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POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



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VOL. 12

SAN FRANCISCO, MAY 1981

COLLECTIVE BARGAINING . . .

State Employer-Employee Relations Act Upheld by Supreme Court

by Ralph B. Saltsman

Law Offices of STEPHEN WARREN SOLOMON, INC. and RALPH B. SALTSMAN, INC.

"Pacific Legal Foundation v. Brown 29 Cal 3d 168
(March 12, 1981)"

Writing for the majority, Mr. Justice Tobriner upheld the constitutionality of the State Employer-Employee Relations Act (SEERA) (Government Code S.3512 et. seq.).

Enacted in 1977 to regulate the State's [REDACTED] tions with the State Employees, SEERA was challenged by the Pacific Legal Foundation who stated that the act was unconstitutional on its face because it allegedly conflicted with the "Merit System" of the Employment System embodied in the Civil Service Provisions of the California Constitution.

The court determined that SEERA did not conflict with the general merit principle of civil service employment; that SEERA did not conflict with the California Constitutional Provisions reserving the ultimate salary setting for state civil service employees with the governor and the legislature; and that the SEERA did not conflict with the State Personnel Board's authority to review disciplinary proceedings against state employees.

The Supreme Court in its opinion submitted March 12, 1981, noted that until 1961, public employees in California had no formal right to participate in the decision making process relative to the terms and conditions of their employment.

However, in 1961 the legislature enacted the George Brown Act setting forth rights of public employees to join employee organizations and to meet and confer with public employers on "all matters relating to employment conditions and employer-employee relations."

In 1965 the Winton Act was enacted expanding the meet and confer rights of public employees. In 1968, the legislature enacted the Myers-Milias-Brown Act relative to most local government employees.

In the early 1970's, the legislature attempted to enact a comprehensive state law modeled on the National Labor Relations Act which would afford formal collective bargaining rights to all employees. Unable to enact such a comprehensive bill, the legislature, in 1975 enacted the Educational Employment Relations Act repealing the Winton Act and establishing formal negotiating rights for public school employees. In 1977, the legislature adopted SEERA, the legislation at issue before the court in this opinion. SEERA was designed to provide formal collective bargaining rights to state employees. In 1978 the Higher Education Employer-Employee Relations Act was passed granting similar rights to employees in the State University-University of California systems.

SEERA was designed to modify the George Brown Act and establish the principles of exclusive representation of matters of employment relations by organiza-

tions chosen by vote of the employees in bargaining units delineated by state administrators. The Act requires good faith meet and confer between the governor and the employee representative relative to wages, hours and other terms and conditions of state employment. The Act requires that such agreement between the parties be set forth in a written memorandum of understanding.

Similar to the MMB requirements that a local public agency enact an ordinance or resolution adopted a memorandum of understanding between that agency and its local police or fire association before such a memorandum of understanding is effective, SEERA requires that a memorandum of understanding that requires the expenditure of funds not become effective unless it is approved by the legislature in the annual budget (see Section 3517.6).

SEERA created the Public Employment Relations Board to govern the collective bargaining process of state employees.

Effective July 1, 1978, SEERA, through the PERB proceeded to implement the statute. In January, 1979, the Pacific Legal Foundation and the Public Employees Service Association challenged the Act in the Court of Appeal. The Attorney General joined with petitioners raising the same constitutional contentions against the Act. The Court of Appeals struck down the statute in its entirety. The Supreme Court, reversing the decision of the Court of Appeal held that the Act was constitutional and noted the following:

SEERA did not conflict with the general merit principle of civil service employment embodied in Article VII of the California Constitution.

Citing the 1913 legislation creating California's first Civil Service System and the 1934 initiative measure adopted by the people of the state embodied in Article XXIV of the state constitution, Mr. Justice Tobriner stated that the "sole aim" of the amendment was to establish, as a constitutional mandate the concept that state serviced appointments and promotions be made solely on the basis of merit. However, the non-partisan Personnel Board was designed to administer the merit principle and the constitution left the legislature free to fashion laws relative to personnel administration. The Supreme Court noted:

"As we have seen, nothing in the history of the amendments suggest that the establishment of a general system of appointment and promotion based on merit proposed to prohibit the Legislature from adopting a Labor Relations Policy affording employees a meaningful voice determining the terms and conditions of their employment; instead, the amendment simply sought to eliminate the 'spoils system' of public employments."

The court concluded that point stating:

Continued Page 9

MILITARY SERVICE RETIREMENT CREDIT

by Mike Hebel

The March 24, 1981 issue of the *San Francisco Examiner* reported in an article entitled "County official wins retirement battle" that Sidney Cantwell, former San Mateo County director of public works, had recently won a five year battle with the County to receive retirement plan credit for three (3) years spent in military service prior to his employment with San Mateo County.

This case which reached the United States Supreme Court has been a source of much discussion within the Police Department especially amongst senior members, who if given credit for prior military service, would be eligible for a service retirement.

CANTWELL'S CASE

Sidney Cantwell was continuously employed by the County of San Mateo since April 1948. Since that time he was a member of the San Mateo County Employees Retirement Association and as such was entitled to the benefits set forth in the County Employees Retirement Law of 1937.

Prior to this employment by the County, Cantwell had served on active duty in the United States Navy from January 1943 to October 1946. After leaving active Navy Service, he served in the Naval reserve until 1968 — the last 20½ years of naval reserve service was concurrent with his County employment.

The County of San Mateo in computing Cantwell's service denied him credit for the three (3) years of prior active Navy Service; this was done despite a specific provision in the County Employee Retirement Law which allows members covered under this law to receive credit for prior public service. The County's refusal was based on another provision in that Retirement Law which held that prior public service is not allowed as a credit if the member is entitled to receive a pension from a public agency for which the employee previously worked. (Cantwell's three (3) years of prior active Navy Service was used to compute his naval retirement benefits.)

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WIDOWS & ORPHANS

The meeting was called to order by President James Sturken at 2:10 p.m., Wednesday, April 15, 1981, in the Traffic Bureau Assembly Room, Hall of Justice. Trustee Mark Hurley excused, ill. All other Officers and Trustees present.

Treasurer Becker reported receipt of a letter from Hibernia Bank, advising him that one of his paychecks in 1980 had never cleared the Bank. Put over to New Business. The Treasurer reported the following deaths:

CALVIN PERCY — Born in San Francisco in 1910. Cal joined the Department in 1939 at age 28. He worked at Taraval and Ingleside Stations until 1943 when he was granted Military Leave. He returned from the Service in 1946 and was assigned to Mission Station where he worked until he was transferred to the Traffic Bureau, 3 Wheel Motorcycle Detail. In 1953 Cal resigned to work for the State of California. He received a 2nd Grade Meritorious in 1948 for the arrest of an armed holdup man. He was 71 at the time of his death.

RICHARD TREACY — Born in San Francisco in 1914, Dick joined the Department in 1947 at age 32. He was assigned to Northern Station, working there for 9 years before being transferred to Mission Station where he served out his remaining time until his retirement for service in 1976. Dick was promoted to Sergeant in 1975. In 1951 he was awarded a 2nd Grade Meritorious for the arrest of an armed narcotic suspect. He was also awarded two Captain Commendations — one in 1952 for service in the arrest of 3 suspects, one armed and in 1957 for the arrest of a suspected burglar. Dick was 66 at the time of his death.

The regular bills were presented by the Treasurer and after motion and second, were approved. Senior Trustee Frank Jordan: Trustees had received a letter from Miss Minuth (Hibernia) that there was money available for stock acquisitions. Trustees had verbally agreed to purchase of American Hospital Supply. Miss Minuth, present at meeting, recommended purchase of \$50,000 Fed. Farm Credit Banks maturing in 6 months. Also the sale of 400 shares of Pan-Am. After discussion regarding Pan-Am, trustees approved. Meeting with Hibernia Bank, May 15, 1981, at 6 p.m. also approved by Trustees.

New Business: Treasurer was advised to check his bank statements and if never credited with pay check in 1980 to reissue same and present with bills at the next meeting.

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

Fraternally,
Bob McKee, Secretary

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**POLICE
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NEWS**

It's that time of the year when we pause to think of the ones who have gone before us. Memorial Day should also be a time to give thanks. Policemen are much like combat troops on a continuing basis. You never know what the next moment is going to bring. William Manchester, the noted author, and ex-Marine, wrote in one of his books that the military services are much like a family, in that you depend on one another so much.

This is true of a policeman's job. You sometimes depend on your co-worker for your very life. This is as it should be. No man stands alone.

Next month is Convention. This year it will be held in Pasadena. I wonder if the proverbial "little old lady from Pasadena" will be on the freeways? I wonder how that story got started? Someone should do some research.

Get out and support your Post officers. Remember, everyone needs a hand at one time or another.

See Al and Erl for your financial needs and remember —

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Dear Fellow Police Officers:

We have two exciting events coming up. At our Night Fellowship on June 16, 1981, our guest speaker will be the World Cup Soccer Player YaYa Sayed. His career excelled to the heights of achieving "Player of the Year" in Egypt in 1969, 1970 and 1971. The first time anyone had won that award three years in a row.

He played in the 1978 World Cup and was also chosen to play with the "World Eleven All Stars" in some special matches. He also played professionally with the Seattle Sounders. YaYa Sayed was a guest speaker at our luncheon last month at Zuka's. He was an instant hit with the thirty-eight officers attending the luncheon.

Remember to put on your calendar June 16, 7:30 p.m. at 2525 Alemany Boulevard, San Francisco, in Bethany Lutheran Church. And bring all your family members and friends to hear and meet this dynamic athlete.

At our luncheon June 11, 12 noon, at Zukas (across from the Hall), we will be showing the movie "Set Free". We know that the movie will be enjoyed by all police personnel attending. Our luncheons have been a tremendous success in bringing police officers together.

If you are a police officer you are cordially invited to attend. The cost of the luncheon is only \$5.00. I know every police officer who has attended our luncheons has enjoyed our past guest speakers such as: Gary Levele (Giants), Wayne Gross (Oakland A's), Rob Andrews (Giants), Charlie Young (49'ers), and George Martin (New York Giants).

Don't forget to attend June 11, 12 noon, at Zukas. To make reservations call either Jim Crowley or Ed Erdelatz (Homicide Detail).

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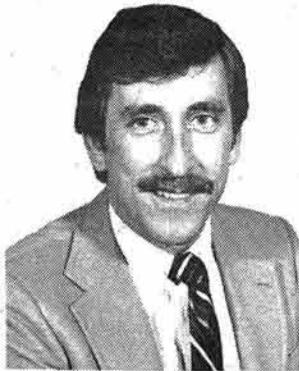
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- Address letters to the Editor's Mail Box, 510 - 7th St., San Francisco, CA 94103
- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or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

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PRESIDENT'S REPORT



by BOB BARRY

Like Work/Like Pay Appointments

Page 16, Section 10, Lines 3 through 11 of the Consent Decree states:

"c. NON-PERMANENT APPOINTMENTS. In the absence of civil service eligibility lists, future non-permanent appointments from the next lower rank in the uniformed force shall be based on experience (which may include seniority), demonstrated performance, and potential to fulfill the requirements of the position to which the appointee will be assigned but shall be made without regard to seniority as a sole criterion and, consistent with the foregoing, reasonable efforts shall be made to give leadership experience to minorities and women."

Approximately one month ago, the Public Advocates sent the Auditor Monitor a letter demanding that the above section of the Consent Decree be implemented or they would file motions with the Federal District Court and request Judge Robert Peckham order the City to comply with this provision.

On or about May 4, 1981, the City Attorney entered the picture on this issue (not having personally participated in this case for over a year) and informed the

Chief that this provision of the Consent Decree must be instituted immediately. During this period, the City Attorney made several telephone calls to Steve Solomon and Ralph Saltsman (POA attorneys) informing them that this provision of the Consent Decree was going to be implemented and further, the City Attorney demanded, in no uncertain terms, that I and/or the Board of Directors consent to amend the Consent Decree thereby allowing the next Lieutenants examination to be held at the end of 1981 instead of mid 1982 as the Consent Decree states, and also reducing the probationary period in the present Sergeants rank and in the Lieutenants rank for the next exam so that those successfully passing the next Lieutenants exam would be eligible to participate for Captain in 1983.

Through our attorneys, I requested an immediate meeting with the City Attorney to discuss these demands. The City Attorney, without qualification, refused to meet with me and members of our Board.

On May 6th, Deputy Chief Shannon had distributed a memorandum to all minority sergeants only, requesting if they would accept a like work/like pay, limited tenure appointment under the above criteria. This memorandum was distributed without informing the membership as to the provisions in the Consent Decree. Needless to say, the membership reacted quite negatively and over sixty (60) members appeared at the POA demanding an explanation.

The membership was then informed as to the provisions in the Consent Decree, the chronology of events that led up to this memorandum and the POA's position objecting to the manner in which this provision was being addressed. A meeting was then held with the Chief and Deputy Chief Shannon whereupon our objects were cited regarding the implementation of this provision.

Chief Murphy indicated that because the department had no appropriate objective procedure to properly evaluate "demonstrated performance" and "potential to fulfill the requirements of the position", the implementation of this provision would be held in abeyance until such time as the parties to the Consent Decree could meet and discuss this particular provision of the Decree.

Subsequent to the meeting with the Chief, I received a copy of the Quarterly Consent Decree Report issued by Professor Trives dated April 7, 1981. A portion of the report addresses this provision of the Decree which states in part:

"While a comprehensive plan for implementing paragraph 10 (c) (p. 16) of the Consent Decree is needed, it will require the input and, ostensibly, approval of the Parties. In the interim, the Q-60 job analysis and the soon to be started Q-50 and Q-35 job analysis are essential to the development of training programs and a method of performance evaluation."

As of this writing, the parties have not scheduled a meeting to resolve this issue, although I have formally requested one. As information is received regarding this issue, Informational Bulletins will be distributed to inform you of the progress being made.

Although the City Attorney representing the City as a party to this Consent Decree, as we are a party of the Consent Decree, has every right to bring his concerns, objections and proposed amendments forward to be discussed by all parties, he does not have the right to make unilateral decisions regarding any provision of the Decree.

I find that the demeanor the City Attorney displayed (through our attorneys) is highly improper and downright arrogant. If disputes arise concerning any provision or interpretation of the Decree, then the proper forum to resolve the issue is through a collective discussion with all the parties.

Supervisor Wendy Nelder is a Friend of the Police

All through the political campaign last fall, and during the four months I have been in office, there has been one topic taking priority over all others — Crime, of course. It is first in importance at any community meeting and I have tried to address it from several perspectives.

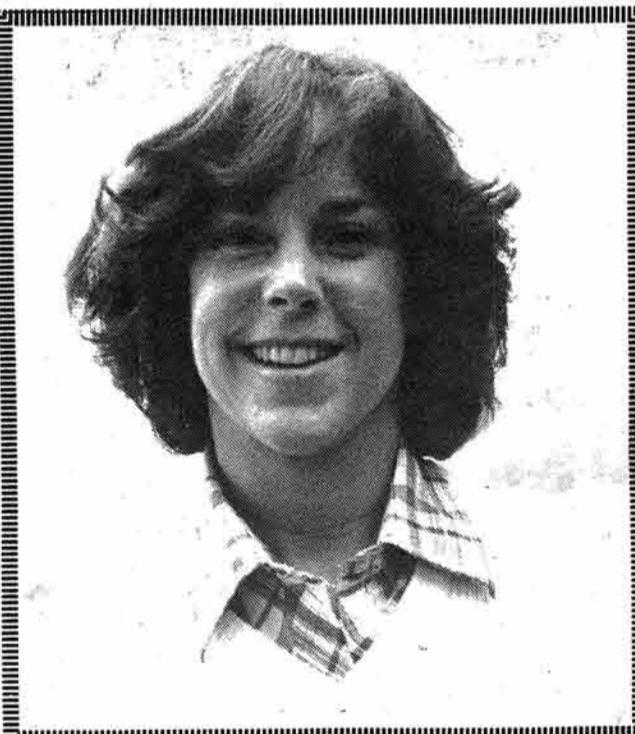
First, from the fiscal standpoint, I have proposed legislation that would assure that the police department will receive 100% funding in any year. This is necessary because we are currently looking at a City Budget with a projected deficit of 26.5 million dollars. Priorities will have to be set, establishing the basic services which the taxpayers have a right to expect. There is no question that police services constitute THE most important service the City provides its residents and visitors.

Then, to give the police the tools necessary for a very difficult job, I introduced a resolution calling for allocation of money from the Emergency Reserve Fund for a down payment for the Fingerprint Computer needed by the Crime Lab. As a founder and Treasurer and, more recently, as honorary Co-Chair — with Chief Con Murphy — of Crime Lab Fund, Inc., the non-profit corporation which we formed to raise the 2

million dollars necessary to fund the computer, I have raised most of the donations for the Fund by explaining to community groups that the computer will help the police catch the thugs who govern so much of our lives and will help to identify the crook who steals their property before the property is beyond retrieval.

Recognizing that our seniors need transportation in order to reach doctors or social situations without being

"among the mugged", I have proposed that some of our large, expensive MUNI vehicles be replaced during low usage hours with mini-buses which can double for use in the Senior Escort Service.



Supervisor Wendy Nelder

Noting that crime is youth-related, I have asked for a list of all unused City properties and proposed that training and skill centers be opened throughout the City. Hopefully there are some skills, car repair work, for example, that may be more attractive and more lucrative than crime.

by Paul Chignell
Vice President

The Board of Supervisors of the City and County of San Francisco now reflects a bright, fresh face on the political scene in the person of Wendy Nelder.

Supervisor Nelder has worked with police officers for many years and is totally familiar with the San Francisco Police Department, due in no small part to her father, former Chief and former Supervisor, present Police Commissioner Alfred J. Nelder.

In a hard fought race last year, Wendy won the eleventh seat on the Board of Supervisors in her first race for the Board. She is quickly becoming a force to reckon with, as most people will substantiate when watching her in action before the Board.

One of the key issues that Supervisor Nelder addresses in her speeches and written statements is crime on the streets. But this Supervisor does not just talk about the impact of crime in San Francisco, she presents well reasoned programs that will help solve the

rampant criminality that San Franciscans must deal with on a daily basis.

Supervisor Nelder is a proponent of 100% funding of the police department budget and is a leader in the struggle to obtain funding for the expensive fingerprint computer needed for the Crime Lab. Her efforts on behalf of seniors and youth also dovetail with the fight against crime.

It is important that police officers and their supporters become aware that Supervisor Nelder is up for re-election in 1982 and that our support is crucial to her remaining on the Board of Supervisors.

Let Supervisor Nelder know that you will support her next year and if you have any suggestions on the crime problem or other issue, contact her office.

Supervisor Nelder is one of our true friends at the Board of Supervisors.

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AROUND THE DEPARTMENT

by Al Casciato

THANK YOU FOR THE SUPPORT
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On the afternoon of May 1st, the Communist Party paraded Mission Street between 18th and 24th Streets. During the parade 6 to 8 marchers broke ranks and attacked Officer Forrest Fulton, Co. D and Lt. Tim Thorsen, Community Services. Officer Fulton was knocked to the ground and savagely beaten by 6 attackers using 4 foot wooden dowels. Captain Don Taylor, Co. D, saw the attack and rushed to Officer Fulton's aid as the attackers were trying to remove the officer's gun from his holster. A brutal life and death struggle ensued until back-up units finally arrived and contained the situation.

Captain Taylor, Lt. Thorsen and Officer Fulton were transported to Mission Emergency for treatment. Mayor Feinstein arrived shortly after the officers and remained with them until their treatment was completed.

Officer Fulton, being the most seriously injured, was transported home by the Mayor and Inspector Womack. At the Fulton residence, the Mayor consoled and explained to the family what had occurred and the prognosis of the doctors.

On the following day the Mayor, after viewing several news accounts of the Mission Street demonstration which stated that only demonstrators were injured, ordered her staff to send strongly worded letters of protest.

The officers involved, as well as their families, feel that the Mayor's demonstrated support during such a trying incident was of great comfort and for which they are all thankful.

Note: As of this date, Lt. Thorsen has returned to work, and Captain Taylor is still waiting for the stitched cuts on his head and face to heal. Officer Fulton's injuries were not fully determined until 2 days after the beating when x-rays revealed that his shoulder was in fact fractured and that one vertebrate mid-back had been broken and a chip was floating loose. Doctors are still waiting to determine if surgery will be required to remove the vertebrate chip. Officer Fulton's recovery will be long and painful.

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

Officer plays down heroism in capture

S.F. Examiner

A. Williamson, 25, a "street person" with no known address who was pronounced dead at the scene.

The suspected gunman, later identified as Bruce R. O'Banion, 31, tried to flee, running toward Geary and Powell Streets, but, according to Gardner, he was quickly cornered by officers.

The man dropped to one knee and waved his gun from the hand of a man who allegedly opened fire on four people killing one, in Union Square.

Gardner and his partner Tom O'Connor were working the Union Square area in plainclothes when they heard shots ring out about 11:30 p.m. They rushed to the park.

"I saw the body lying on the ground," said Gardner, referring to William

A. Williamson, 25, a "street person" with no known address who was pronounced dead at the scene.

Gardner and other officers yelled to bystanders "hit the ground."

"The suspect hesitated," said the dark-haired Gardner. "He was dazed. We just rushed him."

Reminded that it was he who had kicked the gun

from O'Banion's hand, Gardner remained steadfast in his modesty.

"One guy goes for the gun," he said "the other for the suspect."

The three-year police veteran doubted whether the incident was the most perilous in his tenure as a policeman. He and O'Connor, members of the vice detail, regularly work in the Union Square area, which has been the scene of prostitution and drug related problems,

But Gardner reiterated his reliance on his partner's support and attributed his cool-headed confidence in the face of danger to the knowledge that his is "one of the best."

"A good partner is the most important thing of all," said Gardner.

O'Banion, of 630 Geary St., was booked for investigation of murder. Police said he had a .38-caliber revolver and a pocketful of fresh ammunition.

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Cornerstone Community Church and Rev. Lau supports and appreciates the fine work of the S.F. Police

"INDEX UPDATE"

by Gerry Schmidt

The following is a continuation of an Index to the Department's policy and procedural documents.

GENERAL ORDERS

YEAR CONTROL CODE	ORDER TITLE	G.O.#	DATE OF ISSUANCE OR REVISION
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81-4	Written Communication System	A-1	4/17/81
81-5	Search Warrants Related to Drug and Alcohol Abuse Rehabilitation	Z-1	4/27/81
81-6	Charging Violations of Probation	I-2	5/1/81

DEPARTMENT SPECIAL ORDERS

FILE #	TITLE	DATE
81-5	Field Interview Forms and Procedure	3/6/81
81-6	St. Patrick's Day Parade	3/10/81
81-7	S.F. Giants 1981 Baseball Season	3/30/81
81-8	Pacific Daylight Saving Time	4/10/81
81-9	Court Parking Permits' Annex Parking Lots	4/10/81
81-10	Juvenile Diversion Program in the Ingleside District	4/17/81
81-11	Japanese Cherry Blossom Festival Parade	4/17/81
81-12	Armed Forces Day Parade	4/20/81

TRAINING BULLETINS

FILE #	TITLE	DATE
81-1	Report Writing Procedures (See also Report Writing Manual)	3/19/81
81-2	Juvenile Curfew Law	3/24/81
81-3	Blood and Semen Stains	4/14/81
81-4	Protection and Isolation of Crime Scenes	4/30/81

INFORMATION BULLETINS

FILE #	TITLE	DATE
81-24	Subpoena by Mail Service	3/24/81
81-25	City Prison Security	3/24/81
81-26	Update on Recruitment for E-94 Exam: More Female Applicants Wanted	3/24/81
81-27	Presentation of Medal of Valor Awards and Certificates	3/27/81
81-28	Information on Convicted Felons and Parolees	4/7/81
81-29	Domestic Violence Cases	4/7/81
81-30	Acting Chief of Police	4/10/81
81-31	Armour of America Woman's Vest	
81-32	Standard Operating Procedures Manual Law Enforcement & Traffic Control Annex	4/15/81
81-33	Regulation of Wild and Potentially Dangerous Animals (G.O.#I-3)	4/22/81
81-34	Notification of Parents or Guardians of a Minor in Police Custody within One Hour of Confinement	4/24/81
81-35	Penal Code Changes: 241, 243, 12420P.C.	4/24/81
81-36	Civil Service Rule 22 - Leaves of Absence	4/29/81
81-37	Availability of a History of the San Francisco Police Department	5/5/81
81-38	New Muni Police Company	5/5/81

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77 & 78 WAGE SUIT

by Bob Barry

The POA and Firefighters Local 798 have filed the final briefs with the First Appellate District, Court of Appeal in the 1977 wage suit.

In 1979, the Superior Court issued a Preemptory Writ of Mandate requiring the City and County of San Francisco to compute the appropriate percentage pay increase for police and fire personnel for the fiscal year beginning July 1, 1977. The computation was to include a 7.274 wage increase provided police and fire personnel in the City of Los Angeles.

The Trial Court concluded that the City of Los Angeles had a legally binding obligation under the Charter of the City of Los Angeles to adopt salary ordinances providing for a 7.274 wage increase for the fiscal year 1977-78. The City and County of San Francisco failed to include this percentage increase in setting our salary formula for that year, citing the fact that the City of Los Angeles had not signed the 77-78 contract at the time our wage formula was submitted to the Board of Supervisors (August 25th). The City and County of San Francisco failed to recognize that the wage increase for police and fire in Los Angeles was not in dispute, but rather the non-economic issues were the cause for the delay in signing this agreement.

The 1978 wage suit that the Firefighters and the POA also won wherein the City declared a State of Emergency as a result of the passage of Proposition 13 and only granted us seven (7) months pay is also sitting at the District Court of Appeal level, Third Appellate District.

I was recently in touch with the court clerks in each of these cases to determine when oral arguments can be anticipated. Although the general rule for oral arguments is approximately twenty-two (22) months after final briefs, the clerks indicate that arguments could be heard as early as November 1981 or as late as April, 1982. Both courts indicate an inordinate amount of criminal appeals (which have priority over civil cases) are the reasons for such long delays in these cases.

Based on a fourth year patrolman's salary, each officer can anticipate an award amounting to approximately thirteen hundred dollars (\$1,300) at the successful conclusion of both cases. Interest at the rate of 7% shall also be included.

"NOTES ON THE COMMISSION"

by Gerry Schmidt

The amended Light Duty policy currently under negotiation between the P.O.A. and administration was continued indefinitely at the April 1st meeting of the Police Commission.

At issue are questions pertaining to an officer's promotability while on light duty, the development of a third party arbitrator to make decisions regarding an officer's medical status, and the changing of the word shall to may in paragraph eight of the current policy. (See Information Bulletin 80-122.)

The policy currently reads . . . Resolved, that the medical fitness and job performance of limited duty members shall be re-evaluated at intervals of not less than six months and upon a finding that said member has failed to convalesce as scheduled or has become permanently incapacitated for performance of normal duties, the Police Commission shall (may), by resolution, recommend that the member be retired . . . Should the department's proposed amendments go into effect, it is feared that a member could be placed on permanent light duty and yet remain ineligible for promotional exams.

The Commission also took action on the following items of importance to all members during the month of April:

April 1

— Adopted General Order No. I-2, "Charging Violations of Probation or Parole".

April 8

— Set a date of April 29, 1981 at the request of the P.O.A. to meet and confer relative to General Order P-6, Like Work/Like Pay Appointments.

— Received revision of General Order No. B-1, Physical Agility Standards, Physical Fitness Standards.

April 29

— Put over a public hearing relative to the New Rules and Procedures for Patrol Special Officers, and New Uniform and Equipment Specifications for Patrol Special Officers.

May 6

— Set second week in June for public hearing relative to amended Proposed Secondary Employment General Order B-3.

Hebel Neglected

by Paul Chignell
Vice President

The last issue of the SAN FRANCISCO POLICEMAN published a column entitled NOTES ON THE COMMISSION which detailed various actions taken by the San Francisco Police Commission at their regularly scheduled meetings.

LIGHT DUTY

One of the major issues brought forth at a recent meeting was concerning the light duty policy of the San Francisco Police Department. Under the current light duty policy the Police Commission must under certain circumstances recommend retirement for certain disabled officers. The administration of the SFPD wants to change the mandatory language to "may recommend retirement" to adjust for each case on a discretionary basis. This is a laudable intention but does neglect other issues that are germane to a cohesive light duty policy.

The San Francisco Police Officers' Association was represented at a recent Commission meeting on the light duty change of policy by Michael Hebel. Mr. Hebel, attorney at law and secretary of the POA, raised certain objections to the SFPD requested change. Some of his objections concerned promotional for less than full-duty officers and medical testimony on an objective basis.

Based upon Mr. Hebel's scholarly and logical objections along with a demand for a meet and confer by the POA with the Commission, the matter was put over for further discussion.

The issue of light duty is still pending as of this date and mandatory language remains in effect for the retirement of light duty officers under certain circumstances.

HEBEL NEGLECTED

Despite Mr. Hebel's eloquence of persuasion, no mention was made in the S.F. POLICEMAN article entitled Notes on the Commission. But this is not the first time that Mr. Hebel's eloquence has been neglected, nor will it be the last for a man who acts in a "low-key" manner.

Michael S. Hebel, sergeant of police, attorney, secretary of the POA, has been the most important officer in terms of real benefits to the membership for over a decade and is well on this way to a second decade of service.

Despite early defeats in runs for the Board of Directors in the first years of the 1970s he has persisted to become one of the truly respected police association leaders in California.

The key issues including light duty have been Hebel's mainstay over the years to the point where the toughest issues are sent to him for analysis and representation. Hundreds of San Francisco police officers and their widows have been directly assisted by Mike Hebel.

HEBEL HISTORY

Mike Hebel was appointed a patrolman in the summer of 1966 and made sergeant in 1972. During most of his career he has been a teacher and policy maker at the San Francisco Police Academy.

In 1968 he was appointed to the Board of Directors of the POA after a vacancy. He was elected in his own

right in 1969 as the Patrol Representative. Despite successive defeats in the years 1970-1972 for the Board as Headquarters Company representative, he became even more active with the POA.



**Secretary
Mike Hebel**

HEBEL PERSISTENCE

It has been said by many observers of our organization that the truly dedicated ones are the members who lose elections and remain active to assist and represent members in trouble or assist the organization in the various projects that need completion. Mike Hebel was the epitome of the hard working defeated candidate. Members of the Headquarters Company rejected him when voting but he still represented them at Internal Affairs and at the Retirement Board.

In 1973 Hebel was narrowly elected to the Board, showing that his persistence finally paid off. He then won seven (7) successive terms back to the Board always achieving the highest number of votes other than an executive officer.

HEBEL-EXECUTIVE OFFICER

In 1981 Mike ran for the vacant office of secretary in his first run departmental wide. Despite a vicious campaign waged against him and calls of Mike being too busy (!!) with Association work he won a two year term handily while only campaigning less than 10% of the time spent by his opponent.

Mike Hebel has shown that he cannot be neglected by the membership and that he cannot be neglected by a POA newspaper column. Any attempt to neglect

Mike Hebel is futile. His accomplishments are legend in our organization, our police department, and even in the state.

Mike Hebel has handled over (600) six hundred workers' compensation cases before the San Francisco Retirement Board and has a better track record than any other active attorney before that Board.

He has assisted every widow of slain officers since 1970 and has benefited so many spouses of officers who have died other than through violence. Retired officers who have tax problems that result from complicated pension questions have turned to Mike for success in their particular cases.

Every major sick leave to disability determinations that the POA handles has been turned over to Mike for resolution before the Retirement Board.

All major booklets on retirement benefits and obligations printed by this Association were written by Mike Hebel. All Charter amendments affecting civil service and retirement matters that were promulgated by the POA were written by Mike Hebel.

In 1971, 1974 and current negotiated Memorandums of Understanding were written in large part by Mike Hebel. Most officers in severe trouble at the Police Commission are either represented by Mike or are counseled by him prior to their disciplinary hearings.

HEBEL REPUTATION

It is generally acknowledged by managers and rank and file officers that Mr. Hebel's knowledge and interpretation of the Public Safety Officers Procedural Bill of Rights is the best and most highly regarded of any police officer in the State of California. He continues to lecture on the Police Bill of Rights to Internal Affairs personnel throughout California as well as rank and file police officers.

His workers' compensation knowledge at the local hearing, WCAB and state court levels is second to few with the public safety area of California.

The membership of the San Francisco Police Officers' Association and the Board of Directors of the SFPOA under President Robert Barry should be grateful and proud to have the services of Michael S. Hebel.

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6TH ANNUAL POA INSTALLATION DINNER DANCE

The 6th Annual Installation of Officers Dinner Dance will be held at the beautiful Galleria Showplace, 101 Kansas Street on Friday, June 26, 1981.

Hot and cold hors d'oevres will be served during the cocktail hour. The dinner will consist of a variety of hot and cold dishes (buffet style, sit-down dinner) prepared by the multi talented gourmet Chef Mario Garcia, Sausalito Caterers. No host cocktails at 7 p.m., dinner at 8 p.m. with live music and dancing from 9:30 p.m. 'til 1:30 a.m.

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The Galleria, composed of two circa-1912 brick buildings, connected by a spectacular 65' high glass roofed atrium, surrounded by four levels of interior gardens and balconies, forms the architectural and social centerpiece of Showcase Square. The atrium is exciting both inside and out. You must see it to believe it.

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OFFICER RAYMOND MULLANE National Veterans Foreign War Police Award

Officer Mullane is celebrating his 10th year with the department this month. Officer Mullane is married and has two children and is a native San Franciscan.

Officer Mullane started his police career in May of 1971, and has worked at several police stations. In January, 1980, he was assigned to the Mounted Unit of the San Francisco Police Department. He now patrols the city with his new partner, "Beau", a quarterhorse.

Officer Mullane has received numerous Captain's Commendations for exemplary police work. On May

27, 1978, while assigned to the Decoy Unit of the department attempted to arrest a suspect who had removed money from the person of another officer posing as a decoy. When Officer Mullane approached the suspect, the suspect turned and fired at him. After a brief chase and exchange of gunfire the suspect was mortally wounded.

On October 4, 1978, Officer Mullane again placed his life on the line after he responded to a call of a man threatening to kill his young son. Realizing the man was armed and a potential existed for him to carry out

his threats, Officer Mullane rushed the suspect and, after a brief violent struggle, the man was disarmed and placed under arrest.

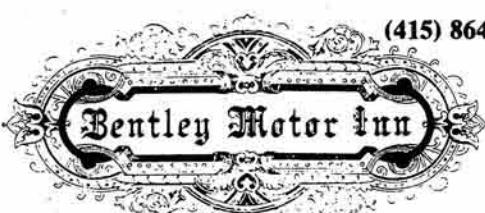
Although Officer Mullane received medals for these two heroic incidents, he has gained the respect and honor of the citizens he serves, something more worthwhile than a brief recognition of his fine service.

For this reason, Officer Raymond Mullane is being presented the National Veteran's Foreign War Police Award.

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STRIP SEARCH REBUTTAL

by Richard J. Bruce
San Francisco Police Officer

To: Ray Jacobs, KTVU-TV
Community Affairs Department

Editor:

You recently aired a television editorial that dealt with the police practice of 'strip searching' an offender prior to placing said offender in secure facilities. Your point of view was that citizens who had been arrested for minor offenses should not have to be subjected to this treatment as it is both dehumanizing and embarrassing. You further went on to dramatize your point by telling of a woman who had been arrested for failing to pay a citation that she had received for violation of a leash law. The woman was subsequently subjected to the 'booking' process which included the taking of fingerprints, mug shots and a strip search.

The police strip search, as with most other modern police techniques, is not an arbitrary step followed merely for the sake of intimidation. The strip search is performed to prevent the offender from bringing dangerous weapons or contraband into the jailing facilities. Of primary concern to police personnel in the strip search is the detection of any hidden weapons which might later be used against jail employees or fellow inmates. One need only remember the tragic violence that has sprung from prison uprisings in recent years to realize how deadly a weapon can be once smuggled in to the prison environment.

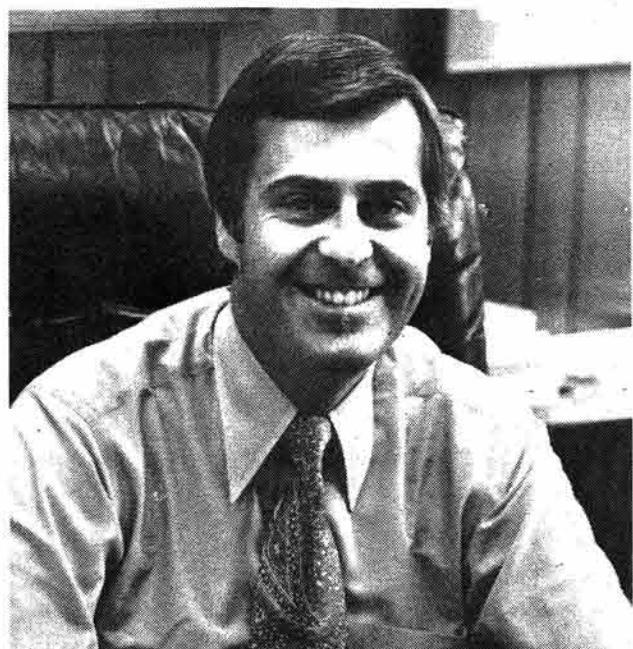
Unfortunately the strip search, like most techniques used by police departments today are the learned result of countless mistakes made over the years by past police officers, many of whom died from their mistakes. In the United States today a police officer is killed in the line of duty approximately every three days. One can only speculate how many of these deaths could have been prevented by a more thorough search of a 'minor offender'.

To waive the strip search on minor offenders is to make a very dangerous assumption, and that is that citizens arrested for minor violations of the law are incapable of carrying concealed weapons or contraband. And of course once the public is aware that police will no longer perform a thorough search on minor offenders, anyone with a desire to injure or kill a police officer, or smuggle contraband into a jailing facility, need only commit a traffic violation and refuse to sign their citation, thus assuring themselves of being booked and given entry into the jail system.

The truth is of course that a strip search is an unpleasant experience. But the entire issue of the strip search really boils down to one final question. That question being, which is of greater importance; the comfort and convenience of one who has chosen to ignore the law, or the ultimate safety of those sworn to uphold it. The responsible citizen must then conclude that the more important goal here is the safety of those sworn to protect and serve the public, the police officer.

KEENE CRIME PREVENTION MEASURE

Cities and counties could provide more easily for police and sheriff protection services, under a constitutional amendment introduced by State Senator Barry Keene.



State Senator Barry Keene

"The citizens of California are concerned justifiably about the growth of violent crime in their communities. Crime is no longer something that happens to other people, but is becoming part of our daily lives. As one

way of addressing the problem, this proposal makes it easier for local communities to obtain the funds to pay for more police and sheriff's protection," said Keene (D-Mendocino).

Proposition 13, and Article XIII A of the California Constitution, provide that a city or county may impose special taxes with the approval of two thirds of the local voters. Keene's constitutional amendment, SCA 33, would make it possible to approve special taxes for police protection by a simple majority vote.

"I know from my mail, the daily papers, and my own experience, that the citizens of California — especially the elderly — are hostages in their own homes. We are moving toward expanded programs of public transportation that people are afraid to use. In large counties, like some of those in my district, rural law enforcement resources are spread far too thin."

"Greater police protection is one way to make our streets, buses, and rural areas more safe. Increased police expenditures should not be mandated on local government by the state. Neither should they be prohibited, which is for all practical purposes the case now under Proposition 13."

"This measure gives taxpayers the means to provide for their own security — for their own self-defense," said Keene, a former Deputy District Attorney.

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April 24, 1981

Dear Editor:

Thank you for your interest in how my ideas might achieve increased return for the SFPOA members on their investment dollars. I will contact you again shortly to see if I can be of help or service to you in achieving your financial goals. Meanwhile, here is some information on my firm and myself which I hope you will find encouraging:

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ABOUT ROSS ELISON: I have spent most of my professional life in the banking, finance and investment fields. As an auditor in the world banking group of Bank of America, I have had considerable experience in corporate and financial matters. While at San Francisco State University, I was actively involved in collegiate debating. I am a native of California, married and have two children and make my home in San Francisco.

Cordially,
J. Ross Elison
Account Executive

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COLLECTIVE BARGAINING continued

"Moreover, in designating the statutes that may be superceded by a memorandum of understanding without legislative approval, the Legislature excluded those statutes relating to classification, examination, appointment or promotion, areas in which potential conflict with the merit principle of employment would be most likely to occur. Finally, the Legislature's sensitivity to the preservation of the merit principle is additionally evident in the numerous legislature modifications contained in the 1978 'Clean-up' legislation to SEERA changes which were made largely upon the recommendation of the State Personnel Board to avoid any potential clash with the merit principle."

The Supreme Court also held that SEERA does not contravene the state constitution in authorizing the ultimate setting of civil service salaries by the governor and the Legislature rather than by the State Personnel Board.

Petitioners in this suit claimed that even if the collective bargaining process under SEERA did not conflict with the merit principle of civil service, the act nevertheless was unconstitutional because it assigned the task setting salaries to the governor and the legislature, rather than the personnel board.

The Supreme Court held:

"On its face, SEERA clearly does not conflict with the State Personnel Board's constitutional authority to prescribe classifications for the state civil service. No provision of the act purports to authorize any other agency to classify positions in the civil service and the act excludes the numerous statutory provisions relating to the State Personnel Board classification power . . . from the list of statutes that may be superceded by the terms of a memorandum of understanding . . . Furthermore, the act provides that State Personnel Board's existing classification structure is one of the specific criteria PERB must consider in determining the appropriate units for the selection of an exclusive representative . . ."

The court noted that history contained specific legislative directives affecting the manner of distribution of appropriate funds. In 1937 the legislature directed the board that salary ranges for certain specified state employees need not be uniform throughout the state but could be based on prevailing wages in the locations where the employees worked. In 1974, 1943, 1962, 1969, 1976 and 1974 the legislature adopted other provisions relative to salaries for other state employees including dollar increases for specific state employee classifications.

The court noted:

"Finally, on still other occasions, the Legislature has prescribed either a fixed dollar or a specific percentage increase for individual categories of employees without regard to State Personnel Board's salary schedule."

In footnote #14 thereafter, the court noted a 1966 3% increase provided by the legislature for correctional officers; in 1969 \$3.6 million dollar appropriation for psychiatric technicians; in 1970 \$4.1 million dollar appropriation for the salary of the members of the California Highway Patrol; in 1972 provision for \$5 million dollars appropriated to Department of Corrections in California Youth Authority employees; and in 1976 \$1.20 per month increase for California Highway Patrol (other state employees received a \$70 per month increase).

The Supreme Court held, further, that SEERA did not conflict with the State Personnel Board's authority to enforce civil service statutes. The Court held:

". . . (We) cannot properly interpret the constitutional provisions establishing the State Personnel Board's authority to 'enforce the civil service statute' in

the manner urged by petitioners. Although the constitutional amendment established a non-partisan State Personnel Board to insure that the merit principle was properly safeguarded the amendment did not propose to preclude the Legislature from adopting new personnel administration, which do not impinge upon the merit principle outside of the State Personnel Board's sphere."

The court concluded that argument:

"Nearly sixty years ago, this court observed the constitutional provisions 'ought not to be construed so as to prevent legislative action adjusted to growing needs and the changed condition of the people.' (Citation omitted). In light of the history of Article VII in its consistent legislative interpretation, we conclude that the provision should not be construed to preclude the Legislature from adopting the collective bargaining salary setting process established in SEERA."

The Supreme Court held that PERB's jurisdiction to investigate and devise remedies for unfair practices was not unconstitutional on its face.

The court noted that the State Personnel Board itself recognizes that many of the PERB's unfair practice jurisdiction areas do not overlap with the State Personnel Board's disciplinary jurisdiction. The court held that because there was a substantial area where PERB's unfair practice jurisdiction can operate without infringing on the jurisdiction held by the State Personnel Board, the provisions of the act relative thereto are not unconstitutional on their face. The court also recognized that where there was an overlap between the State Personnel Board and the PERB, familiar rules of construction required the court to attempt to harmonize the procedures, rather than validate one procedure or another.

The court noted:

"PERB and the State Personnel Board are not in competition with each other; rather, each agency was established to serve a different, but not inconsistent, public purpose. The State Personnel Board was granted jurisdiction to review disciplinary actions of civil service employees in order to protect civil service employees from politically partisan mistreatment or other arbitrary action consistent with the merit principle embodied in Article VII."

"PERB, on the other hand, has been given a somewhat more specialized and more focused task: to protect both employees and the state employer from violation of the organizational and collective bargaining rights guaranteed by SEERA. Although disciplinary actions taken in violation of SEERA would transgress the merit principle as well, the Legislature evidently thought it important to assign the task of investigating potential violations of SEERA to an agency which possesses and can further develop specialized expertise in the labor relations field."

The court noted that other jurisdictions resolved such conflicts by administrative accommodation between the two conflicting agencies themselves. The court noted in footnote 21 that there was a jurisdictional conflict in Los Angeles County between the charter established civil service commission and a local employment relations commission. The conflict was ultimately resolved by an agreement by each agency to adopt correspondent regulations which established a policy of not hearing any part of the complaint that was within the jurisdiction of the other agency. The Supreme Court, citing that accommodation:

"Accordingly, we conclude that the fact that PERB jurisdiction over unfair practices may, in some cases, overlap with the State Personnel Board jurisdiction to

review disciplinary actions provides no basis for finding the applicable provisions of SEERA unconstitutional on their face."

The final contention, that SEERA was not a lawful delegation of legislative authority and that it infringed on the gubernatorial veto power was overruled by the Supreme Court. The Supreme Court held that those contentions were plainly without merit.

The court also noted that although SEERA obligated the governor to meet with the employee representatives to bargain in good faith, nothing in the act purported to compel the governor to agree to conditions that he would have felt obligated to veto or "blue pencil".

Mr. Justice Tobriner stated in the court's conclusion (set forth here in full):

"Following the trend in private industry, the California legislature during the past two decades has enacted a series of statutes to institutionalize employer-employee relations in the public sector. Structuring a collective bargaining process, first for most local governmental employees, then for educational employees, and thereafter for higher education employees, these enactments established the framework for the resolution of employer-employee disputes and the avoidance of work stoppages. One significant threat in the fabric of the State's relationship with its employees is the statute which we have analyzed."

"In that enactment, after careful deliberation, the Legislature set up a meticulous and comprehensive procedure for the treatment of the State's employees. That statute is now under manifold attack, chiefly on the ground that it conflicts with the State's Civil Service System. Yet, as we have shown, it does not at all attempt to nullify the constitutional principle that employment should be based upon merit; indeed, the Statute reaffirms that precept. Nor does the Statute conflict with constitutional mandate in reserving to the governor and the Legislature, rather than the State Personnel Board, the setting of salaries; since that power and the relevant past has never been constitutionally ceded to the Personnel Board. Finally, the Statute grant of initial jurisdiction to the Public Employment Relations Board to adjudicate 'unfair practices' creates no facial invalidity because, in case of future disputes, overlap of the two Boards can be reconciled either by negotiations or litigation."

"In this on-going and vital process of evolving employer-employee relations, so necessary to the promotion of harmonious understanding between the parties, the invalidation of the Statute would be a sorrowful step backwards."

Mr. Justice Tobriner was joined in the majority opinion by Chief Justice Bird, Mr. Justice Moss and Mr. Justice Newman.

Writing a minority opinion concurred in by Mr. Justice Clark, Mr. Justice Richardson dissented, arguing that the 1977 legislation at issue (SEERA) was plainly unconstitutional as a gross infringement upon the State Personnel Board and the State Civil Service System under Article VII, Section I, Subdivision (b).

It must be noted by readers of this article that SEERA applies to state employees and does not directly alter the Meyers-Milias-Brown Act which governs employer-employee relations between local public agencies and employees of those agencies.

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ROBERT T. MC MILLAN**Optimist Club Award**

Officer Robert McMillan joined the San Francisco Police Department in March, 1977, and in the four years has received numerous Captain Commendations for exemplary police work.

He is presently assigned to the Potrero Police Station and works the anti-robery prevention unit. In the last three to four months, Officer McMillan has arrested a dozen bank robbery suspects from Wanted Bulletins. He has the innate ability and retentive mind that recalls felons wanted by the San Francisco Police Department as well as other law enforcement agencies, and he has been most successful in the apprehension of these bank robbery suspects.

In April of 1975, Officer McMillan, just 20 years old and a private citizen, was awarded the outstanding citizen award, by the Optimist International. In March of 1980, Officer McMillan received a meritorious conduct award for conducting an outstanding investigation into the rape and robbery of two female victims, apprehended and arrested one of the suspects, and obtained a positive identification of the second suspect.

DEADLINE FOR ARTICLES TO BE SUBMITTED IS THE FIRST WEDNESDAY OF EACH MONTH.

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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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In July of 1980, Officer McMillan received a bronze medal of valor award, while he and his partner were in the vicinity of the Valencia Gardens Housing Project, 15th and Valencia Streets, recognized a wanted felon whose photo appeared on a San Francisco Police Department Wanted Poster, for three counts of attempted murder, three counts of felonious assault and jumping bail. The officers confronted the suspect who pulled an automatic weapon, chambered a round and pointed the weapon in the officers' direction. Both officers took cover and ordered the suspect to surrender. The suspect dropped the weapon and was taken into custody. The suspect's wife, also the subject of a wanted bulletin, was taken into custody.

Officer McMillan has been a great inspiration to all of us in the San Francisco Police Department and his dedication, drive and initiative in the performance of his duty is truly an indication of the highest tradition of a police officer in the San Francisco Police Department and has earned him the respect of his fellow officers.

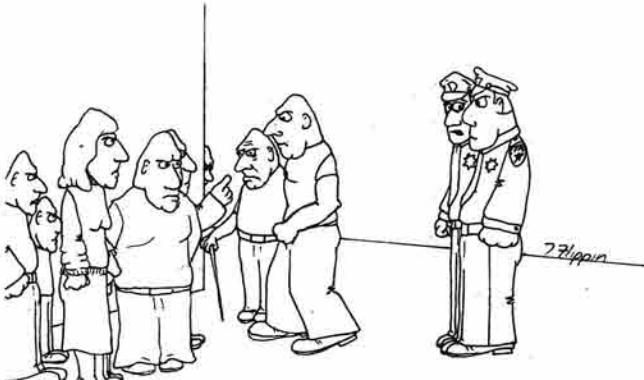
For this reason, Officer Robert McMillan is being presented the Optimist International, Pacific Central District Award, for the Outstanding Officer of the Year Award.

Outstanding Reaction to an Emergency Situation

by Bruce G. Lorin, Insp.

On Friday, January 9, 1981, while on duty, Inspector Victor Fleming, saved Inspector Thomas Arnolds life. Fleming, Arnold and Inspector Robert Shepard were assisting me on an investigation that resulted in the arrest of two felons.

We were working late, and stopped to eat. While eating, Arnold began to choke on a piece of food. His face became strained and his lips and nose turned blue. Fleming rushed to Arnold and slapped him on the back. It had no effect, so Fleming grabbed Arnold from the rear, placing his arms around Arnold's waist, bending his body forward. Fleming, with his hands together, applied pressure upward on Arnold's abdomen just below the rib cage. Fleming had to repeat this procedure twice. Arnold began to breath again.

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Toland Overlooked

by Paul Chignell

Not too long ago, Sgt. Philip Toland of the Potrero Station was omitted by our paper (inadvertently so) for a heroic action.

Sgt. Toland was awarded a bronze medal of valor for his bravery on August 19, 1978.

The following is a rendition of the Sergeant's actions:

For services rendered on Saturday, August 19, 1978, at approximately 1345 hours while working alone in the 10-A unit, he responded to a broadcast of a 221-211 at 736-14th Street and observed the victim, bleeding profusely from a head wound and struggling with the suspect. Officer Toland, observing that the suspect's gun had fallen to the sidewalk, threw himself onto the suspect in an attempt to save the victim from further punishment. Engaged in a desperate struggle with this powerful and vicious criminal, Officer Toland suffered a painful injury to his chest, but had the stamina and personal courage to restrain the suspect until help arrived.

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DO IT DURING MAY

Health Service System

Coverage to Become Effective July 1, 1981

The Health Service Board has designated the month of May each year as the open enrollment period to:

1. Transfer between health plans of the system.
2. Add eligible dependents not presently covered. Includes spouse and dependent children to age 25 years if unemployed, unmarried and dependent upon you for support. (Dependents may be cancelled at any time during the year.)
3. Transfer from an exempt status to enrollment in one of the system's five available plans.
4. Apply for exemption from the system due to: a. documented adequate outside medical coverage; b. salary in excess of \$14,000 straight time; c. religion.

Comparison of Plan Sheet: Each employee member will receive a comparison sheet. This sheet outlines the five health plans available, the plan benefit changes and the new contribution rates for the 1981-1982 fiscal year. Contact your payroll/personnel clerk if you do not receive your copy.

Members must come to the System's Office: Monday through Friday, 8 a.m. - 4:45 p.m., during the month of May. Change of enrollment forms will be accepted by mail only from members working out of town. NO other exceptions.

Specific Health Plan Inquiries: These should be directed to the individual Plan at the telephone number shown on the comparison sheet.

IMPORTANT REMINDERS

Change of Address: You should notify the Health Service System, your health plan, and, if in Plan I, your doctor's office, of any change of address to insure receipt of any payments, refunds and plan information.

Authorized Leaves of Absence Without Pay: Notify the Health Service System 30 days prior to the beginning of leave. It is your responsibility to pay directly to the system any premiums that are due while on leave.

Retirement and Exemptees: Remember the FIVE YEAR RULE. You must have an aggregate of FIVE (5) years Health Service coverage, and membership in one of the health plans ONE (1) year, PRIOR TO RETIREMENT. Eligible dependents MUST be added during the month of May PRIOR to retirement. NO DEPENDENTS MAY BE ADDED AFTER RETIREMENT.

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RESULTS OF THE HEALTH SERVICE BOARD ELECTION OF APRIL 27 - MAY 7, 1981

ALICE BOWLES Dept. of Public Health	784
DOROTHY CLAZIE Board of Education	583
JIM ESTES Purchasing Department	249
PRESTON GILMORE Dept. of Social Services	257
LENNEY HERRMANN Dept. of Social Services	297
DON HOPE Dept. of Public Health	315
CHARLES M. JOLLY Purchasing Department	624
HARRY PARETCHAN Fire Department	3716
ROBERT SEELEY Superior Court	282
RACHEL VANDERWERF Dept. of Social Services	201
TOTAL VOTES CAST	7308

COMMUNITY SERVICES

The following donations were made by the Community Services Committee at the meeting on Thursday, April 30, 1981:

1. Ernie Ferrando was given \$500.00 for his medical expenses.
2. S.F.P.D. Fishing Program was given \$2,000.00 for their 1981 program to send kids on fishing trips.
3. YMCA — Stonestown Branch was given \$250.00 to continue their programs for Seniors.

4. \$500.00 given for National Police Week, May 11-17, 1981, the money going toward the Family Picnic to be held Sunday, May 17 at the Police Range.

5. American Cancer Association — \$300.00.
6. American Heart Association — \$100.00.
7. S.F. Advertiser — For ads that are directed for summer jobs for kids, \$50.00.
8. Balboa High School for a program set up for kids, \$40.00.

This letter was sent to every sworn member of the department who is not currently a participant of Community Services.

Community Services has donated approximately \$15,000.00 this past year. We need your help and support to continue our efforts to those not as fortunate as ourselves.

Our recent survey shows that you are not a member of Community Services.

Community Services will cost you only \$1.00 per month and is tax deductible. Your donation goes to charitable organizations and individuals in San Francisco and the Bay Area. In addition we help our own members and families from this fund.

Enclosed you will find a payroll deduction card. Please fill in only your employee number (from your paycheck) PRINT your name and sign the card. The Community Services Committee will fill in the appropriate information upon receipt.

Henry Friedlander, Chairman
Community Services Committee

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**" COMPLIMENTS
OF A FRIEND"**

LETTERS

Leukemia

We did it! The 1981 Leukemia Cure-A-Thon broadcast on KGO Newstalk Radio 81 has exceeded our highest expected goals, raising \$120,008 (off the air total). And we were so pleased with last year's off the air total of \$42,857!

We are thrilled with the results, and we salute you as one of the many donors who contributed their resources and support to this effort. It was a momentous event that we will be proud of for a long time to come.

As you know, the funds raised will be used for research and, because of you, many patients in our Chapter area will have their lives saved or greatly lengthened, and our local researchers will be able to continue full speed ahead.

Again, our deepest and most sincere thanks for your generous donation of Street O/K.

We are looking forward to next year, and hope that you will be with us in our 1982 event.

Sincerely,
Joe Dee, President
Robert Cantley
Radio Event Chairman
Leukemia Society

KGO Radio

We at KGO Radio and the Leukemia Society of America want to thank you for your generous support of our Leukemia Cure-A-Thon March 13 and 14. We appreciate the street clearance which helped aid our staff of volunteers in making this a truly memorable event for a most worthy cause.

We broke all records in raising dollars for leukemia and your support helped make it a tremendous success. This has been a momentous event, one we should all be proud of for a long time to come.

Again, thank you for your support.

Kindest regards,
Michael Luckoff
KGO Radio

Thanks

Dear Bob:

I wish to thank you, the Board, and officers and members of the POA for the very nice letter which you sent to Governor Brown on April 24, 1981, on my behalf.

It's extremely gratifying to know that my efforts have been recognized and appreciated.

Again, thank you for your support.

Sincerely,
Peter Aviles

Name change?

Sir:

Several years ago the San Francisco Police Department officially changed the classification of Q-2 Patrolman to Q-2 Police Officer in recognition of the fact that the S.F.P.D. was hiring women police officers. Today, a large number of these women police officers have joined the P.O.A.

I believe that it is time that the P.O.A. recognize these facts and change the name of the official P.O.A. newspaper.

I make the following suggestions: 1. The San Francisco Police Officer, 2. The Notebook (P.O.A. newspaper's former name), 3. The San Francisco Police Report.

Another suggestion is to survey your readers for their ideas.

Sincerely,
Sgt. James Dachauer

True Hope Church

Dear Sirs:

On behalf of the Pastor, Board of Trustees and Church membership, this correspondence comes to

thank you for your check in the amount of \$500.00.

Your contribution toward the support of the True Hope Community Boys and Girls Club is greatly appreciated. We shall be eternally grateful to you for your kindness and consideration.

Again, thank you and may God bless you.
Yours in Christ Jesus.
Elder William P. Quinn,
Pres.
True Hope C.O.G.I.C.,
Inc.

UNICEF

Thank you and the officers of the San Francisco Police Officers' Association Community Services Committee for your generous contribution to the new Educational Center in San Francisco.

We hope you will stop by soon so we may say thank you in person. Enclosed is a certificate of appreciation to express our gratitude for your gift.

Very truly yours,
Barbara Christensen

Associate Director
UNICEF Shop, Inc.

Outreach

May we express to you and to the San Francisco Police Officers' Association our warm appreciation, our great thanks, for your generous donation of \$500 toward our effort to produce the SENIOR REPORT, a crime prevention newsletter.

The Police Officers' Association will be listed on page one as one of the supporters. The amounts received from most sources are dwarfed by your gift, but that will be for you and us to know.

It would be difficult to tell you just how pleased we are. Thank you.

Sincerely,
Thelma Kavanagh, Pres.
Senior Advisory Councils
Senior Escort-Outreach
Program

Captain's Appreciation & Commendation

All Members of the Vice Crimes Division:

As the time rapidly approaches for my separation from the department, I feel it incumbent upon me to express my appreciation for the cooperation and assistance you have given me as Commanding Officer of this unit.

I have found every man and woman in this unit to be extremely able, competent, trustworthy and highly motivated.

The standards you have set could well serve as a model for the entire Police Department.

Thank you very much.
Captain Joseph M. Flynn
(Retired)

Pay of SF Police

Reprinted S.F. Examiner

Reference is made to an article in the April 7 Ex-

aminer by reporter Carl Irving, concerning special pay for police officers who live in San Francisco.

Supervisor Carol Ruth Silver's proposal failed in committee and we are pleased that her colleagues voted in that manner.

But the statement, attributed to Supervisor Silver, that police officers in San Francisco have an income of \$60,000 to \$100,000 a year is ludicrous.

Veteran patrol officers earn \$20,000 a year, which is one of the lowest salaries for comparable jurisdictions in the United States. The fringe benefits and other considerations paid to officers in Daly City, Concord, Walnut Creek and numerous other agencies are far superior to San Francisco's.

Supervisor Silver again has skirted the facts when discussing police issues.

Paul C. Chignell
Vice President
S. F. Police
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San Francisco School Safety Patrol

1. This year marks the 58th anniversary of the San Francisco School Safety Patrol.

2. The patrol was formed in January 1923 under the principal guidance of the San Francisco Police Department and the California State Automobile Association.

3. Approximately 205,000 boys and girls have served as members of the Patrol.

4. There are approximately 2,000 present Patrol members from 60 public, private, and parochial schools.

58th Annual SF School Safety Patrol Review at G.G. Park's Polo Field

2,500 fifth and sixth grade youngsters, representing 53 of the more than 60 public, private and parochial San Francisco schools that participate in the School Safety Patrol, were honored at this year's 58th Annual Parade and Review on Tuesday, May 12 at noon.

The Polo Field in Golden Gate Park was again the location of the 1981 tribute to the boys and girls who protect their schoolmates at approximately 400 school crossings throughout the city.

In honor of the Safety Patrol, Mayor Dianne Feinstein proclaimed May 10 through May 16 "School Safety Patrol Week" in San Francisco.

There has never been a fatal pedestrian accident at a patrol-guarded intersection. That significant record stands as a tribute to the over 150,000 young people

5. The Patrol helps elementary grade youngsters cross safely approximately 400 street corners near San Francisco schools.

6. There has not been a fatal pedestrian accident at a Patrolguarded corner in its 58 year history.

7. Mayor Dianne Feinstein proclaimed May 10-16 as School Safety Patrol Week in San Francisco.

8. The San Francisco School Safety Patrol Program is sponsored by the San Francisco Police Department, Parent-Teacher Association, Catholic Parent-Teacher groups, and the California State Automobile Association (AAA).

who have been members of the Safety Patrol during the nearly six decades since its founding in 1923.

Through these years, the San Francisco Police Department and local ROTC personnel have supervised and trained the participating youngsters under the sponsorship of the California State Automobile Association (AAA), the California PTA, and the Catholic Parent-Teacher groups.

Highlight of Tuesday's event was a parade around the Polo Field, during which individual school patrols passed in review before an assembled group of distinguished civic officials.

Radio personality, "Dr." Don Rose was master of ceremonies, while music was provided by the Luther Burbank Middle School Band.

AAA Announces California Youth is Winner in Safety Poster Contest

Miguelin Dominguez, a Carmel, California third grade student, was named Grant Award winner in the American Automobile Association's 37th Annual Nationwide School Traffic Safety Poster Contest.

According to R.V. Patton, president of the California State Automobile Association (AAA), which sponsors the AAA program in Northern and Central California and the State of Nevada, nine-year old Miguelin Dominguez' work took three top honors.

Dominguez' work was selected by a panel of judges from among 50,089 poster submitted by elementary and secondary school artists from across the United States and Canada.

Dominguez will receive a \$500 U.S. Savings Bond for his poster's "GRAND AWARD" status, plus a \$100 Bond for its "REPRODUCTION" status, and an additional \$100 Bond for "FIRST PLACE" in his category, "WALK ON LEFT FACING TRAFFIC."

In addition to the triple award winner, 143 other posters submitted from young artists throughout CSAA territory were also selected by the judges for various savings bond prizes and certificates.

Those 10 posters designated for "Reproduction" status are duplicated and sent to schools for use as instructional aids. AAA mails 7,000,000 copies of these posters annually.

The students design their posters around one of several safety themes. Winners are selected from grades K-3, 4-6, 7-9 and 10-12.

Grand awards were given to the outstanding first-place winners at both primary-elementary and junior-senior high levels. The posters were judged on the criteria of originality, art execution, visual impact of a basic safety concept, and interpretation of a safety slogan.

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Recruiting Unit Successful

by Jim Strange
Recruiting & Retention

The last recruiting drive was designed to be targeted recruiting. Sgt. Alan Benner devised a plan to increase the numbers of women and minorities in the applicant pool. Since there was a clear need to direct the program towards women, Sgt. Benner found two female officers to volunteer their services to Recruiting. Officers Mindy Pengel and Anna Giulacci came forward to implement targeted recruiting.

The recruiting drive for our May exam officially opened in March 1981. When the recruiting drive ended on April 3rd we had an applicant pool of 2100 candidates. During the March recruitment drive 923 applications were received. Of those, 27.5% or 254, were women. 502 or 53.7% of the pool were minorities. When joined with the pre-existing applicant pool, the percentages became 53.5% minority and 23.4% female representation.

The targeted recruiting drive almost doubled the pre-existing pool which accumulated over a six month period of open applications. This is a reason why — some people — support the approach of targeted recruiting with a specific short term application period.

The Recruiting unit was able to accomplish these goals by developing some new ideas. A new bumper sticker was designed and placed on all the radio cars. A new logo was developed for use on billboards. The logo was also used for posters in buses and store windows. A special information workshop was held mainly for women. Many of the female officers participated in the ERA Womans Day in Golden Gate Park.

Other events that occurred during the recruiting drive were the usual methods such as attending talk shows on radio and T.V., public service announcements through the media, newspaper articles, personal appearances at the colleges, mailing post card notices to prior applicants, correspondence with community organizations, numerous presentations at military bases, classes and community groups.

I would like to extend the thanks on behalf of the Recruitment staff to all the officers who sent good candidates in to the Recruiting Office to apply for this examination. I've noticed from statistics on prior exams that police officer referrals have a good chance for success on the exam, Academy and Field Training. Don't forget that, as of now, we accept applications continuously! So keep sending good quality candidates in to apply. Whoever you send could be your partner some day!

Our next test should be in the fall. Rest assured that we will still have open positions to fill. The attrition rate has been approximately 10 officers per month which equals 120 openings a year.

CAA Recruiting Report

February 25, 1981, Chinese for Affirmative Action began recruiting for a special bi-lingual program. They were able to recruit 140 males and 22 females for this special one time recruiting program. They were able to recruit 162 total candidates by advertising on T.V., distributing posters and pamphlets throughout Chinatown, Richmond and the Sunset Districts.

The cut-off date was March 27th so anybody who applied after that date was automatically scheduled for the regular police exam in May. If an applicant was tested in Chinese and found not to be fluent, they were also rescheduled for the regular exam. The audio/visual part of bi-lingual testing has already been held. As of May 7th, we are currently giving the oral exam to 46 of the 162 applicants.

The ultimate goal of this bi-lingual recruiting effort is to have 20 bi-lingual people pass the Academy and Field Training program successfully. The 20 qualified candidates will be blended into future Academy classes in small numbers.



TONY BELL

CRANSTON HAYAKAWA & DELLUMS SALUTE TONY BELL

It's indeed a pleasure to join in honoring you as one of the 43 immigrants recognized by the International Institute of East Bay for outstanding contributions to the East Bay communities.

You are a proud symbol of the many cultures that have made our country unique. It has been diverse backgrounds and traditions such as yours that have enhanced and strengthened our communities and our nation.

It's heartening to know that your hard work is being recognized and I share in this well-deserved salute to you.

With warm regards,
Cordially,
Alan Cranston
United States Senate

It is with great pride that I congratulate you on being awarded a Certificate for outstanding achievement in your community.

The Bay Area is indeed a great melting pot of dedicated persons such as yourself who are willing to share their time and talents to help the community continue to prosper.

You are the people who make this country great and this recognition is most deserved.

With every best wish for future success.

Sincerely,
S.I. Hayakawa
United States Senate

On behalf of the Congress of the United States of America, I wish to commend you for your outstanding service to the East Bay community. It is with great pleasure that I offer my congratulations to you on the occasion of the 12th Annual Awards Dinner for Community Service of the International Institute.

This country has been formed through the collective energies of men and women from the entire world community. We have shaped this democracy with the work of generations of immigrants, and only through our continued dedication will we preserve and nurture it. Your leadership and commitment in serving the community is vital to that effort.

We face an unparalleled challenge in the decade of the Eighties to preserve and broaden the goals of equality, justice and human rights for all citizens. Your continued work will stand in example to all that we can and will work together for these great ideals. I join with you in that good work.

Ronald V. Dellums
Member of Congress
United States Congress
House of Representatives

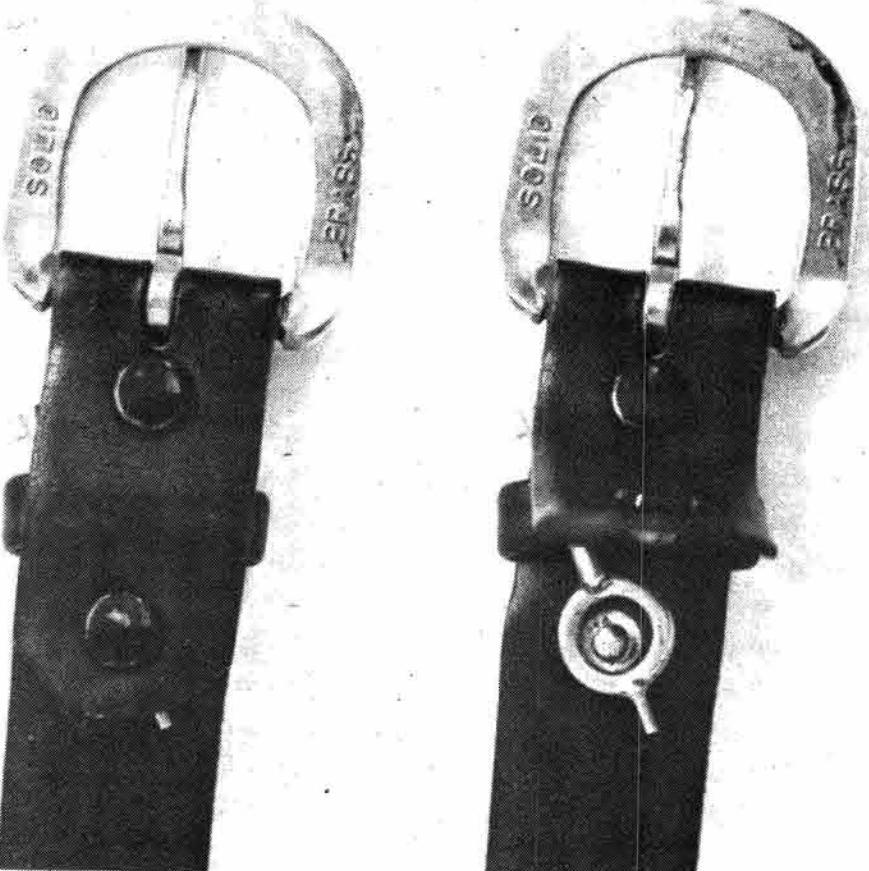
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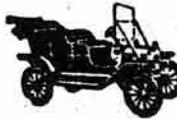
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The Irrationality of "Equality"

by L. Davis Almand
Traffic Administration
Civilian Secretary

Although "equality" has become one of the most fashionable goals of the 1980's, and is especially embraced by politicians out to secure votes, I believe the entire idea is unsound and unrealistic and will have serious repercussions in our society for decades.

The very concept itself is unrealistic, for it goes against the most basic laws of nature and reality: the laws of healthful competition and natural selection. Although human beings like to think of themselves as being above the "law of the jungle" the same principles apply to the human race as to all other living species. There is one thing that egocentric humans should understand: The laws of nature can be ignored temporarily, they cannot be ignored indefinitely.

In every group of living thing, from mice to men, there exists the superior, the mediocre and the inferior. In the world of nature, only the superior are permitted to survive and reproduce, thereby creating long-range improvement in the species as a whole. And this is the way it should be. But in the name of "equality" our government is trying to go directly against this law and reverse the entire process, destroying the best and favoring the worst, frustrating the competent and favoring the incompetent.

In the name of "equality" our government is trying to drag everyone down to the same mediocre level by allowing incompetent people to take jobs and money away from the competent, by allowing unsuitable people to shoulder aside those who are best suited for various positions in life. What sort of justice is this?

Modern police departments are a classic example of the deterioration that results when standards are lowered in order to allow "equal opportunity". Police expenditures have never been higher, yet as the quality of police recruits continues to decline the crime rate soars. And the bureaucrats do nothing but doubletalk and make excuses for increasing taxes in the name of fighting crime. Governor Brown recently asked for yet another tax increase on top of all the others we have had in the past ten years, for a "war on crime". If police departments were permitted to maintain high personnel standards and hire only the very best and most qualified people, efficiency would be maintained and such extra taxes would be unnecessary, for the taxpayers would be getting their money's worth.

Thirty years ago the United States was known worldwide for the quality of its products, while Japan was famous for mass-producing junk. Today, in the era of "equality" the positions have been reversed, and our government actually has to negotiate an agreement with Japan to protect American automakers from the superior performance of their Japanese counterparts. This in itself is a sad commentary on the deterioration of the once-powerful and efficient US auto industry.

I definitely believe that the government-enforced favoritism of incompetence is the real reason for the deterioration of our industry, and the chief reason why this deterioration will continue. But the government, wrapped in its bureaucratic cocoon, will continue its deaf-ear, stone wall policy and try ignore the basic laws of healthful competition, just as bureaucratic regulations try to ignore the basic laws of supply and demand in the marketplace.

In regard to our educational system, by trying to create "equal opportunity" we have seriously crippled the schools, forcing them to churn out college graduates who are semi-literate, passive, and lacking in healthy independence or self-reliance. Many of the people being graduated from colleges today can't even pass a high-school exam of the 1950's. Our government continues to spend millions on inferior students — who will never be anything more than mediocre at best — while at the same time neglecting and frustrating the best and the brightest, all in the name of "equality".

Where will all this end? Will our nation end up as a mass of passive incompetents who are totally dependent upon Big Brother for existence? (Perhaps this is the real purpose behind the "equality" movement.) It should be interesting to see what our society is like 20 years from now. Interesting, maybe... or appalling.

PENSION BUY OUT CLARIFICATION

by Michael Hebel

For recent editions of the POLICEMAN, I have written articles comparing the "old" (pre November 1976) retirement system with the "new" (post November 1976) retirement system.

Numerous questions have been asked regarding the limitation on employment during retirement with respect to both plans.

Here is the needed information:

1. Old System — No city and county employment ex-

cept to serve as juror or election officer; no other restriction for either service or disability retirement.

2. New System — No city and county employment except to serve as juror, election officer or on a city board or commission where compensation does not exceed \$100 per month. If retired for disability, gainful employment prior to age 55 will reduce retirement benefit if the benefit plus employment exceed police salary; no such earnings limitation if retirement is for service.

MAY DAY CONFRONTATION

Mr. Jim Osborn
General Manager, KGO-TV
San Francisco, California

Dear Mr. Osborn:

Channel 7's Friday 11:00 p.m. coverage of a May Day confrontation by the revolutionary Communist Party with police in the Mission District seemed to me to play right into the hands of those who deliberately provoked the incident. The Revolutionary Party attempted throughout the week to agitate students in Mission District schools, and failed. The Party attracted few from the Community to its rally at 24th and Mission Streets, but, nonetheless, obviously in the hope of television coverage, violated the terms of its rally permit and marched into the street. Many were armed with clubs. One police officer was so severely beaten his arm and shoulder were broken. The police captain who came to his rescue was struck in the head and another officer was injured.

The Party has no roots or connection with the Mission Community. In fact, Latino youth came to the

defense of police, and leaders in the Community worked diligently in urging young people not to join the rally and give support to the Party, which largely has its membership in the East Bay and outside San Francisco. Yet, Channel 7 gave the spokesperson for the Party the opportunity to rail against police and to appear as if she were speaking for the Community. She belittled injuries to police and made the threadbare accusation of police brutality.

Channel 7, I believe, should review its coverage with an eye, at least, to its responsibility in the future not to exaggerate the claims and propaganda of the Revolutionary Party, but to try and put in perspective its efforts to provoke an incident that might spread to larger confrontation in the Community. I write this as a former reporter, feeling that television in particular must be careful and precise in reporting stories so as not become simply a conduit for propaganda or a trigger to further violence.

Sincerely,
Hadley R. Roff
Executive Deputy to the Mayor

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The Awards Committee met in Room 551, Hall of Justice, on Friday, 13 March, 1981, at 0930 hours, in regular session.

Gold Medal

LIEUTENANT EDWARD L. EPTING, SERGEANT RONALD HANSEN

For services rendered on Thursday, January 1, 1981, at 4:50 a.m., while on motorized patrol, monitored a communications broadcast to all units describing a suspect auto containing a number of assailants who had viciously gunned down two men at two separate locations just minutes apart, observed the auto with the suspects at a gas station at 19th and South Van Ness Avenue where they had just arrived and were about to rob the lone station attendant. Due to the real danger that the suspects might kill this attendant or flee before backup units could arrive, Lieutenant Epting and Sergeant Hansen took immediate action and, at gunpoint, ordered the suspects to get out of the car and lie on the ground.

At this point there was a real possibility of extensive gunfire emanating from the suspect vehicle as the number of weapons in their possession was completely unknown. The suspects, evaluating their chances in an exchange of gunfire, hesitated momentarily, then exited the vehicle and complied with the orders of the officers. This capture of the most dangerous type of armed felons under adverse conditions came about as a result of careful use of Departmental Arrest Procedures and unheralded heroism by Lieutenant Edward Epting and Sergeant Ronald Hansen.

LIEUTENANT MICHAEL A. BRUSH, POLICE OFFICERS RICHARD T. WINIECKI AND JOHN J. HANIFIN

For services rendered on Friday, October 17, 1980, at 1:02 p.m., when the Bank of America at 1945 Irving Street was robbed by an armed suspect, who, while escaping, was confronted by Lieutenant Brush at 19th Avenue and South Drive in Golden Gate Park and ordered to stop. Without warning, the suspect turned and initially fired twice and then four more times as the Lieutenant exited his vehicle. One of the latter four shots struck the Lieutenant in the knee as he returned the suspect's fire. The suspect then ran and was confronted by Officers Winiecki and Hanifin who had responded to Lieutenant Brush's radio message and shouted for the suspect to stop. The suspect, disregarding the officers' order, ran into the brush but emerged and fired at Officer Hanifin. Officer Hanifin returned the fire and the suspect turned and continued to flee. As they came to a path leading to Stow Lake the officers observed the suspect on a 30% incline of the path just above the officers, aiming his revolver at them. He then commenced firing. Officers Winiecki and Hanifin fired one round each and the suspect fell to the ground, mortally wounded. These officers, by their respective actions, displayed outstanding bravery while under heavy gunfire. Because of these actions they were awarded the Gold Medal of Valor.

POLICE OFFICERS HARRY C. PEARSON AND JOHN C. PAYNE

For services rendered when on Monday, November 10, 1980, at 9:40 p.m., while on patrol in plainclothes and in an unmarked police vehicle, they responded to gunshots emanating from the 2300 block of Polk Street. Upon arrival they discovered that a person had been shot and immediately summoned an ambulance. A witness then told them he could identify the assailant and pointed out the suspect's direction of escape. The officers, along with the witness, commenced a search and located the suspect near Green and Larkin. When the officers ordered him to freeze, he ignored the command, took a gun from his belt and ran south on Larkin Street. The officers immediately pursued and as the suspect neared Broadway Street he turned and fired two shots. The officers returned the fire. The suspect fired again and the police vehicle was struck twice by the suspect's bullets. The officers exited the vehicle and the witness took cover on the floor as the suspect fired another volley, shattering the rear window and causing fragments of glass to strike Officer Pearson's face and eyes impairing his vision.

After a short time the suspect, now hiding behind a parked vehicle, dropped his gun to the pavement. The officers, cautiously approached the suspect from each side of the vehicle he was using for cover. When they were about five feet from the suspect, he suddenly dropped his arms and went for his gun which was lying at his feet. A violent struggle ensued and with the help of the witness the suspect was subdued and taken into custody.

Silver Medal

MUNI TRANSIT OFFICER AUSTIN L. WILSON

For services rendered on Monday, September 1, 1980 at 7:05 a.m., having received information that a man brandishing a handgun within the Forest Hill Station had departed therefrom on an inbound L streetcar, boarded the streetcar at Market and Duboce Streets and immediately located the suspect who seemed to be extremely nervous and mumbling incoherently to himself. As Officer Wilson positioned himself to the rear of the suspect, he observed him remove the weapon from his pocket. The officer recognizing the imminent danger to himself and all others present, seized the suspect and after a brief struggle successfully disarmed him.

POLICE OFFICERS JEROME J. SENKIR AND PETER J. SIRAGUSA

For services rendered on Tuesday, October 7, 1980, at 5:33 p.m., when they responded to Sabini's Pharmacy, 1796 Union Street, on an "Armed Robbery in Progress" and were told by a witness that an armed suspect was still inside the pharmacy and that employees of the store were also inside. Officer Senkir peered through the front window and observed one suspect standing behind the prescription counter. Although he could not see other persons therein, he could hear them screaming and crying. Fearing for their safety the officers took immediate action. They rushed into the pharmacy and yelled to the suspect to come out with his hands in the air. The suspect, whose gun was laying on the counter, reached for it but the officers got to him before he could do anything with it. A struggle ensued for control of the weapon which eventually ended with the officers disarming, subduing and taking the suspect into custody. The weapon was a .45 caliber automatic pistol, cocked, with one round in the chamber and three more rounds in the clip.

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POLICE OFFICERS TODD L. KAWAGUCHI AND ROBERT S. BARRINGTON

For services rendered on Monday, July 21, 1980, at 9:01 p.m., when they responded to a call of a man with a gun at 44th Avenue and Lincoln Way and observed the suspect walking westbound on the southside of the 4300 block of Lincoln Way with a semi automatic pistol in his hand. The officers took cover behind their respective doors of their vehicle and ordered the suspect to drop his gun. The suspect yelled that someone was across the street also with a gun and then pointed his gun in that direction and began to yell in Arabic. He then pointed the gun at one officer and then the other. They ordered him once again to drop it but he failed to comply. The officers now inching closer and closer to the suspect suddenly rushed in and grabbed him and wrestled the gun from his grasp. He was then handcuffed and taken into custody. Subsequent investigation revealed the suspect had fired a series of shots into vehicles parked in the area prior to the officers arrival.

SERGEANTS MARVIN V. DEAN AND MARION D. JACKSON, POLICE OFFICERS PAUL F. MAKAVECKAS, DANIEL G. MARR AND SAMUEL R. OSBORNE

For services rendered on Wednesday, October 29, 1980, upon receiving information that a person was being held captive against his will at 378 Lisbon Street, by armed members of the Hells Angels Motorcycle Gang, responded with a posse of officers to that location. The officers decided that Officer Marr would approach and pretend to buy narcotics. Officer Marr, while speaking with a male suspect, noticed a female suspect come to the door and shake her head in a negative manner. The male suspect whom the officer observed to be armed with a .45 caliber automatic in his waistband was then advised by Officer Marr that he was the police and to put up his hands. The suspect now with the gun in his hand ignored this command and backed up a few paces from Officer Marr. The other officers seeing the predicament that Officer Marr was now in rushed into the yard area wrestled the suspect to the ground and disarmed him. The suspect broke free and pulled a second weapon, a .38 caliber revolver, from under his arm and again the officers had to struggle with him to disarm him. At this time one of the officers saw the female suspect standing on the porch with a .38 caliber revolver in her hand. The officer yelled for her to "Stop Police," she then turned and ran into the house with the officer behind her, overtaking her, and confiscating the weapon. A third suspect in the house was also taken into custody but no hostage was found at that time.

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Bronze Medal

SERGEANT DENNIS P. MARTEL

For services rendered on Monday, October 20, 1980, at 3:55 p.m., while on duty in plainclothes on the 100 block of Turk Street, observed a male suspect confront a 66 year old male victim and reach into the victim's pockets, managing to extract a roll of currency. The officer approached the suspect and at this time observed a long-bladed silver dagger in the suspect's right hand which he used to threaten the Sergeant. The Sergeant then rapidly moved in on the suspect, wrestled him to the ground, disarmed him and took him into custody.

POLICE OFFICERS DALE L. ALLEN, ROBERT N. MERINO, MARK E. MINO AND LAWRENCE H. RATTI

For services rendered on Wednesday, September 24, 1980, at 1:00 a.m., when they responded to sounds of gunshots coming from the park at 24th and York Streets. Upon entering the park they heard 2 more shots and located 2 persons fighting. After ordering them to stop and lay on the ground, one person complied but the other turned with a gun in his hand and pointed it directly at the officers. The officers with weapons in hand, chose not to shoot because of the risk to the person lying on the ground near the feet of the armed person. The armed person, after receiving repeated orders to drop the gun from the officers, who were not very close to him, dropped the gun. He was then arrested and taken into custody.

POLICE OFFICER GREGORY M. LYNCH

For services rendered on Thursday, January 20, 1977, at 6:50 p.m., Officer Lynch, off duty, on-viewed a strongarmed robbery wherein the victim was being dragged into the street by 2 suspects on Bay at Columbus. The officer immediately exited his private automobile and chased one of the suspects into the Bay Street Housing Project. At this juncture, a then unidentified person came between the officer and the fleeing suspect. Officer Lynch, repeatedly shouted to this person that he was a police officer to no avail. He then drew him off duty weapon but was felled by 3 gun shots from the unknown person. The suspect was thereby able to make good his escape. But if it had not been for the brave actions of the officer, intervening at the time that he did, the woman who was being dragged into the street may have been brutally beaten or killed.

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SEASONS GREETINGS

Meritorious Conduct Award

POLICE OFFICER LYNN J. SMOOT

For services rendered commencing January 12, 1980, to and including September 23, 1980, Officer Smoot, in addition to his regular patrol duties, conducted an outstanding investigation of suspicious vehicles and persons visiting a Page Street residence. After several months of sifting through data personally acquired and then working with other cities police agencies, he accumulated enough information to arrest a highly sophisticated Credit Card/Check Forgery Ring which had been in operation and had operated undetected for approximately three years in the Bay Area.

LIEUTENANT VERNON D. MC DOWELL, INSPECTORS SAMUEL G. HAMILTON, WILLIAM F. MARWEG, GARY P. JIMINEZ AND KENNETH R. KING, POLICE OFFICERS ROBERT C. HERNANDEZ, JAMES E. LUDLOW AND NICHOLAS J. RUBINO, CRIME LAB TECHNICIAN KATHLEEN J. BRANDIN

For services rendered commencing September 8, 1980 and continuing to October 9, 1980, these officers in a combined effort from the District Stations to Inspectors from Burglary, Pawnshop and a Fingerprint Technician from the Crime Laboratory who spent countless hours comparing suspect fingerprints against reported cases, identified, located and put an end to the most active Burglary Team to be apprehended and arrested in San Francisco in many years. It is conservatively estimated that property valued at \$650,000 was stolen by this team during a four month period of criminal activity in the Bay Area.

Police Commission Commendation

SERGEANTS RAYMOND J. HILVERT AND RICHARD R. WEICH, POLICE OFFICERS JAMES P. GAAN, STEPHEN L. CHRISTIE, THOMAS F. POWERS, DOUGLAS M. CLENNELL AND INSPECTOR ALEX E. FAGAN

For services rendered on August 22, 1980, at the Americana Hotel, 121 Seventh Street, when they apprehended a deranged suspect who, armed with a 12" butcher knife had threatened to kill himself and did manage prior to being disarmed to push the knife approximately one-half inch into his own throat.

SERGEANTS JAMES B. HALL AND ROBERT J. HANKINS

For services rendered on Wednesday, October 22, 1980, at approximately 11:22 p.m., while on patrol in the Western Addition of the City, apprehended two robbery suspects. Upon stopping the suspects in their vehicle at Laguna and Scott Streets, they were found to be armed with a fully loaded .22 caliber revolver on the front seat where it was easily available to the second suspect, who, by his overt actions, indicated he had ideas to use it against the sergeants had they made the slightest mistake during the apprehension.

LOYD YEARGAIN,
Retired SFPD



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SERGEANT BRUCE F. MAROVICH

For services rendered on Thursday, November 6, 1980, at 1:25 a.m., while patrolling in civilian dress in an undercover vehicle at Bush and Taylor Streets, investigated a suspicious man and discovered that he was in possession of a ladies wallet taken in a hot prowls burglary the previous evening, a knife, a pantyhose mask, screwdriver, flashlight and two sets of miscellaneous keys. The suspect matching the description of a hot prowls burglary and rape suspect was booked for 5 counts of rape and other lesser charges.

SERGEANT IGNACIO FUENTES, JR., POLICE OFFICER GEORGE BURSIAGO

For services rendered on Friday, October 31, 1980, at 6:45 a.m., when they apprehended a known hot-prowls burglary suspect who had in his possession \$75,000 in jewelry and \$2,000 in cash. It was later discovered that due to the attention to duty and diligent police work of these men, the suspect was taken into custody before the victims who had been asleep during the burglary were even aware that they had been the victims of a theft and were still sleeping in their room when notified.

POLICE OFFICER ANDREW E. STOEPPELWERTH

For services rendered on Friday, November 7, 1980, at 12:10 p.m., when two suspects robbed the Hibernia Bank at 4600 Mission Street and escaped in a 1974 Cadillac. Officer Stoeppelwerth monitoring the communications broadcast of the description and direction of escape surmised that they would head into the Potrero District. At 1:00 p.m., the officer observed the suspects and vehicle and, after requesting a Code 33, apprehended the suspects at Van Dyke and Ingalls and recovered \$3,641.55 taken in the robbery of the bank.

LIEUTENANT EDWARD L. EPTING AND SERGEANT RONALD D. HANSEN

For services rendered on Sunday, November 16, 1980, when they apprehended a suspect wanted for a shooting at the California Hall in the Northern District. One man had been shot four times in the chest, and a security guard shot at twice during a violent altercation. Thirty minutes later, Lieutenant Epting and Sergeant Hansen on patrol located the dangerous gunman at 18th and Mission Streets and promptly took him into custody.

Willie E. Frazier, Secretary
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Higher pay to some cops, firemen loses

Board to bury plan for resident safety aides

by Carl Irving

A proposal to provide higher incomes for police and firemen residing in San Francisco appeared headed for defeat before the supervisors after a unanimous "no" recommendation from the city's Civil Service Commission.

The sponsor, Supervisor Carol Ruth Silver, conceded probable defeat for her measure, which would reverse the present trend that has about two-thirds of the safety officers on the city payroll living in the suburbs.

"But I hope to keep the principle alive, it's important to decide whether it should be our objective," said Silver. By "it" the supervisor meant finding a legal, effective way of encouraging San Francisco residences for cops and firemen.

Under present rules, even applicants to the two departments face no residency requirements.

The supervisor's Legislative and Personnel Committee headed by Supervisor Richard Hongisto, which has the matter on the agenda this afternoon, received the 6-0 vote from the commission.

The commissioners acted on a staff recommendation that the proposal violated the principle of equal pay for equal risk.

Fire Chief Andrew Casper said he and the fire commissioners oppose the measure for the same reason. Casper, who said that about 36 percent of the City's 1,500 firemen live in San Francisco, does not believe city protection is adversely affected, unless a major earthquake strikes.

(About 620 out of 1,700 policemen live in San Francisco.)

"When the big quake comes, there probably will be bridges down and freeway overpasses blocked. We will be isolated for a while," said Casper. He said he favored contracting for helicopters to be available in case of a major disaster, to haul firemen from the suburbs back to the stricken city.

Bob Barry, speaking for the Police Officers' Association, argued that the Silver proposal would be "very discriminating," because it would take away income from suburban dwelling officers in order to provide more income for those living in The City.

The real solution, said Barry, involved more benefits for the entire force, to retain experienced officers now lost to other, higher-paying jurisdictions. San Francisco paid for the training of more than 100 officers in the past five years, who then took their skills from the department to police units elsewhere, according to Barry.

As one fair way to encourage San Francisco residence, Barry suggested low-interest loans for officers if they agreed to buy homes in San Francisco, if enough vacant, inhabitable ones could be found and financed by The City.

Editor
San Francisco Examiner

Reference is made to an article in the April 7, 1981 issue by reporter Carl Irving concerning special pay for police officers who live in San Francisco.

Supervisor Carol Ruth Silver's proposal failed in committee and we are pleased that her colleagues voted in that manner.

However, statements attributed to Supervisor Silver that police officers in San Francisco have an income of \$60,000 to \$100,000 a year is *ludicrous*.

Veteran patrol officers earn \$20,000 a year which is one of the lowest salaries for comparable jurisdictions in the United States. The fringe benefits and other considerations paid to officers in Daly City, Concord, Walnut Creek and numerous other agencies are far superior to San Francisco.

The San Francisco Police Department has become the training ground for the Bay Area in that veteran officers are leaving for higher salaries and benefits elsewhere.

Supervisor Silver again has skirted the facts when discussing police issues.

Very truly yours,
Paul C. Chignell
Vice President

hibited residency requirements. In 1978, a Superior Court judge ruled the San Francisco residency rule invalid.

About the same time, another court ruled invalid the requirement that applicants be residents. The court found it "absurd" since applicants could move out of San Francisco the day after they were hired.

Assuming that housing and other costs are higher in San Francisco, Silver last fall proposed that raises for safety officers be tied to such costs.

Silver's proposal, drafted at her request by Deputy City Attorney Burk Delventhal, sought to avoid the label of being yet another illegal residency requirement.

"We wanted to provide an incentive to attract officers back into the City," said Silver. "I certainly understand the problems involved in raising children in the City. So we wanted to do something to provide economic incentives without adding to the city budget."

Silver would provide cost-of-living raises up to 10 percent for resident police and firemen, and pay for this by providing smaller raises, if any, for those living in the suburbs.

The City, she said, now pays \$60,000 to \$100,000 a year for the average policeman or fireman, one of the highest incomes for such services in the nation.

A survey by the Urban Institute last month found San Francisco's police and firemen with higher incomes and benefits than their equivalents received in Los Angeles, New York, Chicago, Washington, Philadelphia, Pittsburgh, San Diego, Boston, Houston and Dallas.

Although Silver's proposal appears doomed, the issue remains far from over.

The city attorney's office is drafting an ordinance to provide that "emergency personnel" including all police and firemen will be required to live in San Francisco.

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**Yousef Qare wishes the S.F. Police Families
a Happy Healthy 1981**

Shoveling Against the Tide

I had hoped that I would not again feel compelled to write for this newspaper. However, I cannot remain silent after I found out what our Retirement Board has done to a friend and former partner of mine.

They have played games with his physical and mental health, as well as his future.

Of course, if you read on, you may conclude that the Retirement Board received some "after thought" type order from above.

My friend's name is Dave Ell. He has always been a great cop and of course, a gentleman; just the reverse of those who sold their souls long ago and are now using and mis-using Dave as a test case.

In this instance, being a great cop has worked to Dave's disadvantage. Many a cop would not have put forth that extra effort.

While working as a member of the Street Crimes Unit in the Western Addition, Dave tripped while chasing a purse snatch suspect and incurred breaks to both bones in his left forearm and a fracture to the right wrist.

A fairly severe injury, but not disabling if you are afforded the proper treatment. Unfortunately, Dave did not receive any brass ring when he was assigned a city doctor.

Being a city doctor, on its face, certainly does not make you a quack as this ding-a-ling was. On the other hand, it does make you a company doctor; obligated and beholden to the city in order to be kept on the list. It is a matter of principle and ethics as to how far these doctors will bend in favor of the city.

Dave was injured on March 11, 1979. The quack that botched his chances of a full recovery sent him back to work on July 23, 1979 in a light duty position.

That is the key decision that every city doctor must make; when to send a person back to work. Shall he send that person back before they are ready and risk further injury (to say nothing of the pain and discomfort) in order to stay in favor with the city? Or shall he show some compassion and do the right thing?

While working light duty, Dave experienced an increased amount of pain during the next few months. He was told by his quack that he should not worry about it since it was all a part of the healing process. In fact he kept writing reports of Dave's continuing recovery progress. Please keep this in mind as you read on.

Being an investigative type cop, Dave sought out a top doctor for a second opinion. He chose one that does orthopedic surgery for one of the top football teams in the country.

This type of injury, along with the recovery process and after effects is his cup of tea. Still, when he discovered the extent of Dave's problems, a non-union of one bone and a mal-union of the other in his forearm, he did not want to attempt the necessary repairs. Instead, he sent him to whom he considers the best forearm specialist in the state. Now that is the mark of a real doctor! This specialist does surgery for the entire N.F.L. and of course he agreed with the diagnosis of the "real doctor". He also agreed to make what repairs were possible.

Since the non-union was the most critical, it was repaired first with a bone graft from Dave's hip.

As one example of how inept the quack was, he was sending Dave to therapy where they twisted and rotated his wrist with this bone separation. No wonder Dave was undergoing a great deal of pain.

It is also my humble opinion that the original placement of the steel plate to secure the ends of the bone in such a way that it passed across the radial nerve also contributed to the pain and was responsible for the sensory branch of that nerve to be encased in scar tissue. During the repair work, this nerve was freed and of course the plate was placed in a different position.

After this surgery, the doctor told Dave he did not believe that he would be able to do full time police work again. With this in mind, Dave filed for a disability retirement on February 26, 1980.

While waiting for a hearing, he underwent surgery for repair job number two. Unfortunately, the quack had done such a poor job of setting this bone that correcting it was impossible and in order to obtain proper wrist movement again, it was necessary to cut the botched part off above the wrist and remove it. In other words, Dave now has one bone that is connected to his wrist and one that never will be again. Imagine, the quack actually got paid by the city for this butchery.

After this second repair job, the doctor sent a report to the Retirement Board stating that it was probable that Dave would not regain more than 50% of the grip strength in his left hand. Not surprising; two connected bones minus one connected bone equals one connected bone. A tough blow for a man who takes pride in keeping fit.

By this time, the 365th day of disability pay was approaching so Dave intensified his efforts to receive a hearing. All to no avail. The 365th day arrived and Dave was forced back to work on February 28, 1980 in a light duty capacity.

Governmental agencies and corporations have one thing in common . . . time and money is in their side and they take full advantage of it. Although Dave was assigned to do background investigations for Personnel and Training, he was still forced to use up sick and vacation time when the pain in his arm was too intense to work. What vacation time he had left was needed for removal of the plate that immobilized the bone graft.

Seven months after Dave filed for a hearing, he was told that the Retirement Board would not hear his case without a report from another doctor on the city payroll. What took them so long to decide that; and why? This is a real catch 22!

It does not take any great intellect to conclude that Dave had received a butcher job by a quack in the pay of the city. This is clearly adding insult to injury!

Accordingly, the Retirement Board made an appointment for Dave to see another city doctor at that doctor's earliest convenience which happened to be in two and one half months and occurred on December 3, 1980, over fifteen months after Dave was so stupidly put back to work. Does anyone think that Dave is not getting the run around by this time?

Incidentally, when the Chinese government requested that our government fly two of our top doctors to China in order to render a medical opinion regarding one of their leaders, the specialist that did Dave's repair work was one of the two picked.

After seeing this other city doctor, Dave was scheduled for a hearing on January 20, 1981, eleven months after he had filed. Ten days later, he was informed that his retirement had been granted since the injury was industrial and sufficient to warrant a disability retirement. The retirement was effective on January 22, 1981 and as a condition of said retirement he was ordered to undergo removal of the plate and forward a final report to the board.

Dave was actually notified of his retirement in writing by three different sources: the American Arbitration Association on January 27, 1981, the Employees Retirement System on February 5, 1981 and the POA on February 11, 1981. Naturally, Dave's next move was to turn in his police equipment and obtain a retired star and I.D. card. Most assuredly, his friends gave him a retirement dinner. The end of the story? Hardly, let's really get into this garbage!

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

Under our new system, (hearing officer) a person does not know whether or not he has been granted retirement on the day of the hearing. You must wait ten days for the results. I would dearly like to know what goes on during those ten days. During this waiting period, Dave continued to work, not knowing if he was retired or not. As it turned out, he was working while actually being retired. One great system!!

As a result of the above, Fiscal was placed in the asinine position of having to admit that there had been a foul-up. This left Dave with the following two options: (1) Petition the Retirement Board to have his retirement date changed to the last day that he worked; to do this would take three months and then only if the change was granted. (2) Pay back the money that he had justifiably received for working those days past his effective retirement date.

After the series of frustrations, etc. that Dave had already suffered, he chose to return to Fiscal \$362.00 for having worked past the date that his retirement was declared effective, January 22, 1981. This beats all you say! Wait, you haven't read the evil part yet!

After all this, Dave had his final operation for the plate removal on March 12, 1981. Then, as he was recuperating from this fourth operation, with his arm again in a cast and contemplating his future, the mailman brought him the latest chapter in this totally unreasonable affair.

The Retirement Board informed him that the City Attorney was appealing the Hearing Officer's decision that granted him his disability retirement on the grounds that said Hearing Officer acted without, or in excess of his powers and the evidence did not justify the decision. All this time, I was under the impression that we started the "Hearing Officer" system to get rid of politics, so what is going on here?

When Dave called the Retirement Board regarding the appeal, he was told the following: (1) he wouldn't know the results for two weeks, (2) neither he or his attorney would be allowed to be present at the appeal, (3) he could not introduce new evidence (the results of his final operation for the plate removal and the consequential report that the Retirement Board, themselves, had ordered be turned over to them), (4) the same Hearing Officer that granted his retirement would make the decision on the city's appeal.

Thus far, this ludicrous system has successfully kept the man's body from healing properly, now they are playing with his mind as well . . . Read on!

In addition, if this appeal was granted, Dave would have a rehearing and the time period between when he was originally granted his retirement, on January 22, 1981 and the rehearing, he would be carried sick leave without pay. On top of this, he still has no idea when the rehearing is going to take place. I believe this kind of a "Mickey Mouse" proceeding would put most of us in a state of financial limbo.

Of course, the appeal was granted, politics being what they are, and now the plot is so thick that one cannot remove the spoon. What did this Hearing Officer do to find himself caught between this rock and a hard place?

Have you found yourself wondering, as I have, as you read through these facts, when Dave might have begun to woefully regret that he had ever chased the purse snatch suspect at all?

Would you like to trade places with Dave Ell? Probably not! Would you please sign a duplicate of the below petition which is being sent to all stations and details in hopes of lessening the chances of something like this happening to you? Thank you, and when chasing a purse snatch suspect, try not to trip.

PETITION

We, the undersigned, after having read about the outrageous treatment given Dave Ell in regards to his disability retirement, demand a thorough investigation of the whole retirement process be made by an outside agency, not on the city's payroll, or connected to it politically.

Print Name and Star Number
Signature and Detail

If the City Fathers should use their favorite excuse (Prop. 13) as a cop-out for not upholding their obligations, I believe it is incumbent upon the SFPOA to finance the above.

"To be Continued"

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BOARD OF DIRECTORS MEETING — April 21, 1981

Opened with the Pledge of Allegiance at 5:15 p.m. Roll Call: Eighteen (18) present; three (3) excused (Minkel, Rapagnani and Sullivan).

SPECIAL ORDER

Roger Maloney addressed the Board regarding the recent Q-80 Captains List. He was concerned with the use of the label "unqualified" and desired to have the list expanded so that it will last for 2 years. A handout was given to all present. Thirty-four (34) candidates took the Assessment Center's tests; 22 are presently on the Q-80 list. The written portion of the Captains Examination was scored 20%; the Assessment Center was scored 80%. President Barry reported on a past meeting with the Lieutenant candidates; they voted not to protest the list by a vote of 18 to 2.

M/Hebel S/Barry — Bob Barry to investigate through our attorneys and the Auditor-Monitor's office a possible conflict of interest with Assessment Center Member Dennis Joiner who may have presented an Assessment Center in Sacramento attended by some of the Q-80 candidates prior to the San Francisco Q-80 Assessment Center testing. Motion passed, 15-yes and 2-abstain.

M/Parenti S/Wright — Expand the Q-80 list to include all 34 candidates. Motion passed, 17 yes and 1 abstain.

PRESIDENT'S REPORT: President Barry reported on current issues: 1. Memorandum of Understanding (April 30 meeting to finalize this document); 2. Grievance Procedures; 3. Meet and Confer Sessions — Light Duty Policy; 4. Public Transportation; 5. Salary Survey, minimum 5.3% pay raise for fiscal year 81-82; 6. Annual Installation Dinner Dance; 7. Governor's Conference; 8. Assessment Center Conference.

VICE PRESIDENT'S REPORT: Vice President Chignell reported on: 1. Senator Alatorre's Dinner; 2. Secondary Employment Legislation; 3. Golden Gate Transit; 4. Workers' Compensation Legislation-SB#1185.

SECRETARY'S REPORT: Minutes of the March 19, 1981 Board of Directors and General Membership meetings were presented. M/Barry S/Simms to approve the minutes. Approved.

TREASURER'S REPORT: Written report presented. The Board requested that the monthly Tear Gas School's income be included and reflected in the next Treasurer's statement. M/Chignell S/Barry that this report be approved. Approved.

COMMITTEES

Grievance Committee: Chignell reported on Civil Service Rule 34 which will now be used in all grievance matters filed by this Association. He further reported that as a result of a grievance recently won, members may now zerox the investigated file at the Internal Affairs Bureau on all grievances dealing with sustained Internal Affairs complaints. He further reported that the Belous complaint is going to Superior Court and that a police officer has been returned to the Solo List who was involuntarily retired from the Police Department.

Retirement Board: Welfare Officer Hebel reported on the number of cases he has presently pending before the Retirement Board; they are 45 in number. He additionally reported on the three (3) cases presently pending before the California courts. He further indicated that a clarification would be published in the next issue of the San Francisco POLICEMAN regarding the new retirement system (post 1976) earnings limitation on disability retirements. With regard to the military buy-back case which was recently heard in the United States Supreme Court, he indicated that the issue was under study and that a detailed article would appear in the May edition of the POLICEMAN. It is also under study by the Deputy City Attorney who represents the Retirement Board.

SPECIAL APPEARANCE

Appellate Court Justice William Newsom appeared before the Board regarding a request for an innocent pardon with regard to a Mr. Peter Pianezzi. Mr. Pianezzi was sentenced for a first degree murder in 1939 and served 14 years in Folsom Prison. The murder was a mob type killing of a Mr. George Lester Bruneman in Los Angeles. Members of the underground have recently confessed to this killing. Justice Newsom reported that the transcript of the case and all surrounding facts indicate beyond the reasonable doubt that Mr. Pianezzi, who has always stated that he was innocent, did not in fact commit the murder.

Mr. Pianezzi is now 81 years old and desires an innocent pardon. Former Governor Edmond Brown, Sr. had given him a rehabilitative pardon in prior years. The Homicide Inspector from Los Angeles, Miles Leadbetter, who investigated this case has by affidavit indicated that in his opinion an innocent person was convicted for this crime. The victim of the crime is related to former police commander Gus Burneman who also has filed a letter to Governor Brown requesting a pardon. M/Bell S/Hebel that the Association support an innocent pardon for Mr. Pete Pianezzi and convey this request to Governor Brown. Motion passed, 18 yes.

Insurance Committee: Gale Wright reported on a list of members who presently owe money to the Insurance Committee. Bob Barry made the following appointments to the Insurance Committee — Bob McKee, retired member; Dave Herman and Bob Swall. M/Chignell S/Simms that these appointments be approved. Approved.

Publications Committee: Editor Gale Wright reported on the yearbook to be published by Institutional Services M/Wright S/Linehan that the book be published at a cost of \$30.00 to POA members of which \$1.50 will go to the POA General Fund for secretarial service reimbursement. Motion passed, 17 yes and 1 no.

M/Linehan S/Chignell that non-member police officers be able to purchase this yearbook through the Police Officers' Association at a cost of \$35.00 of which \$6.50 would go to the Police Officers' Association's General Fund for secretarial service reimbursement. Motion passed, 16 yes and 1 no.

Budget Committee: Reno Rapagnani (Treasurer) will set up a meeting for presentation of a proposed budget to the Board of Directors at the May meeting.

M/Wright S/Simms that we expend \$4,200 for purchase of an MDT 350 Computer for the Police Officers' newspaper. Motion failed, 12 no and 4 yes.

IUPA Committee: President Barry reported on the following issues: 1. IUPA refuses to compensate Ethel George for 1979 convention services rendered in San Francisco - \$5,000 billing; 2. Formal audit of IUPA - yet to be received despite a request over one year ago; 3. Impeachment proceedings are pending against Bob Gordon, Secretary-Treasurer; 4. Our yearly expenses to the IUPA are presently over \$30,000; 5. IUPA is presently \$200,000 in debt; 6. A \$5 million libel suit has been filed against Secretary-Treasurer Bob Gordon; 7. The Boston POA, Detroit POA, Chicago POA and New York PBA have withdrawn from the IUPA; 8. There is a question of liability for debts of the IUPA by individual associations because apparently the IUPA does not have a corporate status.

M/Chignell S/Simms — Motion to reaffirm our request for an audit and find out the legal status of the IUPA (corporation or association); if response to audit is not received by the June Board meeting, we will reconsider our continuing membership in the IUPA. Motion passed, 16 yes and 1 abstain.

OLD BUSINESS

The Annual Installation Dinner Dance was discussed. Preparations are being made by Ethel George, a former outstanding employee of this organization. M/Parenti S/Herman — Motion made that we change the name of the Installation Dinner Dance to an Annual Dinner Dance or any other appropriate name. Motion failed, 9 no and 7 yes.

M/Parenti S/Collins that the Annual Installation Dinner Dance be a buffet type catered by Mario's. Motion passed, 15 yes and 1 abstain.

M/Hebel S/Dempsey that the Board accept Ethel George's proposal for the Annual Installation Dance at a figure of \$3,550.00. Motion passed, 15 yes.

NEW BUSINESS

M/Simms S/Herman that \$200 be given to member Ed Prial for the Demolition Derby. Motion passed, 15 yes and 1 no.

M/Chignell S/Neven — Motion that the POA attend the Testimonial Dinner on April 39, 1981 for Philip Kearney, former executive director of the Health Service System and that we expend \$150 for a table. Approved unanimously.

M/Simms S/Nevin that we purchase four (4) tickets for the District Attorney Arlo Smith's Testimonial Dinner at the Fairmont Hotel on May 7, 1981. Approved unanimously.

M/Simms S/Dempsey that we buy two (2) tickets to the Joe Mazzolla Testimonial Dinner at the Fairmont Hotel on May 5th. Passed unanimously.

M/Hebel S/Collins that we attend the Art Torres Dinner held in April at a cost of \$500. Approved unanimously.

M/Dempsey S/Simms that we expend \$500 for a Testimonial Dinner for Judge Ina Gyemant to be held on April 22nd at the Hyatt Regency Hotel. Motion passed, 10 yes and 6 no.

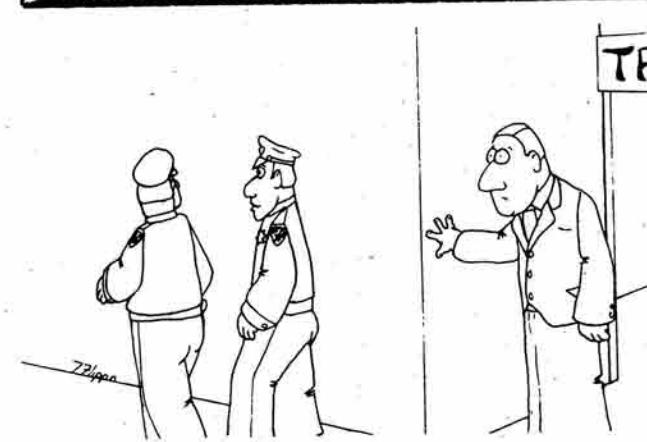
M/Chignell S/Herman — Move that the Association send a letter to Governor Brown requesting the appointment of District Attorney Peter Aviles to the San Francisco Municipal Court bench. Passed unanimously.

M/Dempsey S/Chignell that we expend \$100 for the ACC Productions May 8th Auction for Father Harry. Passed unanimously.

Motion to adjourn was passed. Meeting adjourned at 9:15 p.m.

Submitted,

Michael S. Hebel, Secretary



Dick Nolan/A formula for comfortable living in The City

S.F. Examiner

In setting municipal pay rates, the aim of legislators is always to be removed as far as possible from complicity in the process. It is the Pontius Pilate approach to decision making.

No member of our board of supervisors, for instance, wants to say to registered nurses in the city hospitals, "I have decided you're worth just 2 percent more than you're getting now, and that is my vote."

Nor does any supervisor want to say to his constituents, "I have decided to raise the pay of city plumbers to \$34,870 a year, not a penny more, not a penny less."

In order to duck forthright decisions of this kind, the recourse is to elaborate studies, averagings, reports, formulas, and recommendations of others, so that the end result will seem as automatic as possible.

What the supervisors want to be able to say, and they do say it, is that the machinery did it, all automatically and inevitably. Let the nurses resent the system, for all the good it does them. Let the bewildered constituents blame the machinery for breeding all that envy and anger.

So it went, all comfortably enough, then the supervisors voted much of the new city pay package the other day. Nurses and licensed vocational nurses were, as usual, slighted, because that is the way the formula works. The crafts workers did much better, because that is the way the machinery is jiggered.

The key to trades wages is the prevailing hourly rate, without regard for whether it is universally applied forty hours a week, 52 weeks of the year, in private employment. In city employ it is so applied, which is that produces \$35,000-a-year plumbers \$33,000-a-year electricians, carpenters on the city payroll. The formula did it.

What fixing a faucet factors out to when the city plumber goes to work heaven alone knows. If he were called in from the outside, at the prevailing hourly rate,

it would be one amount; since he's on the payroll full time, fixing that faucet represents quite a different outlay.

Personally, I don't decry any of this except possibly the short-changing of the nurses and others in the slighted categories. I have long since come to believe that any workman is entitled to grab whatever he can get from the municipality and God bless him — the bureaucrats will waste as much or more in less defensible expenditures anyway. But I do wonder idly when we shall have formalized ourselves right out of business.

Shortly now the supervisors will be pressing the buttons to produce new wage rates for the Municipal Railway workers, the cops, and the firemen. More formulas. Take the average of this and the mean of that, plus the figures for the annual rainfall in Sarasota, Florida; divide by six, and carry the guzzins, Alacazam!

In the case of the Muni particularly, since this is a revenue-producing operation once modeled on archaic capitalist lines, it may seem odd that considerations of what the Muni can afford do not enter into the deliberations.

Nobody says if the Muni were just a touch more efficient it could pay better wages. There is no stimulus whatever either to efficiency at the management level, or basic competency in the running of the vehicles. Who gives a damn? The system's so far gone it's never going to come close to breaking even, so what's a few more millions in deficit?

The supervisors, in any case, stay comfortably aloof, insulated by the formula shield. They don't even have to ask questions, much less make decisions.

Up top, where the executives live, it is also quite comfortable. Whatever the working folks get, they've got to get a lot more, because to get less would not be seemly. Nobody asks them to produce, either. They just have to be there. It's the formula.

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Theodore Schlink, Chairman; Duane Collins, Mike Dempsey, Bob Swall, Jim Strange

BLDG. MAINTENANCE:

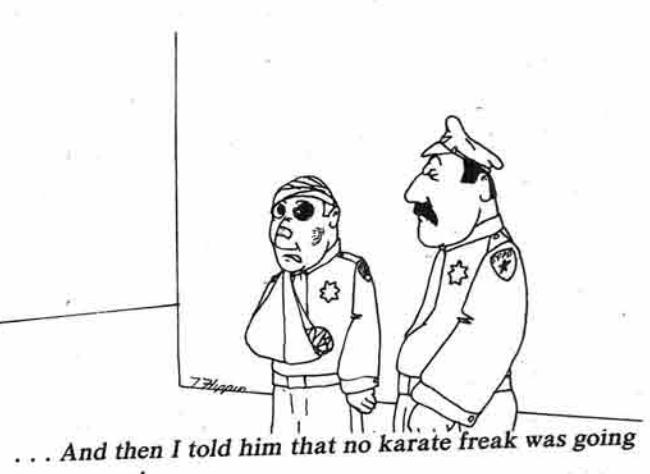
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POLICE REPORTER

OFFICIAL PUBLICATION OF SAN FRANCISCO POLICE OFFICERS ASSOCIATION

Published by and for the members of San Francisco Police Department

Volume 2, Number 6

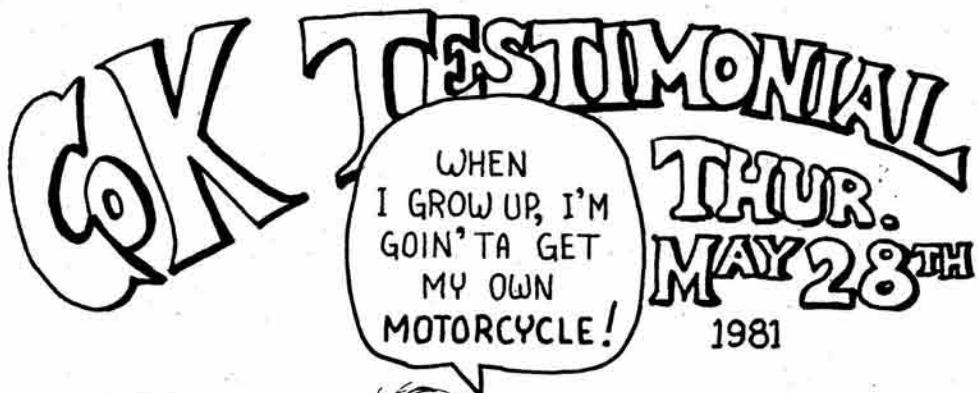
July, 1949



SAN FRANCISCO POLICE DEPARTMENT BASEBALL TEAM—1912

Back row left to right Ray Delmas; Charles Birdsall, Captain 2nd base; Al Wright, Manager; H. C. Jagger, left field; Frank Esola, 1st base. Center row John Casey; Ed Plume, center field; Tom Fitzpatrick, pitcher; Tom Roertkorn, catcher; Charles Maher. Front row Grover Coats, 3rd base; Tom Gorman. This team defeated Los Angeles Police Department November 10th, 1913 by a score of 8 to 4.

This July 1949 POLICE REPORTER was the official publication of the SFPOA in that era.



ITALIAN-AMERICAN

HALL

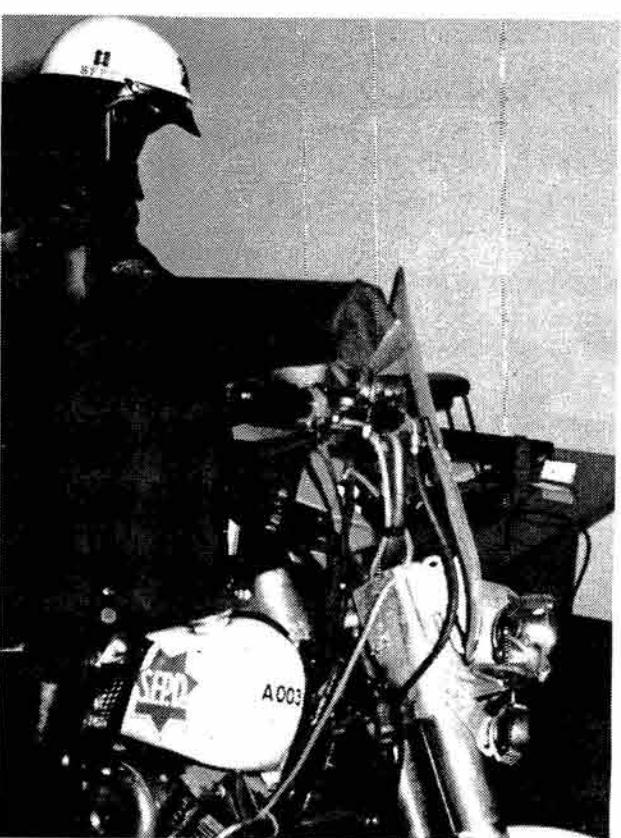
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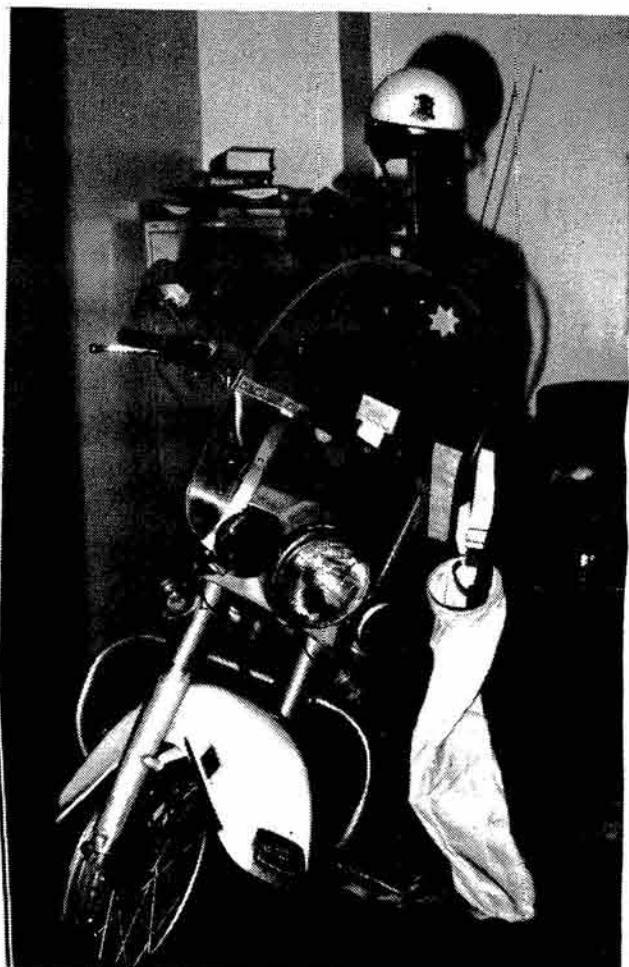
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Once upon a time (about six weeks ago), Solo Sgt. Larry MacKenzie "borrowed" the motorcycle assigned to the Commanding Officer of the Solo Unit, one Captain Robert Marsh.



When the Captain learned of the "loan" he demanded that Larry return the motorcycle. Larry complied, course and put it in the Captain's office. Note the scarecrow (hatrack) wearing a safety helmet, a dashing scarf, holster baton and blue jumpsuit.



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14 Million Free Meals Served in St. Anthony Dining Room

"We'll reach our 14 millionth free meal during the week before Easter," announces Franciscan Father Floyd A. Lotito, Director of St. Anthony Dining Room.

Since the beginning of the year, meals served per day have averaged 1,583, an increase over last year. Guests include men, women and children of every race, creed and background. All are welcome without charge, question or discrimination.

"Also beginning on Easter Sunday, April 19, St. Anthony's will be open to serve nourishing midday meals free on Sundays also," Fr. Floyd declares happily. "We'll start serving at 10:30 a.m., as we do every day."

"Now that we'll be open seven days a week, we hope that friends, old and new, will be generous to us with their donations and food to meet the added needs. For example, on Easter we'll require many canned hams. Also, we now must have volunteers to help serve on Sundays. We trust in God and neighbors because 31 years of experience have shown us that San Francisco has a big heart," confides the hopeful Fr. Floyd. "Over 14 million needy and hungry people have had complete meals here, and I'm grateful to all whose kindness and generosity make our work possible."

ATTENTION!

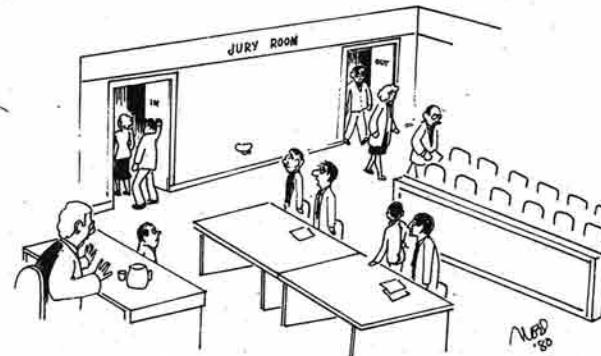
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St. Anthony Dining Room will be Open Every Day of the Year

Franciscan Father Floyd A. Lotito, Director of St. Anthony Dining Room, announces that beginning on Easter Sunday, April 19, St. Anthony's will be open every day of the year including Sundays.

For the last 31 years the Dining Room has been serving well balanced midday meals, warm and nutritional, Monday through Saturday, without charge, obligation or discrimination. An average of 1500 needy men, women and children dine there on ordinary weekdays, with maybe triple that number on holidays. Over the years, the grand total of free meals is approaching 14 million. Serving begins each morning at 10:30 a.m. and will start at that time on Sundays.

Fr. Floyd asks for volunteers to help serve on Sundays. "We usually have at least 500 people requesting the opportunity to serve food on holidays," he states. "Now I'm asking some of these people to please come on Sunday to help serve up the food. Just come at 10:15 a.m. to 45 Jones Street and ask for the Manager, Don Cavan."

Fr. Floyd says he always wanted St. Anthony Dining Room to be open on Sundays too, so when he became the Director in December 1980, his top priority was to plan and implement this idea.

"Sundays can be very sad, lonely and hungry days for many poor and elderly people," he declares. "I hope that with St. Anthony's open every day including Sunday, a ray of hope and joy will be added to their lives."

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The monitoring capability reduces false alarms from backfires, animals, clocks, or other routine noises that can activate the alarm system. If there are any other unidentified or suspicious sounds, the SONITROL operator will notify the police department. Through human monitoring of the alarm system, there will be fewer false alarms originating from SONITROL equipped establishments.

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If the building appears secure, the officers should ask the police dispatcher for further info, such as any side doors, or back doors. SONITROL has a diagram of every establishment they protect, and their dispatcher is ready, willing and able to pinpoint the intrusion and/or noises for the officers. They can even put their audio report on the police channel, and they can interpret the sounds for the officers if necessary.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



BASEBALL

PEE WEE BASEBALL. Pee Wee Baseball got off to a great start on opening day April 5, 1981 at Larsen Park, 19th and Ulloa Sts. Deputy Chief Jim Shannon greeted the several hundred baseball beginners. Also there to give words of encouragement was Supervisor Wendy Nelder, a long time friend and booster of the Police Activities League. Nelder's son Jeff played PAL Pee Wee Baseball under the tutelage of Director Mrs. Thelma Williams for two years and is currently playing in PAL Bantam Baseball. Also present to lend his support was Police Commissioner Al Nelder, long associated with the PAL. Three teams in the PAL National League, Giants, Panthers, and Rossi Playground, are currently leading the league with 4 and 0 records with 8 more games to go. In the PAL American League, the Falcons and Rovers are leading with 2 and 0 records. The Seahawks, with identical 2 and 0 records, is also in the thick of the pennant race.



Shown above are members of a pee wee baseball team, one of 22 teams.

BANTAM LEAGUE. The PAL Bantam Baseball League (boys 11 and 12 years) signups will be held on Saturday May 16, 1981, 10 a.m. at Balboa Park, Ocean and San Jose Avenues. 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 and Vicente. All interested boys 11 and 12 years of age must report for signups in person. Baseball caps, T-Shirts, and equipment are provided free of charge. Trophys will be awarded to champion-ship teams.

TRACK AND FIELD

The 16th Annual PAL Youth Olympics Track and Field Trials is scheduled for boys for Saturday, June 13, 1981, and for girls Sunday, June 14, 1981. The meet will take place at St. Ignatius High School Stadium located at 2001 - 37th Avenue at 9:00 a.m. The five age divisions for boys are: Bantam (10 and under), Midget (11 thru 12), Youth (13 thru 14), Intermediate (15 thru 16), and Young Mens (17 thru 18). Age divisions for the girls are the same. A contestant may participate in only three events. There is no fee. The first three finishers in each event will receive medals and will be eligible to compete in the Athletics Congress Youth Olympics Association Finals. Finalists at this event are eligible for the Regional Championships. The National Cham-pionships will be held the weekend of August 1, 1981. Location to be announced. All youths in the above age divisions are eligible to compete. Application forms have been mailed to all middle and high schools in San Francisco. Additional applications are available at PAL Headquarters. Simply call 567-3215.

In addition to the above met, the PAL is again spon-soring the All Comers Track Meets to be held at St. Ignatius High School Stadium on successive Saturdays beginning with June 20, June 27, and July 4 at 9 a.m. Medals will be awarded to 1st, 2nd and 3rd places. No entry forms required. Simply report to St. Ignatius Stadium, 2001 - 37th Avenue. All competitors who have verified their ages by completing the application form for the PAL Youth Olympics, however, will not need further verification of their ages.



Deputy Chief Jim Shannon and Sup. Wendy Nelder shown above with two Pee Wee Baseball Players and a parent.



Sup. Wendy Nelder greeting the beginning aspiring baseball players.

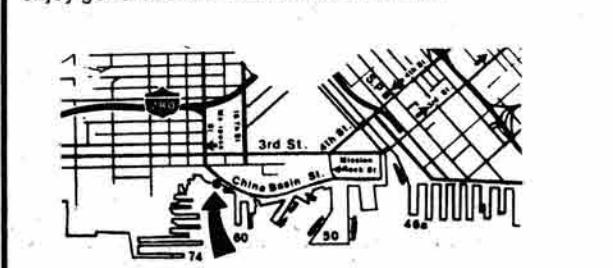


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Little Wayne Grayson of the PAL Sacred Heart Irish (with ball) skirting the right side of the line in a losing battle with Piedmont as the PAL Rugby Team lost 14 to 3.



Excellent defensive play saves a score.



PAL Rugby players in action at the Polo Fields in Golden Gate Park.

SAILING

The Police Activities League is again hosting the summer Sailing Program. This program is for boys and girls from ages 12 through 18 interested in learning beginning Sailing. The classes are conducted twice weekly at the Lake Merced Police Range. Eight (8) 14' day sailboats are available for use. For further information and signups, call PAL Headquarters (567-3215).

PAL GAL SOFTBALL

PAL-GAL Softball season is just around the corner. This league is for girls only. The season begins in June through August. Girls 12 through 14 are eligible to par-ticipate. Coaches, recreation centers, and participants are invited to signup. Call PAL Headquarters for fur-ther information.



For additional information -
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



BOXING

The PAL Boxing Team presented its 4th boxing show of the year Monday May 4, 1981 at the old National Guard Armory, 14th and Mission Sts. Coaches Bill Mateo and Rio Rosa fielded a team of nine boxers in weight categories from 65 lbs. to 139 lbs. Henry Oliver, Robert Bowman, Roberto Osorio, Dwight Daguman, Eugene Bonilla, and Ricky Uzzel, all won their matches. Alfred Davis, Davis Pastora, and Paris Gomez, all lost close decisions. Other visiting boxing clubs who entered fighters were: West Vallejo, Richmond Boxing Association, Northern California Veterans Boxers Association, Mountain View PAL, Sunnyvale PAL, and Hayward AZTLAN. All you readers who are interested in amateur boxing at its best in San Francisco should attend one of these shows. Tickets may be purchased at the door. Adults \$3.00. Students \$1.00. All proceeds to benefit the PAL Boxing Team. Call PAL Headquarters for the date of the next show.



Shown are some of the PAL Boxers after winning trophies at a recent boxing match held by the Sacramento PAL. Host of the affair was Otis Grimble, Sacto PAL President (Second from right).

The PAL Boxing Program is open to all youths between the ages of 8 through 21. Anyone interested in joining please call PAL Headquarters 567-3215 for signups. Workouts are daily Mondays through Fridays 3:30 p.m. to 7 p.m. at the old National Guard Armory, 14th and Mission Streets.



PAL Boxers in action

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PAL SOCCER

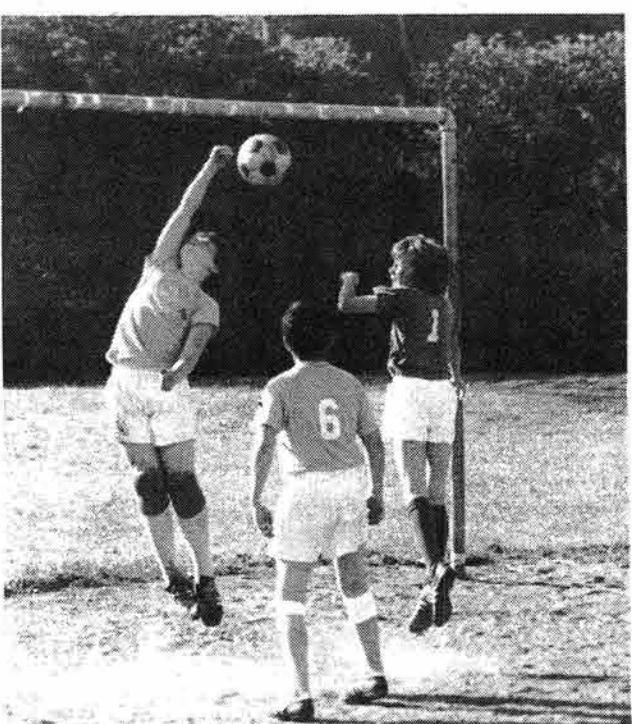
The PAL Soccer League is well underway with 76 teams competing in various divisions. The PAL salutes the following volunteers who give of their time and energy not only as coaches, but as field coordinators: Guy Milano, over-all director, Con Keighran and Chris McGarrigan at Beach Chalet #1 and #2 respectively, Sean McNulty and Dan Boyle at Balboa, Dave Anderson at Gellert Park and Soccer Commissioner Gabriel Harp at Crocker #1 and #2. Standings are listed below in the order of Win-Loss-Tie:

Under 8 (7-Aside): Cosmos 3-0-1, Stingrays 3-1-0, Eagles 2-1-0, Dolphins 1-0-2, Thunderballs 0-1-3, Bullets 1-1-1, Sabateurs 1-2-1, Sharks 1-2-0.

Under 8 (11-Aside): Mezcal 2-0-0, Celtics 1-0-0, Stars 1-1-0, Strikers 0-1-0, B. Robers 0-2-0.

10 West: Stompers 4-0-0, S. Dolphins 3-0-0, Griffins 1-1-2, Guadalajara 1-2-0, Strikers 1-3-0, Dolphins 0-2-1, Chargers 0-2-1.

10 East: Shannon Rovers 4-0-0, Roadrunners 3-1-0, Torpedoes/Raiders/Warriers 2-2-0, Arrows 1-2-1, Murray 1-2-1, Celtics 0-4-0.



PAL Soccer action in a recent game at Beach Chalet

12 East: Shannon Rovers 3-1-0, Aztecs 2-1-1, Olympians 2-1-0, V. Rovers 1-1-1, Celtics 1-2-0, Guadalajara 0-1-1, Pirates 0-2-1.

12 West: Olympic Club 4-0-0, Cosmos 3-1-0, Mezcal 3-0-0, St. Peters' 2-1-0, Chargers 1-2-0, Fog 1-3-0, Epiphany 0-3-0, Egales 0-4-0.

Under 14: Wanderers 4-0-0, Crusaders 2-1-0, Lions 2-0-0, Celtics 2-2-0, Mexico 1-1-1, Olympians 1-3-0, Bobcats 1-2-0, Kicks 0-1-1, Cardinals 0-3-0.

16 East: Mezcal 3-0-0, El Salvador 2-1-0, Constellation 2-0-0, Strikers 1-3-0, Monterrey 0-4-0.

16 West: Lynx 3-1-0, Pumas 3-0-0, Celtics 1-1-0, Conquistadores 1-3-9, Barbs 0-3-0.

19 East: Owirks 2-1-0, Celtics 2-0-0, Constellation 2-0-0, El Salvador 1-2-0, Club America 0-4-0.

19 West: Wildcats 3-0-1, Conquistadores 3-0-1, Albions 3-1-0, Mexico 2-2-0, Knights 2-2-0, Richards 0-3-1, Proofers 0-2-1, Dragons 0-3-0.

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LAW ENFORCEMENT

During the past month, the PAL Law Enforcement Cadets have been quite active. Besides attending their usual Monday night law enforcement sessions at the Hall of Justice, they have volunteered for several worthwhile charitable functions. On Monday, April 27, 11 Cadets led by Cadet John Kelleher (team leader), and Cadet Lt. Tim Oberzeir, volunteered their services for twelve hours in the annual March of Dimes Walkathon. Other PAL Cadets assisting in traffic/pedestrian control were: Cadets Gavin McAheran, Alice Pickins, Gary Paul, Mike Ziganti, Rick Meza, Mike Balich, John Newman, Lloyd Miglio, and Cadet Sergeant Ronald Banta. From all accounts, they did a great job. Congratulations to all who assisted.



PAL Law Enforcement Cadets in action as PAL Staff member Pete Franceschi (center) looks on.

In addition, another detail of PAL Cadets assisted in the San Francisco Heart Association Marathon held in Golden Gate Park on Sunday, May 3, 1981. These PAL Cadets got up at 4:30 in the morning to report to Sgt. Gustafson, Crime Prevention Division, Project Coordinator, in Golden Gate Park, to assist in this worthwhile cause. Beaucheaus to Cadet Lt. Tim Oberzeir, Cadet Sergeant John Schembari (team leader), and Cadets Mike Ziganti, Gavin McAheran, Mike Balich and Troy Dangerfield.

Winding down the year's activities by the end of May, the Cadets will be involved in a ride-along program in which they will observe first hand what a police officer's role is in routine patrol, capping a program which began in October. It has been an exciting year for the Cadets. They have been given expert training by police officers and outside law enforcement agency representatives. In addition, they have had field trips to the Coronor's Office, County Jails, and basic firearms safety training. PAL Cadets will be available to the Department again this summer for their summer in service training. All details and bureaus are asked to submit a request for a Cadet to Lt. Frank Jordan, Crime Prevention Division. A teletype will also be sent to all details and bureaus.

The PAL Law Enforcement Cadet Program will again be offered in September. All high school youths in the 10th, 11th and 12th grades interested in signing up for this exciting program are to call PAL Headquarters (567-3215) to place your name on the list. All parents and readers of this column are also asked to pass the word to your relatives, friends and children.

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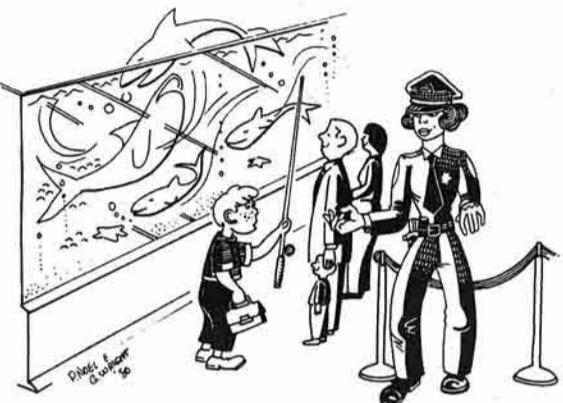
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SOCIAL CALENDAR

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.

Deadline for articles is the 1st Wednesday of every month.



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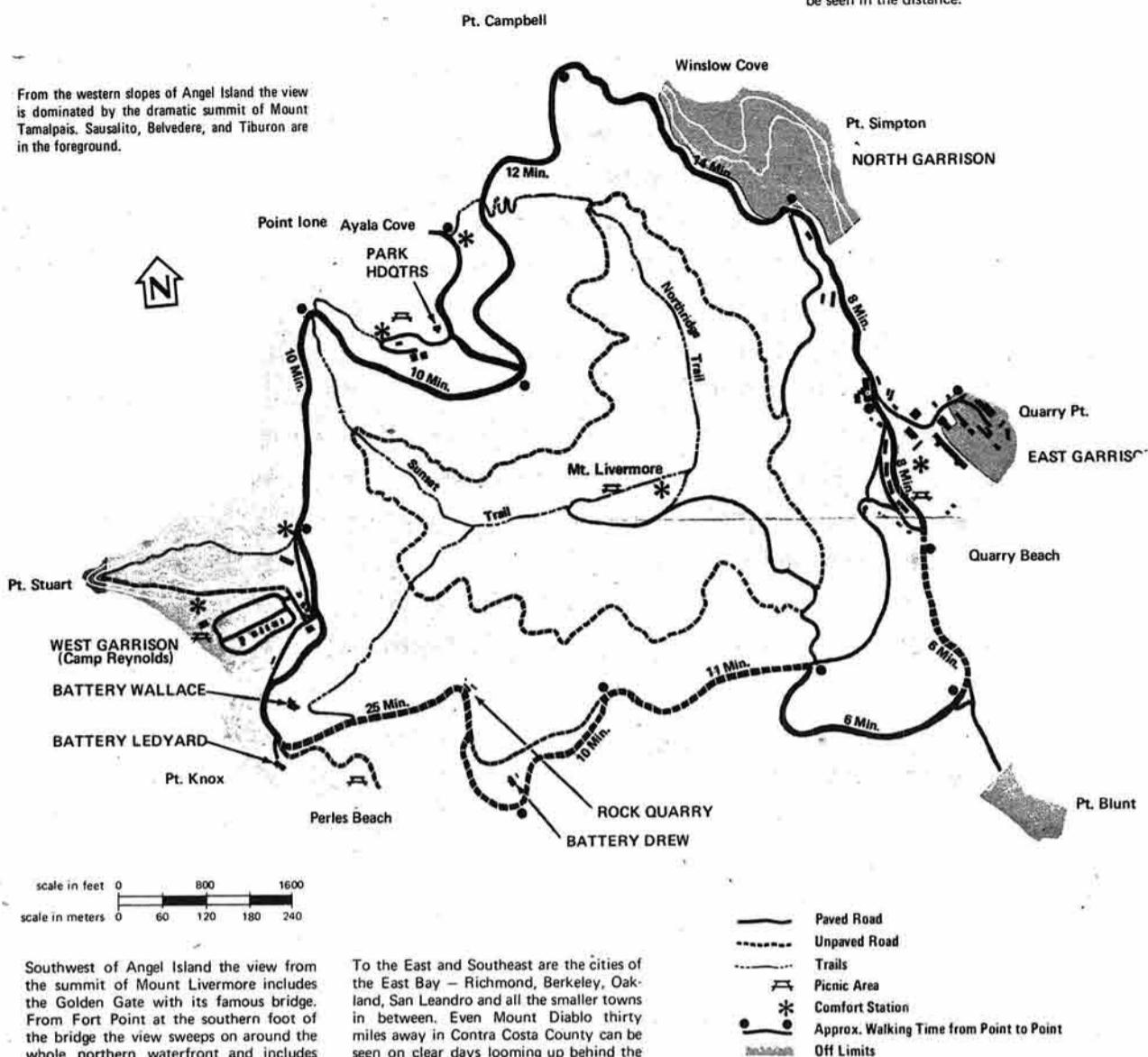
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VISIT ANGEL ISLAND

VISIT

To the Northeast the view includes the Richmond-San Rafael Bridge with a glimpse of San Pablo Bay through the narrow strait behind The Brothers Lighthouse. The hills of Sonoma and Napa Counties can be seen in the distance.



Southwest of Angel Island the view from the summit of Mount Livermore includes the Golden Gate with its famous bridge. From Fort Point at the southern foot of the bridge the view sweeps on around the whole northern waterfront and includes much of San Francisco itself with Alcatraz in the foreground.

To the East and Southeast are the cities of the East Bay — Richmond, Berkeley, Oakland, San Leandro and all the smaller towns in between. Even Mount Diablo thirty miles away in Contra Costa County can be seen on clear days looming up behind the East Bay Hills.

To the South the Oakland-San Francisco Bay Bridge, Treasure Island, and much of San Francisco Bay are visible.

Bicycles can be brought to Angel Island on the ferry and used to circle the island on the main road. Most of the other roads on the island are either too rough or too steep for safe and pleasant cycling.

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SPORTS

S.F. CENTURIONS to Become Non-Profit Corporation

by Don Carlson

In an effort to provide a better and more complete "product" for both its players and interested fans, and to better manage future fund-raising projects for local charities, the Department's football team will become the San Francisco Centurions, Incorporated.

An Interim Board of Directors has been formed and is composed of Joe Currie, Ed Collins, Joe Dutto, George Koniaris, Jack Minkel, Dave Robinson and Don Carlson. Election of a permanent Board will take place after the current membership drive has been significantly completed.

Dutto (BSS), Chairman of the Membership Committee which includes Koniaris (Co. F), Minkel (Co. H), and Robinson (BSS), will be directing the drive within the Department to sign up members prior to the beginning of next season. Three membership plans will allow participation by players, other SFPD members, their families, and members of the public who are interested in being part of this phenomenon that has developed in just two seasons:

A. Active I — This plan is open to current players only and will be more fully explained to team members prior to the start of next season. Proposed benefits, however, include transportation to all games in excess of 50 miles from SF; a disability insurance policy while the member is playing; eligible to vote for and be elected to the Board of Directors. Yearly dues is \$20.00;

B. Active II — This plan is open to all ex-players who still want to take an active role in the program's direction. Active II members are eligible to vote for and serve on the Board, but other benefits are those of an Associate member listed below. Yearly dues is also \$20.00;

C. Associate — This plan is open, yet not limited, to: coaches, trainers, wives, girlfriends, children, and anyone else interested in the team. Proposed benefits include: discounts on Centurion trips; participation in certain team functions normally open only to team members; other benefits as determined by the Board; and an "SF CENTURION TRAINING CAMP" T-shirt upon joining. Associate members are neither eligible to vote for nor serve as Directors. Yearly dues is \$10.00.

HANDBALL TOURNAMENT

We would like to re-establish the San Francisco Police Department Annual Bob Brady Memorial Handball Tournament. Ability to do this depends on the number who wish to compete.

Please drop a note to Vic Aissa or Pete Maloney at Company H specifying the class in which you would compete . . . Open, B or C. The tournament will probably be held in May or June at the Olympic Club.

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RUNNING THROUGH MY MIND

by Walt Garry

Among the more interesting aspects to running and racing are the opportunities it provides one, to meet a variety of people. I've encountered many persons as well as some well known personalities. Among the latter were Len Wallach, author: *The Human Race*, and Race Director for the Bay to Breakers. This is an individual who has used his talents as an author and race director to further the cause of running, at all levels.

Jay Helgerson, finisher of 52 Marathons in one year, all under three hours is another fine man. A man short in stature, quiet by nature, but a person who set an unbelievable goal for himself, a goal that was achieved.

Sister Marian Irving, a 50 year old, Dominican Nun, who I finished ahead of, the first time we ran together, but I've watched her pass me every race, since. A real competitor, and character. Pat Smyth, first female to complete the Western States Endurance Run, 100 miles in 24 hours. To look at this woman, you'd never guess, she could have accomplished this ultimate challenge.

I met Jim Fixx, the author, runner and breakfast food promoter on the Verrazano Bridge, at the start of the New York Marathon. He was sitting on a curb, tying his laces, we exchanged a few words. I found him to be a very pleasant individual.

Mavis Lindgren is 73 and has finished 20 plus Marathons. I met Mavis at the rear of the pack during my last marathon. We shared a few chuckles as we read the backs of T-Shirts that were passing us by. At the same race she set the world's record in the marathon for her age group.

Then there are the not so famous people whose paths you cross while running that you just don't forget. There was the Bronx Narcotic Detective, name of Murphy (what else), red hair and beard with a gold shamrock earring. This was his first Marathon. (New York 1979) He started training the previous Friday, he said, by knocking off the "Green Bombs", (Heinkens) and cigars. When I met him, a second time at the finish, he had a "green bomb" in one hand and a cigar in the other. What a guy!

It was Death Valley, July 1980, the weather was 115 degrees. We were 10 miles from Scotty's Castle. Ahead was this lone figure, covered from head to toe in a loose white garment. He was a runner, moving very slow. I pulled along side, rolled down the window and greeted him with a "looking good". He flashed back a smile, through dark glasses and white sun screened face and kept moving on.

HENRY HOTEL

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Additionally, any SFPD member who has not played on the team before but wants to try out later this year must become an Associate member, with status changing to Active if he makes the team.

If you'd like to become a member, simply fill out the application form you see here and send it with a check, made out to "SFC, Inc." to the address shown (SFPD personnel may use Dept. mail). Your T-shirt and membership card will be sent to you as soon as possible.

SAN FRANCISCO CENTURIONS INCORPORATED

APPLICATION FOR MEMBERSHIP

DATE: _____

Last Name	First Name	Initial
Home Address	Zip Code	Home Phone
Mailing Address (if different than above)	Zip Code	Business Phone
Assignment (SFPD Personnel ONLY)		
Applying for:		
<input type="checkbox"/> Active I — \$20.00/yr. <input type="checkbox"/> Active II — \$20.00/yr. <input type="checkbox"/> Associate — \$10.00/yr.		

Check or money order (no cash please!) payable to: "SFC, INC."

Send to: SF CENTURIONS, c/o Sgt. D. Carlson, 2055 Silver Ave., S.F. CA 94124

During my first marathon, at about the 20 mile mark, I hit the wall and was reeling, actually. Along came a group of three runners, two men and a woman, seeing my condition, they asked me to join them. We'd take the wall together, they said, and we did. As the miles went by, some of our group slipped away but we picked up others who were in similar shape, everyone offering support to each other as we closed the distance to the finish line. There have been many, many more of these pleasant people who have contributed to my running experiences and add cheer to my miles.

The Gold Bar Run, covered the well known 10K Golden Gate Park Course. Members of the "Pride in the Blue, The 142" Recruit Class, were there and crossed the finish line with good times. Terry Hutchison, 43 minutes; William Garcia and Darby Reid in 45; Victor Block and Dave Martinovich in 46; Allen Reilly 47; Kelvin Silas and Duke Alegre in 55. S.F.P.D. captured the honor of 1st Woman finisher. Jan Matthews of the 142nd covered the 10k course in 39:50. Congratulations Jan, keep up your excellent efforts.

The Clean Air, 9K Run from Pier 39 and back was enjoyed by Morgan Peterson and Henry Williams, Juvenile, and Vince Catanzaro, Co. H. Big crowds and lots of prizes.

The very popular May Day Run in Golden Gate, found Dennis Gustafson, Community Services, wearing two hats, one as a Race Director, the other as a race walker entrant. Also on the 10k Course was Joel Harms, Co. K Solos. Bill Walsh, P&R, and several other department members participated in the Devil Mountain Run, a very big turn out for this East Bay event through the streets of Danville.

The practice Bay to Breakers on the 3rd of May was no problem for Vince Catanzaro, again, and Jim O'Shea, Co. K Solos. Both smoked past many of the firemen entered for their inter-company competition.

The Avenue of the Giants is considered one of the top ten Marathons in the United States. The beauty of the course and the enthusiasm that people bring to this race, makes the event extremely popular. This year's event was a first for a member of the department, Herman Clark, Homicide. He earned his title of Marathoner, running the length of the course among the Redwoods with the support of the old Master Marathoner, Jeff Brosch. Clark turned in a 4:10. He said he's looking forward to his second 26 miler real soon. Good Race, Herm.

SPORTS**ROUND I****SFPD Demolition Derby Season**

Sunday, April 26 was the 4th Annual California Police & Firefighters Destruction Derby at the Santa Clara County Fairgrounds. The SFPD Derby team of Bill Mott, Gary Wise, Ed Pryal and Ken Manley entered 3 cars in this first of five scheduled derbies to be held in Northern California between April and September. This derby, possibly the fastest of all, was ably sponsored and conducted by Mr. "Rocky" Pearson, formerly of the CHP, and brought 58 officers and firefighters from throughout California to compete, even an entrant from Caldwell, Idaho.

The weather was fair and windy, the track fast, and the competition determined. In the first preliminary heat, Wise and Mott won 1st and 3rd places, qualifying them for the finals. In preliminary heat #2, Pryal did

not place in the top 3 so had to compete in the consolation heat in order to get a spot in the finals. Pryal did well in the consolation heat, so was able to run in the finals.

A total of 23 vehicles competed in the final event. Dented but not deterred, vehicles #1, #2 and #3 (Wise, Pryal, Mott), after 15 minutes of crushing confrontation ended this way: Gary "Longshot" Wise was eliminated only after numerous bone rattling hits from vehicle #41 Larry Miles of the San Jose CHP; Bill "Mad Dog" Mott was going strong giving better than getting when suddenly the electrical malfunctioned; Pryal was able to keep going until he was one of the last 3 moving when a ruptured transmission line prevented any further competition. FINAL TALLY: SFPD team wins 3

trophies: Wise — 1st place Heat #1, Mott — 3rd Place Heat #1, Pryal — 3rd Place Final Heat.

The SFPD Team went home with more awards than any other Department. A good start for 1981. Next event will be in Roseville on July 4th. We all remember Roseville from last year. We will return with just one car. Only two members will be able to drive. (to be decided by blind draw) and at no event since our formation are all so eager to drive.

For further information about the team's activities, plan to go to the Annual Family Day at the range on May 17. We will have two of our cars from San Jose (what remains of them) along with numerous photos, trophies and equipment on display.



Bill Mott (inset), Gary Wise, Ed Pryal and Ken Manley are the SFPOA Destruction Derby Team. #1 is Gary's car.



The Trophies of Victories



Vehicle #2 (Pryal's) BEFORE the competition.



Vehicle #2, AFTER!



Right to left: #1 Wise, #2 Pryal and #3 Mott, ready to go in the Final Heat at San Jose.



Smoke, rubber, dirt, mud and collisions.

SPORTS

There's more than meets the eye when you see the cars used in the Destruction Derbys. Here are the specs as dictated by the Roseville POA "Fender Bender" for Saturday, July 4, 1981:

VEHICLE SPECIFICATIONS

1. Open to any U.S. hard top stock car, including station wagons. Exceptions are: trucks, convertibles, vans, four-wheel drive vehicles (Jeep type) or commercial vehicles.
2. All cars must be completely stock with the following changes:
 3. All glass, including head and tail lights, and chrome trim must be removed prior to arrival at the track.
 4. Back seat may be removed. Bucket seats will be allowed.
 5. Safety belts are required.
 6. Doors must be welded or chained shut. Hood should be left open, but chained shut during the heats. Trunk may be welded or chained if desired.
 7. Battery may be moved inside driver's compartment, but in all cases must be bolted or chained down securely and covered with protective covering to prevent spillage such as; innertube or approved marine battery cover. Only one battery per car during each heat.
 8. Radiators must remain stock and functioning. No reinforcing. Auxiliary cooling systems are not allowed.
 9. Fans may be removed.
 10. Exhaust systems must be operational from engine to/and including muffler.
 11. Gas tanks must be moved inside the car to a spot not dangerous to the driver and must be securely attached. Hand throttle optional. Stock gas tanks must be punctured or removed.
 12. No more than three (3) gallons of gas will be allowed for each event.
 13. Pressure systems and fuel injections are not allowed.
 14. Holes may be cut in the fire wall and in hood over carburetor. Fenders may be cut away from wheels. NO other metal may be cut away.
 15. No locked rear ends.
 16. Spare tires must be removed.
 17. Driver's door may be reinforced. Cement may be used in door. Roll cage may only protect driver's side and must be attached so that it does not add any structural reinforcement to the passenger's side. No crossbars are permitted.
 18. Cars may not be raised or lowered. Bumper heights, front and rear, will be no higher than 20" measured from ground to bottom of the bumper.
 19. Standard tires, or mud and snow tires only.
 20. Except as listed above, no other structural changes will be permitted. No special bumpers, trailer hitches, water containers, reinforcement of suspension system, reinforcement of running gears, or reinforcement of vehicle body or frame will be permitted. No weight may be added or taken away. Interior trim may be removed if desired.
 21. Numbers must be painted on the roof and sides of the car at least 24" in height.
 22. Number assignment and entry will be verified by mail.
 23. It would be desirable for your competitive vehicles to be painted similar to the units used by your department.

DRIVER SAFETY

1. Regulation racing crash helmets must be worn during the entire time of each event.
2. Seat belts must remain buckled during the entire time of each event.
3. Driver is to remain in his vehicle during the entire time of each event. DO NOT leave cockpit of stalled vehicle until each heat is finished or stopped by officials.

AWARDS

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2. Trophies for heat races
3. Cash in final heat

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SAN FRANCISCO POLICEMAN - Page 31 May 1981

Golf Club News

On Monday, April 20, 1981 ninety-six players journeyed to Napa to play the Muni Course located in John F. Kennedy Park.

This is the course I scheduled to punish our members for not paying their tournament fees prior to the tournament date. The average score was well into the hundreds. We only had three players break eighty, and a total of twelve under ninety. There

were seven players one-hundred and twenty or more. None said the course was easy.

I don't want to mention names but two guys came into the pro-shop to buy some balls muttering that between them they had lost over twenty golf balls.

The weather was great and considering the weather conditions for the first three monthly tournaments this year, I was

very happy. A person can handle only so much criticism.

The low gross winner was Darol Smith who had a fine seventy-four. George Effisimo was next at seventy-five with Tom O'Connor the only other player in the seventies, with a seventy-nine.

George Effisimo was the low net winner with a net score of seventy.

The flight winners were:

first, Tom O'Connor, Jerry Cassidy, Dennis Martel, Even Lammers and Ed Garcia; second, Bill Mills, Ken Davis, Paul McGoran, Dennis McClellan and Don Scott; third, Bob Wood, Mike Brady, Jim Petrie, Tom O'Hara and Emmet Cooney; fourth, Ed Pecinovsky, Bill Cunnane, Lee Clark, Dick McKevitt and Ray Seyden.

The hole-in-one winners were Ray Symington at the seventh hole with a shot 8'4" from the hole and at sixteen where Even Lammers put one 2'7" away.

The guest flight was won by Bob Lall followed by Tim Smith, Harry Puscucci, Dick Donohue, Bill Lee and Art Kiesel.

As of this time we have one-hundred twenty-six members in the San Francisco Police Golf Club. The club is open to all active and retired members of the San Francisco Police Department. Anyone interested call be as below or contact Lt. (soon to be Capt.) Vic Macia for further information.

POLICE OLYMPICS

There isn't much time left so I'll expect immediate response. Anyone interested in competing in this year's Police Olympics (Golf), contact me right away.

There are three divisions: Open 21-33; Senior 34-43; and Master 44 and over. We can take three two man teams or a total of eighteen players. If we have more than that we will have to have qualifying. That is the reason for the immediate response.

This year, as most everyone knows, Sacramento will be the host city and because of the close proximity, interest should be good.

Jerry Cassidy, Co. K Solo's, Room 150 Hall of Justice (553-1245) or 237 San Marin Drive, Novato 94947 (897-0226).

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MILITARY SERVICE continued**COURT'S HOLDING**

The federal district court held that the United States Code, Title 10 authorizes credit in both pension plans (County Employee Retirement plan and naval retirement plan) for the three (3) years of active service. Under the supremacy clause of the United States Constitution

the federal statute must prevail otherwise congressional policy of encouraging and rewarding military reserve service would be frustrated.

The U.S. court of appeals noted that California in enacting the County Employee Retirement Law could have chosen not to afford credit for any prior public service. However, having chosen to afford such credit, it cannot do so in a manner which conflicts with federal law, namely Title 10 U.S.C.

SAN FRANCISCO CHARTER

The City's Charter at Section 8.559-10(4) provides that in computing service for retirement calculation purposes it includes time during which a police officer serves in the armed forces during a war or national emergency, or in time of peace, the time served, if the police officer is drafted or volunteers for the draft.

Charter Section 8.521 further provides that a police officer, who served in armed forces during a time of war or declared emergency, can receive retirement credit for any periods, which he served in the armed forces, after he reached certification to a permanent City position.

APPLICATION

Sydney Cantwell received credit for the three (3) years of prior military service because the County Employees Retirement Law (which governed his pension) specifically provided for such credit.

The City Charter retirement law (which governs S.F. police officers) does not provide for credit for prior military service.

The U.S. appellate court stated that public employers such as the City and County are not required to provide retirement credit for prior military service. The court did state that once the public employer, by statute, provides for credit for prior military service, it may not take it away merely because the prior military service is also used to calculate a military pension.

Congratulations to Mr. Cantwell! Until the charter specifically provides for retirement credit for prior military service (which it presently does not), Mr. Cantwell's five year legal battle will not be applicable to San Francisco city employees.

SENIOR SERGEANTS**(... non-permanent appointments)**

by Duane Collins
Director, Tactical Division

Recently the department has sent out a questionnaire to every minority and female Sergeant. This questionnaire asked if these Sergeants would be willing to take a non-civil service appointment as a Lieutenant.

Prior to the consent decree non-civil service appointments were made by seniority in the next lower rank. I don't see the department sending these questionnaires to the most experienced group of sergeants we have, I guess experience doesn't count

for much.

The next promotional exams will be WRITTEN, O R A L a n d J O B RELATED. It would give one a slight edge to go before the ORAL BOARD and tell them you have been working as a Lieutenant for the last year. Remember these Sergeants cannot use any seniority points on the upcoming Lieutenants exam. Now these men are being told their ten years experience as a Sergeant isn't worth anything either.

The 141st Recruit Class

by Lori Kamler

It started the first day, the eighth of December,
All forty of us became a new member.
We stood in front of Chief Murphy, feeling proud and standing tall,
Then Sergeant Fife gave a speech you could have heard in the hall.

We'll never forget our first day of P.T.,
When it was over, we sang out with glee.
There were fun times we'll never forget,
Like out at the range where we got soaking wet.

We must say thanks to Mollo, Hampton and Beijen,
Who taught us all how to keep from dyin'.
Sergeant Fife, Officers Currie, McKulsky and White,
Who pushed us to help us "Hand in there and fight".

We were taught criminal law, how to shoot, and to drive,
These were taught so we'll know how to survive.
To Officer Kirk for his inspirational motto, "Strength, courage, intelligence".
When you stop to think about it, it does make a lot of sense.

To the many instructors, too numerous to name,
With their wisdom and teaching, our lives will never be the same.
It was hell sometimes, being in this place,
But now that it's over, I'll always wear a smile on my face.

For some of us, it was an experience being here,
And when we graduate some of us may even shed a tear.
It won't be so bad when we let out a cheer,
For come this December, it will be the end of our first year.

In closing I'm proud to say our class became one,
So look out Northern, here we come.
And when they ask us, "Who are we",
We'll answer, hey we're 141 of the S.F.P.D.

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