

# the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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

Member of COPS - California Organization of Police & Sheriffs

Member of IUPA - International Union of Police Assns

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## SHOULD POLICE BE PERMITTED TO ORGANIZE AND BARGAIN COLLECTIVELY?

By William P. Hobgood  
Assistant Secretary of Labor  
Labor-Management Relations  
U.S. Department of Labor  
Washington, D.C.

Should police be permitted to organize and bargain collectively with the cities, counties, and States that employ them?

This question can stir up a lively debate. Some people contend that the nature of police work and the responsibilities it entails are incompatible with union membership and collective bargaining. Others argue that police officers — like other wage earners — have a right to be represented by organizations of their own choosing when decisions are made that vitally affect them and their families.

However, this debate is largely philosophical, because in reality, police officers do join and are represented by unions (or organizations that function as unions although they may call themselves something else). Not only do police officers join unions, but available statistics indicate they are more likely to do so than public employees in general. And public sector employees, in turn, are more likely to belong to a union than are employees in the private sector.

Overall, fewer than one American worker in four is a union member, but almost 50 percent of all State and local public employees are organized. And more than half (53 percent) of all State and local police belong to employee organizations, with the figure being even higher (58 percent) for municipal police. Given these facts, the interests of the public and the police are best served by seeking ways to make collective bargaining function fairly and effectively for law enforcement personnel.

It would be unrealistic to assume that all of the principles and practices that have evolved over the years in private sector collective bargaining can be grafted to the public sector. The threat to public safety that results from a police strike, the paramilitary nature of police organizations, the laws that govern labor-management relations, and the source and control of the money that pays employee salaries and benefits are just some of the obvious and significant differences between negotiations involving police and bargaining in the private sector. But these differences should not be permitted to obscure the fact that public and private sector bargaining have a great deal in common and that lessons learned in one can often be applied to the other.

Police officers, factory workers, or office clerks organize for the same basic reason — they want, and believe they have a right to, a voice in determining their pay and working conditions. They want a union to represent them aggressively and effectively on economic issues. They expect their union to give high priority to obtaining more pay, better fringe benefits, greater job security, and improved working conditions.

Dissatisfaction with wages and other economic benefits remains the primary driving force in most union representation campaigns. However, that is not the only reason workers join a union, nor is it a union's only appropriate function.

Employees also look to their union to assure them fair treatment on the job in such matters as opportunity

Continued on Back Page

## VERN MC DOWELL, A LEADER

by Paul Chignell, Vice President

The recent death of Lieutenant Vernon McDowell, who succumbed to a heart attack, sent shock waves through the San Francisco Police Department. Vern McDowell exemplified a fine police officer and human being.

Vern entered the San Francisco Police Department in 1953 after serving his country in the Korean War with the highest distinction. He was awarded the Purple Heart, Silver Star and Bronze Star but true to his character never mentioned his heroism.



A man of many attributes, he was the personification of a leader in the true sense of that word. He had the unique ability to motivate, support, inspire loyalty and even to discipline his subordinates in a fair manner. Those qualities are in all the books but you rarely see a police supervisor with the ability and desire to carry them out. His leadership of the Property Management Unit resulted in a highly successful fencing operation that recovered millions of dollars in property and sent scores of criminals to prison.

Ron Kern, who worked closely with Vern, said that he was the closest thing to a patrolman with lieutenant's bars. Vern McDowell had the "common touch" as he would work with his employees on weekends and nights and not sit above the action as many supervisors do. He was not afraid to make a decision even when he did not have the time to check with his boss; he would take the heat if the decision turned out to be wrong. He would also stand up to his bosses for the people working under him, another quality that is sorely lacking in the Police Department.

One of the many incidents that have been related to me about Vern that really shows his sense of humor and common touch occurred less than two years ago when he and Bob Hernandez and Ken King were trying to start an old UPS truck that had been donated to the "Sting Operation". Vern was pitching in by pouring gasoline from a can into the carburetor when suddenly a fire started burning Vern. Ken and Bob came immediately to his assistance and put out the fire. Vern kidded them for many months about how they were trying to set him on fire to get rid of him.

Vern McDowell was a man of many attributes including being an avid and excellent sailor. John Mino relates that a few months ago he and Vern were navigating back to Loch Lomond in San Rafael late at night. The channel markers were gone and they were looking for a reference marker. Suddenly, Vern spotted a red light and said confidently that the light was the marker for errant yachtsmen. He steadily followed the light until a few minutes later the light turned green. They had been following the stop signals on San Pedro Road above the bay. Despite crafty Vern, they managed to make it to shore.

In 1970 when I had recently arrived at the Taraval Station Vern was my sergeant. He told me about the promotional situation in the Department and related the incident that motivated his upward mobility in the Department. One night he and his son were talking and discussing a television show where ranks of police officers were shown on the screen. His son turned to Vern and said, "Dad, what rank are you?" At that point Vern decided to study for sergeant. He finished near the top of the 1971 sergeants roster and then made the 1973 lieutenant's list. That incident says a lot about Vern McDowell. When he set his mind to accomplish something, he succeeded.

Vern McDowell is dead at age 52. He will be remembered in the San Francisco Police Department for a long, long time.

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# WIDOWS & ORPHANS

The meeting was called to order by Pres. James Sturken at 2:05 p.m., Wednesday, February 18, 1981 in the Traffic Bureau Assembly Room, Hall of Justice. Trustees F. Jordan and M. Kemmitt excused. All other officers and trustees present.

The Secretary reported the following donations: Peter E. Haas — Through Office of Chief Murphy; Mr. & Mrs. Jim Perry — In memory of retired Sergeant Joseph E. Perry; Joseph I. Wilson — A constant contributor.

Treasurer Barney Becker reported the following deaths:

**HARRY BEARE** — Born in San Francisco in 1921, Harry entered the Department in 1945 at age 24. He was assigned to Co. K from the Academy and served there on fixed post and on the 3 wheel unit. In 1954 he received a 1st Grade Meritorious for the killing of an armed robber in a gunfight, 1958 a Capt.'s Commendation for the arrest of a suspect wanted for robbery, in 1965 a 3rd Grade for the arrest of two suspects armed with guns, and in 1966 a Capt.'s Commendation for assisting in the arrest of 3 robbery suspects who had wounded 3 fellow officers. Appointed a L.T. Sergeant in 1972, Harry retired as an Assistant Inspector in 1973 for service. He was the Past President of the Widows and Orphans Aid Association, active in the American Legion, Police Post 456, as well as handling the funds in the Policemans Fund. Harry was 59 at the time of his death.

**ERNIE CARLI** — Born in Santa Cruz in 1902, Ernie joined the Department in 1931, age 28. He worked at Co.s G and D, then was on military leave from 1942 through 1946. Appointed a Sergeant in 1948, he worked the various district stations until his retirement for service in 1964 at age 61. Ernie, a noted golfer, won the City Tournament and many other tournaments and trophies. He was awarded a 1st Grade Meritorious for services in gunfire and capture of an armed man in 1937; in 1942 a Capt.'s Commendation for the arrest of an armed burglar; in 1952 a Capt.'s Commendation for the arrest of a man with a knife attempting to stab a woman. Ernie was 79 at the time of his death.

**BERTEL NELSON** — Born in San Francisco in 1907, he entered the Department in 1936 at the age of 29. Assigned to Co. K, he rode a solo until 1945 when he was badly injured in an accident with a truck. Bert received serious head injuries and was unable to return to the department. He was retired on disability in 1945. Age 74 at the time of death.

**JOHN LEAHY** — Born in San Francisco, John joined the Department in 1928 at age 21. His first assignment was Richmond Station where he walked a beat for eight years. Then transferred to Headquarters, he worked there for 9 years. Appointed a Sergeant in 1945, John worked various district stations until he was transferred to Northern Station in 1952. He remained there until his retirement on disability in 1967. Although he was a Sergeant during the time that a Sergeant had to be a tough so and so, he was one of the best liked Sergeants in the Department. John was 73 at the time of his death.

**JOSEPH PERRY** — A native San Franciscan, Joe became a member of the Department in 1921 at age 25. After working various stations, he was assigned to Co. K where he was riding solo motorcycles for 15 years. Appointed a Corporal in 1934, he attained the rank of Sergeant in 1937. Assigned to Headquarters, he spent 8 years at the Police Academy teaching recruits the art of self-defense. Joe was transferred to the Traffic Bureau where he served as a fixed post Sergeant for several years and was then transferred to Park Station where he remained until his retirement on disability in 1958 at age 63. He was 86 at the time of his death.

**KARL SCHAUGAARD** — Born in Utah in 1909, he found his way to San Francisco and joined the Department in 1937, at age 27. Worked at Richmond Station for 3 years before being assigned to Headquarters where he worked both the 1939 and 1940 World Fairs on Treasure Island. He was assigned to the Police Range where he was both an instructor and a contractor, being involved in the construction of the range at Lake Merced. Appointed a Sergeant in 1949, he served at Potrero Station until appointed a Lieutenant in 1958. He worked at Park Station until transferred to Juvenile Bureau where he worked until his retirement for service in 1969 at age 60. In 1954 he was awarded a Captain's Commendation for the arrest of 2 school burglars, a



# POLICE POST #456 NEWS

I had hoped to get on to some comical anecdotes in this column and succeeding columns but fate always seems to intervene and so it is with the deepest sense of loss and grief that Police Post #456 reports the passing to Post Everlasting of long time members **George Anderson** and **Vern McDowell**. Both George Anderson and Vern McDowell had distinctive records both in the military and in the Police Department.

George at one time was Billy Conn's sparring partner. Said Bill Conn was in contention for the heavy weight title around the time of Joe Louis so you can tell that George was a good man to have around when help was needed. George was in the European Theatre of Operations and participated in the Normandy landings and went across Europe with his outfit. He received the French Croix de Guerre and the bronze star, amongst other decorations.

Vern McDowell had a brilliant military record and received many awards for valor while serving with the Marine Corps. He also earned numerous awards for valor while in the Police Department and it was this dedication to duty that caused Vern's early demise.

## THE GARDEN MAIDEN

She is a world of essences, a garden of delight, hidden from the world's rough trail with its dust and grime, its frozen hearts and hastening feet where neither loving glances touch/caress nor trembling lips their eager message moistly press.

Oh, to spend my numbered days within that garden wall and taste the fragrance of those moist petals as they gently downward fall. Just to recline in the cool green grass bathed in the pale night's air and there ponder the 'mystery' of that seraphic maiden with the vernal jet black hair.

Yes, just to lie in the tall green grass in that hidden misty glen — till naught of me can see — sheltered from the night's cold air by the warmth of that maiden rare. And never, never from this flower maiden's side depart till at last my eyelids close upon this cruel, cold world and I lie buried — with naught a care — neath my garden maiden's bosom fair.

— Thomas Warren Powers

2nd Grade Meritorious for service in the arrest of several vice offenders; in 1964 a Capt.'s Commendation for the arrest of persons responsible for the accidental killing of a juvenile. Karl was 71 at the time of his death.

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

The following new members were accepted into the Association: Linda Flanders, Jerald L. Fretz, David Gin, James B. Gratz, Kim Martin Hennesy, Anthony Horn, Stephen Horn, Sally A. Minkel, Rod M. Nakanishi, Rebecca L. Paniagua, Richard Parry, Juanita Quintero, Shirley T. Rodriques, Juanita T. Stockwell, Victor K. Tsang, Margaret Millson-Wu.

Trustee M. Lennon reported for Senior Trustee F. Jordan, that the Trustees had contacted other financial institutions regarding an agreement similar to the one with the Hibernia Bank and none had been able to better the terms. A vote by the Trustees was unanimous in retaining Hibernia Bank as agent for the Trustees for the next 3 years.

Trustee Hurley reported that he and the Secretary had addressed the latest class of recruits at the Academy and had signed 23 of 40 for membership. This is getting a little more difficult as none of these new recruits are sworn in as police officers until they graduate. However, all classes will be contacted and the applications will be held until they are sworn personnel.

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

Members are advised that the next regular meeting will be held March 18, 1981 at 2:00 p.m. in the Traffic Bureau Assembly Room, Hall of Justice.

Fraternally,  
Bob McKee, Secretary

These are also two men who will be sorely missed by S.F. Police Post #456 and all of their family and friends. We take comfort in knowing that God will welcome them into his fold with open arms.

We also note with sorrow the passing of Monica Payne's dad after a long illness. She is the wife of John Payne Jr. and a doll just like her daughter Erin. Our deepest sympathy to the family of Tony Fama.


Now that all of our hostages are back with their loved ones, let us pray that peace becomes more than just a prayer. There are so many things to be done for our Vietnam veterans who, through no fault of their own, became involved in an unpopular war. Let's get with it so that all of the deserving ones get a fair shake.

Sometimes this column might appear to get bogged down in nostalgia in mentioning names that are not all familiar to the younger members. This is not done intentionally and I apologize if I leave some readers in Cloud 9. If you have some item that you think would be good for this column, I would sincerely appreciate it if it found its way to me. If it's news, I'll print it.

Something that I read recently sticks in my mind, "No matter what other nations may say about the United States, immigration is still the sincerest form of flattery". Think that over and treasure what we have.

See Erl and Al for financial assistance at your Post #456 Credit Union in Room 127, Veterans Building.

Till next issue, keep smiling,  
Your Scribe,  
John A. Russell



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

Channel 5 Editorial by Art Kern,  
Vice President & General Manager

You may think drunk drivers only hurt other people. Leslie Curtis probably thought so too. She died at an intersection in San Mateo on October 18th. Leslie was 19. She'd been married for four months. She was following her husband home from work when a blue truck smashed into her white Mustang. The driver had been drinking. Her parents put a white cross on the light pole as a reminder that their daughter might still be alive today if laws against drunk drivers were tougher.

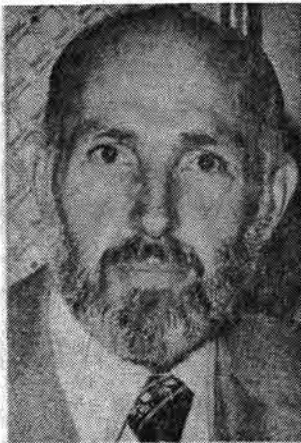
Right now, someone convicted of drunk driving can usually get off with a fine of about \$350 for a first offense. If he's convicted again, he usually gets a fine and two days in jail. The penalties are light because a lot of people, including some politicians, think drunk driving isn't all that serious. Try convincing Leslie's husband and parents of that.

We want a law passed that says drunk drivers have to spend at least two days in jail for a first offense, and at least two months if they're arrested again. There's no bill like that in the legislature right now, but Willie Brown, speaker of the state assembly, can make it happen. We're going to send Mr. Brown a copy of this editorial, and we're going to keep doing editorials about people like Leslie Curtis until something is done.

It's time to get tough. If you agree, write to me at Channel Five and I'll see that Willie Brown gets your letters. I'm Art Kern and here's the address: KPIX, 855 Battery Street, San Francisco, CA 94111.

## POLICE AND FIRE HONORED

The Executive Association of San Francisco honored Police Officer Ronald Killen and Firefighter Phillip Leanio for heroism at a luncheon on February 26th, at the Sheraton Palace Hotel.



POLICEMAN RONALD KILLEN  
Helped seize barricaded sniper



FIREMAN PHILLIP LEANIO  
Tunneled to buried workman

Killen, 45, took part in the arrest of a barricaded sniper at Ninth and Market Streets in October of 1979. The suspect was firing at random from a window and was believed to have been wired with explosives. He received a Silver Medal of Valor. (Several other officers were similarly awarded from this police incident. They were so recognized in the Medal of Valor awards in past editions of the POLICEMAN.)

Leanio volunteered to enter a tunnel 50 feet below the street surface at Post and Grant to save a workman trapped in a cave-in. The victim was saved from harm and death.

## PAROLE for a MURDERER

A.C. Newland  
Classification & Parole  
Representative  
San Quentin State Prison  
Tamal, CA 94964

Dear Mr. Newland:

The San Francisco Police Officers' Association is concerned that an inmate, Junious Poole, B-43047, appeared before the Community Release Board during the week of January 26, 1981, for a parole hearing.

Inmate Poole murdered Police Sergeant Code Beverly on January 24, 1972, and seriously wounded Officer James Bailey during the same unprovoked attack.

On behalf of all San Francisco Police Officers, we urge the Board to reject parole for this cold-blooded murderer and urgently request that you notify me of any future parole hearings regarding this matter.

Very truly yours,  
Paul C. Chignell  
Vice President

Mr. Guy Wright  
San Francisco Examiner

Dear Mr. Wright:

I have read with interest your recent articles on "San Francisco's Crime War" and am impressed with your thoughts on this subject. I would like to share with you a recent experience that merits some attention in the press.

Inspector David Toschi of the Robbery Detail recently became aware that the murderer of Police Sergeant Code Beverly was up for a parole hearing at San Quentin. Sgt. Beverly was murdered on January 24, 1972, and another officer, James Bailey was wounded in the unprovoked attack. Inspector Toschi investigated the case for the San Francisco Police Department.

Toschi was advised that Junious Poole, the murderer, was scheduled for a parole hearing the week of January 26, 1981. He immediately contacted the Board of Prison Terms and on February 4, 1981, the parole matter was deferred for one year. We firmly believe that the forceful comments made by the Inspector contributed to the decision to defer any consideration of parole.

The San Francisco Police Officers' Association is obviously concerned that a police murderer would be paroled after less than nine years for 1st degree murder conviction along with other offenses.

I am forwarding some of the documents that are applicable to this case.

Sincerely,  
Paul Chignell  
Vice President

## CHIEF MURPHY CALLS FOR JUDICIAL CHANGES

Reprinted S.F. Progress

Police Chief Cornelius Murphy recently called on citizens to press for legislative measures to change the judicial system in the drive to curb crime in the state.

Speaking before the Executives Association of San Francisco, with Fire Chief Andrew Casper in attendance, Murphy said, "People look to the police

department for solutions to crime problems, but all we offer is a bandaid approach."

Murphy said the judicial system is responsible for letting felons remain on the streets where they can commit other crimes.

On the average a juvenile convicted of a murder serves only 33 months in the California

Youth Authority system, he said. Youth offenders convicted of rapes serve on the average only 19 months.

"We must put a price tag on crime," he said.

"We see the same people going through the system over and over again," he said in pointing out how lax the judicial system is.

Murphy hailed Mayor Feinstein's recently unveiled \$5.2 million crime package which he said was the first of a series of crime packages developed by public officials.

Even so, Murphy said the real answer to solving crime problems depends mostly on Sacramento politics.

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## IT'S ONLY A MATTER OF TIME

by Bob M. Swall,  
Director, Central Station

It's only a matter of time before a police officer or a citizen gets shot and possibly killed inside Central Police Station. The front door of the station is not secure. The only lock on that front door is a bolt lock, which of course is never used because the officers would then be unable to enter the station through that door, when locked.

The obvious solution is to install a "buzzer" system on the front door to allow people to enter when "buzzed" in. This kind of system was hooked up to that same door a few years ago, but the system became inoperative and it was never fixed. The danger becomes more acute when it is realized that the officers' weapons are kept in the file cabinets inside the business office, because no gun lockers are provided. The file cabinets

are located no more than a few yards from the unsecure front door. Anyone can open the front door, walk two or three steps and have access to a number of guns which are kept in those file cabinets when the officers are booking prisoners. When this does happen, the blame will probably be placed upon the individual officers, as usual. This is a blatant safety hazard which should have been dealt with by the department long ago. Let us hope that it doesn't take a brother or sister officer's death, to bring the department's attention to this problem.



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# AROUND THE DEPARTMENT

by Al Casciato

... Lynne and Ed Torres have asked that the following letter be shared with all of you in memory of their son, Michael:

"Dear Mr. & Mrs. Torres:

"A short while ago we received a donation of \$200.00 from the Police Academy staff and recruit classes in memory of Michael.

"After some thought we decided to buy a Polaroid camera and flash unit with the donation. We'll use the camera to take a photo of an infant at a community hospital before we transport the infant to Mount Zion. I know you'll be able to imagine how difficult it is for families to see their infants leave them and how valuable just a small photo would be in those circumstances. I felt that by using the Academy's donation in this way you might agree that it will provide a very important gift to so many families.

"I'm glad we were able to share your son's brief life with you. We think of you often and share also the grief caused by his loss.

Sincerely,  
Jill Lambert, R.N.  
Liaison Nurse, Intensive Care Nursery  
Mt. Zion Hospital"

... I recently listened to a panel of the various special interest groups in the city discuss what they expected of police officers. They expected us to be doctors, lawyers, counselors, psychiatrists, and a variety of other professions that receive years of training, all wrapped up in one, after 33 weeks of training. But on top of all of that, they felt we are over paid...

... A lot of debate has taken place on the subject of how to better compensate the Field Training Officers for their tedious duties. One place the problem has not been debated is at the Police Commission. In fact, some people claim that if the subject were ever broached in the Commission forum, at least a few benis could be realized quickly. Remember, it only takes a petition of 10 sworn members to broach a subject at the Commission...

... Keep your eye out for the CBS movie of the week, "DIAL 911". You'll find Bob Geary, Co. A, playing a police officer who arrests and incarcerates Meredith Baxter Birney (Family). This movie is not a first for Bob, but it was the first set on which he had his own dressing trailer with name embossed in glitter...

... The Baby Factory Production Report: Our fearless membership continues to populate the earth. Ronald and Chris Artale, Co. D, have joined the parenthood club with the arrival of Richard John, 6 lbs. 9 1/2 oz. on the 18th of January. Meanwhile Harry and Lois Pearson, Co. E, welcomed #2 Christina Marie, 8 lbs. 4 oz. on January 20th and increased the babysitting duties for Grandpa Bob Pearson (Ret.). (Did you really think you'd get any rest in retirement, Bob) Well, if you run into Inspector John Mino just call him Gramps because that's what he became on Christmas Day when Mark and Kathy Mino, Co. D, delivered Mark Emile Mino, 9 lbs. 10 oz. and let's not forget to call John Mino, Co. E, Uncle either. Congrats to all...

... Figure this out: You and your partner are involved in a police function, wherein you both are disabled and cannot return to work. You came in after 1976, whereas your partner joined the PD before 1976. Both of you retire on 50% of pay. However, when pay raises come, you (after 1976) only get a 2% cost-of-living increase; your partner gets a rightful 50% of his rank, increase in pay. Moral: — Get the system changed back to the pre 1976 retirement coverage, before you have to retire on disability.

WIVES WIVES WIVES

Our meeting on Tuesday, February 10, was a great success. Gregg Beatty and Mike Conway thoroughly informed us about the successful stress program within our own police department. Advice and counseling through this program is not reported to the department.

At our March 10 meeting we will be talking to counselors on marriage and family stress. We will also begin sign-ups for taking the Mace course.

Our April meeting will be on Tuesday the 14th at 7 p.m. in the Police Commission Hearing Room. Gregg and Mike will be back to discuss stress in marriage.

For more info, please call Ellen Carlin at 359-3501.

## The 119th

The 119th Class of May 1971 will be having a 10 year reunion to be held on May 2, 1981.

If you are a member of the 119th, please reserve that date of May 2 for a dinner now being planned.

119th Chairperson  
Ray Mullane  
Police Stables  
752-6255

## COMMERCE ALUMNI

All former students and teachers of  
THE HIGH SCHOOL OF COMMERCE  
are urged to contact the alumni  
representatives listed below:

Rodney S. Ricciarelli  
4271 Bidwell Drive  
Fremont, CA 94538  
(415) 656-7702

Marge Duran Aiello  
1169 Helen Drive  
Millbrae, CA 94030  
(415) 871-5262

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## Fellowship of Christian Peace Officers

Dear Fellow Police Officers,

Last Tuesday, February 17, 1981 we invited Father John Hampsch to our Tuesday Night Fellowship, which is held the third Tuesday of every month, 7:30 p.m. at 2525 Alemany Boulevard, S.F. Father Hampsch is a Catholic Claretian Missionary. He blessed the membership that night telling us about the strong Charismatic movement in the Catholic Church and also related his learned knowledge on the Gifts of the Holy Spirit. Over 225 persons were in attendance and believe me, each and everyone was blessed by Father Hampsch — thanks for attending.

Our next guest speaker for our monthly luncheon, for police personnel only, held every second Thursday of every month, 12 noon, at Zuka's (across from the Hall) will be in the following order: Inspector Jim Crowley for March 12; YaYa Sayed for April 9; and George Martin possibly for May.

YaYa Sayed is a famous soccer ball player who played professionally for the Seattle Sonics. He was ALL EGYPT at 15 years of age, guarded Pelee at a young age (defensively), and became ALL WORLD. Don't miss YaYa April 9.

George Martin is a professional football player and is a defensive end for the New York Giants. We hope to have Mr. Martin as a guest speaker in May.

We hope all our recent guest speakers have lifted up your spiritual well being. To hear how Jesus Christ plays the most important role in each of their lives gives testimony that Jesus Christ is the answer for everyone's problems.

Did you know that each and every board member of Cops For Christ can explain to you how you can know for sure that you have eternal life, that is, if you were to die today you would know for certain that you would go to heaven. The Bible says, "These things are written so that you may know that you have eternal life." May one of us explain this to you?

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Jim Higgins (Robbery)  
Joe Mollo and Dan Hampton (Academy)

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# COLLECTIVE BARGAINING AND INEQUITY

by Paul Chignell, Vice President

San Francisco Police Officers are as a group one of the lowest paid law enforcement organizations in the State of California. Sure, officers who entered the police department prior to 1976 have the best retirement system in the United States. And the base salary is adequate though many agencies in California have much higher base salaries.

The problem results from 1952 and reaffirmation in 1976 of City Charter language that precludes members of the uniformed forces from receiving premium pay differentials. Those differentials are defined as any items that would cost money.

San Francisco Police Officers are gifted with excellent working conditions in terms of due process administrative rights and the ability to stop the City from imposing hardships such as civilian review boards, residency restrictions and overbearing actions upon the officers' personal lives. Other agencies experience those problems on a continuing basis. Despite the fact that San Francisco is the most liberal city in California if not the nation, restrictive radical policies have been resisted by the POA.

## Past Success

The San Francisco Bar Association, a group dominated by criminal defense zealots have been defeated year after year in their quest to civilianize the Internal Affairs Bureau. They have been defeated not by the hierarchy of the San Francisco Police Department as the Department has stood mute, but rather by political action from the POA at the Board of Supervisors.

For years the City has attempted to restrict police officers to forty-nine square miles of living space while offering eight hours pay rather than twenty-four hours pay. They have not succeeded in this involuntary servitude approach to residency. In fact, in 1974 the people of the State of California adopted a change in the State Constitution eliminating residency requirements.

The City persisted with a five mile limit which was declared unconstitutional by the Courts after a lawsuit filed by the POA.

The City Attorney is currently tying up our 1977 and 1978 payouts in the District Court of Appeal as he did in 1975. We prevailed in Superior Court and will ultimately win these suits for the membership as well. We also rejected the City Attorney drafted racial quota settlement in 1979 through political action at the Board of Supervisors. In the arena of POA vs City Attorney we are also singularly successful.

## Compensation Lacking

But despite the successes we have enjoyed, proper compensation for our services is lacking. The restrictive City Charter Language has been used against us for decades as we fall farther behind other police officers in terms of total compensation.

In 1979 we attempted to remedy this problem with passage of Proposition "A" on the November ballot. After a strong campaign, the Supervisors voted 8-3 to place the measure on the ballot. Proposition "A" was defeated 54%-46% and collective bargaining was defeated with the Charter language still intact.

## Collective Bargaining

What is collective bargaining and how would such a system remedy our problems of poor salaries?

Collective bargaining is a universal labor-management process that mandates representatives of the City and recognized employee organization to meet in good faith on issues within the scope of representation and to endeavor to reach agreement. The matters within the scope of representation would include all monetary benefits imaginable as well as all non-economic matters that the Courts have deemed bonafide working conditions that are not management prerogatives.

## Binding Arbitration

The process is one of exchanging proposals in a good faith effort at hammering out an agreement. If either party refuses to meet or does not negotiate in good faith, the aggrieved party may proceed into Superior Court for sanctions. Proposition "A" would have mandated a binding arbitration impasse procedure in the event that negotiations break down and a resolution was impossible. "Last best offer" arbitration appears to be the best way to go in the public safety labor field. In that system both sides submit a final package and the arbitrator (who is picked by both sides) must choose one package or the other consistent with the City's ability to pay the award. This system forces the parties back to the bargaining table and brings them closer together as the arbitrator will not adopt an outrageous proposal from either side.

## Prohibition of Strikes

Under the system of collective bargaining with final offer arbitration, strikes are outlawed for police officers and firefighters. Employees in private industry do not give up the right to strike but police officers are willing to forego that right in exchange for the arbitration impasse provision.

## Involvement is Necessary

The 1981 POA Board of Directors is unanimously behind another effort for the November 1981 ballot to achieve the collective bargaining process in San Francisco. Only eighty (80) officers worked on the last campaign. The hundreds of new officers who are dissatisfied with their lower pension benefits, the scores of veterans who want career incentives, the hard-working cops who are compensated at straight time for overtime, the officers who want a low cost dental program are the officers who must get out and work on the campaign in November. If they truly want the benefits that they deserve, they must work. If they fail to show up, they can continue to complain for the next several years, "Why don't we have any benefits?"

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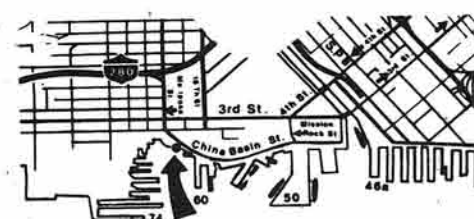


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# DISCOURAGING FALSE COMPLAINTS

In addition to the daily risk of death and serious injury, police officers today are facing another unpleasant possibility — arrest. When recruits attend police academies, training is devoted toward preventing them from being killed or injured in the line of duty. I know of no training academy, however, which has in its curriculum a course on how to be arrested.

During my seven years of police work and with the knowledge I have gained through extensive reading, I have found that each year far more officers experience being arrested than are killed in the line of duty.

When I refer to policemen being arrested, I am not referring to those few men among us who for one reason or another go bad and commit crimes. Many times, such men never should have survived the applicant investigation in the first place. The incidents of arrest I am referring to involve those cases where an arrestee signs a criminal complaint against the officer who arrested him. With those cases it is obvious that the complaints were signed as a means of retaliation, and such complaints are rarely substantiated in court. The police officer, even though cleared of the charges, finds that he has experienced excessive punishment anyway. The officer suffered ridicule, embarrassment, change in working assignment, and even loss of pay in some instances while the charges were pending. Then even long after the case has been disposed of, the officer still faces those members of society who believe the charges were dropped because of some legal loophole.

I do agree, however, with police academy directors who do not teach officers how to be arrested. Such a course would be approaching the problem from entirely the wrong direction. I only suggested that to make my point: There is a problem, and action must be taken to correct it.

The best way to attack this problem is to try to prevent as many incidents as possible. As previously stated, most complaints are being filed as a means to cause injury to the arresting officer. Usually, little can be done to correct the problem on the officer's end; therefore, the problem must be approached with the idea of discouragement. The potential false complaint signer must be aware that action will be taken against him if he chooses to take that course of action. This threat will serve two purposes:

- (1) It will provide the injured officer with some form of retribution if a complaint is signed.
- (2) It will serve as a deterrent to those who are considering signing a false complaint.

As I view the problem, there are three courses of action which can be legally pursued by police.

- (1) In states like New Jersey, which have criminal laws covering infringement of personal rights and official oppression, a criminal charge can be pursued against the person. Many times, however, the person has had numerous dealings with the police and has no fear of being arrested and facing the present system of revolving door justice. Such a threat will do little to deter that type of person from signing a false complaint. In other cases, however, such action can prove to be favorable.

- (2) File a civil suit to recover full damages. This course of action will require the services of an attorney. The full amount lost can be recovered by the officer. Most attorneys can advise you about what can be claimed as a loss. I wish to point out, however, when considering this course of action, be aware of the financial security of the person you are recovering from. If he has no assets, it will do you no good to be awarded a judgment of \$100,000. Also for this type of suit, the lawyer usually will require front money before filing the papers. If you lose the suit or recover from a person with no assets, you will be out a large sum of money. Lastly, keep in mind that even though you can sue for an unlimited amount, you will be required to show some reasonable estimate of your actual loss. In many cases it will be hard to substantiate a large claim.

- (3) The final recourse I would recommend is to file a civil claim in Small Claims Court. It is my opinion that this is the best direction most of the time. In Small Claims Court the plaintiff can pursue the case in *Propria Persona*, meaning he acts as his own counsel. The fee to file is low thus making the suit affordable, and there is no threat of losing a large sum of money. In most instances the cost for all forms and filing will be less than \$10.00. The only drawback is that the judgment is limited to a fixed amount. In most states, that amount is \$500.00. As I view this situation, the suit is being filed to gain retribution and serve as a deterrent, not as a money venture. But even in these days of high prices, \$500.00 is a lot of money.

If the person you sued has no job or assets, you can pursue the matter further by doing two things. First make a release to the media reporting the success of the suit. The public awareness which results from the press release will be your main avenue for the deterrence factor on future complaints, and such coverage will aid the individual officer in his claim of being innocent of the charges made against him and will convince most of the public of his true position.

Secondly, I suggest that you wait until the person you gained the judgment against does get some assets. Sooner or later, the person will get a job or own a car or something. When that happens, you can return to Small Claims Court and demand payment. At that time you will be paid the judgment plus all fees and interest since the date the judgment had been awarded. It is similar to having a bank certificate.

Here is an event which I experienced. In 1977, I had criminal complaints signed against me by a person I arrested who was also convicted in court. Without going into detail, I will just say that the charges against me were totally false and were signed only to harass me.

It took three months before the grand jury was given the case and they dismissed the charges immediately. A few months later, I filed papers in Small Claims Court seeking a \$500.00 judgment. Such a case had never been heard in Cumberland County, New Jersey, but since I filed the papers properly, the court had no choice but to accept it. It cost me a total of \$5.80 to file. I won the judgment and was awarded the full \$500.00 plus the \$5.80 fee.

Reprinted Police Product News  
by Officer Martin Dunn  
Millville Police Dept. Millville, N. Y.

The person I sued had no job or assets, so I was unable to recover my judgment at that time. I did get some immediate satisfaction, however, from the media. Area newspapers gave favorable coverage to the point I had made. I waited patiently for more than a year and finally the person got a job. For another \$4.95 I filed papers for a wage attachment and began drawing money from his pay. With fees and interest, the judgment had grown to \$660.00. Recently, I received a check for the final amount due to me.

Here are some additional points to remember. When filing the forms, contact a lawyer informally for some free advice. We all deal with lawyers while in traffic court and many of them will be more than glad to lend a hand if you ask them.

When you decide on the press release, get the support of your police department or local police association. That way it will stress that a policy has been established to sue all persons who file false complaints against police officers. In my case, I was the driving force behind my suit but I did get the unanimous support of our local Police Benevolent Association. When we released the story to the press, it was headlined: *Police Plan To Sue All Persons Filing False Complaints*.

Lastly, it is very important that you stress the fact that you are only trying to stop the filing of any such false complaints. We certainly do not want to be viewed as trying to discourage bona fide complaints with scare tactics. We do not want the public to feel that we are placing ourselves above the law.

I hope that no police officers will have to experience the trauma of being arrested on a false complaint. But if you do, now you will be a little more prepared to handle the situation.

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# PENSION BUY-OUT

by Mike Hebel

On March 4th the City's Retirement Board heard several presentations from firms and individuals who are interested in receiving the contract to implement the pension buy-out and vesting provisions which were enacted by Charter Amendment in November of 1980. The awarding of the contract is expected to occur in the month of March.

The Retirement System has received a large supplemental appropriation which will be used to award the contract. The individual or firm so selected will set up the machinery to effectuate the buy-out and vesting provisions of Propositions F and G. The contract will require the hiring of counselors to fully explain all alternatives available and to help members make a coherent and rational decision on this most important issue. They will also prepare a detailed brochure on the buy-out and vesting.

The present unanswered questions dealing with tax consequences, rates of compensation, retirement star and weapon, beneficiary status and several others will come once the machinery is in place.

## Right to Transfer

The right to transfer from the old pension system to the new system is granted to every police officer 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 1st to December 1, 1981 and is effective, no matter when the right is exercised, on July 1, 1980.

## 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 considerations shall be payable on January 1, 1982 or alternatively the member may elect to receive payments according to his schedule to be established by the Retirement Board. The Association is presently urging the Retirement System to seek a letter ruling from the Internal Revenue Service concerning the tax consequences of receipt of this money.

## 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.

The San Francisco POLICEMAN of January 1981 listed the benefit structure of both the Old System (pre-1976) and the New System (post-1976). Members interested in analyzing the differences between the two systems should refer to Page 15 of this issue for ready reference and comparisons of the two systems.

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## The Instant Out

The Buy-Out and Vesting propositions indicated that the right to transfer and the right to a buy-out extends for the period of January 1st through December 31, 1981. It is well known now that the Retirement System, due to a lack of adequate funding, did not have the procedure in effect for buy-out on January 1, 1981.

I urge police officers who wish to take the buy-out and vesting provisions and then anticipate employment-termination to wait until the procedure machinery is in effect before they do so. However if an officer cannot wait until that period of time I suggest, as I have done for many others, that the following letter be typed and hand delivered to the Retirement System. The letter is as follows:

Daniel Mattrocce, General Manager  
S.F. City Employees Retirement System  
770 Golden Gate Ave., Suite 260  
San Francisco, CA 94102

Dear Mr. Mattrocce:

As a member of the San Francisco Police Department since (list your first date of employment), and being an active member as of this date, I hereby wish to exercise my buy-out option and vesting rights as provided in Charter Section 8.559-14.

I am presently prepared to sign any documents necessary to effectuate this buy-out and vesting and to sign any needed waiver. I realize this waiver must be without right of revocation. I am prepared to have my beneficiary sign any needed documents. When the necessary forms and procedures are available, please immediately forward them to me at my address (list your mailing address). (Then sign your name to the end of the document).

Make sure that when the document is delivered to the Retirement System that you keep a duplicate and have your duplicate time stamped by the personnel at the Retirement System Office, Room 260.

Further information on the retirement buy-out and vesting will be provided as it becomes available to us.

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# OFFICERS ARE NOT REQUIRED TO KEEP ROUGH INTERVIEW NOTES

by Ralph B. Saltzman  
Attorney for S.F.P.O.A.

In re Gary Gee, *People v. Gary Gee*, 3 CIV 19185

Three juveniles on July 18, 1979, walked to a residential development site near one juvenile's home. At the site, they became involved in throwing rocks at a fourth juvenile, the girlfriend of a worker at the development site. Shortly thereafter the minors left the area but returned with a fourth juvenile in order to throw more rocks at the girlfriend. Gary Gee, the fourth juvenile, while the other juveniles there throwing rocks into the open ditch, pulled out a revolver and shot at a nearby generator. The generator was thrown into the ditch. At this time the adult worker emerged from his project and one juvenile, Charles, said, "I'm going to kill you."

The adult responded, "Not if I kill you first."

Charles started to run away. The adult climbed into a tractor and drove towards Gary Gee. Gary Gee fired once at the adult, and the tractor went into the ditch. Gary Gee jumped into the ditch and fired a second shot at the adult. As Gary and Charles left the vicinity, Gary stated, "I think he's dead. I shot him."

Later that day, the juveniles learned that the police were looking for them. At that point, Gary Gee left and did not return home until August 17, at which time he surrendered to the police.

Gary Gee was adjudged a ward of the Court after it was found by the Court that he had committed murder in the second degree. Gary Gee appealed on six grounds. The sixth ground was that he did not receive appropriate discovery or investigative material.

Gary Gee asserted that he was denied due process by the failure of the investigating officer to retain "rough interview notes" which were compiled when the officer interviewed one of the other three juveniles.

Before the hearing, the minor had obtained a Discovery Order which included all notes made by investigating officers. The minor contended before the Court of Appeal that failure to provide the rough notes was a deprivation of due process.

The officer had taken notes during the interview with the witness, but discarded them upon making a formal report. This report included some of the statements made by the juvenile and were set forth verbatim. The officer testified that it was a routine practice for him to discard such notes after using them to write up a final report. The minor had been provided a copy of the report.

The Trial Court balanced the concept that the Constitution does not require the prosecution to make a complete and detailed accounting to a defendant of all police investigatory work against the concept that due process does require the prosecution to disclose all material evidence favorable to the accused. The obligation to disclose places a correlative duty to preserve such evidence even without a request. The Court noted that law enforcement agencies must take reasonable measure to ensure adequate preservation of such evidence.

The Court of Appeal held: "The above-mentioned guidelines do not require that rough interview notes taken by investigating officers be preserved for discovery purposes."

The Court noted, however: "This is not to say that such notes are never discoverable; indeed, should such notes still be in existence at the time a discovery order is made they should be turned over as part of the overall discovery package."

The Court recognized that the minor did not charge and the Court did not find that the notes were discarded in bad faith. Rather, the Trial Court noted that the notes were destroyed after they had served their intended purpose.

The Court distinguished this case from decisions coming from the Federal Courts, *Brady vs. Maryland*, 373 US 83, and *United States vs. Brian*, 439 FED 2nd 642. These cases hold that officers must retain rough notes taken during the course of an investigation. However, in *Brady*, the prosecution withheld information valuable to the defense. In *Brian*, police destroyed tape recordings of critical conversations allegedly occurring between the defendants and a narcotics agent. In that case the credibility of the agent was the key to the conviction and the tape recording might have contained information not recalled by the officer in his testimony. The Court in this case noted that the notes were not essential to the officer's testimony.

According to *People vs. Hitch*, 12 Cal. 3rd 641, the law of the State of California is that there is a duty to undertake reasonable efforts to preserve the material evidence which may effect the guilt or innocence of the defendant. The Court of Appeal in the case of Gary Gee noted that investigative notes do not necessarily fall into the category of material evidence bearing directly on an accused guilt or innocence. Additionally, where such notes are incorporated into a formal report, where the officer testifies that the report accurately contains the substance of the information recorded in the rough notes, and when the report is thereafter turned over to the defendant, the requirement of providing all discoverable evidence has been met. The Court concluded: "(D) Due process requires nothing more."

It should be noted that in this case there was a dissenting opinion relative to the issue of the preservation of notes taken by an investigating officer.

The dissent noted: "Since the minor had the right to discover the notes, had they not been destroyed . . . the teaching of *People vs. Hitch* applies . . ."

"Despite the strength of my sense that the majority misanalyzes California law in the interview notes issue, I concur in the result. I agree with the majority that, under the facts of this case, even if the Court had struck the officer's testimony, the minor would not have benefited."

Although there is ample authority requiring the prosecution to preserve material evidence, and there is ample authority requiring discovery of such evidence by the defendant from the prosecution, this split decision held that rough investigative notes, when transformed into an official report, need not be preserved. It should be noted, however, that the Court took cognizance of the fact that the officer did not destroy the notes in bad faith. Therefore, when you destroy your rough notes, do it simply because you don't need them anymore.

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# CRIME AND THE COURTS

No one need be reminded of America's crime epidemic. More than a quarter of all households are victimized by some sort of crime at least once a year. Perhaps more frightening than the crimes themselves is the pervading sense that we as a society are helpless to deter crime. Efforts at rehabilitation, the hiring of more police officers and the swearing-in of new judges have done little, if anything, to halt the spread. The epidemic appears prone to get worse.

In a startlingly blunt speech, U.S. Supreme Court Chief Justice Warren Burger said that the justice system itself may be exacerbating the problem. Even when criminals are caught, he said, bail policy is often too lenient, cases take too long to come to trial, sentences — when imposed — may be too light and the appeals process is allowed to drag on ad infinitum. The justice system, in short, is not perceived as meting out swift and fair punishment, and that may itself be contributing to the rise in anti-social behavior.

The framers of the Constitution were certainly right in wanting to safeguard the individual from the excesses of the state. Common access to an impartial judiciary, which fairly interprets the canons of law, is our only protection against tyranny. At the same time the courts serve as the guardians of liberty, however, they also are charged with exercising the power of the state to take away someone's freedom as punishment for a breach of the law. Thus, the courts must wrestle daily with the dichotomy inherent in a liberal policy — that is, in order to preserve freedom, the state must exercise the authority to punish.

The growing pervasiveness of crime signals a breakdown in our social institutions. Parents, teachers and the clergy are not succeeding in their task of instilling sufficiently our shared social values of life, liberty and property. The criminal justice system, therefore, is becoming increasingly burdened as the last line of defense in preserving the values of civility. It is a difficult burden, and the courts are not bearing it well.

It would of course be visionary to expect the courts to bear the whole responsibility for the failure of authority throughout society. But it is also true that the law shapes values in ways that reach beyond the courts and prisons. They are not carrying their part of the load as well as they might, and it's well to have the Chief Justice calling them to their duty.

Reprinted Wall Street Journal, 2-12-81

# OVERTIME REPORT

by Theodore A. Schlink

A new overtime committee was formed by Bob Barry for the 1981 year. The members are as follows: Theodore Schlink III, Chairman, TAC; Duane Collins, TAC; Mike Dempsey, Co. D; Bob Swall, Co. A; and Jim Strange, Recruitment.

As those of you who regularly receive overtime know, every two weeks the checks have been rolling in. Lt. Mike Lennon and Sgt. Tom Bywater of Fiscal have developed a streamlined system in which our OT is processed, and in order to maintain the efficiency of the system, the clerks at the stations and details have been most cooperative in supplying the OT sheets on time.

If you should experience a problem with your checks, please do not call Fiscal to iron out your difficulty. Instead, first check with your station clerk, and verify your OT postings, and if there is a problem, document the posting that you were not paid for, and submit the proof in writing to Fiscal.

If you are unable to receive satisfaction from Fiscal, please contact myself or any other member of the committee to assist you.

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## AMENDMENTS TO PENAL CODE: RETIRED MEMBERS' PRIVILEGE TO CARRY CONCEALED AND/OR LOADED FIREARMS

Sections 12027 and 12031 of the Penal Code have been amended regarding retired officers carrying weapons. Penal Code Sections 12027 (a) and 12031 (b) (1) state in part that any peace officer who has been honorably retired shall be issued an identification certificate containing an endorsement by the issuing agency indicating whether or not the retired peace officer has the privilege to carry a weapon pursuant to these subdivisions and the date when endorsement is to be reviewed again.

A retired peace officer is required to petition the issuing agency for renewal of his or her privilege to carry a concealed and/or loaded firearm every five years.

In order to comply with the mandate of P.C. Sections 12027 (a) and 12031 (b) (1) all honorably retired members that have been certified to carry a concealed and/or loaded weapon shall be issued a new retired I.D. with the 12027 (a) and/or 12031 (b) (1) P.C. endorsement and a renewal date affixed on the card.

New I.D. cards are issued by the Personnel Sergeant, Room 580, Hall of Justice. Cards, for retired members, will be issued Monday through Friday, 0830 hours to 1600 hours.

If any member has any questions regarding this matter, please contact the Personnel Sergeant at 553-1007.

# FINGERPRINT AWARD

On February 25 at a luncheon of the Criminal Justice Committee of the Commonwealth Club of San Francisco, Sgt. Paul Forslind of the Crime Lab was honored as Crime Scene Investigator of the Year.



Paul Forslind receiving the award from Deputy Chief Cordes and Judge Mary Moran Pajalich, President of the Crime Lab Fund.

During 1980, Sgt. Forslind was able to find fingerprints in 47% of his 510 crime scenes and was later able to identify the criminal in 16.3% of those cases which was double the national average.

The award was sponsored by the Crime Lab Fund, Inc., whose purpose is to advance the use of scientific evidence in criminal cases.

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## WEEKLY REPORT

by Thomas C. Fleming  
Reprinted The Sun Reporter

Chief of Police Con Murphy, Jr., must be a man that the rank and file members of the department hold in grudging admiration, grudging only because cops as a breed always moan about their superior officers, particularly the man who holds the job of chief.

The members of the press admire Con and call him a vast improvement over the much-maligned Charles Gain.

Gain did not come up through the ranks of the local department, but was brought in as an outsider. Rank and file objections to him on these grounds only show how provincial the police are about how an individual is selected as chief of police.

The Chief is ostensibly appointed by the Police Commission, the policy makers for the department, but in fact there has never been a commission to actually select and appoint a chief of police. That honor is reserved for the major, who selects and tells the commission whom she or he wishes to be the chief of police during the major's tenure of office.

Black police officers by and large have been conspicuous in that there have been virtually no complaints from them about the chief, although there had been numerous and loud complaints from them about the chief from the time of Tom Cahill. Blacks became very visible during the Cahill regime and their visibility is even greater today.

Con Murphy, like his father Con Sr., is a real Irish charmer who prefers to operate at a very low profile.

Murphy senior was a captain who presided over the old Special Service Bureau, a bureau which is now called the vice squad. Con Sr., who was also a charmer, was well-liked and always had a nice word to say about everyone, even though it might be a miscreant who had committed some violation of the law.

Con Sr., has another son, Daniel, a lieutenant, who is also a charmer. All three Murphys, pere and fils, could very easily have gone into the priesthood and would no doubt have been as eminently successful as they have been in law enforcement work. Dan is the elder of the two sons, both of whom are very tall men who physically would attract the eyes of most females.

The present chief has eased some of the resentments the black members of the force held against the previous chief.

His predecessors were all considered to be insensitive towards the ambitions of blacks for upward mobility in the department.

Blacks complained inside and outside the department that the entire department exhibited hostility not only toward black civilians but likewise toward blacks who wore the blue uniform.

Some blacks, goaded by their frustrations, made demands which could not be met, such as giving blacks promotions without the benefits of taking and passing promotional examinations.

Oakland has had three lieutenants since blacks started entering that department in considerable numbers. One of those lieutenants eventually became a captain, the deputy chief of the Oakland department. Berkeley thought so well of this individual that he was appointed chief of police of that department when that city went in search of a new chief several years ago.

Since Con assumed his new position in the department, for which he owes loud thanks to Mayor Dianne Feinstein, three black officers are now wearing the bars of lieutenant; veteran policemen, black and white, will say that the three are all good cops.

San Francisco is the largest city in the nation to appoint blacks to a rank higher than sergeant, although San Francisco had earlier been niggardly in appointing blacks to sergeant from the promotion list.

The black community as a whole feels more comfortable about the police department since the advent of the Murphy regime that it has felt under previous chief.

There are fewer stories circulating about the city now about cops beating black heads than in the regimes of past chief. Of course it is not to be forgotten that all sorts of people take the civil service examination for the police force, and that some find it very difficult to erase their feelings of racism.

Some of the cops do not like homosexuals and at one time used to berate them physically and verbally. Murphy has shown that he considers blacks, homosexuals

and women to be members of the human family, and so far has not shown any resistance towards the acceptance of all three pariah groups into the department as working cops.

It is not immediately obvious whether Murphy would have accepted these pariahs into the department if the courts had not ordered it done, but it is easy to recall chiefs of police who would readily have defied such court orders, in the process making law breakers of themselves.

Con brings a high degree of professionalism to the city, tempered with an empathy for the changing times.

I think that the chief of police will be sorely tested by events that may develop during the present inflation-created depression.

Inflation has brought about vast social changes, though these were perhaps in the development stage long before many felt the pressure on the present scale.

Many have gained a feeling of confidence in Con Murphy that he will not forget basic human and civil rights when he is tested by the irrational behavior which may develop.

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## NEW POLICE CHAPLAIN

At the Wednesday, February 25th Police Commission meeting, Reverend James Leach was appointed a Police Chaplain for the SFPD. L to R: Comm. Sanchez, Mrs. Daisy Leach, Reverend R.L. Ownes, Chief Murphy, Reverend Leach, the Reverend's son, Police Officer James Leach, Comm. Murphy, Comm. Nelder, Comm. Daly and Reverend George Green.

Photo courtesy of Curt Cashen



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## NOTES ON THE COMMISSION

by Gerry Schmidt

At the February 18th Police Commission meeting, Chief Murphy made it clear that the "S" Squad was to take a stern approach to the situation on Muni buses. He also noted that in the first two weeks of their infiltrating Muni ridership, over eighty arrests had been made. This was compared to the one hundred and eighty made by Muni Police in all of 1980.

It was noted for the record that copies of two new general orders have been sent to Employee Organizations (P.O.A.) in accordance with the Meet and Confer process. These involve the "Notification of Command Staff Regarding Serious Incidents" and "Records destruction" by the department.

Officer August Stremme and Joseph Stone of Northern Station were authorized by the Commission to receive \$25.00 rewards each from the San Francisco Chronicle and Examiner.

The Chief also commented briefly on the now defunct "Sting Operation" due to a defunding by L.E.A.A. He attributed reductions in burglaries to the unit and also indicated he looks forward to re-implementing the unit in the future, perhaps through private sector funding.

Commissioner Toler was the only one absent at the February 25th meeting. Officer Phillip Bill was this month's recipient of the "Traffic Officer of the Month Award" given by the Chamber of Commerce.

Fellow 126th Academy classmate Jim Leach had the honor of seeing his father, Reverend James Leach, sworn in as a Police Chaplain for the S.F.P.D. I'd like to extend my congratulations to Jim and his entire family.

On a much sadder note, Commission President David Sanchez adjourned the meeting by requesting a moment's silence in memory of Lieutenant Vernon McDowell.

I would like to add my personal condolence to the family and loved ones of a man truly respected in and outside of the San Francisco Police Department.

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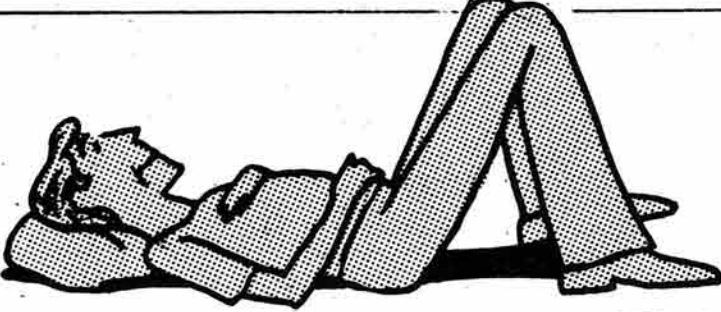
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## EMPLOYEE HEALTH

This is the beginning of a continuing Newsletter feature on employee health as related to stress.

A number of factors affect the health of working people. Some of these factors result from individual behavioral choices, such as smoking or dietary habits - and may be called the lifestyle influences. Others are merely beyond the control of individual employees - such as exposure to toxic chemicals or unsafe working conditions - and may be referred to as occupational factors or influences on health.

In future issues, we'll discuss both kinds of factors and suggest a variety of ways that individual working people can help maintain and improve their state of health. This article begins a three-part series on stress.

The word stress means different things to different people. For some, it means feeling upset, smothered, pressured, or harried. For others it means having to cope with life changes or some life crisis such as divorce, death of a loved one, or the birth of a child.

And stress for some has no specific meaning but is used to describe the experience of free-floating anxiety or a feeling of tension, the source of which may not be entirely clear.

We usually think of stress as resulting from something un-

pleasant, but even pleasant circumstances or events can be stress-producing. In fact, the physiological "stress response" is produced by anything that causes an individual to readjust or adapt.

It follows that stress is not necessarily bad. Some stress can't be avoided, and moderate levels of stress can actually improve performance. It is only when stress is handled poorly or becomes overwhelming that it becomes distress.

Stress or distress involves three elements:

- \*Stressor - the events or people that trigger stress.
- \*Perception - how we perceive, interpret and view the stressor.
- \*Coping response - how we handle or respond to a stress-producing situation.

The first step in managing stress is to experience how it feels. How do you physically experience the stress? Headaches, digestive difficulties, cold or clammy hands or feet, muscular aches, dizziness and a loss of concentration...all are common ways of experiencing stress.

The next step is to become aware of coping responses. Smoking, overeating, drinking alcohol and taking drugs are common responses to stress, but they are, unfortunately, unhealthy responses.

After you've more fully experienced how stress affects you physically and how you usually choose to cope, you can learn how to better deal with stress-producing situations. We'll talk more about that in the next issue.

But for now, how about paying attention over the next month to how you experience stress. Pay attention to how your body feels during and immediately after a stressful situation. And begin to practice a conscious relaxation exercise, such as the following:

Deep breathing from the stomach. Try it twice a day, with a loose belt and a relaxed stomach. One way is to lie on the floor with your knees bent and your head on a pillow, so that your spine is straight. Another way is by sitting up in a comfortable chair.

Close your eyes and draw a deep breath into your stomach, one hand on your chest, the other on your stomach. Let your stomach rise with the breath, your chest barely moving. Breathe out through your mouth and whisper a sound, like the wind. Do this five to ten minutes at a time, all the while paying attention to your breath. If distracting thoughts come into mind, let them float through but don't hang onto them. Just let them pass by and return your attention to your breathing.

There are other techniques that'll help you relax. We'll discuss them in future issues. You can check the library or a book store for materials on the subject. Your Public Health Department offers a stress management class that will teach you a variety of alternative techniques. Information on the time and place of the next class is available from the Bureau of Health Promotion and Education, 558-4343.

## SOCIAL PSYCHOLOGY GRADUATE PROGRAM

February 1981

### OUTLINE OF COMPETENCIES

Students pursuing the M.A. degree in Social Psychology at San Francisco State University are expected to achieve basic competency in all of the categories listed below. Evaluation criteria for each competency area will be determined for each student in individual student-faculty consultation. Students are expected to develop special expertise - i.e., proficiency beyond the basic competency level - in several areas chosen for their appropriateness to the student's professional goals.

This outline provides a brief overview of the competency areas. It should be treated as a working document, because at the time of this writing the Social Psychology faculty are still refining the details of the competency-based approach to graduate training. For further information, students and potential applicants to the Social Psychology Program are invited to contact:

Dr. Marcelle Kardush  
Rm. 239, Psychology Bldg.  
Tel: (415) 469-1655

Dr. Jamie Newton  
Rm. 325, Psychology Bldg.  
Tel: (415) 469-2167

#### Competency Areas:

- A. Assessment and Diagnosis of Social Systems (Organizations) - Formal and Informal
- B. Theory-Based Interventions: Design, Implementation, and Evaluation at the Individual, Interpersonal and Organizational Levels
- C. Leadership and Supervision Skills (Interpersonal and Organizational)
- D. Research Methodology
- E. Familiarity with the Empirical and Theoretical Literature
- F. Personal Growth
- G. Advanced Written and Oral Communication

Please Note: These competency areas are not listed in priority order. All are essential and none should be slighted. This listing is basic, but not exhaustive. Each student entering the Social Psychology Program should expect to review his or her plans periodically with the faculty, evaluating progress in the light of overall goals and modifying goals in the light of experience and developing knowledge. Individual programs of study will involve specific competencies, often including particular skills or areas of expertise not noted in the list above, tailored to the objectives the student and faculty identify as appropriate for an individual's professional aspirations.

## NEW "CAR CHECK" FOR AAA MEMBERS

Responding to motorists' needs for regular "under-the-hood" maintenance, due to the increase of self-service gas stations, the California State Automobile Association (AAA) has developed a new "Car Check" program, consisting of a specially equipped van, manned by a CSAA technician who performs a series of maintenance checks on AAA members' automobiles.

The items inspected include the battery and cables, belts and hoses, tires, fluid levels, and lights. The CSAA technician performing the car check will also spray-waterproof ignition wires, inflate tires to recommended pressure, and clean and spray battery terminals and cable ends, if needed.

Fuel efficiency will also be checked by measuring the level of carbon monoxide (CO) and hydrocarbons (HC) emitted from a vehicle's exhaust pipe. Although not designed to tell specifically how many miles per gallon a car is getting, the amount of CO and HC can determine what adjustments, if any, are necessary so they can be made to improve engine fuel economy.

The entire "Car Check" takes about 20 minutes. Each motorist will be given a copy of his or her "Car

Check" results, as well as a copy of CSAA's new "Car Care" booklet. The program, solely for AAA members, is sent to pre-scheduled locations throughout Northern California and Nevada. The total fee for the Car Check is only \$5.00, which helps defray program costs. It is operated on an appointment only basis by calling the nearest CSAA office.

For motorists unable to participate in the Car Check, the California State Automobile Association advises that the driver/owner make the following inspections on a weekly basis (or when fuel is purchased, if more often): With the engine OFF for safety's sake, ex-

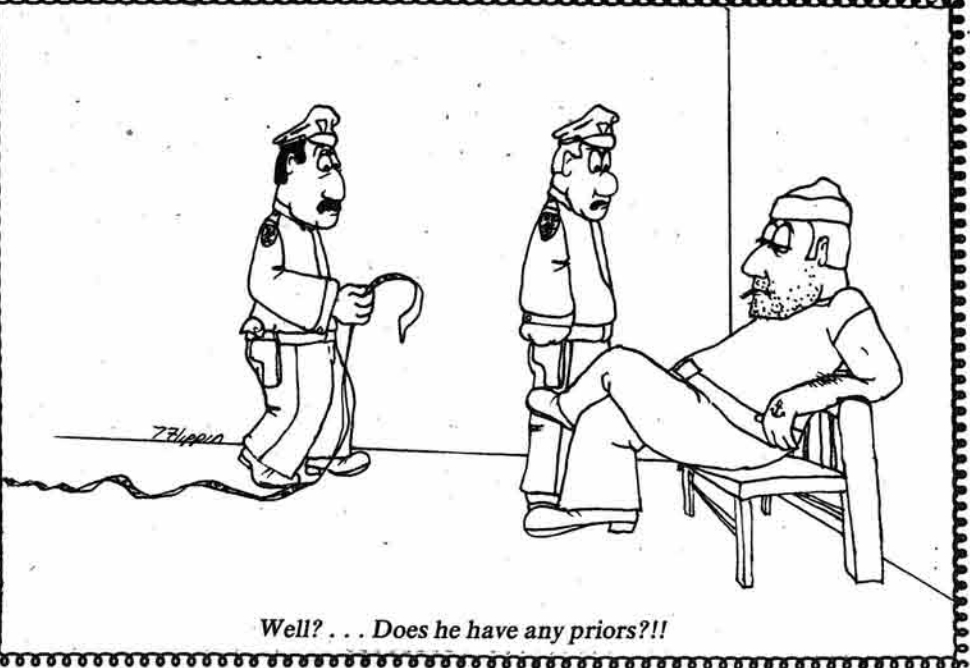
amine engine oil level and condition; engine coolant level should be checked when engine is cool before starting out; DO NOT open radiator cap while engine is warm or hot; also check hoses, clamps and connections for signs of leaks or other deterioration (cracks); check accessory drive belts for fraying, cracking or excessive wear; tire pressure, including conventional spare, should also be checked at least weekly - preferably when cold to avoid error in pressure readings.

CSAA also recommends that on a monthly basis, check the transmission fluid level and condition. Consult your owner's manual for specifics in con-

ducting this test. Check brake fluid level. Battery cables and carrier should be checked for corrosion, and the battery fluid level should also be checked on conventional batteries.

Regular preventive maintenance checks of this type, by either the operator or a trained service station attendant will help the motorist spot trouble areas early and help avoid costly repairs and unnecessary delays.

The "Car Check" is one of a number of recent innovations developed by the California State Automobile Association to help its members and the general public keep their cars safe, well-maintained and at top fuel efficiency.




Well? . . . Does he have any priors?!!

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# 10-35 SEARCHES

by William Fazio  
Assistant District Attorney  
(415) 553-1210

A condition of probation often imposed by our courts deals with a defendant submitting his person, residence or vehicle to a search by a peace officer, or probation officer at anytime of the day or night, with or without probable cause. Most likely, you are familiar with such "search condition" under the code title "10-35".

A search condition is commonly obtained by the prosecution in a disposition of a narcotic cause. Cases involving illegal possession of weapons and those where the defendant has pled guilty or been found guilty of burglary or receiving stolen property may also contain a search condition.

When a defendant agrees to submit himself, residence or vehicle to a warrantless search, he is knowingly and voluntarily giving up a constitutional right. However, in exchange for his search condition, he is granted probation rather than committed to the county jail or state prison. Since the search condition takes place in open court, where he is represented by counsel and where he is asked by the court if he fully understands and accepts the condition of his probation, he cannot later claim a denial of due process or that he was compelled to accept the search condition.

In spite of the clear and concise wording of the search condition, it behooves an officer if exercising the search

condition on a defendant to be able to articulate some reason why he or she conducted the search. If the officer did not know of the search condition prior to searching the defendant, any evidence recovered as a result of the search will be suppressed unless there is independent evidence giving probable cause for the search. Assuming that you are aware of the search condition of the individual, what restraints, if any, are imposed upon the officer in conducting the warrantless search?

The law appears to be in conflict as to the above questions. One line of cases hold that the officer may exercise the authority of a warrantless search only when he knows a known probationer is conducting himself in a manner that suggests resumption of misconduct that gave rise to the condition. The other, unfortunately less popular, line of cases would reject any such limitation and would give the officers the authority available under the condition. However, all cases agree that if the defense can show that the police have been harassing the defendant by exercising the search condition, the evidence so obtained will be suppressed.

In light of the above conflict between judicial interpretations of the search condition, it is to your best interests to be able to articulate some reason for the search. The reason need only be minor and conclusory, e.g. The suspect was acting in a suspicious manner by looking up and down the street as if operating as a lookout. You need not show probable cause for the search; you need only guard against allegations of harassing the suspect or otherwise "picking" on him. If you are able to articulate some reason for your search and the conduct of the search is otherwise reasonable, the evidence seized should be admissible in court against the defendant.

It has always been this writer's opinion that the rulings which limit and restrict the authority given under a search condition have come about because of overzealousness on the part of the officer conducting the search. I see no problem with an officer, in conjunction with the defendant's probation officer, conducting periodic searches of the defendant's person, vehicle, or residence.

I would perceive the following: a narcotics officer knows that Harry Heroin has been granted probation in an 11351 case. He checks and confirms the fact that a condition of probation is a 10-35 search. The narcotic officer then arranges with the defendant's probation officer to conduct a search of the defendant's residence. At a reasonable hour, on a weekday (say a Wednesday afternoon) the officer and the defendant's probation officer responds to the defendant's residence. At the defendant's residence, they knock and otherwise identify themselves as probation and police officers, and notify the defendant that they intend to search his residence in conformity with the conditions of his probation. The officer has acted in accordance with the purpose and intent of the search condition and any evidence recovered by way of the search should be admissible. There can be no argument made that the police officer and/or probation officer have harassed the defendant. They have exercised the condition of probation which the defendant voluntarily and knowingly accepted at the time he entered into the plea or accepted probation.

A special thanks to Officer Charles Siani of Ingleside Station for the suggestion for this month's article.

## The IPA

by Curt Cashen, Photo Lab

The International Police Association was founded in 1950, in England to promote friendship among police officers throughout the world. The aims and objectives of the I.P.A. are: To unite in service and friendship all active and retired members of the law enforcement service. To encourage and stimulate a study of public service and the maintenance of law and order. Such activity is encouraged through social, cultural and allied activities. To arrange friendship through the exchange of rest, recreational and study programs.

There is no discrimination on the basis of race, creed, age, rank or sex, and the I.P.A. is entirely non-political.

Membership now covers most countries of the free world and is steadily rising. It includes all ranks from officers to commissioners of police. Activities of the I.P.A. are in no way concerned with service matters for which purpose there are other organizations.

The I.P.A. is an organization based strictly on idealism and friendship. The requirements for membership are only that you be a Peace Officer as set forth in the California Penal Code and have one full year service with a law enforcement agency.

Like anything else the I.P.A. is what you want to make of it. For most members it is a social organization, which makes for a good excuse to meet and enjoy new friends. I've heard it suggested that being a member of the I.P.A. and hosting foreigners would only be of value if one were planning to travel. For sure it does make any trip nicer if you can contact someone who lives there to welcome you and show you around, but that is only one benefit and I don't feel it's the most important benefit. The best benefit is what being an I.P.A. member does for your life right here at home. In hosting foreign police officers, I've found that I learn something from each new person I've met. I found foreigners bring their culture with them and it's fun to experience that. Guests also tend to stimulate you to do more. To entertain; to have fun; to show off your home and city. Where at first this may seem like a bit of a burden, I found that I've enjoyed the vacations of my guests as much as they did. In showing people around the area I have seen and done more things in my own city than I am sure I ever would have otherwise.

The I.P.A. opens up the whole world to you. If you have an interest in any foreign country, language, culture, stamps, guns or whatever, there is an I.P.A. member that can be contacted to pursue that interest through. You can contact and ask fellow I.P.A. members, anywhere in the world anything that you can ask any friend. For example, to look up the address of a distant relative or friend that you are unable to locate; or to price a camera; or to exchange homes for the summer; you are limited only by your imagination and enthusiasm.

Some people are very reluctant to become involved with hosting strangers in their homes, even if the strangers are police. As an I.P.A. member you are not obliged nor necessarily expected to do anything. There are plenty of I.P.A. members in the San Francisco Bay Area and throughout California that are willing to host. And even without hosting there is no problem in making a visitor's stay in San Francisco a nice one.

It is not uncommon for a foreign police officer who is not familiar with the city to book reservations in the Hilton or St. Francis Hotel for \$100 plus per night. I don't know of any foreign police that make as much money as we do. They save for their vacations and don't want to risk getting a bad hotel room. If no hosts are available say on short notice, it does not take much to direct the visitor to a reasonably priced hotel, a few good restaurants and the best sights to see. What is greatly appreciated by visitors is just to meet a fellow police officer, say for dinner and/or a night on the town. Or, you may just want to read the I.P.A. newspaper about the various activities that are going on. In any case, your moral support would be appreciated.

If you are interested in becoming an I.P.A. member or would like more information, please write to:

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or in the S.F.P.D., contact Curtis Cashen, S.F.P. Photo Lab, 850 Bryant Street, San Francisco 94103, 553-1164.

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# The MOVEMENT

by Jerry Crowley



*Every organization known to man, from government down, has had only one reason for being — that is organization for power in order to put into practice or promote its common purpose.*

*Every organization, public or private, that has acquired this power is organized on a local, state and national level.*

The International Union of Police Associations (IUPA) is a National Union composed solely of police officers and sheriffs which has 150 individual police and sheriff associations as its membership. The IUPA is the only national police union chartered under the American Federation of Labor (AFL/CIO). No individual police union or association can be chartered under the AFL/CIO unless they belong to the I.U.P.A. No individual police or sheriff union can belong to any city, county or state AFL/CIO Labor Council unless they belong to the I.U.P.A. Prior to the formation and affiliation of the I.U.P.A. with the American Federal of Labor there was no direct relationship between police officers and the labor movement.

The AFL/CIO has over 15 million members and represents all major national unions in the United States with the exception of the auto workers and the teamsters. Most of the international unions of the AFL/CIO are members of city, county and state labor councils which coordinate and translate union legislative and political policies to the city, county and state legislators. The Executive Council of the AFL/CIO is made up of all international unions which set national policy and act on the national priorities of its members.

The California State AFL/CIO Federation of Labor has over 1.3 million members. San Francisco is a member of this State Federation through the California Organization of Police and Sheriffs (COPS). San Francisco POA is also a member of the San Francisco Labor Council, as is the S.F. Fire Union.

San Francisco POA, along with each individual police association in the I.U.P.A., pays \$1.55 per month for each of our members to the IUPA. The IUPA in turn pays 19 cents per member to the AFL/CIO. This payment is called a per capita dues tax. The remaining dues money sent to the IUPA is used to run the National Union by funding its daily operations, political, legislative, educational and organizing needs.

## IUPA LEGISLATIVE REPORT

The IUPA has been working closely with the Public Employee Department of the AFL-CIO on legislation affecting police officers and other public employees. As the new 97th Congress assembles in Washington, D.C., this is a good time to summarize some of the major issues which have been addressed by the IUPA during the past session of the 96th Congress.

**1. PUBLIC EMPLOYEE RETIREMENT INCOME SECURITY ACT, PERISA** — Has now seen the congressional task force report completed and legislation introduced. There were recent hearings in which IUPA-PED testified. This has a good possibility of action in the 97th Congress.

**2. PUBLIC EMPLOYEE UNEMPLOYMENT COMPENSATION** — a major victory for state and local public employees was gained in the closing hours of the 94th Congress in 1976, by the extension to them in H.R. 10210, of coverage of unemployment compensation. Recently the U.S. Supreme Court upheld the action of the 94th Congress and ruled the benefit did not violate the Constitution.

All workers, regardless of who they work for, and their families, deserve the protection of unemployment assistance. The myth of job security in the public sector has long been shattered and the states have failed in their responsibilities to provide this protection. That's why federal standards are necessary.

Ed Kiernan, President of the IUPA, was elated that the United States Supreme Court believes in this principle for public employees.

**3. PUBLIC SAFETY OFFICERS DEATH BENEFIT BILL** — In 1976 Congress passed and the President signed H.R. 866 a \$50,000 death benefit for state and local public safety employees killed in the line of duty. A similar bill for federal firefighters and police passed the 96th Congress, in the closing hours, but was vetoed by President Carter. The sponsors of the bill have reintroduced the legislation and the IUPA will press for its early passage.

**4. GENERAL REVENUE SHARING** — Authorization was extended by the House, H.R. 1112, in June 1980, with a three year authorization. However, the Senate Bill, S.2574, would have provided a five year authorization which included countercyclical aid. As the 96th Congress neared its end the Congress passed a three year authorization extension.

**5. AID TO CITIES** — Since its establishment the Public Employee Department and the IUPA have worked for aid to cities, particularly New York City, and have repeatedly been successful. The IUPA has been commended by the Mayor of New York City for its special efforts.

**6. CIVIL SERVICE REFORM ACT** — The PED and the IUPA supported federal affiliates in assisting passage of the Civil Service Reform Act which for the first time provides for federal employees, a statutory basis for collective bargaining. While, like most legislation, this was a compromise, it represents a major step forward.

**7. SECRET SERVICE PAY BILL, H.R. 7782** — The uniformed division of the U.S. Secret Service now will be getting paid the same cost-of-living increases as other federal employees, thanks to legislative efforts of the International Union of Police Associations (IUPA).

The IUPA earlier succeeded in having similar legislation passed for the U.S. Park Police. Both bills were introduced in IUPA's behalf by Representative Leo Zeferretti (D-N.Y.).

**8. COLLECTIVE BARGAINING** — The League of Cities case, denying the constitutional power of Congress to apply the FAIR Labor Standards Act to state and local public employees, was considered by some to preclude enactment of a national law guaranteeing collective bargaining for state and local public employees. The Public Employee Department convened repeated conferences with affiliates' lawyers and did an analysis of this decision. In the end the AFL-CIO took the position that a collective bargaining bill could be constitutionally enacted. Unfortunately the legislative strength has not been sufficient up to this point.

The legislative battle to provide federal legislation protecting collective bargaining rights of state and local public employees, H.R. 777, was not seriously joined in the 96th Congress largely because of questions raised by the League of Cities. However, the Supreme Court of the United States has refused to grant a writ of certiorari in the case of the County of Los Angeles v Secretary of Labor which held that congressional provision that states provide unemployment compensation for state and local public employees is unconstitutional. This does not decide, but does suggest, that Congress could frame legislation which would be upheld, providing for state and local public employee collective bargaining.

**9. PROPOSITION 13 TYPE LEGISLATION** — State referenda to limit spending on taxes at the state and local level, led by Proposition 13 in California have been and continue to be a major concern. On November 4, 1980 Massachusetts voters passed Proposition 2½ limiting a homeowner's property tax to 2.5% of its full market value, reducing the motor vehicle excise tax by 2/3 and allowing renters to deduct 50% of their annual rent from state income tax; major public service cuts will be required because of the loss of probably \$600 million state revenue the first year. Massachusetts is not cushioned by a state surplus as in the State of California. In Michigan a similar proposal was defeated although the budget cut by the Governor was severe. Major cuttings like Proposition 13 were defeated in Arizona, Nevada, Oregon, South Dakota and Utah. Other state tax changes were adopted in Ohio and Missouri.

**10. MANDATORY SOCIAL SECURITY** — There have been studies done on this subject but as yet no firm legislation has surfaced. The IUPA along with PED will continue to fight against the mandatory inclusion of public employees into the Social Security program.

**11. VOTING RECORDS** — A voting record on all 545 members of Congress was compiled by the Public Employee Department. It is used by affiliates, nationwide, and sent to all members of Congress, including new members as they are elected.

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# TWO Retirement Systems

SAN FRANCISCO POLICEMAN - Page 15 March 1981

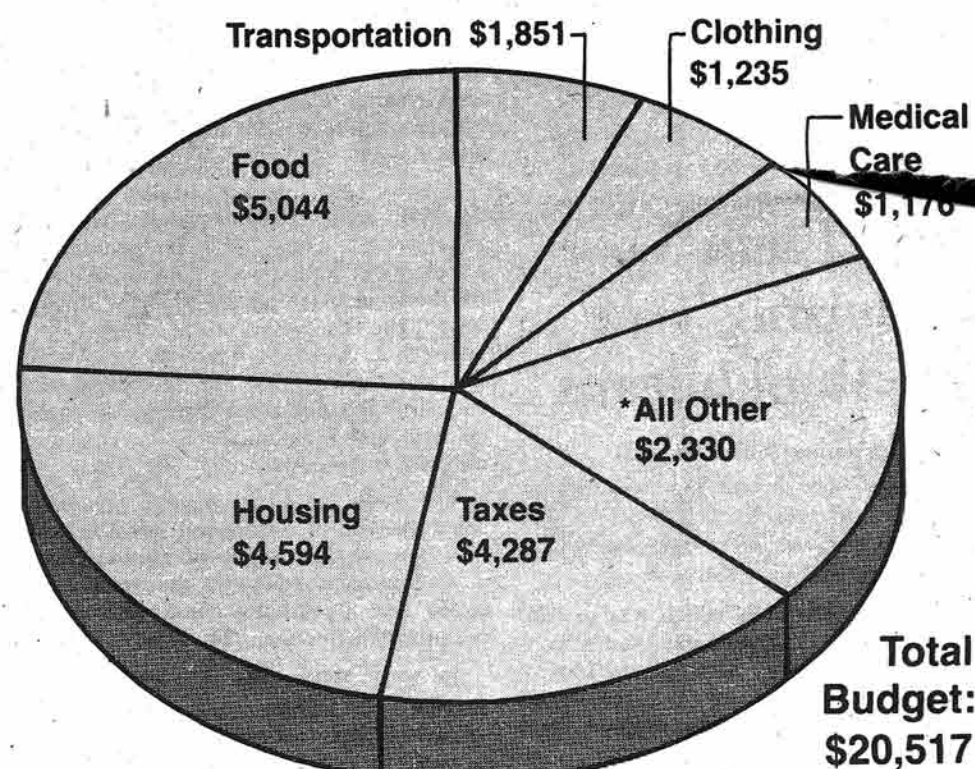
BENEFIT	"OLD SYSTEM" PRE 1976	"NEW SYSTEM" POST 1976
1. final compensation	monthly compensation attached at time of retirement to rank or position held for 1 year	highest average monthly compensation for any 3 consecutive years
2. service retirement eligibility:	25 yrs. service, age 50	25 yrs. service, 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

See Mike Hebel's Pension Story on Page 8

## Family Budget Costs Outstrip Wages

AFL-CIO NEWS, WASHINGTON, D.C., FEBRUARY 7, 1981

### Where the Family Budget Goes (Intermediate Level, Autumn 1979)



\*Includes "Other Consumption" (reading, recreation, education, tobacco, alcohol, etc.) \$1,021; Personal Care \$433; and "Other Items" (gifts, contributions, life insurance, job expenses) \$877.

Source: Bureau of Labor Statistics, Urban Family Budgets, Autumn 1979.

were \$3,911 or 36 percent. Housing costs were much lower than the intermediate budget, accounting for about 22 percent.

In the remainder of the lower budget, the most important component was medical care. Draper points out that although the dollar amount spent was similar to that for the intermediate budget, it required a larger percentage (11 percent) of spendable income.

Higher-budget families spend some 31 percent of their after-tax income on housing, the article notes, and while their budgets assign some \$6,360 to food costs, this is only 28 percent of the family outlay.

**IN HIGHER-BUDGET** families, larger percentages of income are available to spend on items such as recreation and personal care, and even though medical costs are more expensive than the other two budgets, they account for only 5.4 percent of the higher budget.

Tax payments, including income and social security, are an important portion of the budgets compiled by the BLS, Draper notes. They are calculated separately to show what a family's total income must be to have enough left over

to cover necessary living expenses. Sales and property taxes are not calculated separately, Draper observes, but are included in the prices of items bought and in home ownership costs.

The article also points out that since 1967, when all three family budgets were first priced, costs have more than doubled—up 126 percent for the intermediate, 113 percent for the lower and 132 percent for the higher budget. Nearly one-third of this increase took place between Autumn 1977 and Autumn 1979. In the period from 1978 to 1979 alone, the intermediate budget rose by 10.2 percent, the lower by 9 percent and the higher by 10.6 percent.

**TRANSPORTATION** costs showed the largest percentage increase in all three budgets, up about 13 percent, primarily in response to a 51-percent increase in the cost of gasoline.

Food, housing and medical care costs were in the 9 to 10 percent increase range, and social security and income taxes were up 12.5 percent in the intermediate budget, 9.6 percent in the lower and 13.8 percent in the higher budgets.

The income needed for a typical family of four to maintain a moderate standard of living in the United States—\$442 a week—is far more than the average worker takes home, AFL-CIO Economist Anne Draper points out in the current issue of the American Federationist.

Draper's article, "Crisis in the Family Budget, 1981," reviews the Labor Dept.'s "urban family budgets" compiled annually to show how much income an urban family of four needs to keep up a lower, intermediate or higher standard of living.

**THE MOST** recent calculations done by the Bureau of Labor Statistics for Autumn 1979 show national averages of \$20,517 needed for the intermediate budget, \$12,585 for the lower and \$30,217 for the higher.

But by late 1980, Draper points out, the continued rapid rise in consumer prices had driven budget costs even higher. New official figures have not been released, but the AFL-CIO estimates that the intermediate budget would have risen to about \$23,000 by September 1980, the lower to about \$14,000 and the higher to about \$34,500.

Yet an average wage-earner family of four, dependent on a single paycheck, would have an annual income of only \$12,464 or \$239.69 a week at September 1980 weekly earnings level, Draper notes. Thus, even the lower standard of living described by the government is beyond such a family's reach.

**THE SQUEEZE** has been tightest over the three years from Autumn 1977 to September 1980, she points out, since the increase in the costs of the urban family budgets would be more than the increase in the entire preceding five years.

The budgets are compiled by BLS for 24 metropolitan areas and Anchorage, Alaska. Averages for non-metropolitan areas are given on a regional basis, and the agency compiles a national average using all the figures.

The budget costs are calculated specifically for an urban family of four consisting of a 38-year-old husband employed full time, a wife who does not work outside the home, a 13-year-old son and an 8-year-old daughter. The budgets cover necessary outlays for living expenses and holding a job as well as social security payments and income taxes.

**AMONG THEIR** uses, the budgets are reference points in certain types of legislation dealing with eligibility for various benefits and, Draper notes, they are useful in collective bargaining. The intermediate budget, the key figure for wage earners, represents the costs of maintaining an urban family of four at a "modest" American standard of living.

The budgets are based on a list of goods and services, and their quantities, that a family buys to meet its needs. Although the "budget family" was chosen as being

fairly representative, there are obviously many other types of families, Draper observes, and, while the intermediate budget is called "moderate," it is neither barebones subsistence nor luxury. It is not intended to describe the buying habits of any particular income class.

Instead, Draper explains, it is a composite of items, such as food, clothing, personal care and shelter, selected on the basis of scientific standards defining necessities for family functioning such as food purchases; on surveys showing trends in basic living arrangements such as home-ownership or rental and automobile ownership; and on survey findings that describe quantities of items families consider essential for minimum satisfaction of their wants and needs, such as home furnishings and clothing.

**AT THE** intermediate level, Draper's article explains, about 75 percent of the "budget families" are considered to be homeowners, and virtually all own an automobile typically described as being two years old when purchased and kept for four years.

The family eats on a "moderate-cost family food plan" established by the Agriculture Dept. which allows for somewhat varied and nutritionally adequate meals, including some higher-priced cuts of meat, some convenience foods and some meals away from home.

The "budget family," Draper observes, is also described in terms of appliances it typically owns or buys, clothing purchases, medical expenses, personal entertainment costs and other typical budget items.

**THE LOWER** and higher budgets are put together from lists that are variants of the intermediate budget, although the contents of the three lists are similar. Generally, the BLS calculates the lower budget based on the assumption that the "budget family" buys cheaper alternatives or items at lower prices, thus getting poorer quality. The higher budget family is assumed to make more expensive selections where alternatives are available, or to pay above-average prices for items of better quality.

For the intermediate budget in the fall of 1979, the "net" budget after income and social security taxes was \$16,230. Food costs took up 31 percent of this and housing costs accounted for another 28 percent, for a total of some 59 percent of spendable income.

Transportation and clothing were the next largest components, taking up some 19 percent of spendable income. The remaining 22 percent was divided among personal care (2.7 percent), medical care (7.2 percent) and a number of other costs.

**AT THE LOWER** budget level, food was even more important, even though costs for this budget are figured on a scaled-down cheaper diet. Out of the total after-tax budget of \$10,773, food costs



# FEDERAL LITIGATION COMMITTEE REPORT

President Bob Barry has selected the new Federal Litigation Committee for 1981. I was appointed the new chairman and James Strange, from Recruitment, was appointed to assist.

In the past, the dealings of the Federal Litigation Committee has been somewhat of a closed affair. As a result, rumors upon rumors have been circulated throughout the department regarding the status of the Consent Decree.

One of my tasks as the new chairman, will be to keep the membership continually informed as to what is going on and I will always be available to affirm or squash any and all rumors that are currently being circulated. Also, you will find the minutes of the monthly Auditor/Monitor meetings that take place on the third Tuesday of every month, reprinted in an abbreviated form in this newspaper.

## CURRENT NEWS

Is the consent decree going to be changed? Answer: Prior to any changes in the Consent Decree, the membership must, by a majority vote, approve to deny any proposed changes that may be introduced. The process would involve a secret ballot submitted to the membership, the same as is done for any general election. Therefore, if there are to be any changes, you will be thoroughly advised as to any and all proposals.

On February 24th at the regular scheduled Auditor/Monitor meeting, we opposed the acceleration of the lieutenants examination. The vote in opposition was in response to the majority vote of the membership that rejected same.

When is the next sergeant's and assistant inspector's exam? The next exam will take place sometime after August 1, 1981. The Consent Decree reads as follows: In view of the fact that the rate of appointments in the past ten years for the rank of Sergeant has been 25 persons annually and 15 persons annually for the rank of Assistant Inspector, the City shall maintain at least this rate of appointment in said ranks from and after August 1, 1981 through August 1, 1985. Consent Decree, 14, lines 28-30, pg. 15, line 1.

When is the next Lieutenant's exam? Sometime after July of 1982.

When is the next Captain's examination? Two years from the date the eligibility list for the current captain's exam is adopted.

If there are any other questions, that I can assist you with, please give me a call at Extension 1278 (TAC).

The below listed material are excerpts from the February 24th meeting of the Auditor/Monitor. Occasionally you will observe a comment from me under the title of "Chairman's Comment".

## MEETING SUMMARY TUESDAY, FEBRUARY 24, 1981

### IN ATTENDANCE:

Chinese for Affirmative Action	Absent
City Attorney's Office	Absent
Civil Service	Absent
Consent Decree Division	Geoffrey Rothman
	Ray Wong
League of United Latin American Citizens	Absent
Mayor's Office	Betty Guimaraes
N.O.W.	Absent
Officers for Justice	Luana Williams
Police Department	James Shannon
	Alex Stevens
Police Officers' Association	T.A. Schlink III
	J. Strange
Public Advocates	Lois Salisbury
U.S. Dept. of Justice	Absent
Auditor/Monitor's Office	Nathaniel Trives
	Magda Haddad
	Sheila Solano

**Rough Draft - Consent Decree Amendment**  
Document The Auditor/Monitor stated that the Parties Counsel and he had a meeting in the City Attorney's Conference room on Friday, February 20th at 2 p.m., and they came up with the appropriate language, in rough draft form, to amend the Consent Decree to proceed to offer greater opportunity to officers and to give them greater mobility. He then introduced Ray Wong, the Interim Consent Decree Coordinator, and Mr. Rothman, in order to give the schedule on how the in-

formation contained in the amendment would be implemented.

After their discussion, the Auditor/Monitor would ask for a Motion to authorize this office to proceed. The final document will be ready for submission to the Court by March 4th.

Mr. Rothman noted that Robert Barry, president of the POA, had also attended the meeting on February 20th. The proposed changes will only affect the dates upon which the various examinations will be held. Acceptance of the examination dates will mean increased opportunity to personnel in the Department.

The Q-80 (First Captain's Exam) now in progress, utilizes the 2-year requirement (eligibility requires that the lieutenants rank be held for two years). For the second Exam, the Department is asking that the minimal qualifications be changed, since the Department will have depleted its Lieutenant's pool. The proposal will change requirements downward, from two (2) years to 15 months. The first Lieutenant's Exam — those appointed would be eligible for the July 1983 Captain's Exam. Mr. Rothman said that he understands from Deputy Chief Shannon that all Lieutenant's appointments will be made.

Ms. Salisbury noted that, "We are looking at 60-70 promotions to the rank of Lieutenant. How many people are going to get the bulk of the appointments? Starting from the top of the list?" Deputy Chief Shannon said he estimates about 60. There are 77 permanent positions, 55 of which are Temporary or Limited Lieutenants right now. "When we make the Captains promotions, there will be 60 or possible 70 lieutenants positions. Conservatively, 60 could be appointed."

Mr. Rothman continued: Regarding the first Lieutenants Exam - The Consent Decree has already reduced the length "in rank" to 18 months, the recommendation will ask for a further reduction to 12 months, creating a candidate pool at an earlier opportunity. The second Lieutenants Exam date was made in response to the POA President's request and the desires of current patrol officers to have an opportunity to take the next Lieutenants' Exam. It also reduces the eligibility requirement. There are only 25 appointments to Sergeant per year. The 3rd part of the amendment is in direct response to Robert Barry's request that in some other way we address the desires of the Sergeants to participate in the 2nd Lieutenants Exam. This point addresses both the Department's and the City's desires. The A/M noted that he concurs with the request. He wants to go to the Judge as soon as possible. It will fit in perfectly with the Mayor's Crime Package.

Chief Shannon stated, the Exam dated April was proposed because the Department will be making a First Day Promotion of approximately 60. However, there may be some budgetary adjustments.

Ms. Salisbury asked how many classes resulted from the April 1979 Exam. Both the Auditor/Monitor and Mr. Rothman replied, "None, the first class was from the November 1979 Exam." Ms. Salisbury asked, "We're dealing with people hired prior to the Consent Decree?" Mr. Rothman answered in the affirmative and then stated that the November 1979 list produced the 133rd through the 143rd Classes.

The City Attorney's office would like to present the document to the court by March 4th — His representative will bring back the report of the meeting. The Auditor/Monitor will get the document and handle the distribution. The attorneys should have it no later than Thursday.

Ms. Salisbury said we need other eligibility requirements. The Auditor/Monitor stated that it is a natural requirement and asked for further questions.

Deputy Chief Shannon noted that there will be a pool of female officers that will be eligible for the first Sergeants Exam. Another group was hired in 1977, we brought in women. Ms. Salisbury responded, "No! There were only about 60 women hired between 1975 and 1979 that are still there!"

The Auditor/Monitor said, "Even though the parties will be represented by Counsel, it seems that you should discuss the amendment."

Mr. Rothman moved to endorse the amendment to the Consent Decree, Deputy Chief Shannon seconded. Off. Schlink stated: "Opposed — We have until March 4th to get back to you."

The Auditor/Monitor stated that he will recommend to the Court that this proposal be adopted. He directed

the POA to "get your response back to us. Based on discussion with your President he did not offer any objection. This office will recommend." Off. Schlink said he spoke to Robert Barry this morning — "We are opposed to this. The POA membership voted this proposition down. We represent our membership by saying 'No'." The A/M asked Off. Schlink if under the by-laws of incorporation is the POA or Federal Litigation Committee required to adopt membership's advisory vote. Off. Schlink responded that this was anticipated and will be brought to the Board of Directors. Ms. Salisbury noted that the Sergeant's schedule was not and could not have been anticipated. Last week's meeting (February 20th) is when it was first considered. Off. Schlink reiterated: "It's objectionable to the membership."

**Promotional Examination/Q80 Update (Captain's).** (Though out of sequence with Agenda, this is what actually took place at the meeting.) The Auditor/Monitor discussed the time-frame based on the 60-Day Waiver of the Q-80 posting. He had sent a memo on November 20, 1980 and January 30, 1981. The suggested advisory effort by the POA indicates there will be no posting of the Q-80. If they stop the posting of the list the burden will fall in the proper place. **CHAIRMAN'S COMMENT:** The P.O.A. DID NOT object the posting of the Q-80 list.

Ms. Salisbury stated that she would have to go back to the memo, but thought they had until early March. They had no intention to sit on that matter at this point, but they did not intend to waive. The A/M stated that the list was scheduled to be posted on the 11th of March. Ms. Salisbury said she had no intention to be passive on that matter. The A/M noted that unfortunately, or fortunately, the matter may be a moot point. Off. Schlink said, "No intent to waive Q-80."

**CHAIRMAN'S COMMENT:** The minutes do not accurately reflect the P.O.A.'s position. The P.O.A. is not opposed to the 60 day Q-80 waiver, nor is the P.O.A. opposed to the posting of the Q-80 exam.

Off. Schlink stated that the POA wants a guarantee that any Sergeant appointed in the next batch be guaranteed an opportunity to take the next Lts. examination. Deputy Chief Shannon responded that they

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by Theodore Schlink, III

can't give a guarantee. The list is a 2-year list. Off. Schlink stated that they want to be sure that the Sergeants that take the exam after August 1981 will be able to take subsequent exam in July 1982. If an earlier second Lieutenants exam is set, they want all Sgts. to be able to participate. If there is a possibility of anyone being excluded, we would object. The A/M noted that the proposal "before the house" will meet the POA's needs.

Mr. Rothman commented that the reason for the second Lieutenants exam dates is specifically to address that problem. "If we wait until July 1982 people eligible to take the Lieutenants exam would be those Sgts. appointed from the first Sergeants exam. Off. Schlink said that was an insufficient reduction. Mr. Rothman asked Off. Schlink if he wants to reduce further in order to accomodate Sgts. coming out of the first Sgts. exam. Off. Schlink responded in the affirmative and said, "If you are going to move things up, move it up for the guys at the bottom. We will have our specific comments to you by March 4th." Ms. Salisbury suggested that the POA submit their recommendations before March 4th or it will not permit posting prior to resolving this matter.

Deputy Chief Shannon stated that he cannot post the list unless the 60-day notice is waived by all Parties. He has requested, in writing, that it be waived. If the 60-day review is not waived, the list cannot be posted until some time in May.

Ms. Salisbury stated that she needed to see the memo on the Captain's exam and requested waiver — she wants to work for amendments to the Consent Decree. The waiver would be on condition of the amendments to the Decree. Said she wanted to know when, under the present schedule would those Sgts. have had a chance to be Sgts. then take the Lieutenants exam. Off. Schlink stated that a subsequent Sergeants exam would be given in July of 1984. Those appointed between 1981 and 1982 would be able to participate in that examination. Ms. Salisbury responded, "No! They need to have 2 years in rank before they take the Lieutenants exam. The POA rep said they would be eligible into July 1982. The membership is opposed to the change.

# WHY SO MANY RESIGNATIONS???

by Gale W. Wright

PERSONNEL ORDER NO. 5		DATE	POSITION	ASSIGNMENT	REASON
SEPARATIONS					
BRUNEMAN, MARK (1367)		03/01/81	Police Officer	Northern Academy	Resigned To 8214
BURNETT, JIMMIE (1357)		02/23/81	Police Officer	FTO	Resigned
DIAZ, ALFREDO (1972)		03/01/81	Sergeant	Central Comm.	Resigned
FREDRIKSSON, JOHN (463)		02/18/81	Police Officer	Northern(FTO)	Resigned
FRETZ, JERALD (1405)		02/26/81	Police Officer	Academy	Resigned
GETAS, ANGELA (1420)		02/19/81	Police Officer	Ingleside	Resigned
GONZALES, CARMEN (2143)		02/23/81	Lieutenant	Mission Invest.	Deceased
HICKS, MARK (790)		02/10/81	Lieutenant	I.A.B.	Service
LOCKHART, GEORGE (1274)		02/21/81	Sergeant	Personnel	Resigned
MC DOWELL, VERNON (5)		02/24/81	Police Officer	Ingleside Academy	Service
PANACCI, FRANK (1491)		02/27/81	Lieutenant		Resigned
QUINTANA, ELIZABETH (401)		02/24/81	Police Officer		
RAFFERTY, FRANK (1163)		02/26/81	Police Officer		
TAYLOR, LOUVENIA (2148)					

Resignations are UP! Officers are finding out the Big Secret, benefits are lousy! No 1½ for overtime; no night differential; no dental plan; no educational incentive plan; hazard pay for the Solo Motorcycle officers is low; no hazard pay for the Bomb Squad; no Bi-Lingual pay; and on and on.

Read page 1 and page 5 on what Collective Bargaining is and why we need it.

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Charles Remsberg

### TABLE OF CONTENTS

#### I. Tactics For Survival

Them And Us  
Confrontation  
Approach To Danger  
Light Control  
Verbal Challenge  
Use Of Surprise  
Cover Awareness  
Shooting Techniques  
Reloading Under Fire  
Final Approach  
After-Burn

#### II. Basics That Strengthen Tactics

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Serviceability Check List  
Physical Fitness  
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chief homicide investigator,  
the "Onion Field" case

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# BOARD OF DIRECTORS MEETING

## February 17, 1981

Open with the Pledge of Allegiance. Roll Call: Twenty-one (21) present.

### SPECIAL ORDER

As provided in the Association's Constitution, the newly elected officers and members of the Board of Directors were sworn in by Municipal Court Judge Ina Gyeumont.

**President's Report:** President Barry welcomed all new Board members. He indicated that his door is always open and that he is available day and night to members. He handed out a workbook to all members which contained the necessary elements to fully represent police officers in the department.

**Vice-President's and Secretary's Report:** There was no report.

**Treasurer's Report:** Treasurer Rapagnani handed out a balance sheet dated January 31, 1981 which had been prepared by outgoing Treasurer Joe Patterson. It was M/Wright S/Simms to approve as presented. It passed on a voice vote.

### COMMITTEES

**Grievance Committee:** Chignell reported that there are approximately 13 outstanding grievances, 10 before the Chief, 2 before the Police Commission and one before Superior Court. He indicated that the subject matter of most of the grievances dealt with seniority and transfer problems. He indicated that he would send model grievances and dispositions to all Board members to familiarize them with how grievances are processed so that they can handle them for their own members.

**Retirement Board:** Welfare Officer Hebel reported on the current state of the buy-out and vesting provisions of the recent November 1980 election. He indicated the procedures are not yet available for the buy-out but anticipated them being available in the beginning of April. He stated that a contract was to be awarded to a firm by the Retirement Board in order to carry out the voters' mandate. He indicated that he had a form letter for any officer who wished to avail himself of the buy-out prior to the actual availability of the necessary forms.

M/Hebel S/Rapagnini to request the Retirement System to establish a schedule for payment of the buy-out monies. Motion passes, 21 yes and 0-no.

M/Gannon S/Wright that this Association request the Retirement Board to obtain a letter ruling from the Internal Revenue Service regarding the tax consequences of receiving the buy-out monies in a lump sum or on a multi-year basis. This was approved, 21 yes and 0 no.\*

**Publications Committee:** Editor Wright gave a verbal report on the newspaper indicating the date for which articles must be submitted for the March edition.

**COPS/IUPA Committee:** Brother Crowley reported on the Florida Convention sponsored by the IUPA. He further indicated that the COPS Organization would soon have a new newspaper format with advertisements which would be used to raise monies to assist local associations and unions. He further indicated that the COPS paper will no longer be put together in this Association's office. He indicated that COPS is financially solvent and that the advertising solicitation will be coordinated with local affiliates. Brother Chignell reported that this Association tracks state legislation which is then sent to the COPS-Long Beach Office for dissimulation to other members.

**Insurance Committee:** Brother Wright reported on difficulties in coordinating the COPS insurance but stated that he felt a workable solution had been reached with Al Angele, General Manager of the COPS Organization.

**Overtime Committee:** Brother Schlink indicated that a schematic outline of the Overtime Process will be forthcoming shortly so that Board members may fully understand the flow of paperwork from the submitting of the compensation cards to the actual payment of the money. He also indicated that other city departments are contacting him to learn how we were able to speed up the overtime payment process.

### NEW BUSINESS

**Committee Appointments:** President Barry announced the following Committee assignments for calendar year 1981:

**Blood Bank** — Tom Vigo, Chairman; Jan McKay, Bill Welch, Judy Purcell, Roy Sullivan, Jay Holle.

**Board of Supervisors** — George Grant, Chairman; Mike Nevin, Mike Gannon and Bill Simms.

**Civil Service** — Jim Strange, Chairman; George Grant and Mike Nevin. M/Bell S/Hebel that this Committee be approved. Motion passed, 20 yes and 0 no.

**Grievance** — Paul Chignell, Chairman; Reno Rapagnani, Theodore Schlink, Duane Collins and Ron Parenti.

**Health Services** — Greg Lynch, Chairman; Mike Hebel, Doug Foss and David Herman.

**IUPA** — Mike Nevin, Chairman; Reno Rapagnani and Joe Patterson.

**Legislative** — Ed Garcia, Chairman; Bob Huegle, Mike Dempsey, Gerald Doherty, Jack Minkel and Mike Gannon. M/Wright S/Simms to approve appointment. Motion passed 20 yes and 0 no.

**COPS** — Bob Barry, Chairman; Paul Chignell, Duane Collins, George Grant, Gerald Doherty, Bill Simms, Greg Lynch, Ron Parenti and Reno Rapagnani.

**Screening** — Bob Barry, Chairman; Paul Chignell, Mike Hebel and Reno Rapagnani.

**Retirement** — Mike Hebel, Chairman; Greg Lynch. M/Bell S/Wright to approve Mike Hebel as the Welfare Officer. This motion was approved by a vote of 20 yes and 1 abstaining (Hebel).

**Publications** — Gale Wright, Editor; Al Casciato and Gerry Schmidt. M/Hebel S/Gannon to approve this Committee. Motion passed, 14 yes, 6 no and 1 abstain (Wright).

**Budget** — Reno Rapagnani, Chairman; Mike Hebel, Mike Dempsey, Mike Nevin and Gale Wright.

**Uniform & Safety** — Charles Tedrow, Chairman; Jim Hughes and Roy Sullivan.

**Federal Litigation** — Theodore Schlink, Chairman; Jim Strange.

**Sports** — Jack Minkel, Chairman; Joe Mollo.

**Community Services** — Henry Friedlander, Chairman; Mary Petrie, Michael Mahoney, Bob Huegle, Ray Canepa, Willie Frazier, Dale Allen, Gale Wright, Layne Amiot and Dave Herman. M/Gannon S/Simms to approve Committee. Motion passed, 21 yes and 0 no.

**Overtime** — Theodore Schlink, Chairman; Duane Collins, Mike Dempsey, Bob Swall and Jim Swall.

**Building Maintenance** — Gale Wright, Chairman; Ron Parenti, Mike Dempsey and Tony Bell.

**Sergeant at Arms** — Jack Minkel.

**Parliamentarian** — Mike Hebel, Chairman.

M/Chignell S/Huegle that this Association attend a dinner for City Treasurer Callanan sponsoring a table for 10, total price \$200.00. Motion passed, 19 yes and 1 abstain.

M/Chignell S/Minkel that this Association purchase 10 tickets for a dinner sponsored by the Asian Peace Officers Association. Motion passed, 20 yes and 0 no.

M/Chignell S/Sullivan that this Association pay for

Health Insurance for President Barry. Motion passed, 19 yes and 1 abstain (Barry).

M/Wright S/Chignell that this Association set up a Committee to hold the Installation Dinner Dance with a tentative date of Friday, April 17, 1981 at the Galleria. Motion passed, 18 yes and 1 no.

M/Simms S/Rapagnani that all documentation on the 10 hour day proposal be presented to the Board at its March meeting. Motion passed, 17 yes and 0 no.

M/Wright S/Simms that this Association contact the Prien Association and 2 local companies to investigate the buy-out proposition and investment alternative. Motion passed, 15 yes, 0 no and 1 abstain.

M/Barry S/Collins to have the Building Maintenance Committee make a recommendation to convert the back room to a day room and to have a proposal to the Board of Directors at its March meeting. Motion passed, 16 yes and 0 no.

M/Rapagnani S/Simms move to conduct a feasibility study on the extension of the second floor office space of the Association Building. Motion was adopted 15 yes and 0 no.

A petition to amend the San Francisco Administrative Code to include the disease of hepatitis as a presumptive occupational illness was passed out to all Board members. It was requested that the petitions be circulated to the membership and that they be sent back to the Association for forwarding to the Board of Supervisors where corrective legislation would be introduced.

Motion to adjourn was passed. Meeting adjourned.

Submitted,  
Michael S. Hebel, Secretary

\*  
Mr. Daniel Mattrocce  
General Manager  
Retirement System

Re: Pension Buy-Out

Dear Mr. Mattrocce:

Charter Section 8.559-14 provides for a pension buyout and right to transfer to the new retirement system. This Charter provision was enacted by the people at the general election in November of 1980. Within that Charter Amendment is contained the following language: "This consideration shall be payable January 1, 1982. Alternatively, an employee may elect to receive payments according to a schedule established by the Retirement Board."

Much concern has arisen with members of our Association who anticipate taking the pension buyout due to the tax implications. This Association would, therefore, request that as soon as it is possible after you have contracted with a firm or individual to effectuate this Charter Amendment that:

1. A schedule for multi-year payments be established, and
2. A private letter ruling be sought from the Internal Revenue Service concerning the tax consequences of taking the buyout monies either in a lump sum or on a multi-year basis.

Your cooperation in this matter is much appreciated.

Very truly yours,  
Michael S. Hebel  
Attorney at Law  
Welfare Officer

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# FINGERPRINT FOUL-UP

Channel 5 Editorial by Art Kern,  
Vice President & General Manager

This room is part of the San Francisco Police Department's crime lab. Inside these files are the fingerprints of about 350,000 people who have been arrested in San Francisco.

Now, if the police find a full set of prints at the scene of a crime, it's not too hard to match them with the fingerprints in the files. But that almost never happens. Usually, one or two prints like these are found, and matching them is like trying to find a needle in a haystack. It takes months, and sometimes by then, more crimes have been committed.

Take the case of Shirley Hill, a woman who was raped and murdered at Mission High School a little over a year ago. The police found one bloody print near her body. They finally identified the print four months later and the man they arrested has been charged with two other sex crimes that happened after the Shirley Hill murder.

We think the citizens of San Francisco deserve better protection than this. All those fingerprints should be put into a computer. That way, a single print could be matched in a matter of minutes, not months. A system like this would cost about \$2 million, and Mayor Dianne Feinstein says the city can't afford it. But the Mayor also says that fighting crime is her top priority, and 140 police inspectors told her over a year ago that this is the single most important step San Francisco can take to fight crime.

We think the Mayor should find that money somewhere, and we don't mean next year. We mean right away. It's too late for Shirley Hill, but it's not too late for other innocent victims. We're going to send a copy of this editorial. If some of you want me to include your letters, write to me at Channel Five. I'm Art Kern and here's the address: KPIX, 855 Battery Street, San Francisco, CA 94111.

# POLICEMAN OF THE MONTH AWARD



Officer Phillip Bill joins the growing list of officers so honored for good traffic enforcement. L to R: Bill White, GM of KBHK, TV 44, Chief Murphy, Mrs. Bill, Officer Bill and Police Commissioners Nelder, Daly and Sanchez. The Award is presented by the Chamber of Commerce.

# PROBATION/PAROLE

by Sid Paton

Mr. George Deukmejian  
Attorney General  
Department of Justice  
Sacramento, CA 95813

Dear Sir;

The current laws pertaining to persons on probation (1203.2 Penal Code) or parole (3056 Penal Code) state that if a person has been convicted of a crime and is placed on probation by the court or is released on parole from prison and that person is arrested for a second crime while still on probation or parole, the court may deny bail for the second offense until the probation or parole of the first crime is adjudicated.

Mayor Feinstein recently reported that a survey of persons arrested in 1979 in San Francisco revealed that 11% of these persons were committing 40% of the crimes; that 86% had previous arrest records and of this total, 30% were on parole at the time of arrest.

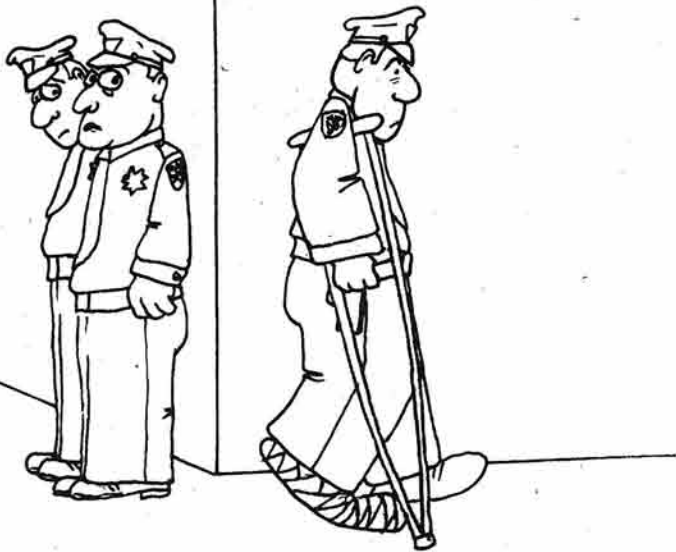
It would appear that the probation and parole procedures of the criminal justice system are not working.

The Chief of Police of San Francisco has issued an order to his police officers that they are to add an additional charge of Enroute to Probation or Enroute to Parole on any person, who when arrested for a crime, is found to be on probation or parole at the time of the second arrest. These enroute charges are only feasible if the District Attorney's Office follows up with revocation proceedings.

It is respectfully suggested that you, as Attorney General, take whatever legal action you deem appropriate to assist local law enforcement agencies and District Attorneys to comply with the probation and parole revocation proceedings of the Penal Code.

The incarceration of violent criminals who violate their probation or parole will help to end the fear which grips our citizens in every walk of life and location.

Sincerely,  
Sid Paton



... The former fast-draw champ at this station!



In the Hit and Run Detail, Assistant Inspector Dave Rodrigues demonstrates a World War II helmet and gas mask to Inspector Larry Kelly. Dave needs it to protect himself from the environment...



# INDEX UPDATE

by Gerry Schmidt

General Order #A-1, Section H-1, dated September 15, 1977, states in part, "When a sufficient number of new orders have been issued, the Planning and Research Division will publish new index data. The index data will consist of an up-to-date alphabetical index and lettered section index. Each person in possession of a General Order Manual will check the material contain-

ed in his manual against the new index sheets to ascertain whether or not his manual is up-to-date."

The following is a continuation of information contained in an index and compiled dating back to 1977. Any questions regarding the general order manual should be directed to the Planning and Research Division.

## GENERAL ORDERS

### YEAR CONTROL CODE — USERS LOG

YEAR CONTROL CODE	ORDER TITLE	GENERAL ORDER NO.	DATE OF ISSUANCE/REV.
80-9	Residence Certification	P-4	12/19/80
80-10	Outside Agency Reports/Courtesy Reports	O-1	12/23/80
81-1	Accidents Involving Members	R-1	1/14/81
81-2	Middle Management Training for Lieutenants	P-5	1/19/81

## DEPARTMENT SPECIAL ORDERS

FILE #	TITLE	DATE
80-45	Automatic Gate Operation at Hall of Justice	12/9/80
80-46	Range Qualification	12/17/80
80-47	New Year's Eve Celebration	12/19/80
81-1	Traffic Accidents Involving Vehicles Parked in Violation of Section 58A T.C. (Runaway Vehicle on a Grade)	2/4/81
81-2	Chinese New Year's Parade	2/11/81
81-3	Return of Police Equipment by F.T.O. Recruit Officers Recommended for Termination	2/19/81
81-4	Women's March for Equality	2/27/81

## INFORMATIONAL BULLETINS

FILE #	TITLE	DATE
80-146	Gratuities Prohibited	12/12/80
80-147	Drivers License Numbers	12/12/80
80-148	Press Passes	12/15/80
80-149	Seniority Policy	12/17/80
80-150	Typewriter Thefts	12/17/80
80-151	Civil Service Commission Training Opportunities	12/18/80
80-152	Ferry Boat Agreement In Case Of Major Earthquake	12/18/80
80-153	Residence Certification Forms	12/19/80
80-154	Yuletide Message	12/23/80
80-155	Holiday Season Message from the Police Commission and the Chief of Police	12/23/80
80-156	Annual Leaves of Absence for Calendar Year 1981	12/23/80
80-157	New Race Classifications	12/29/80
81-1	Reminder on Requests for Transfer	1/5/81
81-2	Motor Vehicle Suspense Receipts	1/6/81
81-3	Mail for the Auditor Monitor	1/6/81
81-4	Parking Violations Bail Schedule	1/7/81
81-5	Court Parking Permits for Hall of Justice Personnel (See S.F.P.O.A. Bulletin dated 1/9/81)	1/7/81
81-6	Gun Locker at Juvenile Hall	1/13/81
81-7	Requests for Asylum by Foreign Nationals	1/13/81
81-8	Transfer Policy	1/14/81
81-9	Revised Admonition for Implied Consent Section 13353 California Vehicle Code	1/14/81
81-10	Affirmative Action Policy and Plan (To be Posted in all Department Units.)	1/14/81
81-11	Reminder: Annual Renewal of Assitant Patrol Special I.D. Cards	1/14/81
81-12	Hall of Justice Parking Permits for the Year 1981	1/20/81
81-13	Bicycle Deliveries: Required Identifications	1/23/81
81-14	Communications Details	1/23/81
81-15	Telephone Courtesy	1/27/81
81-16	Traffic Officer of the Month Program	1/29/81
81-17	Repeal of Penal Code Section 217	1/29/81
81-18	Parking Violations Hazardous to Handicapped Pedestrians	2/2/81
81-19	Citation of Trucks Without Valid Registrations	2/2/81
81-20	Regulation of Unnecessary Noise from Radios, Bullhorns, etc.	2/10/81
81-21	Telephone Number Change for the Animal Control Unit	2/10/81
81-22	Amendments to Penal Code: Retired Members' Privilege to Carry Concealed and/or loaded Firearms	2/11/81
81-23	Bills for Treatment at C.E.H.	2/11/81

## FACTS ABOUT PEDESTRIANS

1. The first recorded traffic fatality in the United States occurred in 1899 in New York City — the victim was a pedestrian.
2. Since 1937, when the AAA was developing the Pedestrian Safety Inventory Program, pedestrian fatalities have dropped from 15,500 to 9,500 in 1979. This represents a reduction of 39 percent. During this same period, motor vehicle registration increased 435 percent (29.7 to 159 million); population grew by 72 percent (128 to 220 million); motor vehicle travel jumped 454 percent (271 billion to 1500 billion miles of travel); and non-pedestrian fatalities have increased 76 percent (24,143 to 42,400).
3. In the first year of the AAA Pedestrian Safety Inventory, 107 cities submitted reports. This year a record 2,921 cities submitted reports.
4. It is estimated that the economic loss resulting from pedestrian accidents is over 200 million dollars annually.
5. Of the adult pedestrians killed in accidents nearly one fourth had been drinking.
6. More than one half of all pedestrian traffic fatalities occur during hours of darkness, although pedestrian and vehicle traffic is significantly less at night.
7. The majority of pedestrians killed in traffic violated a traffic law or committed an obviously unsafe act.
8. Ninety-three percent of all children injured enroute to or from school were struck at locations where no type of special school crossing protection such as Safety Patrols, Adult Guards, or Police Officers were in use.
9. The total number of pedestrian deaths during 1979 was 9,500. This represents a slight increase over the 1978 figure. Nearly 65 percent of all pedestrian deaths occur in urban areas, while only about thirty-six percent of all motor vehicle deaths occur in urban areas.
10. Pedestrians below the age of 15 and those over 64 account for 44 percent of all pedestrian fatalities. 23 percent of all pedestrians killed are under 15, and approximately 43 percent of all pedestrians injured are under 15. Older adults account for approximately 22 percent of all pedestrians killed, and over 6 percent of all pedestrians injured.
11. Since 1928, when national statistics first became available, nearly one half million pedestrians have died in traffic accidents.
12. The pedestrian death toll exceeds combined air, marine and rail transport deaths by three times.
13. Pedestrian fatalities account for 16 percent of all highway fatalities and 5 percent of all traffic injuries.
14. Although nearly twice as many pedestrians are killed in urban than rural areas, the chance of death

- compared with injury is much higher in rural areas. Lower vehicle speeds, better and more extensive police traffic enforcement and superior emergency medical services account for the better chance of survival in urban areas.
15. The national pedestrian death rate in 1979 was 3.6 per 100,000 population. The national injury rate was 67 per 100,000 population. These rates vary in different parts of the country, as they are affected by many factors, including the number and size of cities and their relative population densities; per capita vehicle ownership; deviation of population age groups from the national proportions of accident-prone age groups (senior citizens, for example); ethnic compositions; and importantly, the effectiveness of pedestrian safety programs.
16. Preschool children from two to six years of age are estimated to be involved in from 18 to 25 percent of all pedestrian accidents — yet this age groups represents only about 6 percent of the total population. More than two out of three preschool pedestrian accident victims are male.
17. It is estimated that over 300 children are killed playing in their own driveways each year.

## Real Brass Buckles



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# EIGHT DIRECTORS ELECTED TO CALIFORNIA STATE AUTOMOBILE ASSN. BOARD

Eight directors have been reelected to the California State Automobile Association's Board of Directors to serve three-year terms.

At the CSAA annual membership meeting, held at the Mark Hopkins Hotel in San Francisco on February 26, 1981, Harry S. Baker, Fresno; Harry D. Holt, Stockton; Ronald R. James, San Jose; Frank J. Lodato, Los Altos Hills; Harry W. McGowan, Chico; Patrick O'Melveny, San Francisco; Jeanne Payne, Vallejo; and Obert Pedersen, Santa Rosa, were reelected to the Board of Directors of the over 2 million member AAA affiliated auto club.

Fifteen directors continuing in unexpired terms are: Victor K. Atkins, San Francisco; D. Robert Barlow, Watsonville; Arthur H. Breed, Jr., Oakland; John M. Bryan, Piedmont; Charles F. Bulotti, San Mateo; Robert J. Cardoza, Modesto; Jack Craemer, San Rafael; Jack F. Daly, Jr., Eureka; Harmer E. Davis, Walnut Creek; Harmon K. Howard, Oakland; Frank MacBride, Jr., Sacramento; Stephen G. Magyar, Salinas; William M. Otterson, Merced; Donald J. Romeo, M.D., Las Vegas; and James M. Wells, Sr., Redding.



**Patrick O'Melveny**  
Member, CSAA Board of Directors

At the board of directors' meeting, which followed the CSAA annual membership meeting, Frank MacBride, Jr., of Sacramento, was elected chairman of the board, and William M. Otterson of Merced was elected vice chairman of the board.

CSAA directors contribute their time and talents to the California State Automobile Association as a public service without financial remuneration.

# REBUTTAL — AFFIRMATIVE ACTION & ITS EFFECTS

by Nelson Lum, Co. A

The implementation of Affirmative Action in accordance with the Consent Decree was brought about by a settlement involving all parties which includes the P.O.A. The rank and file of the P.O.A. endorsed the Consent Decree and hence forth approved its provisions.

The recruitment efforts under the new guide lines has since been subjected to an enormous amount of criticism. Comments ranging from sub par candidates to outright give away of jobs to incompetent people are being said. Most of us have failed to take into account that the "old standards" were established in the 50's and that the department was not able to show its relevancy in the courts. New standards were established which allows a greater number of applicants to participate during the entrance level. The Academy and the Field Training Officers' program is designed to filter out those who cannot successfully pass the requirements. There are many problems that have since surfaced with this sytem of selection, training, and appointment, but the system in general is sound and most of the breakdowns were caused by human errors. The most important achievement is that while the Consent Decree has set goals of hiring personnel that reflects the sexual and ethnic makeups of the community, it is not a quota system. The new standards must be met with no preference being given to any one regardless of sexual or ethnic origin.

While the hue and cry have been directed at the new recruits, not much has been said about the promotional provisions of the Consent Decree. Over 300 people have been promoted to the rank of sergeant and inspector and a majority of them would not have qualified under the old standards. Mr. L. Davis Almand should take note that the overwhelming majority of these recently promoted sergeants and inspectors are not women and minorities, they are the white male all American that Mr. Almand had indicated as being subjects of reverse discriminations. The "lowering of the standard" does not benefit the women and minorities anymore than it does the white males Mr. Almand. The statement that less competent women and minorities are placed in positions for which they are not qualified is a complete distortion. That's not the intent of the Affirmative Action and it should never be the intent. While isolated cases of preferential treatment may be located and it should come under immediate scrutiny. It is a certainty that it is not the policy or the intent of the Consent Decree. We should not forget the preferential treatment existed long before Affirmative Action is a household word.

A police force that has a large proportion of incompetent officers will not function effectively even if its rank and file are all white males, but it will function in a superior manner if the officers are competent regardless of their sexual or ethnic makeups.



... Funny ... He never wanted a steady partner before!

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SEASONS GREETINGS



## FREEDOM FROM SMOKING in 20 Days!

The American Lung Association of San Francisco and its sister associations across the nation have launched a unique self-help program for smokers everywhere who want to kick the habit.

Called FREEDOM FROM SMOKING, the program emphasizes nutrition, exercise, personal rewards, assertiveness and the positive benefits of saying, "No Thanks!", to cigarettes.

"Packed into two manuals, the program provides a nuts-and-bolts approach to kicking the cigarette habit in 20 days," says Gerri Lange, president of the ALA/SF.

"One of the special features is a maintenance aspect, which helps smokers quit for good," she says. "Tensions and events that cause backsliding in new nonsmokers can be anticipated. Counter-strategies for coping without cigarettes are spelled out."

It's a highly individualized and very workable way to quit, says Mrs. Lange.



She pointed out that the program is a result of four years of Christmas Seal-supported research and testing and was developed by psychologists, educators, physicians and a variety of specialists in smoking behavior.

"If the questions for smokers are when and how to quit," says Mrs. Lange, "then the answers are easy. The when is now and the how is the FREEDOM FROM SMOKING program!"

To help yourself or someone you love to quit smoking, fill out and return the coupon to the American Lung Association of San Francisco, 833 Market Street, San Francisco 94103.

## DO YOU REALLY WANT TO QUIT?

If you do, send in this coupon today to:

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A contribution of \$5 to the Lung Association is requested to cover printing and handling costs.

**YES!** I want to stop smoking forever! I enclose a \$5.00 contribution (check or money order). Please send Manual #1, **Freedom from Smoking In 20 Days**. I understand this manual includes a request card that I can fill out and mail to you and receive Manual #2, **A Lifetime Of Freedom From Smoking absolutely free!**  
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## STRESS MANAGEMENT WITH WEIGHT LOSS

Inspector John McKenna will be among the guest speakers during The Diet Workshop's 10-week course in Diet, Exercise, Behavior Modification, and Nutrition, soon to be offered after work for Hall of Justice employees and

members of the S.F. Police Department.

Inspector McKenna, who boasts a 50-pound weight loss, says: "The effects of The Diet Workshop program have been extremely beneficial,

long-lasting and far superior to other methods of weight control."

The starting date and time of the 10-week program will soon be announced. Cost: \$45.00/10 Weeks.



O.K., Jones... You know the rules... Where's your Hat?!

## BILLS FOR TREATMENT AT CEH

As of July 28, 1980, the Department of Public Health began charging patients for medical services rendered at CEH.

According to past practice, many department members have obtained treatment for minor injuries and ailments at CEH.

Any member who is billed for such services should submit a copy of the bill along with a completed Industrial Accident Report, Form 2, to the Personnel Sergeant, Room 580, Hall of Justice. These documents will be submitted to the Compensation Division Claims Adjustor for payments.

The Industrial Accident Report is required in such cases even though a first aid report, Form F-722, may already have been submitted.

In the future, because of the advent of billing, members should report to the Franciscan Treatment Room for all emergency medical treatment, except where major treatment is required such as that provided at MEH.

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# LETTERS

## Quandry

Dear Gale:

It has come to our attention that Chief Con Murphy is in a quandry concerning awarding the Medal of Valor for heroism during a fire to an officer of the S.F. police force, for thrashing a thug for beating his sister. It is believed that denial of this medal is contraindicated for the following reasons:

1. It would negate incentive and credit where same is due.

2. It would be psychologically detrimental to the normal males on the force.

3. It would afford these "macho" thugs leverage and the belief that they can, with impunity, grind the law enforcement structure into the ground. (They are baiting the police on purpose.)

4. These thugs are lowering the morale of the populace; not only the women, the infirm, whenever possible, are becoming housebound, but a broad percentage of

the population in this area are being intimidated into restricted mobility, both night and day.

In essence, what is happening here is that law abiding citizens are being deprived of their constitutional right to liberty and freedom of action by a bunch of terrorists.

Accordingly, we are in favor of the award of the medal, as we are emphatically not in favor of allowing, or encouraging these terrorists and their tactics to prevail.

Relative to the presentation of the medal, it has been suggested that Chief Murphy appoint a Committee of three, or so, Asian policemen to hand it out.

This information is respectfully submitted for consideration.

Sincerely,  
Dorothy O. Shyne

## Day Room

Officer John Wyman  
Northern Station

Dear John:

Please be advised that I made a motion at the Board meeting of February 17th, to have the Building Committee make a formal report to the Board in April regarding renovating a portion of our lower floor for an appropriate Day Room for our members.

Upon receipt of that report, I will insure that you receive a copy.

Fraternally,  
Bob Barry, President



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## Bewildered

Editor:

As one reads through the February 1981 issue of the San Francisco POLICEMAN, sandwiched between the maze of advertisements, one will find articles about Parking Controllers, a Navy/Marine Corps museum, report writing and reprints from The Progress and Law Enforcement Quarterly.

What about the vital issues that should be of concern to every officer? What about the Memorandum of Understanding, five months of retro-active pay from years ago, the 4-10 plan, future pay raises or fringe benefits that we never got and probably will never receive? Are these things "dead issues", or since President Barry got his landslide re-election, can the members expect things to begin to happen?

Is our Association going to provide us with two more years of "the best possible representation?"

Sincerely,  
William E. Carlin

Officer Carlin is right, of course. This newspaper should reflect the issues such as the MOU, the status of (all) our court suits. Most of the issues he questions should be in the Board minutes.

Unfortunately, too often the doers are so busy doing, they don't have time to write about the subject for this newspaper. We will try to correct that problem.

On the other hand, the advertisements help pay for the newspaper costs, which frees money for other POA labors. The reprints are included because with our membership spread throughout the Bay Area, some readers may not have seen the article before. The Navy/Marine Museum, or rafting, or other articles offer a variety to all readers. Thanks for your letter. Editor

## How Come?

To The Editor  
San Francisco Chronicle

Sir:

I was deeply concerned by your reporting of a case where police officers were accused of assault. The front-page article in your final edition this date appears to be a deliberate misrepresentation, in that comments were ascribed to me in such manner as to seem that I personally released information regarding this case or actually spoke to reporters. In this article remarks were directly attributed to me, set off by the terms "said" or "reported", no less than seven times without any further qualification whatever.

In fact, these comments were never spoken to anyone. They were excerpted from a formal declaration filed with the court which was released without my prior knowledge or approval.

I request an immediate clarification.

Roy C. Hicks, Inspector  
S.F. Police Dept.

## Bruscheria Wins

Dear Bob:

I wanted to thank you and Mike Hebel for all the work that you did for me in the recent election for the Retirement Board.

Please convey my thanks to Mike, and for that matter, all the policemen that voted for me.

Thank you very much!  
Sincerely,  
Leon D. Bruscheria

Leon won by over 5,000 votes. Editor

## McDowell Family

Dear Mrs. McDowell:

This is to inform you that, upon motion made jointly by Supervisors John L. Molinari, Lee S. Dolson, Ella Hill Hutch, Wendy Nelder and Louise H. Renne, the Board of Supervisors adjourned its regular meeting of February 23, 1981 out of respect to the memory of the late Lieutenant Vernon McDowell.

The members of the Board, with a profound sense of civic and personal loss, recalled the many fine qualities of heart and mind which distinguished Lieutenant McDowell and brought justifiable recognition to him in the community.

The Supervisors realize that mere words can mean so little to you at a time such as this, but they do want you and the members of your family to know of their deep sympathy and heartfelt condolence.

Sincerely,  
Gilbert H. Boreman  
Clerk of the Board  
Board of Supervisors, S.F.

Dear Members of the POA:

We, the family of Lt. Vern McDowell, wish to thank you all for the tribute of flowers and heartfelt sympathy we've received during this most trying time. It is comforting to know so many people care.

Sincerely,  
Bev & Family

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Sonitrol works closely with law enforcement agencies and would like to take this opportunity to thank them and wish a very secure and Happy Holiday Season.

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The Boiler Room is located at 101 Howard Street. George Gonos, the owner, invites all to stop in and enjoy a great tasting meal. George makes every effort to see that you are made to feel right at home. The service here will make you want to return again and again.

Only the highest quality ingredients go into the meals here and everything is prepared in a clean, sanitary kitchen. If you want really good food when you eat out, and a friendly atmosphere, stop at The Boiler Room today.

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# COMMUNITY SERVICES by Mary Petrie

The Committee met on February 26, 1981 and affirmed Henry Friedlander as Chairperson, Mike Mahoney as Treasurer and Mary Petrie as Secretary.

Donations: Shriners Hospital Circus Tickets, \$112; Leukemis Telethon KGO, \$500; UNICEF, \$500; Tenderloin Senior Citizens, \$500.

Tabled for more information: Commission on the Status of Women for Rape Prevention, The Police Fishing Program, adoption of a city in Italy, victims of the earthquake.

## COMMUNITY SERVICE LETTERS

I am deeply appreciative of the recent contribution of \$200.00 for the work of the Night Ministry made by the San Francisco Police Officers' Association. You may be sure that it will be put to use for immediate service to the night people of San Francisco.

We are now in our seventeenth year of continuous operation. Over the years we have had increasingly cordial relations with the San Francisco Police Department. I am indeed grateful for that.

Most recently one of your officers called upon me to visit a woman who had been badly beaten by her husband and was terrified of what might happen when he returned from the hospital where he had gone for treatment. I did see her at 2:00 a.m. and was able to arrange for further counseling and a new place of residence for her and her four children.

If there are other situations where you feel that I may be of service, please encourage your officers to call. We are at your service. Again, many thanks.

Yours truly,  
Charles H. Lewis  
Night Ministry

On behalf of United Cerebral Palsy Association of San Francisco, I want to thank you for the very generous donation of one thousand dollars from the S.F. Police Officers' Association.

This gift will help us to continue to serve disabled clients through our programs and services. We are very grateful for your interest and support, especially in these bad economic times.

Sincerely,  
Michael C. Dowling, Pres.  
Board of Directors  
United Cerebral Palsy

Thank you for your thoughtfulness this Christmas Season. The Christmas tree was the center of attention throughout the Holidays and did indeed give us "a little extra joy".

Gifts such as yours make our work so much easier. Let us continue to work together in our goal of creating an environment where the older person may maintain his/her independence with respect, dignity and purpose.

Sincerely,  
Mary Leong,  
Center Director  
Senior Activities Center

On behalf of both the San Francisco Police Centurions and the San Francisco Special Olympics Committee, I would like to acknowledge and thank you for the Association's generous contribution of \$100 to our football program.

This will allow our team to provide a better entertainment product for spectators who attend our games, and directly supplement the outstanding programs of Special Olympics in our city that create such enjoyment for hundreds of special athletes simply looking for the opportunity to compete.

I will also be sending you a copy of our game program. Once again, thank you for your generosity.

Sincerely,  
Sergeant Don Carlson  
S.F. Police Centurions

On behalf of the S.F.P.D. Basketball League, I would like to extend my appreciation for your generous contribution to the San Francisco Boy's Club (Ernest Ingold Branch). The Boy's Club plays an important aspect in the development of our youth and is worthy of your recognition. The Boy's Club has also been very cooperative with the Police Department, especially the basketball league, in allowing us to use their facilities.

Thank you,  
Bob Puts  
S.F.P.D. Basketball  
League

Dear Friends:

Your gift has been received and we must express our deepest appreciation to you.

Have you ever seen a miracle? We see them around us every day!

The sudden transformation in a child's face when the realization dawns that the precious doll or marvelous mechanical toy is their's to keep.

The change in the demeanor of a senior citizen following a sumptuous meal, plus some "extras" to take home.

The relief demonstrated by a lonely mother whose husband is "inside" and Christmas seemed likely to be forlorn indeed: when everything necessary for a Happy Christmas is freely given.

It is you — and thousands of others like you — who are miracle-makers!

Thank you for making it all possible.

Sincerely,  
Victor L. Newbould  
Divisional Commander  
The Salvation Army

I do want to thank you and the Association for the gift of a Christmas tree. Inasmuch as I intermittently lived in Wisconsin, I decided not to trim it, rather let it remind me more fully of the forest.

Please extend my heartfelt thanks for the tree to all your members.

Gratefully,  
G. Kappes

We want to thank the S.F. Police Officers' Association very, very much for the donation of \$250.00 to the San Francisco Boys' Club. We have elected to purchase camp equipment with these funds where they will be enjoyed by over 1,900 boys and girls who attend resident summer camp, Camp Mendocino.

We take to camp almost every needy kid who wants to go. We have a special campership program that helps the kids to get to camp when they cannot afford it. The Guardsmen are also a big help to seeing that these kids get a chance to go to camp.

Again our thanks for your continued support and thoughtfulness toward the San Francisco Boys' Club.

Sincerely,  
Charles L. Andersen,  
Executive Director  
S.F. Boys' Club

The beautiful Christmas tree contributed by the Police Officers' Association Community Services Committee made several hundred children, teenagers and senior citizens very happy during the week of Yuletide festivities at Canon Kip Community House.

Our clients participated in decorating the tree, which was the focal point for the Christmas parties, entertainment and gift giving events at our center.

Please convey our heartfelt thanks to all those who made this gift possible.

Sincerely,  
Eugene Coleman  
Executive Director  
Canon Kip Community House

It's easy to say "thank you" — What's difficult to do is express the many special thoughts Behind our thanks to you.

Sincerely,  
Mr. & Mrs. Ray Johnson

Dear Sir:

The officers and members of the Senior Citizens Citywide Council of the San Francisco Housing Authority and the Seniors of Public Housing wish to thank you for your generous contribution to our Fund Raising drive.

The monies we raise once a year through the drive help to defray the costs of some of our activities throughout the year. It is because of community businesses and organizations like yours that we are able to offer a variety of social and recreational activities to the senior residents of public housing.

Once again our sincere thanks.

Mrs. Mary McAlister  
Chairwoman, Fund Raising Committee  
Senior Citizens Citywide Council of S.F. Housing Authority

Thank you and the San Francisco Police Officers' Association for the lovely Christmas Tree. It really did bring lots of joy.

Thank you again and the Community Services Committee.

Mrs. Lottie Washington

I am very thankful for the pretty Christmas tree. My granddaughter dressed it up so pretty. Thanks again.

Mary Williams

On behalf of Nancy Simpson, the mediation staff and rest of the office, I want to thank you and the Police Officers' Association for your helpful donation. We will put the money to good use and appreciate your support.

Sincerely,  
Laurel Pallock  
Complaint Mediation

Director  
Consumer  
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Crime Section

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W. A. MARKELL



# a special message

In June, 1981, Irwin Memorial Blood Bank of the San Francisco Medical Society will celebrate its 40th anniversary as the world's first nonprofit, medically-sponsored, community blood bank.

In looking back on these 40 years, we remember with gratitude the contributions of physicians, community leaders, monetary donors, volunteers in service, and staff members who have given us a history rich in tradition, innovation and leadership.

But most of all, we pay homage to our volunteer blood donors. They are "all-American heroes"—the key to all of Irwin's accomplishments. They provide the spirit and substance of blood banking. Their willingness to set aside their own plans to respond to appeals for blood always inspires us. Their unselfish response is a singular act of caring.

Many of the policies that distinguish Irwin reflect our close regard for blood donors and the patients who benefit from their generosity. These policies include:

1. *Voluntarism.* Irwin has always been associated with voluntarism in blood banking, since its establishment by a committee of volunteer doctors. It has utilized the services of a Volunteer Corps since its inception, and the Blood Bank was one of the first community blood banks in America to achieve a 100% volunteer donor program while continuing to meet the total blood needs of the hospitals in its service area.

2. *Blood credits.* Irwin was the first blood bank to initiate a "banking" concept for donors, whereby people were given "credits" for blood "deposits". The credits went into business, church, school or other group accounts or into individual accounts to be available when needed to help patients receiving blood. The system gives donors the opportunity to build protection against their own future blood needs. The idea is similar to having insurance to protect you during sickness, fire or auto accidents. Recognizing the value of the credit concept, many other blood banks adopted the credit system and have used it or a similar concept for blood assurance.

3. *Lower cost to patients.* Irwin was the first blood bank to provide donors with the opportunity of reducing the cost of blood transfusions through blood replacements. By giving blood in the name of a specific patient or by using credits on deposit, either locally or those transferred through the AABB National Clearinghouse Lifeline, donors are able to eliminate the replacement deposit fee charge made on each blood transfusion. This policy, which enables patients to receive blood at less cost, also has been widely copied by blood banks across America, and has the support of the American Association of Blood Banks, the American Medical Association and other national groups.

4. *Service to donors.* As a convenience to blood donors, Irwin was the leader in developing the "mobile blood drive" concept and in establishing auxiliary blood centers to accommodate people who live or work distances from blood bank headquarters. It is one of the few blood banks that is open to donors seven days a week, including holidays.

5. *Service to patients.* Irwin established one of the first AABB Reference Laboratories in the country to handle blood transfusion problems, antibody identification and rare blood needs. It was one of the first to offer tissue typing services in the United States. It was also one of the first blood banks to offer blood components and pheresis services to improve the level of transfusion therapy provided to patients in the hospitals it served. Through its Scientific Services, Irwin has become noted for its research into red cell transfusions, white cell antibodies and coagulation studies.

6. *Resource sharing.* As a founding member and leader in the American Association of Blood Banks, Irwin has always been a strong advocate of pluralism in blood banking and has promoted inter-blood bank cooperation and co-existence. It was the birthplace of the "clearinghouse" concept for blood banks nearly 30 years ago, a mechanism of blood and credit exchange which was subsequently adopted and implemented on a national level by the American Association of blood Banks. The Clearinghouse was the nation's first resource sharing plan, enabling blood banks to share blood in times of shortage or surplus, as well as exchange blood credits for patients throughout the country.

It is hard to believe, but some of these concepts pioneered by Irwin are being threatened by some governmental bureaus and national organizations. Instead of an independent, locally-controlled program, they would prefer a monopolistic system that would restrict local options and eliminate the credit system. This would have the effect of increasing the cost of blood to many patients. We at Irwin intend to resist these pressures and remain true to the ideals and principles instilled by our founders.

As we reflect on the past and begin our 41st year, we pay tribute to those people who have made our service possible: the donors, the medical community, the blood bank staff, the volunteers. People Helping People . . . that's Irwin!

*Richard D. Bohannon M.D.*

PRESIDENT

*Bernice M. Humphill*

EXECUTIVE DIRECTOR

FEBRUARY 1, 1981

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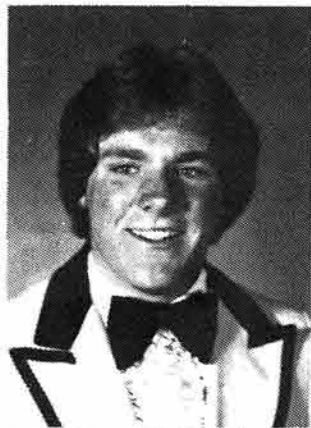
by Herbert P. Lee  
Director of Activities



## PAL BOY & GIRL OF THE YEAR

The San Francisco Police Activities League (PAL) has announced that Timothy Oberzeir and Angela Amato have been selected as the PAL Boy and Girl of the Year. They were selected from the many youngsters who participated in the 1980 PAL programs.

A press conference was held on Thursday, March 12 at 11 a.m. at the Office of the Mayor, City Hall. The Honorable Mayor Dianne Feinstein and Chief of Police Cornelius Murphy bestowed the honors on these two outstanding PAL participants.



PAL Boy of the Year is Tim Oberzeir, 17. Tim attends Sacred Heart High School.



PAL Girl of the Year is Angela Amato, 14. Angela attends Presentation.

An awards dinner banquet was held that night at the Italian American Social Club, 25 Russia Street at 7 p.m. to honor the PAL Boy and Girl of the Year and 28 other boys and girls who also honored for their excellence while participating in the many athletic and educational PAL programs in 1980.

- John Schembari**  
Herb Lee Fishing Award  
Outstanding Fishing Award
- Ronald E. Banta**  
Nate Posner Award  
Pistol Marksmanship
- Todd Leong**  
Rifle Marksmanship Award
- Angela Amato**  
Doris Lee Memorial Award  
PAL-GAL Softball MVP
- Raquel Watkins**  
Jack Immendorf Award  
Outstanding Track & Field Athlete
- Sabrina Allen**  
Thelma Williams/Vera Rogulsky Award  
PAL-GAL Basketball MVP
- Monya Hargrove**  
Judge Bernard Glickfeld Award  
Outstanding Little Person - Basketball

- Dwight Skinner**  
Hank Luisetti Basketball Award  
Most Valuable Player
- William Sheppard**  
Sgt. Peter Gardner Award  
Soccer MVP
- Eric Martin**  
Inspector Earl Gonsolin Award  
Outstanding Boxer - Sr. Division
- Robert Bowman**  
Les Craig Memorial Award  
Outstanding Boxer - Jr. Division
- Melody Manuel**  
Joe Mollo YU-TU-SEI Award  
Outstanding Female Judo Student
- Joseph Pate**  
Joe Mollo YU-TU-SEI Award  
Outstanding Male Judo Student
- Keith Bell**  
Bill Gilmore Football Award  
MVP - Midget Division
- Andre Johnson**  
Bill Kwartz Memorial Award  
Outstanding Football Lineman
- Charles Brady II**  
Pete Franceschi Award  
MVP Bantam Baseball League
- Dan Casey**  
Ken Batiloro Award  
MVP Northern Baseball League
- Geoff Straw**  
Connie Grieder Award  
Central League - Sportsmanship
- James Keighran**  
Rod McGavran Award  
MVP Contractor's Baseball League
- Christopher Gaggero**  
Curley Grieve Award  
MVP Southern Baseball League
- Sean J. Keighran**  
Red Kennealy Memorial Award  
MVP Taraval Baseball League
- Steve Reyes**  
Frank "Lefty" O'Doul Memorial Award  
Outstanding Player - CAL-PAL League
- John Cordero**  
Ed McCarthy Memorial Award  
Outstanding JDM Pitcher
- Clemente Oropeza**  
Joe DiMaggio Award  
Most Valuable Player
- Timothy Oberzeir**  
Valor Award
- Timothy Oberzeir**  
Sgt. McDonnell, Off. Brodnick/Radetich  
Outstanding Law Enforcement Cadet Award
- James Keighran**  
Senator Eugene McAteer  
Sportsmanship Award
- Dan Casey**  
Captain August Stefen Memorial Award  
Athlete Scholar

## BASEBALL

Baseball signups for the PAL Bantam League (boys 11 and 12 years) is scheduled for Saturday, May 16, 1981, 10 a.m. at Balboa Park, Ocean Avenue and San Jose Avenue. The three month league will begin sometime in June. Games will be played on Tuesdays and Thursdays at 5:30 p.m. at South Sunset Park located at 39th Avenue and Vicente. All interested boys must report in person for signups. Baseball caps, balls, bats and referees are provided free of charge. T-shirts are also provided. Trophies are awarded to the championship teams.

Baseball signups for the PAL CAL PAL League (boys 13 and 14 years) is scheduled for Saturday May 9, 1981, 10 a.m. at Balboa Park, Ocean and San Jose Avenue. This league play will also begin in June through August. Games are played on Saturdays at three locations: The Presidio, West Sunset Park and Balboa Park. All equipment provided at no charge. There are no provisions for late signups. All interested players must signup at the above date, time and location. All interested persons who wish to volunteer as coaches are to report at the same time.

## RUGBY

Commissioner of Rugby Officer Dale Allen (Dog Unit) reports that the Rugby season is off and running. Although several games were rained out, the PAL Outcasts, coached by Ed Davis, won their first game from a perennially strong Piedmont Team at the Polo Fields. From all reports, the Richmond District based boys were elated over their first ever win. Congratulations and hope to see your record improve as the season progresses.



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# SPORTS

## CENTRAL REPEATS AS SFPD BASKETBALL CHAMPS

by Bob Puts

The great Boston Celtic, Bill Russell, once told Gerry Calgaro that the rebounding title is most often won below the rim and not above. Using this theory, Calgaro riddled the sky-walking Muni Transit police, as Centrtral Station defeated the Muni officers in the 5th annual SFPD Championship game 78-54.

In this fast pace championship game, Central showed a balance attack with the outside scoring of Ed Rodriguez (22 points), the driving and twisting of Tony Rodriguez (17 points), and the court leadership of Deignan, who continually fed the ball to Calgaro (20 points). The Muni Transit Police, who fell into early foul trouble, were led by a leaping Danny Bell (16 points) and the team leadership of All-American "Goose" Adams. The preliminary game saw the Central Midnight team capture a 68-59 victory over the Airport Police, behind the scoring of S. Venters (18 points), L. Sorrhondo (18 points), and D. Ambrose (14 points). The Airport cops were carried by the flashy league MVP Fred Spencer (22 points).

The playoff scene started with an impressive 83-62 win by the Airport Police over Northern Station, despite a 27 point performance by Ben Vigil. The following game saw an injury plagued Narcotics team buckle to Calgaro's Central team 81-64. Greg Corrales' Narco team was led throughout the season by K. Gotchet (22 point average) and the strong rebounding of Joe Dutto.

In the other playoff games, the Central Midnight and CHP game went down to the wire, as L. Sorrhondo took a G. Delagnes assist for a score with four seconds left, as the Central Midnight team defeated CHP 72-71. The other playoff game saw a cold shooting Ingleside team fall to the hands of M. Scott (15 points) and the Airport Police 59-56. The pre-season favorite Ingleside team, which was the only team to defeat the Muni Police during the regular season, had outstanding season performances by the versatile all-league Charley Mahoney, J. Lankford, J. Barker, and the pistol-hot shooting J. Schmoke.

Reflecting back on the season, the league produced some exciting games such as the Central Midnight & Park Station game, where a combined 48 point performance by M. Porto and B. Mariluch was overshadowed by a trio scoring of 83 points by Sorrhono, Delagnes and Venters. The victory was decided in the closing seconds as the Park team was defeated 88-87.

The big contract deal of the season was the pre-season acquisition of Sgt. Bill Petrie by the Central Station team. Bill, who was named the Most Inspirational Player of the league, was called upon to fill the void that S. Venters left, when Steve was drafted by the Central Midnight team. The league All-Stars will not leave their individual teams behind, and set their aims towards Sacramento and the 1981 summer Police Olympics.

### FINAL STANDINGS

1st - Central Station  
2nd - Muni Transit Police  
3rd - Central Midnight  
4th - Airport Police

### ALL STARS

(Max. 146 points)  
(Voted by Coaches)

F. Spencer (Air.)	124	D. Jones (Muni)	38
G. Calgaro (A)	123	R. Puts (TAC)	37
D. Bell (Muni)	92	J. Dutto (Vice)	34
C. Mahoney (H)	92	Scott (Air)	32
J. Donovan (TAC)	75	Porto (F)	29
K. Gotchet (Narc)	65	J. Lankford (H)	29
E. Rodriguez (A)	50	D. Cox (CHP)	29
L. Sorrhondo (AM)	42	J. Schmoke (H)	28
T. Rodriguez (AM)	40	R. Mariluch (F)	28
S. Venters (AM)	39	J. Barker (H)	24

Most Inspirational Player — Bill Petrie (A)  
Most Valuable Player — Fred Spencer (Air)

## Golf Club News

On Friday, February 20, 1981 ninety-six players (members and guests) journeyed to Peacock Gap in San Rafael for our second monthly tournament of 1981. This was the second largest turnout in the seven year history of the club.

As the scores indicate the weather was terrible. This can best be shown by what Captain Ed Cassidy told me this morning. He said his bag and cart were standing on level ground when a gust of wind came up and knocked over the whole thing. Can you imagine what that kind of a wind would do to a small golf ball.

We had only one player in the seventies. Con Nichols had a seventy-seven which, under the circumstances,

was an excellent round. The next lowest round was an eighty-one by yours truly.

The low net winner was Frank Watson who had a net sixty-seven, 91-24. Second was Ray Symington with a net sixty-nbine, 83-14.

The flight winners were first, Tom O'Connor, Larry Dubour, Bill Tull and Dave Minner; Second, John McClelland, Dennis McCellan, Ken Barton and Don Scott; Third, Mike Brady, Al Alves, Al Cecchi and Joe Allegro Jr.; Fourth, Ray Seyden, Tom O'Hara, Lee Clark and Ed Cassidy.

The guest flight was won by Joe DiMaggio followed by Ronny Rhodes, Pat Paxson and Larry Hurley.

The Hole-In-One winners were George Eimil at the seventh hole with a shot 4'5" and at then Pat Paxson hit one 7'3" from the hole making yours truly quite unhappy.

As of this time there are one-hundred and twelve members for 1981. The club is open to all active and retired members of the San Francisco Police Department regardless of ability. All we ask is that any prospective member have an understanding of the game and practice good etiquette. Anyone interested contact me as below or Lt. Vic Macia at the FTO Office, 2475 Greenwich (553-1578).

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SPORTS

Minkel, Barbero keys to victory

CENTURIONS ROUT  
ALAMEDA SHERIFFS, 43-22

by Don Carlson

The S.F. Police Centurions successfully closed out their 1981 season with a convincing 43-22 victory over the Alameda Sheriffs on February 7 at San Leandro's Pacific High School, rolling up almost 500 yards in total offense. Running back/wide receiver Jack Minkel and running back Bob Barbero were the keys to the victory, but equally important was a handful of defensive players who hadn't played all that much prior to the Alameda game, but were called upon to stop Alameda's offense.

Minkel, named the game's co-MVP with Alameda's Rick Camera, gained 92 yards on the ground on 12 carries and caught 6 passes for an additional 155 yards; included in that total were 90 yards on a single hook-up with QB Joe Dutto in the fourth quarter. Minkel tallied one touchdown on a 10-yard screen pass from Dutto with just 19 seconds left in the first half, and he scored a second TD on an 11-yard run.

Barbero also scored a pair of TDs, the second on a spectacular 55-yard blast up the middle with just 2:25 remaining in the game. His initial score came on a 2-yard burst in the second quarter that put SF into a 9-7 lead that was never relinquished. Barbero's 116 yards on the ground were the result of only 11 carries.

San Francisco's other scores were provided by Fullback Joe "Chico" Currie (3-yard run), Tight End Bob DelTorre (34-yard pass from Dutto), and John Brandt (30-yard FG, 4 PATs). In addition to his two TD passes, Dutto was 7-for-14 and 201 yards, while Gary Delagnes, who engineered three scoring drives himself, was 4-for-7 and 50 yards.

In what has now become a routine Centurion performance, the offensive line dominated the line of scrimmage. Mark Gamble, forced to play the entire game due to an injury to Moose Koniaris, and fellow tackle Charlie Tedrow both had outstanding days.

Defensively, Mike Lawson anchored the backfield with two interceptions, while Linebacker Mike Pucinelli was seemingly everywhere, filling in for Bill "Chilidog" Sweeney who suffered a knee injury on Alameda's first offensive play. Sweeney wasn't the only Centurion defender who had to be helped from the field; defensive tackles Ed Collins and Bruce Marovich also had their knees damaged, with Collins requiring surgery. Because of these and other minor injuries, players like Art Gerrans, Nick Rubino, Rich Hargens, Wayne Hom, Mike Biel and Curt Dowling were asked to contribute extensively in stopping an Alameda offense that was potentially explosive, and they all responded well.

Camera, Alameda's best back, was held to only 50 yards on 16 carries, but did score one TD on a 9-yard run in which he stepped just into the front corner of the end zone prior to being cut down by Dave Robinson. Dan Naugle, Lawman wide receiver, contributed five catches, good for 107 of Alameda's 178 passing yards. QB Dan McIntyre tossed two TD passes: a 10-yard screen to Jonas Simon for their initial score, and a 25-yard strike to Anthony Huddleston for Alameda's last tally.

The game, played to benefit various Alameda County community charities sponsored by the Deputy Sheriffs Association, was followed by a post-game party at the DSA Club, attended by Chief Murphy and Commander Canepa, as well as Alameda Sheriff Glenn Dyer.

Despite the injuries sustained, the game served as a positive end to a season that began in October with conditioning sessions. The Centurion football program has expanded rapidly in just one year, but it's a program on solid ground, a program already looking ahead to the 1981-82 season (and a possible Hawaii trip), a program committed to providing San Francisco's Special Olympics Committee with an even grater amount of operating revenue in the years to come.

Centurions vs. Alameda SD Lawmen  
Individual Stats

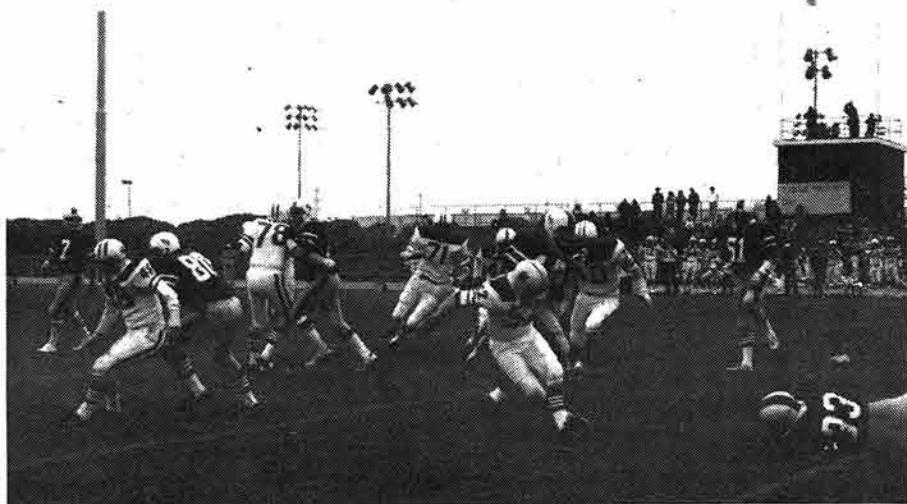
PASSING:	Comp.	Att.	Yards	TDs	Int.
Delagnes	4	7	50		
Dutto	7	14	201	2	
TOTAL	11	21	251	2	0
Alameda	12	29	178	2	2
RUSHING:	No.	Yards	TDs		
Barbero	11	116	2		
Minkel	12	92	1		
Currie, Joe	8	39	1		
Delagnes	2	-8			
Lawson	1	3			
TOTAL	34	242	4		
Alameda	32	93	1		
RECEIVING:	No.	Yards	TDs		
Minkel	6	155	1		
DelTorre	2	46	1		
O'Mahoney	1	29			
Calgaro	1	12			
Currie, Joe	1	9			
TOTAL	11	251	2		
Alameda	12	178	2		
PENALTIES:	No.	Yds. Lost			
Centurions	11	-120			
Alameda	8	-53			
PUNTING:	No.	Tot.Yds./Ave.			
Drago	4 *	125/31.3			
Alameda	5	121/24.2			
SCORING:	TDs	FGs	PATs	TOTAL	
Barbero	2			12	
Minkel	2			12	
Currie, Joe	1			6	
DelTorre	1			6	
Brandt		1	4	7	
TOTAL	6	1	4	43	



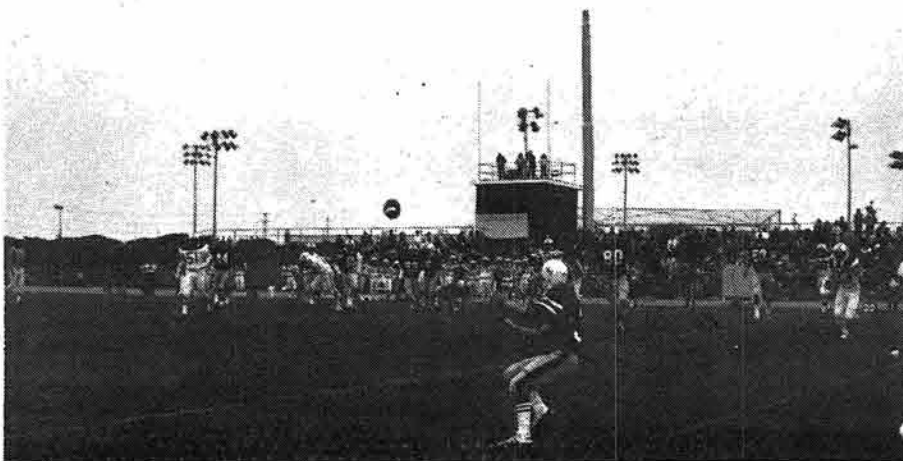
Lawson takes down a Lawman runner one-on-one as other Centurions close in.



Robinson (29) drags down a Lawman kick returner from behind as Knappick (55), Drago (48) & Countouriotis (11) give support.



Barbero (44) gains a few of his 116 yards behind the blocking of Calgaro (80), May (black gloves), Garner (51) & Minkel (33).



Minkel gathers in one of his six catches vs. Alameda.



## by Ed Pryal

The gates open at 11 a.m., the parade is at 1 p.m. and the first heat at 1:30 p.m. The event benefits the Crippled Childrens' Society as well as the CHP Widows & Orphans Fund.



Bring your families, tell your friends. The entertainment is great. The benefits are worthwhile and the support will be appreciated.

1232 Noriega St., San Francisco CA 94122  
Phone (415) 665-7892

by Walt Garry

The midnight express from Co. A was there, looking good in the cool East Bay air. The group included Henry Parra, John Colla, Steve Venters, Nelson Lum and Rod Young.

Some members of Co. A ran the 3rd Annual 10 mile Foster City Run on February 1. The rain let up just long enough to allow **Bill Cooke, Henry Parra and Gerald Golz** to finish. The event was rated good. One of those well-planned suburban races we are seeing so many of.

Newest event around the Hall of Justice: Running the five flights of stairs a couple of times a day. This mini work-out is just right when you can't fit a run into a busy schedule.

**468-1845**



**Pearson (85), Puccinelli (66) & Shine (81) pressure Alameda's QB.**



Pearson (85), Blessing (behind runner), Lawson (23) & Marovich (77) stop a Lawman.

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## POLICE & COLLECTIVE BARGAINING

continued

for advancement, amenities provided in the workplace, breaks, and similar issues. Even the appearance of favoritism or unequal treatment can be demoralizing and disruptive. A negotiated grievance procedure gives employees an opportunity to air their complaints and get a fair hearing on them.

In addition to their traditional interest in bread-and-butter issues, employees want to play a bigger role in on-the-job decision making. Education levels are rising and employees have more than time to contribute to the workplace. They have ideas and enthusiasm; they want to express their views on how their jobs function and how they are structured.

Some managers, in government and industry, are alarmed by this trend. They see it as a threat to their authority, as an attempt to usurp management prerogatives, as interference with their right and responsibility to manage their operations as they see fit. These concerns are especially evident in law enforcement organizations where there is a quasimilitary command structure and the nature of the work demands strict discipline and adherence to orders.

Although these concerns are understandable, participation of employees in decision making on the job does not have to challenge or conflict with management's right to manage. Neither the factory worker in the middle of a production line nor the police officer on riot patrol is in a suitable place to launch a debate on the best way to get the job done. But through the collective bargaining process, both can get their views heard in an orderly and constructive manner.

Morale and productivity are better in organizations where employees believe they have an opportunity to communicate their opinions and ideas to management. This is true regardless of the function of the organization, and good managers recognize, respect, and seek to

accommodate this desire. To date, collective bargaining has become the most effective means of accomplishing this.

Some organizations use a variety of alternative methods to obtain the views of their employees and to give them a voice in decision making. But these methods share a common and often fatal weakness — they can be withdrawn unilaterally. Without a collective bargaining relationship, they smack of paternalism and employees tend to distrust them.

The adverse aspects of collective bargaining have been overemphasized. It has the flexibility and capacity to serve as the framework for a cooperative approach to problem solving, as well as a means for resolving conflict.

One of the most significant and encouraging developments in private sector labor-management relations in recent years is the growing interest in what (for want of a better term) is called third-party participation. These third parties are not mediators or arbitrators. They are representatives of groups that don't normally participate in contract negotiations but that have an interest in the problems and issues that concern labor and management. The third party may be the public, the government, or some special interest group, and there may be more than one third party involved in the process.

The third-party approach recognizes the fact that many issues which impact heavily on labor-management relations can't be solved at the bargaining table. It is an effort to expand the concept of collective bargaining, however, not circumvent it.

In the private sector, tripartite committees composed of representatives of labor, management, and government have been set up in the steel and auto industries, among others. These groups are looking into such issues as competition from foreign imports, the impact of environmental regulations, and the need for tax writeoffs to spur investment in new plants and equipment.

The public sector also has its share of problems that affect and complicate collective bargaining but can't be solved by unions and management at the negotiating table. One of the most familiar involves taxes and operating budgets. Tax policy and tax rates can't be set at the bargaining table, and government managers who

do the negotiating rarely have the authority to increase taxes or otherwise raise revenues to cover the cost of a new contract.

As a result, contracts that have been agreed to by management negotiators may subsequently be rejected by a legislative body or an executive officer, either by refusal of the appropriate official to sign the agreement or failure to provide the funds required to implement it. Nothing could be more destructive to the collective bargaining process or stable labor relations.

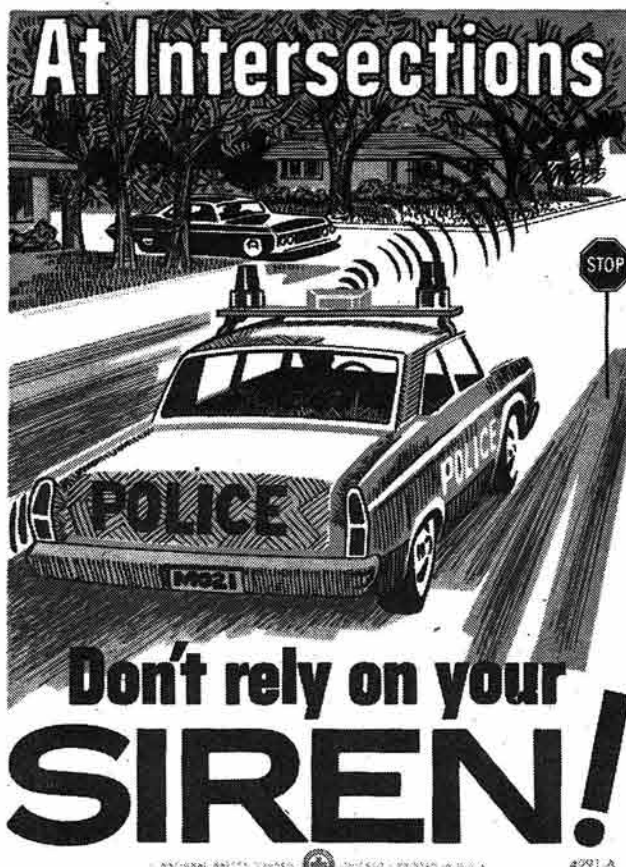
*A case can be made for the argument that legislators or executives who have the authority and responsibility to set taxes should play a role in the collective bargaining process. Playing a role in the process does not necessarily mean getting directly involved at the bargaining table. It does mean, however, that the involvement must come at some point before a contract has been negotiated and agreed to by labor and management.*

There is something to be said as well for finding ways to involve representatives of the public in the labor relations process. Determining where and how these groups — and perhaps others — should fit into the process is not an easy matter. Different approaches may be required at different levels of government and for different agencies. The process of collective bargaining is not an exact science; it inevitably involves considerable trial and error.

In the private sector, some of the Nation's biggest unions and most important industries are experimenting with new ideas in cooperative problem solving. They are demonstrating that tripartite or third-party approaches to labor management issues and problems are compatible with and can strengthen traditional collective bargaining relationships.

A similar willingness to seek innovative solutions to problems of mutual concern is needed in police and other public sector labor relations. Collective bargaining had the ability to adjust to and deal with the economic and political realities of the public sector. That ability, coupled with the generally favorable climate for building third-party processes into the system, offers public managers an opportunity to improve labor management relations that they should welcome.

Reprinted FBI Law Enforcement Bulletin, Jan. 1981



**At Intersections**

**Don't rely on your SIREN!**

## SOCIAL CALENDAR

by Mike Gannon, Park Station  
OIC 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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10 San Francisco Chronicle \* Fri., Mar. 13, 1981

## Collective Bargaining Rights Of State Employees Upheld

By Harry Jupiter

The rights of state employees to bargain collectively for wages, hours and working conditions was upheld yesterday by the state Supreme Court.

The ruling affects almost 100,000 of California's 130,000 civil service employees.

The 4-to-2 decision by the court found that the State Employer-Employee Relations Act passed in 1977 to regulate the state's labor relations with its employees, does not conflict with the general merit principle of civil service employment.

The act, which took effect July 1, 1978, established the state Public Employment Relations Board to supervise the bargaining.

The law enables a majority of workers to designate unions to represent them on issues such as salaries and working conditions. Strikes are not authorized by the act.

It was challenged by the Pacific Legal Foundation and the Public Employees Service Association in January of 1979.

Two weeks later, Attorney General George Deukmejian filed a similar challenge. But his petition was dismissed yesterday in a separate Supreme Court ruling that rebuked Deukmejian for joining in an action against his client, the state.

The suits had claimed the collective bargaining act was unconstitutional on its face and that the new agency conflicted with the powers of the state Personnel Board.

But the majority decision, written by Justice Mathew Tobriner, said the act does not conflict with the civil service merit system but rather complements it.

The state personnel board has the right to classify workers but not to set their salaries, the decision said. The new relations board must take these groupings into account when setting up bargaining units.

Joining Tobriner in the decision were Chief Justice Bird and Justices Stanley Mosk and Frank Newman.

The court said that although

the law affords state employees significant new rights, the Legislature placed definite limits on the scope of representation and retained substantial control over many conditions and terms, including pay.

Justice Richardson, in his dissent, called the act "unconstitutional as a gross infringement upon the powers of the state Personnel Board."

The separate 4-to-1 decision not to accept Deukmejian's petition said the attorney general is the lawyer for the state Public Employment Relations Board and other state officials and agencies challenged in the suit.

"The issue ... becomes whether the attorney general may represent clients one day, give them legal advice with regard to pending litigation, withdraw, and then sue the same clients the next day on a purported cause of action arising out of the identical controversy. We can find no constitutional, statutory or ethical authority for such conduct by the attorney general," wrote Justice Mosk.

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