by 8 points.

In the Girls Basketball League, the 7th Grade Colts in the lower division and the Hilltoppers in the upper division were the winners. In the 8th Grade, the Cobras, who were in 2nd place at the start of the playoffs, marched ahead triumphantly. They beat the 3rd place Quakes, the 4th place Tigers and finally axed out the 1st place Panthers.

Sgt.-Insp. Thomas Bruton (Auto), did a tremendous job in running both leagues. Steve Phelps, who assigned all the referees, did a terrific job in keeping track of who played where. Lupe Loughlin, Ben Henderson and Joann Dillon are to be commended for their help in coordinating the games at St. John's, All Hallows and St. Emydius respectively. GREAT JOB — GANG!!!!

## PAL COACH OF THE MONTH

As a new Pee Wee Baseball season is about to commence in March, the PAL nominates as its January Coach of the Month, Mrs. Thelma Williams, PAL Pee Wee Baseball Director. Mrs. Williams' affiliation with the PAL is impressive, spanning a quarter Century. Mrs. Williams instituted Pee Wee Baseball 22 years ago and will begin her 23rd year this spring. In addition, Mrs. Williams has fielded teams in the Cal-Pal Division (15-16 year olds), and the Joe DiMaggio League (18-19 year olds). It is estimated that more than 10,000 San



Shown above is Mrs. Thelma Williams, the Police Activities League's January Coach of the Month, with members of the PAL Pee Wee Baseball League.

Francisco boys and girls were taught how to play baseball by our 70 year old Coach of the Month. In addition to her countless hours of volunteer work with the PAL, Mrs. Williams is an active member of the RSVP (Retired Senior Volunteer Program), a member of the Planning Committee of the Downtown YWCA, and a member of the Advisory Committee of Glen Park. Mrs. Williams continues to be active with the above groups despite being retired last year. And by the way, Mr. Connie Griener, long time sponsor of PAL teams and good friend of both Mrs. Williams and the Police Activities League, gave Mrs. Williams a round trip ticket to Europe upon her retirement. So, congratulations to our Coach of the Month for her untiring efforts and volunteer work on behalf of the Police Activities League and the youths of San Francisco.

## Pizza & Pipes

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# SPORTS

## POLICE REVOLVER MATCHES

The 1981 schedule of police revolver matches has been set. The Board of Directors of the California Combat Association have received requests for match dates from all sponsoring agencies. The course of fire is the recognized standard of the PPC course. Firing is done at 7, 25 and 50 yards. The 7 yard stage is 12 rounds fired in 25 seconds; starting with loaded and hoisted gun, with one reload. The 25 yard stage is 18 rounds fired in 90 seconds, positions of kneeling, left hand barricade and right hand barricade. The 50 yard stage is 24 rounds in 2 minutes 45 seconds; positions sitting, prone, left hand barricade and right hand barricade. For the last six rounds, the competitor moves forward under command, and fire 6 rounds in 12 seconds. Total rounds needed 60. Possible score 600 points. All firing can be with 2 hands.

In most matches there is a warm-up match which is fired as above and a team match comprised of either 2 or 4 members of the same agency. The same course of fire is utilized, but on a target with different scoring rings.

As you can see from the schedule, there are at least 10 matches in Northern California. To be eligible for

the yearly Governors Awards, a competitor must post scores in 10 matches. For the yearly awards, the average of the 10 highest matches are used. Competitors fire in classes according to scores. Open (new shooters), marksman, sharpshooter, expert, master, distinguished master and grandmaster. Equipment needed, revolver, holster, speed loaders, eye and ear protection and ammo.

Average entry fees are about \$15.00 to fire all three events at any match. The schedule has been devised with great thought to avoid conflict with other matches. Several of the matches for 1981 are what is known as dual matches enabling a competitor to shoot in two or more matches within the same area on the same weekend. Most of the matches are held from Friday through Sunday. Advance registration is desirable. A shooter could compete in one match in approximately 2 hours.

If any member is interested, please give Duane Otis at Juvenile Division a call. Days at Ext. 1321.

### 1980 POLICE REVOLVER MATCHES

March 22	"Jack Forcier Memorial Match"	Sacramento Sheriff
April 10-12	No. San Diego	Escondido
April 10-12	Riverside Sheriff	Riverside
April 11-12	NRA Regional, Yuma AZ.	Yuma, AZ
April 30-May 3	Concord Police	Concord
April 30 - May 3	Alameda Co. Sheriff	Pleasanton
May 15-17	Orange Empire	Huntington Beach
May 15-17	Huntington Beach PD	Huntington Beach
May 28-31	Monterey Co. Sheriff	Monterey
May 28-31	San Jose PD	San Jose
June 5-7	Los Angeles Co. Sheriff	Castiac
June 5-7	Ventura PD	Ventura
June 6-7	NRA Regional, Boise, ID	Boise, ID
June 18-21	CHP	Bryte
June 18-21	Sacramento Co. Sheriff	Sacramento
July 9-12	Stockton PD	Stockton
July 10-12	Placer Co. Sheriff	Lincoln
July 18-19	NRA Regional, Ft. Collins, Co	Ft. Collins, CO
July 22-26	Police Olympics	Sacramento
July 30-Aug. 2	Federal Protective Services	Reno, NV
Aug. 1-2	NRA Regional, Yreka, CA	Yreka
Aug. 8-9	NRA Regional, El Paso, TX	El Paso, TX
Sept. 4-6	Orange Co. Sheriff	Anaheim
Sept. 5-6	NRA Regional by LAPD at LASO	Castiac
Sept. 14-17	NATIONAL CHAMPIONSHIPS	Not Set
Oct. 16-18	LAPD	Castaic
Oct. 16-18	Long Beach PD	Castaic

FOR FURTHER INFO  
CONTACT DUANE OTIS, Ext. 1321

## Golf Club News

The San Francisco Police Golf Club has just completed its sixth year in existence. The club is open to all active and retired San Francisco police officers. We play monthly tournaments on different Bay Area golf courses. The fees for these tournaments are the regular green fees plus one to three dollars for a prize fund.

The dues are \$5.00 per calendar year which are used to cover expenses, with what little balance there is, going towards special events.

We establish handicaps, based on performance at these tournaments, using the Northern California Golf Association method.

The year 1981 promises to be every bit as good as 1980 when we averaged 70.8 players per tournament. The 1981 schedule which is nearly complete includes: San Jose Muni, Peacock Gap, Hayward Muni, Napa Muni, Walnut Creek Muni, Haggin Oaks in Sacramento, Santa Rosa Country Club, Richmond Country Club, Mountain Shadows, Sharp Park and Willow Park Golf Courses.

We are also tentatively planning a two day tournament at Monterey. Plans for Monterey are not complete but include wives and is usually a super good time.

Any active or retired S.F. policeman interested, send me the \$5.00 dues (make all checks payable to S.F. Police Golf Club) for 1981 and I'll send you a copy of the schedule (as soon as it's complete) and the club procedures. Anyone having further questions, contact me as below or Lt. Vic Macia. FTO Office, 2475 Greenwich (553-1578).

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# SPORTS

## CENTURIONS EDGED IN RENO

by Don Carlson

December 13, the San Francisco Police Centurions, accompanied by over 75 boosters, journeyed to Nevada to face a team composed of Reno area police and firemen at UNR's Mackay Stadium. After stunning the crowd while rolling to a 12-3 halftime lead, the Centurions flattened out in the second half and dropped a 13-12 decision.

The game, played to benefit the Concerned Associates for Mentally Handicapped Persons, a Reno-area charity, began under a cloudless sky in 45-degree weather. Reno tallied first on Frank Brown's 27-yard second quarter field goal following a scoreless first period. The Centurions were led on two first quarter drives by QB Gary Delagnes, but a fumble, recovered by Reno, stopped the initial drive, while the second ended when Fullback John Currie's fourth-and-one plunge was misplayed short of a first down by the officials, and Reno took over.

In the second quarter, "Rookie" Joe Dutto was given his shot at running the Centurion offense; Coach Jim Hickey was carrying out his plan of splitting playing time between his two quarterbacks in the first outing of the year. Dutto found a hot hand after some initial nervousness, and guided the San Franciscans to two touchdowns.

The first was set up by a 46-yard strike to Jack Minkel that carried to Reno's 3-yard line. On the subsequent play, Minkel swept right end behind Joe Currie's block and scored to put the Centurions on top, 6-3. The second score also followed a Dutto-to-Minkel

hookup. Dutto's 30-yard toss ended with Minkel taking a bone-jarring shot that knocked him out of bounds after the catch at the Reno 1-yard line. Joe Currie's dive behind the left side of the Centurion line on the following play put San Francisco ahead, 12-3, as the teams went to the locker room.

For whatever reason, the Centurions looked like a different team in the second half, while Reno, led by Halfback Dave Zeissner, pulled things together sufficiently for a comeback. Zeissner carried nearly 20 times in the second half, usually following Fullback Rick Brown's lead block, and scored Reno's only TD on a slashing 7-yard run in the third quarter. Frank Brown kicked his second field goal a short time later, putting Reno ahead, 13-12. From that point, the Centurions, as most of them later admitted, beat themselves, especially through penalties that killed opportunity after opportunity in the final stanza.

San Francisco's Bob DelTorre recovered a blocked punt at the Reno 30 with less than five minutes left. After two running plays gained 8 yards, a third down Dutto-to-Minkel pass fell incomplete. San Francisco's next play was, as it turned out, its last scoring chance: John Brandt's 39-yard field goal attempt, clearly a "Pro-length" attempt, was wide to the left — BY A FOOT. There was never a doubt that the kick would be long enough once it left Brandt's toe, and, from the Centurion sideline, the kick looked perfect.

With time running out, the Centurion defense, led by Defensive MVP Bruce Marovich, Bill Sweeney, and others who really do the dirty work in the pits, held Reno one more time, forcing a punt. Reno's Frank Brown responded with a 65-yard boomer that pinned San Francisco inside its own 10-yard line. From that

point, the Reno defense held together until the clock ran out, preserving the one-point victory.

A few positive notes came out of the game from the Centurions' point of view: San Francisco outgained Reno in total yards, while proving that it can throw the football. Now the Centurions can look ahead to the remaining three games on this year's schedule. As you read this, the Centurions have already played the Oakland PD Thunderhogs on January 10 at Kezar Stadium to benefit the San Francisco Special Olympics. The team hopes you were there and were entertained with a Centurion victory.

On Saturday, January 24, the Centurions will travel across the Golden Gate to take on a team of Marin County firemen at San Rafael High School to benefit the Marin County Pop Warner Football program. Two weeks later, San Francisco travels over another bridge to Oakland's Laney College for a game against the Alameda County Sheriffs.

So, whether you join the bus trips being planned at Grandma's Saloon on Noriega, or whether you make it to a game on your own, plan to follow the San Francisco Police Centurions through their 1980-81 season. If you have questions about the team, the upcoming games, or simply the Centurion football program itself, phone 641-8827 during the week from 8 a.m. to 4 p.m.

The level of football is entertaining, the causes are certainly worthwhile, and there are few other places where you can get together with other cops and football fans to have a great time. Just ask anyone who went on the Reno trip!

## RUNNING THROUGH MY MIND

by Walt Garry

I had the opportunity to go to the San Diego area last month, compliments of P.O.S.T.'s Middle Management Course. This allowed me the chance to put in some miles along the beach at Del Mar where we were staying. Ron Jackson Co. E and I covered some very pleasant running terrain, stretching from Del Mar, Solana Beach up to Cardiff by the Sea. It's a strange sensation, running along the beach in 75 degree weather, with Christmas carols coming to you from the ocean front homes. Also, bike paths are plentiful in the area allowing the runner safe access to various locations.

The number of marathoners keep increasing. Two more department members, having put in the time and training, completed their first 26 miler on November 30th at the Oakland Marathon. Jim Bergstrom, General Works and Stan Smith Tac/Hondas. Jim clocked in a 3:30, while Stan was just ahead at 3:29. Both finished strong, helped by a good race organization and cool weather. Congratulations to both for their fine effort.

The official results are still being compiled for the 7th Annual Christmas Relays, held this year, around Lake Merced. But reports are a SFPD team may have placed 6th in the Law Enforcement Division. It was the "Midnight Express" from Co. A that included Henry Parra, Bill Cook, Steve Venters, Nelson Lum and John Colla running as a team for the first time having a great time despite the downpour. Congratulations to each runner on their personal effort. Another team from the Hall of Justice, comprised of DA's and attorneys, placed 4th in the very tough sub-master Division (35-40 yrs.). The team included Dave Moon, Carlos Jacobo, George Roach and Jim Clapp from PORAC.

Just received the announcement for the Oakland PD Tilden Park Run. As you know, this is one of the best. An all Law Enforcement event, with numerous trophies, medals and awards for both races. Ribbons and refreshments (the good kind) to all finishers. There are also T-shirts if you register early. The date is Saturday, February 21, 1981. Contact me for entry forms. Happy New Year . . .


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Benefit Counselors

The Retirement System expects to receive a large supplemental appropriation in order to set up the machinery to effectuate Propositions F and G. The machinery is expected by the end of February 1981. The System will hire counselors to fully explain all alternatives available and to help members make a coherent and rational decision on this most important issue. Detailed literature on the buy out and vesting is expected from the Retirement System by March 1981. Presently there are a number of

unanswered questions: tax consequences, rate of compensation, retirement star and weapon, beneficiary status, etc.; answers should come when the machinery is in place.

The Two Systems

The following benefit listing graphically displays the benefit structure of the "new — section 8.586" system and the "old — section 8.559" system. It should serve as a beginning point of analysis for any member contemplating the systems transfer.

BENEFIT	"NEW SYSTEM" POST 1976	"OLD SYSTEM" PRE 1976
1. final compensation	monthly compensation attached at time of retirement to rank or position held for 1 year	highest average monthly compensation for any 3 consecutive years
2. service retirement eligibility:	25 yrs. service, age 50	25 yrs. service, age 50
minimum amount:	55%	50%
maximum amount:	75%	70%
% increase after 25 years:	4%	3%
mandatory retirement age:	65 yrs.	65 yrs.
3. retirement for incapacity duty injury:	50% to 90% disability evaluation by WCAB	50%
non-duty injury	33 1/3 %	33 1/3 %
4. death allowance		
member qualified for service retirement:	100% of retirement allowance	75% of retirement allowance
member not qualified for service retirement	monthly salary to surviving spouse	monthly salary to surviving spouse
5. payment to surviving dependents		
death from occupational injury:	100% carry over	75% carry over
death from any other cause:	75% carry over	50% carry over
non-occupational death after 10 years service	33 1/3 %	33 1/3 %
6. cost of living adjustment	50% of monetary increase of rank held at retirement; July 1 of each year	2% maximum; July 1 of each year
7. member's contributions	not to exceed 7%	7%
8. limitation on employment during retirement (service or disability)	no city and county employment exception juror or election officer	no city and county employment; gainful employment prior to age 55 will reduce retirement benefit if benefit plus employment exceed police salary
9. right to retire	absolute right at 25 yrs. service and age 50	right to benefits forfeited upon termination after conviction of crime involving moral turpitude

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