

the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

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VOL. 12

SAN FRANCISCO, AUGUST 1981

NO. 8

CIVILIANIZATION OF INTERNAL AFFAIRS REJECTED

Thousands Rally To Support Police

by Bob Barry, President
& Paul Chignell, Vice President

In what must be summed up as one of the most hotly contested political battles that we have been confronted with in many years, Supervisor Harry Britt's political struggle to civilianize the Internal Affairs Bureau was soundly rejected by the Mayor's five member Civilian Police Commission.

Britt's proposal, supported by the ACLU and a small cadre of Criminal Defense Attorneys called for the elimination of all police Internal Affairs Investigators and instituting a procedure whereby Civilian Hearing Officers (most assuredly defense attorneys) would hear all Internal Affairs complaints, except those of a "minor nature". The hearing officers would then listen to both sides of the issue and make a determination as to whether the police officer(s) involved acted appropriately or inappropriately. Once such a determination was made, the hearing officer would then refer the case to the chief or the Police Commission for disposition. Such a procedure would merely duplicate the existing procedures. The Bar Association and the ACLU advocates estimate that several hundred such hearings would be held on an annual basis at the cost of two hundred dollars per hearing; truly a "full employment contract" for selected members of the Defense Bar.

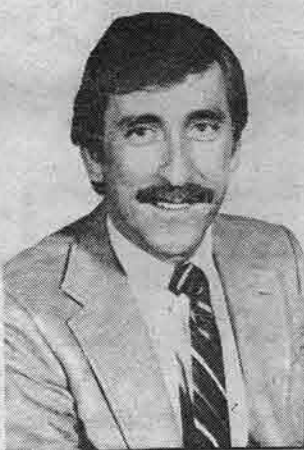
The controversy surrounding the Internal Affairs proposal began back in May when Catherine Barron, a CETA employee in the Mayor's Citizens Assistance Center authored a report to the Mayor citing several alleged instances of police brutality that were brought to her attention while working at the Assistance Center. Some of the complaints that she received and "sat on" where as old as eighteen months. Barron then drew her own conclusions without any supporting facts, documentation or evidence that, in fact, each of the cited complaints had been substantiated. Barron then leaked the report to Supervisor Harry Britt prior to submitting it to the Mayor. Under the CETA cutbacks, Barron's job was slated for elimination so she apparently decided to go out in style.

In addition to the brutality charge, she also alleged the Internal Affairs Bureau had "white washed" the subsequent investigations in order to protect the officers involved. It was later determined, as expected, through an independent "civilian" review of all the complaints, that the Barron report was replete with false and misleading statements.

Britt then seized the political opportunity to make the Barron report a media extravaganza, while at the same time chastising the police and billing himself as the "great savior" of the far left.

Once the press began to focus on the issue, Britt utilized the "Crime and Violence" Committee of the Board of Supervisors as his forum to "review" the procedures of the Internal Affairs Bureau. A review it was not. In fact, Britt never made any attempt to delve into the procedures of the Bureau, but instead he compiled a carefully selected list of malcontents, criminal defense attorneys, "street people" and a host of community ac-

tivists that have long espoused their anti-police feelings to state publicly what "good citizens" they were and how they fell prey to "excessive force" administered by the police. Britt then paraded this wonderful group before the Committee, (not allowing the general public to comment at the first meeting), in an attempt to convince the world that the San Francisco Police Department was engaged in a rampage of violence. Fortunately, there isn't another major city in the country that can match the San Francisco Police Department's record of "broad based community support". And although Britt truly knows that, his demagoguery unfortunately overshadowed any sense of reality concerning this fact.



President
Bob Barry



Vice President
Paul Chignell

When the initial charges first surfaced, both Mayor Feinstein and Chief Murphy stood firm in their positions that an "influx of civilian investigators" was not needed and that they had full confidence in the Internal Affairs Bureau. However, when the evaluation of the Barron report was completed and some "procedural deficiencies" within the Bureau were discovered, it appeared that both the Mayor and the Chief were about to concede that, among other reforms being considered, the likelihood of adding several civilian investigators to the Bureau was also being contemplated. At that juncture, we then commenced our meetings with numerous community leaders, the Chief and the Mayor and expressed our most vehement opposition to what we considered to be a "concession" to end a political confrontation emanating from a small disgruntled group of individuals that would oppose police procedures under the best of circumstances.

Stressing our concerns that the existing procedures were adequate, that complaints were being investigated properly and that police officers were being disciplined when appropriate, we vowed to bring this issue to the "whole city" in the form of a direct mail campaign to prove our point that the majority of our citizens supported our department and not the Britt proposal. We did just that. Ninety-thousand letters were distributed to households covering over half the precincts in San Francisco requesting the voters support to oppose the Britt proposal. The response was phenomenal. Nearly 10,000 pre-paid postcards were returned to the POA calling on the mayor and her Police Commission to reject this ill-conceived proposal.

In addition, our citizens flooded the mayor's office with calls urging this rejection which were received very well by the mayor's staff. On the other hand, Britt's of-

Continued Page 3

Conditional COLA Raise Defeated

Board votes 12 to 3

by Gale W. Wright, Co. K Rep

At the regular Board meeting of August 18, 1981, the Board reversed their position of just eleven days earlier, and voted overwhelmingly to reject the sick leave condition attached to the Cost of Living Adjustment (COLA) raise which police officers are entitled to for the first time in five years.

Al Casciato and Dave Herman have written articles on the proposals made to the POA via the Employee Relations Unit of the Board of Supervisors. Their stories appear on page 6 in this edition. Be sure to read them to get the full story.

In reflection, it is most pleasing that:

1. There was still time for the Board to re-evaluate their previous vote to have a general membership election on the COLA raise.
2. More than half of the Board of Directors had been discussing the insane restrictive Sick Certificate conditions attached to the COLA raise with their members, and were taking a lot of heat.
3. Most of all, the arguments FOR the COLA proposal could be overcome without stretching logic and the truth.
4. The realization that the COLA raise was NOT just a money issue.
5. If the COLA raise "with sick leave restrictions" tied to it passed, we the Board of Directors, would be responsible for removing a benefit we have had since 1969. That benefit is that a sick slip is not required until the beginning of the 4th day.

Incidentally, Supervisor Lee Dolson dropped in at the meeting for a few minutes to address the Board on collective bargaining. When he appeared to be ready to leave, I asked him if the full Board of Supervisors had knowledge of the COLA raise with the sick leave restrictions. He answered, "Yes, they all have full knowledge."

Also, read the Board minutes of the meeting to learn how the vote went. Whew! Page 11

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WIDOWS & ORPHANS

The meeting was called to order by Vice President William Parenti at 2:10 p.m., Wednesday July 15, 1981, in the Traffic Bureau Assembly Room, Hall of Justice. President J. Sturken, Trustee F. Jordan excused. All other officers and trustees present as well as two past presidents, R. Kurpinsky and A. Quaglia.

Treasurer Barney Becker had good news, no deaths since the June meeting. He also reported that letters had been sent to 27 members advising them that they would be suspended for non-payment of dues. Asked that this list be held up so that some twenty year members could be contacted personally. Approved by President.

The Secretary reported the following donations: William Hayward: In memory of Robert H. Crowley; Craig R. Wetherell: Handed donation to Officers J. Buckley and Jay Propst, Taraval Station.

The regular bills were presented by Treasurer and after motion and second, were approved. Report of Trustees: Tr. Hurley reported that he and the Secretary had visited the Academy and had signed by 29 of 37 members of the 145th Recruit Class.

In the absence of Sr. Trustee F. Jordan, Miss Minuth, Hibernia Bank, reported that our investment program stood a \$3 1/2 million dollars. Recommendation to purchase Hewlett Packard stock was unanimously approved by the Trustees. Miss Minuth also requested that the Trustees meet with the bank sometime in August. Trustees set Friday August 14, 1981 at 6:00 p.m. at the Trust Department of the Hibernia Bank as the meeting date.

Under Good of the Association — Secretary suggested that membership cards be printed which could be sent out with new copy of the Constitution and By-Laws. Prices to be obtained and to be taken up at the next meeting. Bro. Hurley explained to the membership that new persons from the Academy could not be accepted as members until officially sworn in as police officers, which occurred at graduation.

V. Pres. W. Parenti set the next regular meeting Wednesday August 19, 1981 at 2:00 p.m. in the Traffic Bureau Assembly Room, Hall of Justice.

There being no further business to come before the membership, the meeting was adjourned at 2:55 p.m.

Fraternally,
Bob McKee, Secretary

CAMELOT REVISITED


"ASK EVERY MAN IF HE HAS HEARD THE STORY — THAT ONCE THERE WAS A FLEETING WHISP OF GLORY —"

BUT, WHERE OH WHERE HAVE THE KNIGHTS GONE NOW THAT ARTHUR IS DEAD AND THE NATION'S HEART IS BROKEN AND TORN.

WHERE ARE THE MAIDENS CHASTE AND FAIR NOW THAT GWYNEVERE HAS BROKEN THE 'GOLDEN CODE' WITH THISTLES AND LEAVES OF SHAME STILL ENTWINED IN HER AUBURN HAIR.


FORGIVE I PRAY IF I HAVE TROUBLED THE PAGES OF A BYGONE AGE OR DISTURBED THE DUST OF AGES — BUT THIS DUST IS HOLY.

Thomas Warren Powers



DOLPHIN

LOYD YEARGAIN,
Retired SFPD



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BY SEPTEMBER 1st

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MIDST SAND AND SUN THE CHILDREN TOSS
AND SWAY, HIGH IN THE SWING IN THE SUM-
MER BREEZE — IN THE COOL WARMTH OF A
TIRED SETTING SUN IN LAZY WOODLAKE
PARK.

THERE IS NO SADNESS TO MAR THE DAY OR
'SORROWED THOUGHT' TO TURN AWAY NOR
THE FEVERED SWEAT OF PASSION SPENT TO
DULL THEIR APPETITE FOR PLAY.

ONLY THE WARM BREATH OF A TIRED SUN TO
CARESS THEIR LIMBS TILL THE DAY IS DONE,
AS THEY CELEBRATE THE 'SACRAMENT OF
PLAY'—THESE LITTLE PRIESTS OF WOODLAKE
PARK.

Thomas Warren Powers

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POLICE POST #456 NEWS


Thoughts while relaxing. Someone once said that there are two types of people that want to be paid whether they are right or wrong. One is a doctor and the other is a weather man. They should have included the legal profession. The day that the may says "That's O.K., pay me next time" is long gone. Everyone has to eat so I guess everyone should be paid for their services.

Putting that in the context of police work, when he goes on a call the policeman in most cases is going to have to determine that someone is at fault. It's not like a fireman who does a specific job, often at high risk to himself, where as a police who often is at high risk is going to make one enemy out of the deal. You can't win for losing. I guess the day that a policeman will please everyone will be the day when he is no longer needed. Looking at the situation in the world today, I would have to think that this will never come to pass. C'est la vie. Please pardon my philosophizing.

See Al and Erl for your financial problems and remember: **Insanity is hereditary. You get it from your children.**

Keep smiling and stay safe and well.

See you next issue,
Your Scribe, John A Russell



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

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

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POLICE COMMISSION REJECTS BRITT PROPOSAL



Commissioner David Sanchez

"My concern is that we should be providing our citizens with the highest quality law enforcement possible . . . I believe we are doing that now."



Commissioner Burl Toler

"We are a sensitive police department . . . I support the chief and the recommendations."



Commissioner Al Nelder

"I don't believe that outsiders with 10 minutes experience should be dictating departmental policy. I fully support the recommendations."

KRON Editorial

by Dave McClean, Editorial Director

Like clockwork, comes the annual cry for a citizen's review board for the San Francisco Police Department. This year, the cry is led by Supervisor Harry Britt, who has complained that the police do not do a very good job of investigating citizen complaints.

However, Mayor Feinstein has faith in the Police Internal Affairs Unit and the Police Commission as a review board. We agree with the mayor. Supervisor Britt's citizens review board could cost up to a million dollars a year in salaries and staffing and such a board tends to politicize the whole process.

Also, there are state codes against civilians having access to confidential criminal records. We think San Francisco Chief Murphy is both fair and tough. The Internal Affairs Unit reflects that fairness and toughness — just ask a cop.

The city doesn't need an additional police review board.

★

Dave McClean, Editorial Director
KRON Television

Dear Mr. McClean:

The San Francisco Police Officers' Association wishes to express our gratitude for your excellent editorial on June 23, 1981, opposing the civilian review board led by Supervisor Harry Britt.

We agree completely with your comments.

Very truly yours,
Paul C. Chignell
Vice President

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CIVILIAN REVIEW

by Bill Kelly, Mission Station

Over the past several weeks, many public and private individuals have expressed great concern as to the effectiveness of the Internal Affairs Bureau. There have been accusations of cover-ups; and, of the Department countenancing "police brutality". Recommendations have come from many quarters that IAB be in some way "civilianized". These suggestions have ranged from the addition of some civilians to assist police investigators to the replacement of IAB with a Civilian Review Board. Among the strongest proponents of the latter have been Supervisor Harry Britt, the American Civil Liberties Union and the San Francisco Bar Association. It is appalling that an elected official of our City could demonstrate such total ignorance of the structure of a governmental agency. I am, also, shocked that members of the legal profession could support such a proposal, when it directly contradicts the practices of attorneys.

No one denies that a police department, or any law enforcement agency, for that matter, must be responsive to the needs and standards of the community or communities which it is sworn to serve and protect. The Charter of the City and County of San Francisco is designed to insure that this idea remains on-going fact, in our City. Why, otherwise, would the Charter mandate that the police department be administrated by a board of five citizens; and provide those five citizens with the authority to oversee the operation of this department. The fact is that we are already accountable to a Civilian Board known as the Police Commission. Supervisor Britt should be aware of this, but apparently lacks, or has ignored, it.

Lawyers are frequently the subject of accusations of misconduct or malfeasance. When a client wishes to have such claims investigated, that client goes to the Bar Association, which is an organization comprised totally of lawyers. The accusations are investigated by members of the Bar, all of whom are lawyers. Discipline is meted out by the Supreme Court, which is a group of lawyers. It would appear that lawyers want people to believe that only lawyers are capable of evaluating the performance of lawyers; but, that anyone is able to evaluate the actions of police officers. I would suggest that such a position is nonsensical, at least, when examined in light of reality. Lawyers can spend hours, days, weeks, months or even years reviewing cases and deciding what action to take. Police officers have to deal with those same "cases" in a matter of seconds.

As to police brutality, our critics might take the time to review the published accounts of acts which cause members of this department to be decorated by. All too often officers are injured while wrestling with armed suspects, when the use of deadly force would have clearly been justified.

Civilian Review

continued from Page 1

fice treated the same callers with disrespect and contempt and took every opportunity to convince the callers that the police were "pulling people out of their vehicles and beating them". Such responses to the citizens that Britt is supposed to be representing were not taken kindly and those citizens expressed their outrage. Britt's telephone lines then went on "permanent hold". The voters would be wise to remember this arrogance in his subsequent bid for re-election.

The Police Commission also took public testimony for a three week period. Many of the same speakers that appeared at the Board appeared at the Commission. However, there were many more community leaders and citizens in support of the police at the Commission meetings. The Chamber of Commerce, Polk Street Merchants Association, Black, Asian, Hispanic and gay community leaders from throughout San Francisco rallied behind our department en masse. On August 5th, the Police Commission, by a vote of 3-2 (Sanchez, Tolar, Nelder), rendered its decision to reject the Britt/Bar Association proposal and adopted most of the recommendations of the Chief's Task Force. One civilian aide however, was added to the Commission staff without having any duties defined. The funding for this position must still be approved by the mayor.

The struggle in 1981 over proposed civilianization of the Internal Affairs Bureau is nothing new to the POA leadership.

1976, 1977 and 1978 were years when we fought and successfully defeated the same proposal at the Board of Supervisors. In those years the White Panther Party and activist members of the Bar Association were the key proponents, today the criminal defense wing of the Bar is joined by Supervisor Harry Britt and "street people" in criticizing the best police department in the United States.

The single-minded purpose and political clout of the POA has been demonstrated again. It seems so often in our roller-coaster political world of San Francisco that the police are made the scapegoat for the ills of the City and we must spend so much energy and resources to mobilize the total community of the City against the Britt-criminal defense group.

When so many citizens are victims of crimes, Supervisor Britt has the audacity to judge alleged police misconduct under the auspices of the Crime and Violence Committee.

Although our opposition to this proposal was certainly key to its eventual demise, we could not have accomplished this without the support of the community leaders, groups and the thousands of citizens that stood up to be counted when the chips were down. We, and the members of the San Francisco Police Officers' Association thank you for that support. We will continue to provide you with the highest quality law enforcement that you justly deserve.

CONTEST?

AROUND THE DEPARTMENT

by Al Casciato

... Lil Heros Tim (9) and Jeff (11) Portue, sons of Sgt. Ray Portue, recently observed their 2½ year old neighbor Adam fall into his family's swimming pool. Tim and Jeff wasted no time jumping the fence and into the pool to drag a frightened Lil Adam to safety. Good work guys and thanks for averting a tragedy...

... Recently Herb Caen, that Chronicle guy, accused the 143rd Recruit Class of the S.F.P.D. of being "gay-baiters" because they pulled a college-type graduation prank on the 144th Recruit Class. The prank had nothing to do with any gay issue. But then, what else can you expect from H.C. since an aide really writes his column. Oh!, if you want to see the real H.C., 143rd Class, go to Bardelli's Restaurant on O'Farrell at lunch time but is a rebuttal really worth buying him a free lunch?...

... Someone cut out the following from a newspaper column and asked that it be reprinted here for the benefit of all those professional nay-sayers in our department:

SEVEN STEPS TO STAGNATION

1. We've never done it that way.
2. We're not ready for that, yet.
3. We're doing all right without it.
4. We tried it once, and it didn't work out.
5. It costs too much.
6. That's not our responsibility.
7. It won't work.

... Congratulations Mark and Marilyn Porto, Co. F who were blessed with the birth of a strong and healthy little lady this past month. The new arrival has been christened Allison Patricia with vital statistics of 8 lbs. 7 oz., 20 inches. Dad points out that she has a little double chin and therefore definitely a Mollo candidate.

... Collective Bargaining was withdrawn from the ballot this past month because the police and fire unions could not agree on the ballot proposition. Was it that the unions couldn't agree? Or, was it that a few individuals didn't agree? Irregardless, the general membership is always the one that suffers...

... Civilian Review? The question is still being debated in many quarters. P.O.A. Vice President Chignell has been doing an excellent job of debating Supervisor Britt on radio and television. Meanwhile Supervisor John Molinari, who has received thousands of dollars for campaigns from the P.O.A., is busily pushing greater civilian review at the Board of Supes meetings.

... Oh, by the way if you didn't notice, Oakland wasn't considered in the salary survey this year because their alleged population fell below 350,000. Did anyone fight the figures? Who knows! But if Oakland had been in the survey the city wouldn't be harrassing us with the cost of living adjustment...

... If you're going to attend the P.O.A. Picnic September 5th, don't be surprised is you see Bob Geary (Co. A) and Laura Carroll (Mounted) dressed as Tarzan and Jane. Actually, it's their way of entertaining the kiddies...

... Imagine how safe San Francisco would be if the patrol force received the most incentives and pay and officers wanted to go there rather than get out A.S.A.P. Can you think of one administrator in the police department that supports that theory? Or, how about a police union administrator? I was about to ask "How about citizens?", but those poor devils don't know the truth about what is really going on inside the departments that are suppose to protect them. If they did, they'd revolt...

WIVES WIVES WIVES

The next meeting of the San Francisco Police Officers' Wives Auxiliary will be on Tuesday, September 8 at a special time of 6:30 p.m. The meeting will be held on the 5th floor at the Police Commission Hearing Room.

This is a special time because of our certified mace training course. All wives, family and friends are invited. This certified training will be \$25 and the mace will be provided that evening. Please call Pat Barsetti by September 4th for your reservation at 566-5985.

Also, at this meeting, we will be discussing our Post New Years Eve Dance (so many of our husbands work that night). Any comments or suggestions will be welcomed.

The POA 1st Annual Crow Canyon Picnic last year was an overwhelming success and great fun. We will all be there again this year in our T-shirts helping out in the beer booth and collecting tickets at the gate. Hope to see you all there.

THANKS

On March 31, 1981, we were involved in a shootout with a suspect. We would like to thank the following people:

Suzanne Levine and Frank Faraguna for their great job in Communications; Sgt. Tony Novello, Officer Tom Del Torre and Sgt. Peter Godbois for their rapid response and control at the scene; Judy Pursell for an excellent report; the Ambulance Crew and M.E.H. staff for renowned treatment; Chief Murphy, Dept. Chief Eimil, Sgt. Corrales and Dr. Davis Sanchez for being at the operating room; Sgt. Jim Hughes for his crowd control; Officers Dan Boyd and Jeff Brogan for standing guard over our room; the staff of the St. Francis Hospital for their treatment; all the officers of the Narcotics and Vice Crimes Division and all the officers and visitors for their concern and kindness; to Frank Falzon, Marvin Dean and Carl Klotz for their skilled interviews and thorough investigation; Peter Kling for his excellent prosecution; to Gloria Boyd and Mrs. Gervasi and our families for bearing up under all the pressure; and to all those not mentioned by name, or oversight — again thanks.

Officers
Michael Boyd
Jim Gervasi

POA PICNIC
CROW CANYON
SEPT. 5TH

An appeal from the Police Officers' Association was sent to me last week. It is ironic in the timing as only a few days earlier there was a news item on the radio which, when reflected upon with the appeal for support for the police department and the officers' association, makes me wonder why I should even bother.

The news item was an interview with a traffic officer who had written the most number of tickets within a given period of time. The interviewer noted at the end of the interview that citizens who might have a possible violation in the upcoming weekend need not be concerned about this particular officer as his award for winning the "contest" was a trip to the mountains.

Has the Police Officers' Association protested this type of "contest" and discouraged its use? Why was a "contest" held to begin with? Is morale so bad the department must use a form of sanctified bribery to have its officers perform their duty? This type of "contest" makes a mockery of the laws officers are sworn to uphold and turns protection for the public good into protection for private gain. This implies a breakdown in our government structure and decay in our protective forces.

If there are difficulties stimulating officers to work effectively and uphold the law, there should be an investigation as to the real cause of the low morale. A contest to stimulate someone to work harder does not provide the solution to having officers work harder; it only serves to aggravate employees who have been working well and hard all along; temporarily increase a work load which will cease at the end of the time period and does not resolve actual issues at hand.

To be a police officer is, at best, a difficult job subject to abuse and malignment. The Police Officers' Association should work and support officers internally to keep the Department professional as it tries to claim.

Best regards,
M. R. Nalbach
Citizen, San Francisco

ANNOUNCING
A TESTIMONY

PROMOTED

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Lloyd Crosbie

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SUPERVISOR JOHN L. MOLINARI

by Paul Chignell, Vice President

Supervisor John L. Molinari is the current president of the San Francisco Board of Supervisors and has served as an elected member of the Board since 1971.

Molinari was highly successful and popular under the district election system as well as the "at-large" system of choosing our legislative leaders. Prior to running for the board, he was a Civil Service Commissioner under Mayor Joseph Alioto.

Molinari has achieved nothing short of a miracle in holding a volatile Board of Supervisors together as its president, in light of the diverse personalities that grace the supervisors' chambers.

Supervisor Molinari is generally considered a liberal, but remains one of the few elected officials who is a registered Republican (Others include Supervisor Lee Dolson and Senator Milton Marks.)

Despite major disagreements between the POA and the Supervisor after the police strike of 1975, Molinari has been quite supportive of our interest in the last four years.



Supervisor John Molinari

He voted against a racial quota lawsuit in 1979 which resulted in a 6-5 split and led to a more palatable settlement that we are now operating under. He voted twice to place before the voters binding arbitration despite some of his political allies being opposed to the measure, Dianne Feinstein and Louise Renne.

The supervisor was outspoken against certain policies of Chief Charles Gain and is currently spearheading the drive for free transit for officers residing in Marin and Sonoma. But most importantly, Molinari has an open door to the POA and is willing to discuss any issue with an open mind.

The relationship between the POA and the second most powerful politician in San Francisco has improved dramatically over the last few years and to the benefit of our membership.

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POA REP

COLLINS

OF TACTICAL

GETS

RESULTS



by Paul Chignell

The success of a good representative of the POA Board of Directors can be measured in a number of ways, none the least of which is in a problem that seems difficult to solve in a traditional manner.

The ability to communicate with the administration in a constructive fasion is paramount in solving the problems of the station, unit or detail.

The members of the Tactical Unit are proud to have the services of Duane Collins who is forceful with the administration when it is necessary but also can construct a solution that will benefit the administration and the members of the POA.

Recently, Duane encountered a proposal that was to be implemented immediately which would have removed a number of members from the daywatch to the nightwatch due to a pattern of criminality in the Western Addition that was changing. Obviously, changes in a watch without any notice can disrupt family life, school and other areas of an officer's life. Normally, watch changes result at predetermined times during the year so that an officer can plan his schedule.

Duane heard of the immediate proposal, met with Commander Raymond Canepa and persuaded him to keep the officers on their current watch but make EWW available to those choosing to work a few hours overtime in the evening.

The problem was resolved and the Captain of Tactical, Robert Seghy complemented Collins for his actions. Below is the memo from the Captain; job well done, Duane!

"My order of August 6, 1981 assigning an additional squad to the night watch is hereby cancelled. We have been authorized to use five men daily on EWW from 1800-2200 hours to give additional patrol in Area B. Your cooperation in filling this EWW time will be appreciated.

Special thanks is due to Duane Collins who met with Commander Canepa and negotiated the EWW expenditure in lieu of a nighttime assignment. It was a good compromise and his effort is very much appreciated."

Captain Robert C. Seghy

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1981-82 Salary Survey

by Bob Barry

Section 8.405 of the Charter mandates that Civil Service survey rates of compensation paid police officers and firefighters in all cities of 350,000 population or over in the State of California, based on the latest decennial census.

The survey has been completed utilizing the 1980 census figures recently released by the U.S. Department of Commerce, Bureau of the Census. The City of Oakland has fallen below 350,000 population (339,288) and will not be utilized in our survey.

Accordingly, the following salary survey information will be presented to the Civil Service Commission on Wednesday, July 29, 1981 with a recommendation from Civil Service staff to approve said rates of pay. The survey will then be sent to the Board of Supervisors to be approved by August 25, 1981.

Long Beach	\$2,084
Los Angeles P-2	\$2,382
Los Angeles P-3	\$2,514
San Diego	\$1,905
San Jose	\$2,271
Average (Based on	
4th yr. Patrolman)	\$2,231
Increase	\$ 261
Percentage	13.24%

Additional monthly compensation for Solo Motorcycle Officers — \$137.00

Consent Decree Amendments

Please be advised that all Consent Decree parties met with the Auditor/Monitor on Tuesday, July 28th for the purpose of discussing a proposed amendment to the Consent Decree i.e., accelerating the lieutenants' examination from July 1982 to February 1982.

Although several issues were discussed for several hours, the issue was not resolved. An additional meeting will be held on Thursday, July 30th at 4:00 p.m.

The Federal Litigation Committee submitted a proposal addressing the lieutenants' examination; the next sergeants' and assistant inspectors' examinations as well as the criteria for making future non-permanent appointments to the rank of lieutenant.

Should the parties agree to amend any portion of the Decree, the proposal will be submitted to the Board of Directors and/or the general membership for approval or rejection.

The specific information concerning any proposed changes in the Consent Decree will be distributed to the membership at the conclusion of our meetings.

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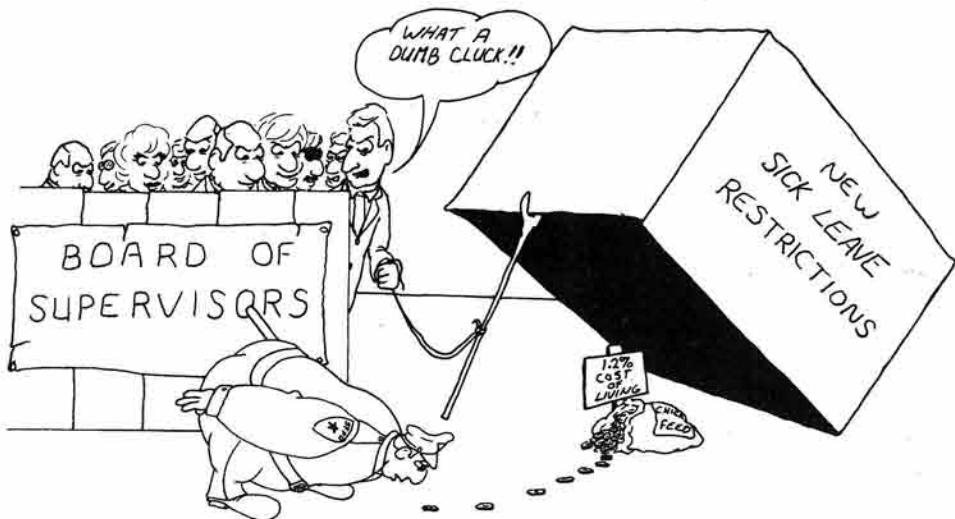
Editor's Note: These two articles were received prior to Board of Directors' REJECTION of the COLA 1.2% raise, and they wished to have them printed for the information of the members.

A MATTER OF PRINCIPLE

by Dave Herman, Co. C

The membership of this Association is being tested and it's being done so in an outrageous manner. The Board of Supervisors and administration of this department is making a bold move towards removing your rights and privileges as police officers and civil servants. They are attempting this by means of control and manipulation of your wages and hard fought privileges as police officers.

The 1.2% Cost of Living Adjustment being offered you is being done so in the form of packaged black mail. Some may argue that this is part of the political bargaining process. **NOT SO!** There is nothing in the COLA that states it must be bargained for. The truth is, the administration and the Board of Supervisors are using this opportunity to attempt to restrict your freedom.



On the surface, the original proposals brought forth in the COLA Bargaining Package appeared to be outrageous and they were, but they were for a reason. The P.O.A. executives were made to believe they had bargained and negotiated well, leaving the Sick Certificate issue as the only proposal. However, the reality is that this issue is the one issue the City actually wanted and the other proposals were conveniently negotiated out.

Now, the city and administration are expecting you to prostitute yourself at the ballot box for an average \$18.00 net a month. If you accept the premise that this is a legitimate bargaining process (and the city certainly hopes you do!), one can only speculate as to what other outrageous demands may be asked for in the future when the COLA surfaces again.

If the proposal and raise passes we will have compromised ourselves, our principles, our integrity and our strength as an Association for the sake of greed. That's what the opposition has based its plan around.

Now is the time to show the strength and conviction as an organization to reject this proposal and send a message to City Hall that our principles and standards are above such sordid and deceptive manipulation.

REJECT THE COLA PROPOSAL — THERE ARE ALTERNATIVES.

PICNIC

Sept. 5th

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City Rank and File Officers Harassed

by Al Casciato

On August 1st, all was calm relative to the police raise of 13.25% (\$261 per mo.). The police officers had accepted this raise without question as had they accepted .9% (\$9.00) in 1977.

But, this year a new factor came into play; the Cost of Living Adjustment survey showed that the Board of Supervisors at their discretion, could grant an additional 1.2% (\$27.00 per mo.) wage increase. The Cost of Living Adjustment law is written in such a way that if the Supervisors do not grant the increase, the P.O.A. could petition the Clerk of the Board by September 10th and the issue would then have to be voted upon by the voters in November.

Controversy, as always, regarding this issue was stirred up by the city on August 5th when representatives of the Board of Supervisors Employment Relations Unit presented the below listed five proposals stating that the 1.2% Cost of Living Adjustment would not be granted unless the five proposals were accepted.

MANAGEMENT PROPOSALS

"The City will adjust the 1981-82 salary rates by the 1.2% COLA (Cost of Living Adjustment), effective July 1, 1981 conditioned upon the POA's acceptance of the following proposals:

The POA will cease its opposition to psychological screening for both academy applicants and officers.

All officers, except those in the patrol force, shall work a tour of duty eight hours completed within not more than nine hours.

A lieutenant assigned as a captain shall receive like work, like pay only from the 6th consecutive work day.

Sick leave shall only be paid upon receipt of a doctor's certificate, satisfactory to the department.

The POA shall not request the department to meet and confer on a departmental MOU prior to June 1, 1982.

On August 7th after meetings between the P.O.A. Labor Committee and the City, the proposals were reduced to two and at a special board meeting, P.O.A. Directors adopted the following city proposal in order to present to the membership for vote.

Adopted Proposal*

The City will adjust the 1981-82 salary rates by the 1.2% COLA, effective July 1, 1981 conditioned upon the POA's acceptance of the following proposals:

Sick Leave for Fiscal Year 1981-82:

Effective September 1, 1981 ending June 30, 1982, an officer shall be returned to duty after taking sick leave in excess of 2 consecutive days only upon receipt of a doctor's certificate, satisfactory to the department, provided, further, that an officer shall only be returned to duty after taking sick leave on the day before or the day after a scheduled day off that includes a **Saturday or Sunday**, only upon receipt of a doctor's certificate satisfactory to the department.

Psychological Screening:

The POA will conduct a referendum election among the uniformed forces of the police department regarding the officers' support or opposition to psychological screening for academy applicants. The POA will provide the department with a reasonable amount of space in its monthly newspaper to communicate its point of view on this issue.

* NOTE: The Board of Directors does not recommend a yes or no vote, they merely adopted the proposal in order that the membership would have an opportunity to vote on the issue."



THE HAND IS QUICKER THAN THE EYE

The proposals that were made by the city smack of harassment by the fact that a cost of living increase arrived at according to Charter, is being held hostage so the city can address the issues of "sick pay abuse" and "mentally ill officers".

On the issue of sick pay abuse, the city does not have or need to hold all the police officers' cost of living adjustment hostage because if there is a problem, the Police Commission can deal with the problem any Wednesday night at its regular meeting.

And as far as having an election about support for or opposition to psychological screening for academy recruits, the city knew full well that an election on that issue was already planned for the end of August.

Was there a need for these City proposals? NO! The only purpose of the proposals was pure and outright harassment.

NOTES ON THE COMMISSION by Gerry Schmidt

In last month's edition of the POLICEMAN, I gave a chronology of events leading up to what has become, once again, a major political issue for both the San Francisco Police Department and the San Francisco Police Officers' Association.

Public meetings have been held by both the Board of Supervisors' select (?) committee on Crime and Violence as well as the Police Commission for the purpose of taking public testimony regarding Supervisor Harry Britt's controversial legislation, written by the San Francisco Bar Association. It proposes the replacement of sworn police officers manning the Internal Affairs Bureau with civilian investigators.

Task Force Created

On July 1, 1981 Chief Murphy gave the results of a civilian staff investigation of the practices of the Internal Affairs Bureau of the Police Commission. Specific reference was made to the allegations of improper investigations raised in a memorandum dated May 11, 1981 to Mayor Dianne Feinstein from Ms. Catherine Barron, a staff aid in the Citizens' Assistance Center. An Ad Hoc Task Force was also created by the purpose of drafting a new policy statement for Internal Affairs.

Recommendations of Task Force

At the regularly scheduled meeting of the Police Commission on Wednesday, July 29, 1981, chairman Commander Gerald D'Arcy gave the recommendations of fellow Task Force members Captains Joseph Lordan, Richard Trueb and Paul Kotta. Nineteen specific recommendations were made suggesting changes in the location, structure and procedures of Internal Affairs. Opting to wait an additional week before adopting, rejecting or modifying the recommendations, the Commission took them into submission.

The following week on Wednesday, August 5th, the Commission took the following action regarding the Task Force's recommendations:

Recommendation #1 (Approved)

Strive for as much openness as possible in the methodology, investigative techniques, and disposition reporting as is allowed by current law.

Recommendation #2 (Approved pending review by the City Attorney's office)

Provide for a complainant's appeal to the Police Commission for review of any investigation recommending "exonerated", "unfounded", or "not sustained" disposition in accordance with the procedures discussed in Section II (2) following (See Task Force Report).

Recommendation #3 (Approved)

Adopt by department general order, in accordance with current law and departmental policy, experimental procedures for taking, recording, investigating and concluding citizens' criticisms and complaints which have been in use for test purposes since January 1981.

Recommendation #4 (Approved)

The Police Commission should establish a policy for review of investigations of citizens' complaints, except those investigations which result in a recommendation for disciplinary action, on a random sampling basis to ensure quality control. All commissioner review should be in accordance with procedures set forth in Section II (2) following (See Task Force Report).

Recommendation #5 (Approved)

Investigations referred by the Internal Affairs Bureau (I.A.B.) to other units for investigation should be made the personal responsibility of the commanding officer or officer-in-charge of the unit. Delegation of the investigative function should be limited to a commissioned officer. (Amended)

Recommendation #6 (Approved)

Design and use of a citizen satisfaction questionnaire to be mailed to all citizen complainants where informal resolution of the complaint is utilized. Returned questionnaires indicating citizen dissatisfaction with the resolution shall be forwarded by I.A.B. to the Police Commission for their information and action which they deem appropriate.

Recommendation #7 (Action withheld)

Include in the departmental general order implementing new I.A.B. policy and procedures the "Public Safety Officer Procedural Bill of Rights" as contained in Section 3300 ET. Seq. California government code.

Recommendation #8 (Rejected)

Employ a full-time licensed psychologist to devise and implement a method to utilize a member's citizen complaint record as an "early warning" indicator for corrective action or counseling. Explore other methods of counseling.

Recommendation #9 (Approved)

Complaint (usually on SFPD Form 293) reduced to writing and complainant allowed to read, correct, change and sign if he/she desires. Copy given to both complainant and officer if known.

Recommendation #10 (Rejected)

Establish a system to track the source of complaints to determine if specific persons or groups file complaints for "legal defense tactical" or "harrassment" purposes.

Recommendation #11 (Approved)

Categorization of all complaints in order that consistent and appropriate investigative methods are applied.

Recommendation #12 (Rejected)

I.A.B. should be physically removed from the Hall of Justice if fiscally feasible.

Recommendation #13 (Approved)

Officers should be available at various non-police public facilities in the city for the specific purpose of recording citizen complaints and advising the general public on the procedures for investigation and complaint resolution.

Recommendation #14 (Approved)

I.A.B. personnel should be available on a 24-hour basis and have response capability for citizens.

Recommendation #15 (Approved)

Avoid using the words "adjudicated complaint" in the I.A.B. procedures.

Recommendation #16 (Approved)

Early contact with involved member during "preliminary investigation".

Recommendation #17 (Approved)

Maintain and disseminate to appropriate persons statistical information concerning number, types and dispositions of citizens' complaints.

Recommendation #18 (Approved)

Elevate position of commanding officer of Internal Affairs Bureau to the rank of commander.

Recommendation #19 (Approved)

Add one civilian trial attorney to department legal section to provide for more timely presentation of disciplinary matters to the Chief of Police and the Police Commission.

Civilian Investigator

After actions were completed on the Task Force recommendations, Commissioner Jane Murphy made a motion, seconded by Commissioner Burl Tolar, to hire a senior investigator via Civil Service guidelines. The investigator's exact duties were not made clear however, he/she would basically aid the Commissions by reviewing the thoroughness of investigations sent to them by I.A.B. for further action.

OTHER ACTIONS BY COMMISSION DURING MONTH OF JULY 1981

July 1, 1981

- * Took receipt of proposed General Order A-5, "Organizational Structure and Function".
- * Took receipt of proposed General Order A-6, "Definition of Terms".
- * Took receipt of proposed General Order D-1, "General Rules of Conduct".

July 8, 1981

Public hearing relative to proposed secondary employment Order B-3, as amended. (Continued)
Public hearing relative to General Order S-1, regarding personal property claims.

July 15, 1981

Setting of date for public hearing of Department General Order A-5, "Organizational Structure and Function". (8/12/81)

Captain Brush describes new communications system to Commissioners. Informs them the "Emergency 911" number is now in effect.

July 22, 1981

* Took receipt of General Order I-3, "Citation and Release Policy and Procedures", revised as of May 8, 1981 to conform with procedures in the District Attorney's office. Put over three weeks (8/12/81).

Task Force created to deal with complaints of Citizens Action League regarding crime problems in Bay View-Hunters Point and Ingleside Districts.

July 29, 1981

Public hearing relative to proposed secondary employment, General Order B-3, as amended. Put over 6-8 weeks.

UNIFORM AND EQUIPMENT

GENERAL ORDER B-3

May 27, 1981

* Took receipt of Department General Order B-3 regarding "equipment" — The carrying and displaying of certain uniform equipment items.

June 17, 1981

Request of the Police Officers' Association for a meet and confer regarding General Order B-3, "Equipment".

June 24, 1981

Public hearing relative to Department General Order B-3 regarding "Equipment". General Order adopted by Commission.

* Copies of proposed General Order sent to employee organization for the purpose of meet and confer obligations.

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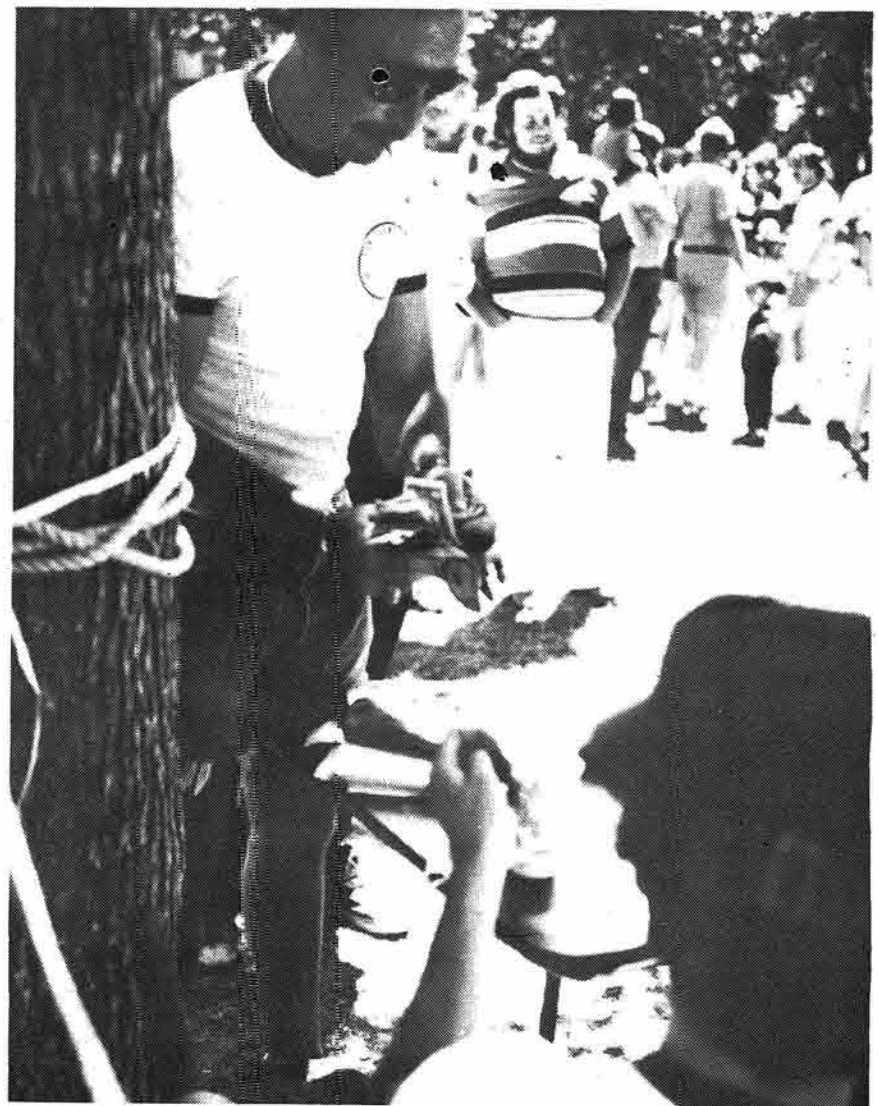


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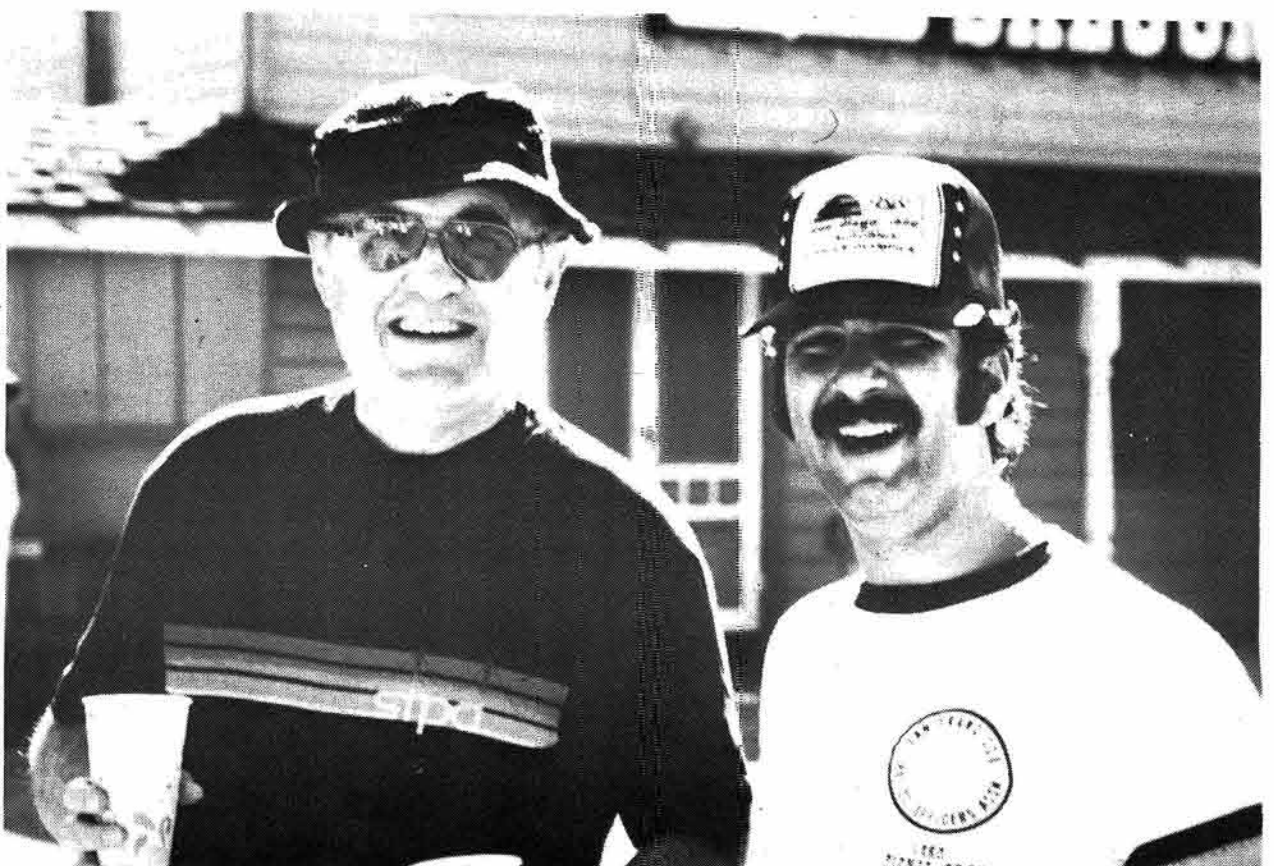
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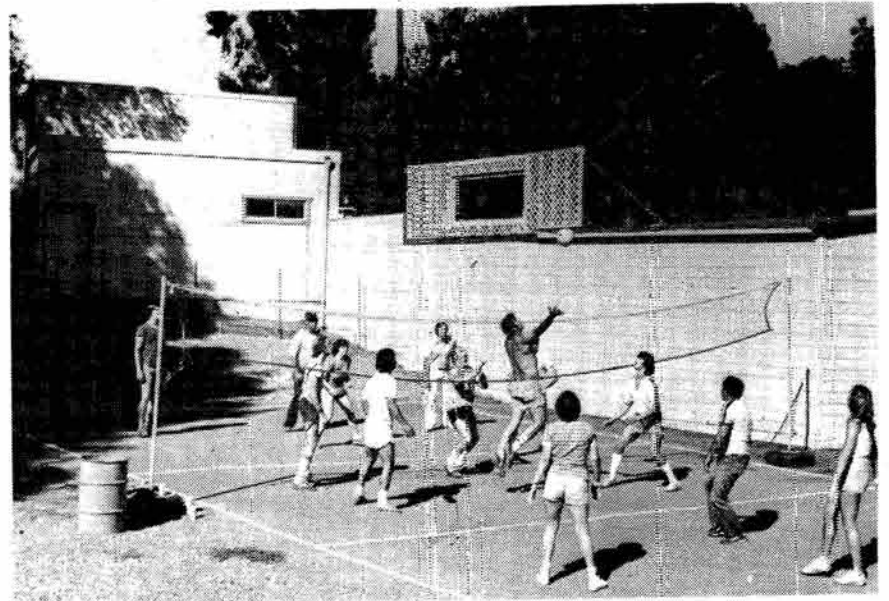
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1980 Winners — Narcotics
1981 Winners — ?????

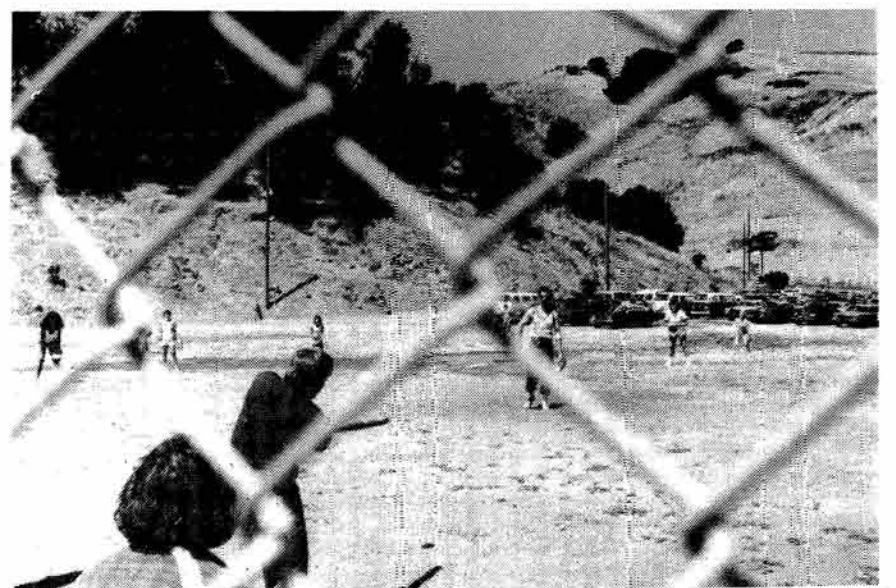
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Sat., Sept. 5, 1981



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ENTRY-LEVEL PSYCHOLOGICAL SCREENING —

by William Kidd

It is a rare occasion indeed when the rank and file of a major police department can affect the policy, operation, or nature of their department, let alone change things for the better. But the occasions do arise, and one such occasion faces us now in the form of the referendum in behalf of entry-level psychological screening.

It is likewise infrequent that the S.F.P.D. is able to take another laborious step into the 20th Century, and when we do, it is typical that we follow the pack rather than lead it. (E.G., several steps behind everyone else in radar, emergency lights and sirens, pump shotguns, helicopters, not to mention computerized reports that aren't in the computer, and alien things like "telephonic search warrants", "automated fingerprint records" and "fully paid fringe benefits".) But those steps, too, are occasionally taken. It happened when the Department activated the Street Crimes Unit, and it happened when the so-called "Sting" project was put into operation, both of which clearly established themselves as among, if not as the most effective and productive enforcement and prosecution units in recent Department history.

And it happened also when the Field Training and Evaluation Program was conceived and implemented. While FTO cannot be compared with the SCU or PMP because of their completely different purposes, it is true that the staff, the FTO's, and the Sergeants of FTO have borne the brunt of the burden of applying and maintaining the minimal performance standards which were so sorely needed in this Department.

Yet, as is the case today with the topic of psychological screening of police applicants, some of our "enlightened" leaders in this Association are again "crying wolf" over imaginary dangers and mountainous molehills. FTO was first proposed in 1973, but it was stymied by a narrow-minded Department administration. Then, in 1976, the POA leadership took its turn at undermining progress. The first FTO's were called "Gain's hatchet men" by the Association leadership; receiving our commands directly from the Chief, supposedly, we would allegedly terminate all those while male cop's kids, while giving "passes" to women, minorities, gays and to whomever else we were told, or so the accusations went.

Well, the facts are that none of the above categories was treated any more or less fairly than any other. "Cop's kids" have occasionally failed FTO (and ironically the Association leadership sprung to their defense) and so have women, minorities, gays and those who prefer to be known simply as "people". The point is that FTO has worked because it was proposed (here in S.F.), planned, influenced, organized, supported and run, in large measure, by sincere, dedicated, knowledgeable and experienced street police officers.

Now comes psych screening. Street cops can easily see the need for a reasonable, tested and controlled mechanism to weed out psychologically unfit police candidates. They know that for a number of reasons beyond our control, many of today's police applicants come here totally inexperienced and unexposed to the real work of violence, physical abuse, personal danger, paramilitary discipline and loyalty, and life-or-death decision-making.

Most working officers throughout this department have no difficulty in recognizing that while psychological screening is no panacea, it is unquestionably better than less screening, fewer criteria and lower standards. If you don't think that entry standards are being successfully assailed, talk to anyone who works in a) FTO, b) The Police Academy, or c) Background Investigations.

But the POA leadership tells us that psychological screening is "unfair to police applicants"!!! I admit that maybe I'm missing something, but since when do we owe any allegiance to police applicants? By this line

of reasoning, the setting of any standards of admission or performance at all is admittedly unfair to each and every person who is not qualified or capable of performing as a peace officer. This is ludicrous. I'm sorry, Paul, but there are more than a few of us who would take issue with the manner in which the Association is serving the best interests of current, dues-paying officers, let alone what the Association should be doing for civilians hoping to become cops. It is bad enough that what few benefits the Association can acquire, flow both to non-members as well as members. But now we should look out for the rights of aspiring cops, as well.

A Small Step Closer to a Modern Police Department

The next favorite argument against psych screening is that it will a) resurface later in the careers of successful recruits, and b) be used against senior officers, since, with easy access to a "Department" psychologist, we can have them checked out. Firstly, as to a), control measures have been established and used elsewhere in the many, many major departments which utilize psych screening, and can be easily employed here in the language of the contract, to guarantee confidentiality.

Who is kidding who? The experience here has far more frequently been that the officer himself claims psychological problems as a defense, than has the Department "accused" the officer of being "psychologically unfit." On the contrary, for the Department to do so, dramatically strengthens the officer's case for disability retirement! (For those of you who just joined us, the Department has not exactly been inclined to "help" officers into disability retirements lately.)

In fact, psych screening could well benefit officers who enter the Department, and do legitimately develop adverse psychological problems from the stress of the job. The typical experience with police disability applications for anxiety or psychological problems is that the City will produce a psychiatrist who will testify that the officer had latent problems before entering into police service, and that such problems would have become manifest regardless of what career the person might have pursued. If an officer had been processed through psych screening at the time of entry, the City would be hard put to suggest that psychological problems existed before entry, thus lose the credibility of this argument, which they could never prove but only suggest. But far better yet is the likelihood that fewer officers will suffer severe psychological trauma by virtue of the elimination of those most vulnerable to such problems.

Then, there is b); "if we've got a shrink, they'll use him or her on all of us". In all seriousness, officers here have long been subject to psychological or psychiatric evaluation, both in lieu of and in addition to the filing of disciplinary charges. Retirement Board doctors are utilized, usually upon referral by the Police Surgeon. In the good credit of the Department, and typical of the reality which the Association leadership chooses to ignore, these instances are generally handled without publicity or fanfare.

Next, there is the "promotional psych-screening" argument: if we support entry-level psych-screening, such screening with then inevitably be used for future promotions. First of all, it beats me why anyone

would want to include psychological testing as part of a promotional process. The underlying assumption is that some of us, who are aspiring to be promoted are too "nuts" to be promoted, and therefore should remain as "cuckoo" subordinates, rather than become "cuckoo" bosses. Well, that the former is any more acceptable than the latter is highly questionable to me, but let's say that I am a promotional candidate who advocates psychological evaluation as part of the promotion process; in order for promotional psych-testing to pay off for me, I am gambling that the other candidates are all more "nuts" than I am. History shows that this is not always guaranteed to be the case. (E.g., "I'm okay, it's everybody else that's nuts"). Whoever would advocate such testing for promotion has to figure that "we" are more nuts than "them". Even the most bona fide nut ain't that nuts.

To the issue, check with Mike Hebel, or other knowledgeable sources who have followed the Consent Decree since its inception, or check the decree yourself. It protects the POA's right to exert control over the promotional process, just as we did with the most recent sergeants and inspectors lists, and with the captain's testing process. Should this unlikely proposal of promotional psych-screening be made by other parties to the suit, the Association can, if it is doing its job, prevent such a procedure for many reasons, including 1) while screening has been demonstrated as workable in countless police agencies, it has not been so demonstrated as a tool for promotion, and 2) psych-screening is effective in extreme cases, but is not reliable for predicting desired behavior.

What seems to be most interesting about this controversy is that among those who are the most critical about the quality and competence of today's recruits who have survived FTO, are also those who have been so frightened by these ghosts being conjured up around psych-screening, that they have obeyed the directive to oppose it. Aside from the fact that these "old-timers" speak a great disservice to the many outstanding officers who have entered this Department since 1977, it is sadly ironic that they oppose, on the command of the Vice President, that which could do the most to eliminate unfit candidates under our current hiring process.

Hopefully, they will be able to someday see that everyone benefits from relevant but high standards for admission: the Department, fellow officers, subordinates, supervisors, the public; that there must be some good reasons why well over half of city police agencies around the country, and the majority of medium and large city police agencies in California use entry-level psychological screening; that no one uses psych-screening for promotion or as a "predictor" of future performance or success, because it just isn't that refined. But let's all wake up to the fact that its reliability for eliminating police candidates who are grossly unfit is well established; let's take the initiative to bring this place one step closer to being at least a somewhat modern and sophisticated law enforcement organization.

Bil Kidd is a past member of the City Retirement Board. ED.

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PETITIONS BY MEMBERS

TO BE VOTED ON BY THE ENTIRE MEMBERSHIP

DURING SEPTEMBER 1981

CERTIFICATION OF REFERENDUM PETITION #1

This is to certify that I have received a Referendum Petition signed by 184 members of the San Francisco Police Officers' Association. I received this Referendum Petition on August 6, 1981. In accordance with Article 6, Section 8 of the Constitution of the San Francisco Police Officers' Association, this Referendum Petition shall be published in the August issue of the San Francisco Policeman and shall then immediately be submitted to a vote of the entire membership. A majority vote of those voting shall cause this referendum to pass.

MICHAEL S. HEBEL
SECRETARY

REFERENDUM PETITION

In accordance with Article VI, Section 8 of the Constitution of the San Francisco Police Officers' Association, the following members submit this petition requiring an immediate referendum vote of the entire membership.

The Association's Board of Directors at its July 17, 1981 meeting rejected a motion requiring psychological screening of police applicants.

This referendum petition signed by over 150 members requires the motion for psychological screening of police applicants to be submitted to a vote of the entire membership.

The question to be put forth to the membership shall be:

"The membership of the San Francisco Police Officers' Association has an official policy of supporting psychological testing at the entry level section process. This

testing shall be for the purpose of screening out psychologically unfit applicants for the rank of Q-2 Police Officers.

CERTIFICATION OF PETITION #2

On August 6, 1981 I received the following petition signed by 306 members of the San Francisco Police Officers' Association. This petition requested a vote of the entire membership in accordance with Article 4, Sections 4 and 5 of the Association's Constitution.

MICHAEL S. HEBEL
Secretary

PETITION TO ADVANCE LIEUTENANTS EXAMINATION

The following members of the San Francisco Police Officers' Association hereby petition for a vote of the entire membership in accordance with Article V, Sections 4 and 5, of the Association's Constitution.

A change in circumstances, namely the elimination of 70 Sergeants positions in the Police Department budget, and the existence of 47 vacancies in the permanent rank of Lieutenant, necessitate that this issue again be presented to the entire membership.

It is recognized that a Sergeant's examination is scheduled for January 1982. Advancing the Lieutenant's examination will increase the immediate number of vacant Sergeant's positions by approximately 400 percent.

The Issue Presented Shall be:

THE CONSENT DECREE SHALL BE MODIFIED TO PROVIDE FOR A LIEUTENANT'S EXAMINATION AS SOON AS POSSIBLE, RATHER THAN IN JULY 1982.

SPECIAL BOARD OF DIRECTORS MEETING — August 7, 1981

Meeting opened with the Pledge of Allegiance at 3:50 p.m. Roll Call: Fifteen (15) present, four (4) absent (Gannon, Minkel, Grant and Nevin); two (2) excused (Rapagnani and Wright).

COST OF LIVING PROPOSAL

The City will adjust the 1981-1982 salary raise by 1.2% effective July 1, 1981 conditioned upon the POA's acceptance of the following proposal:

Sick Leave for Fiscal Year 1981-1982: Effective September 1, 1981 ending June 30, 1982, an officer shall be returned to duty after taking sick leave in excess of two (2) consecutive days only upon receipt of a doctor's certificate, satisfactory to the department, provided, further, that an officer shall only be returned to duty after taking sick leave on the day before or the day after a scheduled day off that includes a Saturday or Sunday, only upon receipt of a doctor's certificate satisfactory to the department.

Psychological Screening: The POA will conduct a Referendum Election among the uniformed forces of the police department regarding the officers' support or opposition to psychological screening for Academy applicants. The POA will provide the department with a reasonable amount of space in its monthly newspaper to communicate its point of view on this issue.

M/Sullivan S/Herman that the City's proposal be rejected. The motion failed, 4 yes (Herman, Parenti, Strange, Sullivan); 11 no (Swall, Linehan, Dempsey, Simms, Doherty, Collins, Huegle, Bell, Barry, Chignell, Hebel).

M/Chignell S/Dempsey that the City's proposal be adopted and sent immediately to the membership via mail ballot for their approval or rejection. Motion passed on a vote of 15 yes (Swall, Linehan, Herman, Dempsey, Parenti, Simms, Doherty, Collins, Strange, Sullivan, Huegle, Bell, Barry, Chignell, Hebel).

M/Hebel S/Collins that the Board makes no recommendation on the City's proposal, it was adopted merely to allow the membership to vote on the issue. Motion passed by a vote of 11 yes (Swall, Linehan, Parenti, Simms, Doherty, Collins, Strange, Sullivan, Bell, Chignell, Hebel); and 2 no (Dempsey and Barry).

Meeting was adjourned at 4:50 p.m.

Submitted by,
Michael S. Hebel, Secretary

BOARD OF DIRECTORS MEETING — August 18, 1981

M/Collins S/Wright: Motion to rescind prior vote of the Board of Directors not to make a recommendation to the membership on the 1.2% cost of living raise. Passed, 14 yes (Swall, Schmidt, Parenti, Gannon, Grant, Doherty, Wright, Collins, Strange, Sullivan, Bell, Barry, Chignell, Rapagnani); 1 no (Linehan).

M/Collins S/Schmidt: Motion to send out 1.2% raise ballot with a recommendation of a "no" vote on the issue. Motion withdrawn.

M/Collins S/Bell: Motion to rescind the prior vote to send the 1.2% cost of living raise issue to the membership. Passed, 12 yes (Swall, Schmidt, Parenti, Gannon, Grant, Doherty, Wright, Collins, Strange, Sullivan,

Bell, Rapagnani); 3 no (Linehan, Barry, Chignell).

M/Collins S/Rapagnani: Motion that San Francisco police officers are entitled to the 1.2% cost of living raise without the sick leave rule changes and the Board of Directors rejects the city's proposal regarding the raise with the sick leave rules attached. Passed, 12 yes (Swall, Schmidt, Parenti, Gannon, Grant, Doherty, Wright, Collins, Strange, Sullivan, Bell, Rapagnani); 3 no (Linehan, Barry, Chignell).

Submitted by,
Michael S. Hebel, Secretary



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POA BOARD REJECTS CITY'S 1.2% COLA INCREASE

by President Bob Barry

During the first week of August, representatives of the City, POA and Firefighters had several joint negotiating sessions concerning the Board of Supervisors' proposal to grant police and fire an additional 1.2% Cost of Living increase in consideration for amending the existing sick leave rules.

On August 7th, the Board of Directors considered the City's "Letter of Agreement" (printed here) and adopted two motions as follows: Motion #1: Send the proposed agreement to the membership via ballot for adoption or rejection; Motion #2: The Board of Directors makes NO recommendation on the issue.

On August 17th, the Board of Directors recinded both motions and approved a motion to reject the City's offer and not to send it to the membership for consideration. The POA will now petition the Board of Supervisors to place this issue before the voter in November.

CRONOLOGY OF EVENTS AND PROPOSAL

When the police and fire salary formula was enacted in 1976, Section 8.405 (f) was added to the Charter directing Civil Service to conduct a cost of living survey in addition to the regular salary averaging formula. In the event that the percentage increase in the cost of living in San Francisco exceeded that of the other jurisdictions in our survey, the Board of Supervisors would then have the "option" of granting police and fire the dollar amount equal to the difference in the cost of living. If the Board decided not to grant the increase, then at our request, the question would be submitted to the voters. Since 1976, the cost of living in San Francisco has been lower than the other jurisdictions. However, the cost of living this year is higher by 1.2%, Charter Section 8.405(f) states in part:

"The Board of Supervisors may . . . increase said rates of compensation by an amount equal to the difference between the average cost of living increase of the cities included in the survey . . . and the actual cost of living increase in San Francisco."

Due to the permissive language; (may), the police department administration, Mayor's office and the Board of Supervisors elected to negotiate this increase with the POA and firefighters. During the course of the negotiating sessions, the following five points were submitted to the POA for approval in consideration for granting the additional 1.2% increase,

1. POA will cease its opposition to psychological screening for both academy applicants and officers.
2. All officers, except patrol force shall work a tour of duty of eight hours completed within not more than nine hours. (This means a 9 hour work day for all other than patrol and getting paid for 8 hours).
3. A Lieutenant assigned as a Captain shall receive like work/like pay only from the 6th consecutive work day.

4. Sick leave shall only be paid upon receipt of a doctor's certificate satisfactory to the department.

5. POA shall not request the department to meet and confer on the MOU prior to July 1982.

All five points were rejected.

The City then focused on the sick leave rule, placing the following proposals on the table:

1st Proposal: The department will require a sick certificate commencing on the first day for any sick time taken. **This proposal was rejected.**

2nd Proposal: The department will require a sick certificate on the first day if the sick day was taken in conjunction with any scheduled days off. **This proposal was rejected.**

3rd Proposal: The department will require a sick certificate (first day) when returning to work if the sick day is used in conjunction with any **scheduled** days off that include a Saturday or Sunday. Additionally, a sick certificate will be required on the 3rd consecutive sick day. The present rule is the 4th day. The above proposals and counter proposals were discussed on three separate occasions. The final offer submitted by the city (Proposal #3) was then brought back to the Board of Directors for discussion and/or action. The Board voted to submit this proposed agreement to the membership for acceptance or rejection without taking a position on the issue.

POA Attorney Ralph Saltsman states in a letter of opinion that the POA By-Laws entitle our retired members to vote on this issue even though the sick leave amendment does not apply to them. Our By-laws also mandate that any labor contract must be ratified by the membership.

STATUS OF THE ISSUE

1. The Board of Supervisors approved (first reading) the additional 1.2% increase contingent only on the membership accepting the City's offer.

2. Should the membership reject the City's proposal, the POA will then request that the Board of Supervisors place the 1.2% increase before the voters in November, 1981.

3. Should the membership reject the City's proposal and go to the voters — regardless of what the voters decided, the department could, as per Civil Service Rules, enter into "meet and confer" sessions regarding the sick leave rule.

4. Should the membership adopt the City's proposal, the 1.2% increase would be retroactive to July 1, 1981. The sick leave amendment would go into effect on Sept. 1, 1981 and terminate on June 30, 1982, as the new averaging formula for 1982-83 would then go into effect which may or may not include a cost of living increase. Should an additional cost of living increase be reflected in the 1982-83 survey, the City, in all probability would want to negotiate such an increase.

5. The firefighters have accepted the City's offer.

LETTER OF AGREEMENT

1. The City shall adjust the 1981-82 salary rates by

1.2% which represents the cost of living adjustment certified by the Civil Service Commission, effective July 1, 1981.

2. Effective September 1, 1981, an officer shall be returned to duty after taking sick leave in excess of two consecutive days only upon receipt of a doctor's certificate, satisfactory to the department, provided, further, that an officer shall only be returned to duty after taking sick leave on the day before of the day after a scheduled day off that includes a Saturday or Sunday, only upon receipt of a doctor's certificate satisfactory to the department.

3. Psychological Screening: The Police Officers' Association will conduct a referendum election among the uniformed forces of the police department regarding the officers' support or opposition to psychological screening for academy applicants. The Police Officers' Association will provide the department with a reasonable amount of space in its monthly newspaper to communicate its point of view on this issue.

4. This letter of agreement shall remain in effect from September 1, 1981 through June 30, 1982.

QUESTIONS AND ANSWERS

1. When would the first day sick certificate be required under this agreement? **Answer:** It applies only to sick leave taken in conjunction with scheduled days off that include a Saturday or Sunday.

2. Does the first day sick certificate apply if scheduled days off are Tuesday and Wednesday and an SP day is taken on Saturday or Sunday? **Answer:** No. This same answer would apply to other schedule days off during the week that are not incorporated with a Saturday or Sunday.

THE BOARD OF DIRECTORS REJECTED THIS PROPOSAL ON THE BASIS THAT OUR MEMBERSHIP IS ENTITLED TO THE 1.2% INCREASE WITHOUT STIPULATION BECAUSE OF THE INADEQUATE SALARY INCREASES THAT WE HAVE RECEIVED DURING THE LAST FIVE YEARS.

MR. PRESIDENT

The Board of Directors rejected the ridiculous proposal by the Board of Supervisors because:

We would be voting against ourselves to rescind a 4th day sick slip arrangement which has worked well SINCE 1969!

Gale W. Wright
Co. K Rep

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

QUESTIONS

by Loyce Tucker
SSB/Police Garage

For the members who were not present at the meeting on the City's offer to give members a 1.2% pay raise in return for amending the department sick leave rule, I would like to point out the following questions that you might like to ask yourself:

1. Why did President Bob Barry sit down and negotiate 1.2% cost of living raise when he found out they were trying to amend the sick leave rule?
2. Why didn't the members find out what was going

on until 3 weeks after the City's offer?

3. Why did they send out a letter that a meeting was scheduled for 9 a.m., Tuesday, just one day before?

4. Why did the Board of Director's vote 14-2 to send the City's offer to the FULL membership for a vote, when they knew that the retired members would also vote?

5. Why did the Board of Director's vote 14-2 to have no recommendation on the City's offer, and then the day after the meeting, after they got some heat, change their vote and recommend a NO vote individually?

6. If it's like Bob Barry says, that if we don't go for the City's offer then they will do it anyway, ask yourself: When is the last time the City asked us if We would vote on changing something?

7. Why wasn't it pointed out until the very end of the meeting that the raise was only good for 9 months?

8. The final question to ask yourself: Is Bob Barry working for US or has he and the Board of Directors started working for someone else?

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ENTRY LEVEL PSYCHOLOGICAL SCREENING

by John Kelly

There was a recent decision made by our Board of Directors regarding entry level psychological screening which I really feel negatively impacts all the officers of our Department. We have all recently heard allegations of incidents which have occurred involving recruit officers, both in the Academy and in the Field Training Program. I am not writing to pass judgments on the right or wrong of these incidents, but to question why we, as police officers, must be subject to the negative impressions left by these incidents.

In a time when the standards of our entry-level testing have been diminished by court order, we are in dire need of more criteria upon which to make an objective evaluation as to the employability of individuals seeking jobs in our Department. Entry-level psychological screening would be a giant step in that direction. From the members of the Academy staff to officers in the Field Training Program there is support for screening of this type. These are the officers that first have to encounter the new recruit officers and they expend a lot of energy in training.

There have been numerous occasions during the thirty-three weeks of this training that situations have arisen which have caused the training officers to ask the question, "How did this person ever get in?". It is beyond us why we can't provide the vehicle by which individuals would be screened psychologically before entering training. Those board members, also, who represent both the Academy and Field Training stations can't understand the undesirability of this screening. Why, then, won't the board support a recommendation for psychological screening?

My personal opinion is that it stems from an acute sense of paranoia by certain members of the Board of Directors. The argument always seems to arise that psychological screening would become a tool of the administration. THEY would use it in future promotions. THEY would use it when deciding transfers to specialized assignments. THEY would use it anytime that it suited THEM. I think that it is probably time that reality played a part in the decisions of the Board with an eye to protecting all officers in the Association.

I'm sure the Board has copies of the Consent Decree where a simple turning of the pages (Page 15 to be exact) would indicate that no changes can be made in future promotions without input from all members to the Consent Decree. And, unless I'm wrong, the Association is a party to the Consent Decree. The Board also must be aware that the financial feasibility of using psych-screening each time that a transfer is to be made is out of the question.

Why, then, isn't there the support for screening? Is it because of a basic personality clash or dislike for the psychologist for the San Jose Police Department? I'm not sure. I am aware that during a Board of Directors meeting that the SJPD's program and psychologist were attacked by implying that the San Jose POA was skeptical about the confidentiality of both. And yet, from the president of that association, the psychologist is described as trustworthy.

At no time have I doubted the desire of the board of directors to protect the interests of members of our Association. I would ask that you again look at Entry-Level-Psychological-Screening which I really believe would help protect the 258 officers directly involved in training and the numerous others who would have to work with an undesirable party should they make it through the training programs.

Officer Kelly has been a Field Training Officer for the past two years. ED.

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Psychological Screening THE TIME IS NOW

by V. Macia

Recently a recruit officer shot himself after a visit to the Psychiatric Ward at S.F. General Hospital. Prior to that, another recruit was taken to the Psychiatric Clinic because of his irrational behavior. On another occasion, a recruit drew his weapon as a confused "release when sober", took a wrong turn in the station. Then there was the recruit, experiencing difficulty during her training, threatened to "blow away" her FTO and the FTO lieutenant. Many more similar events, too numerous to mention, have been documented during the past three years.

These incidents briefly describe individuals that were in the Academy or the FTO Program when signs of psychological or emotional problems surfaced. These individuals were either terminated or chose to resign rather than go through the termination process. Fortunately, the recruits and their problems were identified before any serious incidents results in injury to others, or before any legal action against this department.

Presently, we are attempting to comply with the provisions of the Consent Decree. We are accepting personnel at a pace that makes it virtually impossible to make accurate and complete background investigation. Most other major police departments require psychological screening at the entrance level, a polygraph test, and an extensive background investigation. In doing so, many unacceptable candidates are de-selected, thus reducing the numbers that must be investigated. At present, our department conducts background investigations only; a fact that astounds those in and out of law enforcement. Another "only in San Francisco" fact that I'm not too proud to declare.

Since many police recruits with psychological or emotional problems have been identified and terminated at the Academy or FTO level, it may be safe to assume that there may be many that have not been so identified; that is, until they're involved in some serious incident and we ask ourselves, "Why wasn't this person and the problems identified previously?"

It would appear to be cost effective to identify and de-select people with psychological problems long before they are allowed to participate in any of our training programs. Without considering the staggering sums awarded in civil action, what does it cost to train one of those individuals for even part of their 33-week training, then to terminate them? Surely the cost for psychological screening is much less than the estimated \$23,000.00 expended per recruit in training.

There are many testing devices available, as well as many views and opinions of police psychological screening in and outside of the law enforcement realm. From my past FTO perspective, and based on the FTOs' experience, we would opt for any testing process that could identify the following:

1. Logical reasoning skills
2. Decision-making skills
3. Organizational compatability
4. Self-confidence
5. Sensitivity to other people
6. Stress tolerance
7. Nonverbal communication
8. Positive motivation, and
9. Behavioral flexibility.

Many of the failures in the FTO Program were by recruits who exhibited great difficulty in one or more of the above-listed categories. This is in conjunction with other performance related categories; driving, physical control, officer safety, report writing, etc. However, many of these later problems were caused by the former.

It is rather ironic that some special interest groups oppose psychological screening at the entrance level. I can recall at the early stages of my career it was those same special-interest groups that led the hue and cry for psychological screening — "You mean to tell me they're allowed to carry a gun and there's no psychological testing?" This was the favorite phrase of many "concerned citizens". Now, we find opposition to any form of psychological screening from those same groups. Are they really concerned about getting qualified people in the police department, or just their people?

We, like so many police departments, have the tendency to be reactive rather than pro-active. One can only hope that we develop foresight and intestinal fortitude to initiate a psychological screening process before someone is killed. The need is there, and the time is now.

Captain Vic Macia was the Officer-in-Charge of the Field Officers Training program for the past two years.

PSYCHOLOGICAL TESTING

by Mike Hebel

PRE-EMPLOYMENT PSYCHOLOGICAL TESTING

In the past decade psychological testing of recruits has mushroomed. In department it can be a candidate's most difficult test and can disqualify more applicants than written exams, physical agility tests, background checks or oral interviews. Ten states have made psychological testing mandatory for all state and local police recruits. Such testing has resulted from a number of sensational and bizarre incidents of police officers going off the deep end, both during recruit training and shortly after being placed in the field and confronted with the routine stress of a law enforcement occupation.

PSYCHOLOGICAL SCREENING

The state of the art in psychological screening of police applicants varies widely with some efforts being of low quality. However, the professionals in this field are in concurrence that standardized tests can do a good job of screening out applicants suffering from acute mental illness.

Psychologists specializing in this area are trying to move from tests that reveal acute mental illness in applicants to tests that reveal and spotlight the very best recruits. Some want to develop testing procedures that can identify recruits who might be brutal, corrupt, cowardly or lazy once they are in the field. Those psychologists feel that they can go beyond screening out the crazies; the emphasis is now on identifying those people who can make the best officers. This however may be an over ambitious undertaking given the difficulty in predicting future human behavior.

JOB RELATED

This like any other testing or screening process can be subject to court challenge as a discriminatory hiring practice especially if it has a disproportionate impact on protected classes.

Experience in San Jose, Detroit, and Dade County Florida has shown psychological testing does work. Recruits in these departments, having failed psychological tests were hired despite recommendations to the contrary. Their inability to handle police training and police work showed up rapidly confirming the results of the original psychological testing.

FUNCTION

The primary purpose of psychological screening is to identify those applicants who are totally unfit for police work. This would include those who are truly a danger to themselves and others. The next group watched for are those who may not be acutely mentally ill in the general population but who could not function as police officers.

The screening process thus used would identify about 5 percent of police applicants as psychologically unsuitable for the job.

The testing process seems better able to locate the negative traits (i.e. homicidal or suicidal) rather than positive traits.

Controversy in this field is abundant. Los Angeles Police Department disqualifies nearly 50% of all candidates on psychological grounds with very aggressive screening. The Los Angeles Sheriff's Department disqualifies an average of 10% using less rigorous testing. Controversy exists because of the difficulty in predicting future behavior.

However most police departments using psychological screening devices screen out about 5% of their applicants — those clearly mentally ill or on the verge of severe mental illness. Certainly these applicants have no business in law enforcement.

Sgt. Mike Hebel has been associated with the Police Academy for over ten years with policies, procedures and the P.O.S.T. curriculum. ED.

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Mayor Feinstein's Letter to the Commission

The Honorable
San Francisco Police Commission

Dear Commissioners:

First, I want to thank each of you for the countless hours you've spent in hearing public testimony, in meeting with public groups, and in consultation with police on disciplinary procedures. As civilians, broadly representative of the community, you are keenly aware of the imperative of public confidence in our police department. I recognize the pressures on each of you from a number of contending groups and points of view, and I want you to know you have my full confidence as you make decisions relating to the future of the Internal Affairs Bureau.

I also have staunch confidence in Chief Murphy, who in his year and a half in command, with your support, has restored and revitalized morale throughout this vital department. He has recommended to you a series of reforms concerning the Internal Affairs Bureau and the department's handling of allegations of misconduct. I have studied these recommendations carefully, and I thoroughly support and commend them to you.

My strong endorsement of the Chief's recommendations carries the belief that they will assure openness, expedited processing of complaints, and an impartial appellate review by the Commission. The proposals are sound, practical and thoroughly responsible. They enhance citizen access and place responsibility for the reforms emphatically with the Chief and your Commission. Ultimately, the responsibility lies with me as Mayor, and I personally intend to work closely with the chief and the Commission to assure forceful implementation of the necessary changes.

Public concern about the procedures of the Internal Affairs Bureau is justified. While I agree with the Chief that there is no evidence of any cover-up by police, there are clear indications that the Bureau has shuttered itself from the public and created the impression of secrecy and unresponsiveness.

The enforcement of these reforms, with the Chief's firm hand assuring absolute compliance and the Commission's review over the Bureau, should ensure fair, objective and swift action on all complaints against police personnel.

In acting on these recommendations, the Commission should set a firm deadline of six months to review and evaluate the effectiveness and thoroughness of each of them and decide if alternative action should be considered. I request a written report of your evaluation at the end of the six months with recommendations for further improvements — if such should prove to be necessary.

Emphatically, I concur with the chief in recommending the following:

1. That any officer who receives three complaints, no matter the nature, be brought before his commanding officer for guidance, instruction and, if necessary, admonition.

2. That the Commission should have total review authority over all disciplinary cases. The provision for an appeal process whereby a citizen, if dissatisfied with an internal police investigation, can appeal his or her complaint to the Commission, gives the Commission full appellate power to reopen or reconsider any case. In addition, the Commission, on a systematic basis, as part of its regular weekly duties, should monitor cases to make certain the Bureau is performing acceptably.

3. That the Internal Affairs Bureau should be moved from the fifth floor of the Hall of Justice to a less intimidating setting for complainants.

4. That a full-time psychologist be hired to establish an "early warning" system to identify potentially abusive officers.

5. That questionnaires and simplified forms, as well as new directives in Chinese, Spanish and Tagalog, be utilized. This will assure the process is open and available to all citizens.

6. That a civilian trial attorney be hired to expedite the presentation of cases to the Chief and the Commission.

7. That a staff inspection unit be established to report directly to the Chief and monitor the performance and professionalism of all units in the department.

I am extremely proud of our police department, and, as you know, spend a great deal of time observing first-hand its invigorated efforts to hold the line against crime. The department is working hard. Arrests are up, street patrols have been intensified, the number of minorities and women in uniform has increased and community relations have been revived.

Morale is resolute, and I certainly do not, as I am sure you do not and San Franciscans generally do not, want to undermine or diminish the morale which enables a department to produce 14,000 more arrests this year than last.

That's why, at this time, I do not believe a shift to civilian investigators, inexperienced with the law enforcement problem in this city, is justified or warranted. Our police confront greater violence on our streets than ever before, even though in this city crime has been held considerably below the bleak totals of many other urban cities. Public confidence in the police has increased as the department is being restored to its fully authorized strength of 1,971 officers, bringing an intensified effort in every neighborhood. Frankly, at this time I believe the Chief's reforms will strengthen review procedures and will go much further to assure strict discipline within the department than a group of outsiders, civilian investigators with little or no feeling for the real concerns of police and civilians alike about crime in our City. A civilian unit, in my view, would not improve discipline but, in effect, could have an adverse affect by undercutting morale of the men and women in the department.

The recommendation now before your Commission will permit the Chief, as he underscores in his letter, to enforce discipline and hold each member accountable for his or her actions. Discipline is as much an aspect of police work as leadership and courage, and I believe that adoption of the recommendations will do much to strengthen the Chief and the Commission's ability to process citizen complaints in a fair, open and impartial manner.

The recommendations establish clear and unmistakable lines of authority for the maintenance of strict discipline, and it reinvests our confidence in the department not only effectively to police the city, but to monitor and discipline its own ranks as well.

The reforms are substantial and far-reaching. They should be promptly implemented by your Honorable Commission and carefully reviewed after a six-months period.

Sincerely,
Dianne Feinstein, Mayor
City of San Francisco

RECOMMENDATIONS OF THE AD HOC INTERNAL AFFAIRS BUREAU TASK FORCE

In order to establish a uniform and comprehensive program to encourage and address constructive criticism or complaints brought to the department's attention by citizens, while retaining the ability to fulfill the police mission effectively, this Ad Hoc Task Force recommends consideration for adoption the following proposals:

1. Strive for as much openness as possible in the methodology, investigative techniques and disposition reporting as it allowed by current law.

2. **This item was tabled and removed from the recommendations pending a city attorney's opinion.** Provide for a complainant's appeal to the Police Commission for review of any investigation recommending "Exonerated", "Unfounded", or "Not Sustained" disposition in accordance with the procedures discussed in Section II (2) following.

3. Adopt by Departmental General Order, in accordance with current law and departmental policy, experimental procedures for taking recording, investigating and concluding citizens' criticisms and complaints which have been in use for test purposes since January 1981. (See Section III for new procedures.)

4. The Police Commission should establish a policy for review of investigations of citizens' complaints, except those investigations which result in a recommendation for disciplinary action, on a random sampling basis to ensure quality control. All Commission review should be in accordance with procedures set forth in Section II (2) following.

5. Investigations referred by the Internal Affairs Bureau (I.A.B.) to other units for investigation should be made the personal responsibility of the commanding officer or officer-in-charge of the unit. Delegation of the investigative function should be limited to a commissioned officer rank.

6. Design and use a Citizen Satisfaction Questionnaire to be mailed to all citizen complainants where informal resolution of the complaint is utilized. Returned questionnaires indicating citizen dissatisfaction with the resolution shall be forwarded by I.A.B. to the Police Commission for their information and action which they deem appropriate.

7. **This item was removed from the recommendations based on a prior city attorney opinion that the bill does not apply in San Francisco. The department will still follow the Bill of Rights.** Include in the Departmental General Order implementing new I.A.B. policy and procedures the "Public Safety Officer Procedural Bill of Rights" as contained in Section 3300 et. seq. California Government Code.

8. **This item was tabled and removed from the recommendations pending a study of this procedure in other departments.** Employ a full-time licensed psychologist to devise and implement a method to utilize a member's citizen complaint record as an "early warning" indicator for corrective action or counseling. Explore other methods of counseling.

9. Complaint (usually on SFPD Form 293) reduced to writing and complainant allowed to read, correct, change and sign if he/she desires. Copy given to both complainant and officer if known.

10. **This item was removed from the recommendations.** Establish a system to track the source of complaints to determine if specific persons or groups file complaints for "legal defense tactical" or "harrassment" purposes.

11. Categorization of all complaints in order that consistent and appropriate investigative methods are applied.

12. **This item was removed from the recommendations.** I.A.B. should be physically removed from the Hall of Justice if fiscally feasible.

13. Officers should be available at various non-police public facilities in the city for the specific purpose of recording citizen complaints and advising the general public on the procedures for investigation and complaint resolution.

14. I.A.B. personnel should be available on a 24-hour basis and have response capability for citizens.

15. Avoid using the words "adjudicated complaint" in the I.A.B. procedures.

16. Early contact with involved member during "preliminary investigation."

17. Maintain and disseminate to appropriate persons statistical information concerning number, types and dispositions of citizens' complaints.

18. Elevate position of commanding officer of Internal Affairs Bureau to the rank of commander.

19. Add one civilian trial attorney to department Legal Section to provide for more timely presentation of disciplinary matters to the Chief of Police and Police Commission.

20. Add one civilian senior investigator to the Police Commission staff. Duties not defined.



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SOUTHERN STATION LOST ONE CLASS ACT

by Dan Linehan, Southern Station

To all of us who knew him, as a man, a police officer and as a friend, knew by his retirement that Southern Station lost one class act. For every person that he worked with, Billy Kwartz, Marty Sacco, Rich Huddleston and the other selected few are that much the better for the wisdom he imparted to them.

After twenty-five years of faithful service to the City and County of San Francisco, the man decided that he had given his best and now it was time for the city to repay him.



NICK MAROTA & FAMILY

For me, I wonder about a city who makes a man like this feel as if it doesn't care. Twenty-five years of watching life at its worst and knowing how to solve the problems, that just cannot be replaced or taught at the Academy. Every citizen of this city lost when Nick Marota retired.

Nick, all of us at Southern Station wish you and your family, that you hold so close, a long, happy, healthy retirement.

POLICE YEARBOOK

by Gerry Schmidt

I am pleased to announce that the San Francisco Police Officers' Association is undertaking the development of an exclusive, limited edition, department-wide history for the San Francisco Police Department.

Your photograph, as well as those of all your fellow officers and association members, will be an important part of this book, along with:

- detailed history of the San Francisco Police Department from its beginning right up to the present.
- Photos of San Francisco police officers as well as civilian personnel.
- Many rare and fascinating photos from the past.
- 200 pages full of the people and events which have made our department what it is today.
- Great candid shots on the job and off.
- Historic "firsts" of our department and association.
- Memories to be cherished for years to come.

Our book will be a high quality, casebound limited edition. It will be available for purchase at \$29.50 per copy (plus \$1.50 shipping and handling and California state tax), but no books can be reserved before the photo sessions.

The San Francisco Police Officers' Association is excited about this project because we see it as a unique opportunity to graphically portray the camaraderie and dedication that unites us all. We trust that you share those feelings.

We will keep you up-to-date on the progress of our book and look forward to 100% participation by all officers of the San Francisco Police Officers' Association.

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MINORITIES' CUP RUNNETH OVER

Dear Editor:

In June of 1976, after several years delay, the San Francisco Police Department administered an examination for the rank of Sergeant of Police. Several hundred members participated in that examination. Nearly 400 members achieved a position on the resulting list; and, most of that number waited two or more years for an appointment to the rank. I say most because there were nine infamous exceptions. These nine were but a small number of the minority members who successfully competed for the job; but, these nine felt (for whatever reasons) that they were entitled to be treated in a different and special manner. That is truly an ironic position, since the litigation which ultimately resulted in the current Consent Decree complained that minorities had received treatment which was not the same as the treatment afforded to white males.

The fact is that these nine are weak, greedy, parasites. In the first place none of them has the self esteem to accept themselves as they actually are. Why otherwise would they take something to which they were neither morally or ethically entitled? Furthermore, each of these nine has taken approximately \$7000.00 in earnings which properly belong to the persons ranking one through nine on that list. The most kindly inference which I can draw from this fact is that these people are extremely avaricious. There is, however, another word (commonly used in police work) which does come to mind. Lastly, by accepting a position which they had yet to earn, each of these people has demented and belittled the accomplishment of every notable minority past and present; and, demonstrated a willingness to let others do for them what they are unwilling to do for themselves.

Unfortunately, under the tutelage of Mr. Robert Gniazda of Public Advocates, it appears that more of our membership has been convinced that fairness and equality are not admirable qualities.

Recently all minorities of the rank of sergeant were asked if they would accept a like/work like/pay or limited tenure appointment to the rank of lieutenant of police. This questionnaire was distributed after complaints from Mr. Gniazda that the department was violating the consent decree by making such appointments on the basis of seniority alone. Mr. Gniazda would have us believe that ethnic background and sex are more valid indicators of qualification to lieutenant, than is experience at the rank of sergeant. It is my understanding that over three dozen minority sergeants have expressed a willingness to be appointed out of order. This is an increase of about three hundred percent in less than five years.

It is imperative that the continued attempt to destroy the civil service system be strongly resisted. The future of every member of this department is at stake.

If the Robert Gniazda's of this world and his growing band of followers, succeed in imposing their wills on the rest of us, the consequences will be devastating. Promotional standards must be clear, impartial and job related. Race and sex are certainly not impartial. Experience alone does not produce an effective supervisor or administrator, but it is surely a job related issue.

The citizens of San Francisco have the right to expect that their police officers are professional and act in a fair and even handed manner. On the other hand, San Francisco's police officers have the right to expect the same treatment. Hiring and promotion of police officers must be accomplished by methods which insure objectivity and impartiality. The ill-conceived ideology of Robert Gniazda must be exposed for what it is — planned racism designed to provide increased opportunity for attorneys to collect inflated fees via litigation.

Yours truly,
Bill Kelly,
Mission Station

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

INSIDE THE BUREAU OF INSPECTORS

by Mike Nevin

Hendrix of Homicide

Just a few months ago Insp. Napoleon Hendrix was transferred from Narcotics to Homicide. Nap's career has been nothing short of sensational. The street smart Hendrix was feared in all dope ridden corners and alleys of this city. He can make a case and package it as well as any of the best investigators in the history of this department. In the past, some inspectors made their name with a little help from their friends; Examiner, Chronicle being the best examples. An ode to Hendrix is that he did it on his own; he did it his way.

Hendrix happens to be next on the list (P-1) for Homicide. This department is better off for that fact. But, what if he was not? If Hendrix was number 25 on this list, he would be transferred in the year 1998. What is the answer to P-1? The P.O.A. took a survey of the members in the bureau with regard to the transfer policy.

Here are the results:

In Favor of P-1: 12
Support P-1 with some changes: 29
Opposed to P-1: 44

As these figures breakdown the majority of the Bureau, 60% oppose the transfer policy. They feel the free movement of anyone to anywhere is best for the bureau.

This would, in essence, give the Deputy Chief the power to transfer the personnel in his command anywhere, anytime. It would allow the Captain of Investigations an opportunity to confer with the lieutenants in each detail as to particular expertise he might be looking for.

No question in my mind the transfer policy in the patrol force is necessary. It builds morale. It gives the patrol officer the opportunity to be assigned to units or stations they desire. However, Inspectors have already been promoted, and advanced in rank. Various details in the Bureau call for specific expertise. The lieutenant in charge is responsible for the efficiency, and effectiveness of the unit. the Deputy Chief is responsible for administration and personnel of the investigative arm of the police department. Yet he has no power of transfer under P-1.

Hendrix is at least one example of P-1 working well. That's because he happens to be number 1 on the list. It doesn't always work that way. The personnel in the Bureau has let their position be known. The transfer policy does not work well as their survey indicates. It is time for reasonable people to get together and take another look, to look steadily and whole, to weigh and to balance and finally make a decision with regard to this issue. In the meantime, Nap, congratulations and thanks for what you have done in the past and will do in the future.

BLOOD DONORS

It's a tradition for San Francisco Police Academy recruits to present a departing gift to the Academy upon graduation. Instead of the usual plaque or flag, the 35 graduates of the 142nd Recruit Class hatched a brainstorm when they came up with a very original and generous gift. With the support of their Tactical Sergeant Anthony Ribera, they decided to launch a blood drive to benefit the San Francisco Police Association which has a group account with the Irwin Memorial Blood Bank.

On June 2, 1981, the majority of the class donated blood, in addition to recruiting donors from two other

classes, totalling 85 pints of blood. Each volunteer blood donation was credited to the S.F. Police Association's account which entitles members and their families to a discount on blood transfusion costs.

The Irwin Memorial Blood Bank extends its congratulations and appreciation to these young recruits for their humanitarian gift to the Association and to the patients in the community who benefited directly from their donations.

LADY OF FATIMA

The following are the results of the recent raffle for "Our Lady of Fatima Group", Sgt. Jack Young Day:

1st Prize

George Kendall
16060 Brookdale, S.F.
(Case of I.W. Harper)

2nd Prize

Off. H. Lang
Central Station
(Case of red wine)

3rd Prize

C.H. Foster
1683-20th Ave., S.F.
(Case of white wine)

4th Prize

Insp. Tom Murphy
Crime Lab
(Case of beer)

Many retired officers also contributed and therefore we would like them to know the results through the police newspaper.

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INVESTIGATIVE HYPNOSIS

by Phil Dunnigan, Forensic Hypnotist

Shirley is a 28 year old computer programmer, divorced with one child. Last winter Shirley became a statistic.

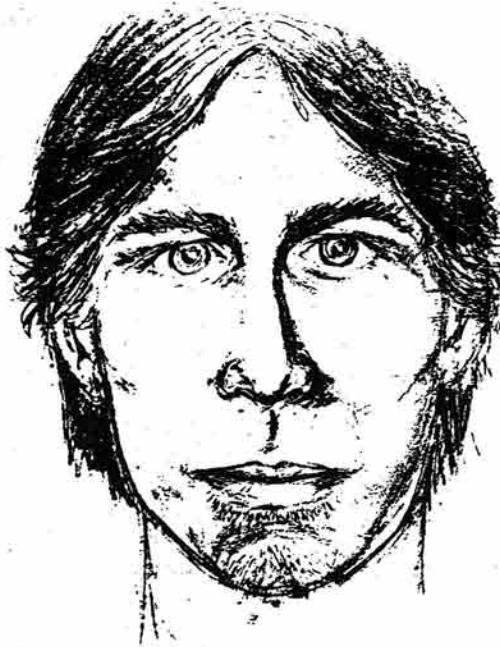
"I was raped in early November 1980. The trauma that ensued was totally devastating. All of a sudden simple tasks such as taking care of myself, my child, my home and my job were tremendous tasks that I was barely able to handle. To cope with this situation I began drinking very heavily". In her letter to the Department she goes on to say, "After my rape I blocked out all recollection of the assailant. Then it was suggested I go through hypnosis to recall pertinent facts regarding my case. Through hypnosis I remembered him, even his clothing with extreme accuracy. I went through hypnosis twice and was taught self hypnosis. I don't drink any more and my life is stable once again. In all honesty I don't feel the rapist will ever be caught but I am coping with that emotion the best I can".

Shirley had been drinking that night she haltingly made her way from the Disco. A young man with brown hair helped her to her car and then got in beside her. At 16th and Dolores he forced her to orally copulate him. He then took the wheel, drove to the upper Market area and attempted to sodomize her. It was at this time that Shirley, still half in and half out of this intoxicated nightmare, escaped by tumbling, semi-disrobed, into Market Street. The suspect fled with her auto and set it on fire a day later.

Through all this Shirley was only able to state her original impression of the suspect — when he was still the good samaritan, helping her to her car; a WMA Latin with Anglo features, brown hair with a slight wave, no further. She was a willing hypnotic subject, and even though the first session was at her home, her discomfort was apparent. This was understandable in view of the fact that two strangers were sitting in her front room, I with a tape recorder running and Police Artist John Sterling with his big sketch pad and fist full of pencils. She was assured that we sought only a more complete description of the perpetrator and while

in hypnosis she would not have to review any of the more frightful parts of the experience. She could simply skip by them if she wished, as persons under/in hypnosis have much more control than is commonly realized.

Despite the fact that her original recall was blurred by alcohol and the emotional trauma of the assault, by the end of the second 2½ hour session, the suspect's meager description was expanded and detailed down through the design of his belt buckle, the twill of his pants, and the composite shown here.



Not all hypnotic inquiries yield such an abundance of specifics, but most do add more information to the case. Forgotten license plates are often sought through these techniques, as in the case of the citizen who saw some people run from a bank into a waiting car. He

closely followed the suspect vehicle trying to memorize the plate while groping for a pen and paper. But he forgot it all when the responding officers included his vehicle in the felony traffic stop. Hypnosis was used to refresh his recollection and bring back the plate.

Occasionally the shock of a traumatic event will leave the victim unclear as to exactly what happened. This was the circumstance with the elderly victim of the hot prowler burglary. Through hypnosis it was determined that he heard a noise, walked into the adjacent room and was struck on the back of the head by an unseen assailant. The value of hypnosis here was that, at this time, the case was carried as far as it could and the victim could contribute no further information.

As in Shirley's case, the Inspector in charge may need for detail from a victim or witness. With his or her cooperation, an hypnosis appointment is set up. This is usually at the Hall but can be at the home of the witness. The entire session is taped and "subject to discovery" to show that the witness was not unduly influenced by the hypnotist. Corroborated evidence generated by forensic hypnosis is admissible.

The witness is told that hypnosis, or the trance state, is a common every day occurrence, much the same as day dreaming. (Some of us have had partners who have been in hypnosis for years.) While in this hypnotic state one can shut out distractions and use the full power of the mind to focus on specifics. While the guidance of the hypnotist is important, it is the client who must allow the trance to occur, therefore, all hypnosis is considered self hypnosis. Sessions vary from 1 to 3 hours with the client generally leaving with a sense of well being.

All paperwork and tapes generated during the session are stored in the case file. The hypnotist's role is to assist in the investigation as the case responsibility remains with the Inspector in charge.

True, Shirley's attacker may never be caught, but the likelihood of his apprehension has been enhanced through the use of Investigative Hypnosis.

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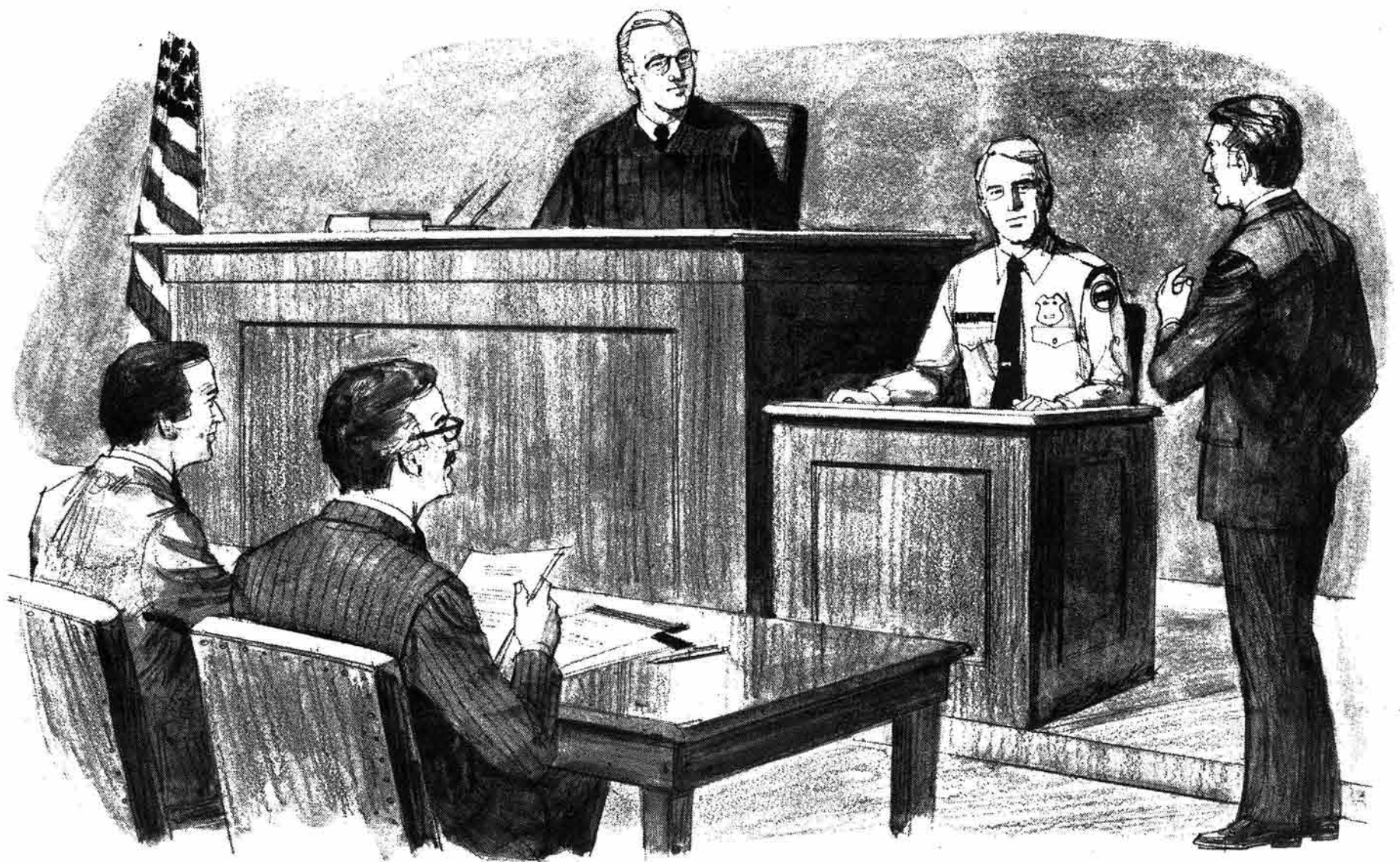
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The cost -- \$52.00 per year.

Fairmont's Legal Defense Group

SYDNEY IRMAS



Founder and Director of Fairmont Insurance Company's Legal Criminal Defense Expense Insurance Program and a member of Fairmont's Board of Directors, Mr. Irmas has been a prominent trial attorney for more than twenty-five years. In his career, he has defended Peace Officers, many prominent persons and political figures.

Through his close association with the California Peace Officer, he determined the need for an insured program that would provide skilled legal defense and would assure the adequate funds required for such a defense.

Mr. Irmas is a Fellow in the International Academy of Trial Lawyers, a group limited to only 500 in the nation.

A California insurance company is pleased to introduce a program of Legal Criminal Defense Expense Insurance designed especially for the California Peace Officer, that provides . . .

- Fairmont's famed group of trial lawyers.
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SOME HIGHLIGHTS OF THE PROGRAM . . .

Q: Who may enroll in the program?

A: All sworn California Peace Officers (as defined in the penal code of the State of California) are eligible for coverage.

Q: Won't my employer pay for this defense?

A: The Los Angeles Superior Court has ruled that such requests are at the option of the Board of Supervisors or of the City Council.

Q: Do I really need such insurance coverages?

A: The cost of competent legal defense services today could easily equal the Peace Officer's annual salary in the event of such a career crisis. You might win the trial but lose a lifetime of savings.

Q: What legal services are provided under the Fairmont program?

A: The criminal defense services include trial lawyers, investigators, paralegals and research lawyers.

Q: Is \$50,000 sufficient in legal coverages?

A: Information currently available indicates that \$50,000 would have paid the legal defense fees for criminal prosecutions involving California Peace Officers in the past five years.

Q: How does the Fairmont Plan protect me?

A: It provides immediate coverage in the event of criminal proceedings arising out of and which occur in the normal course of employment. Fairmont provides a twenty-four hour "hot-line" telephone number directly to a member of the Fairmont Legal Defense Team who is available on your behalf. With each policy issued you will receive Fairmont's CRISIS MANUAL giving full instructions on procedures to be followed.

Q: When will my coverage begin?

A: Coverage commences when a fully completed form, along with a check or money order for \$52.00 for one year's annual premium is received.

JOHNNIE COCHRAN, JR.



An outstanding trial lawyer, Mr. Cochran has served as Deputy City Attorney for the City of Los Angeles and an Assistant District Attorney for the County of Los Angeles.

He ranked third in the District Attorney's office, with administrative responsibility for more than six hundred lawyers and was responsible for the Juvenile and Special Investigation Divisions among others.

Mr. Cochran is currently an Adjunct Professor of Law at the UCLA School of Law teaching Trial Tactics and Techniques. His many awards include Criminal Trial Attorney of the Year by the Criminal Courts Bar Association.

GEORGE FRANSCELL



In a career closely identified with the defense of the California Peace Officer, Mr. Franscell has earned the respect and regard of law enforcement personnel throughout the State of California.

In more than twenty years of service, he has defended officers of the Highway Patrol, Los Angeles Sheriffs and Los Angeles Police.

He is the recipient of many awards of recognition in the field, including an award from the Los Angeles Chief of Police and the Los Angeles Police Protective League.

MELVIN BELL



One of the most celebrated trial lawyers of our time, Mr. Belli, in a brilliant and colorful career, has captured the imagination and respect of clients, the news media and the public in our Nation and throughout the world.

A prolific author and lecturer, Mr. Belli is founder of the Belli Seminars presented at Harvard, Yale, Princeton, Pepperdine and the University of California.

His innovative trial techniques and procedures have become the prototype, which many trial lawyers follow.

APPLICATION

Yes, I wish to enroll in Fairmont Insurance Company's California Peace Officer's Legal Criminal Defense Expense Insurance Program.

I enclose a check for \$52.00 in payment of annual premium.

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PROJECT INTERCEPT

by Paul Chignell, Vice President

One of the most meaningful programs to be started in recent years is Project Intercept, which is being spearheaded by Bob Corriea of the San Francisco District Attorneys Office.

Project Intercept is a worthwhile alternative to the major difficulties faced by juvenile runaways who flock to San Francisco by the thousands every year.

Below are letters from District Attorney Arlo Smith and Chief of Police Cornelius P. Murphy supporting Project Intercept and also a brief analysis of Project Intercept.

It is my hope that San Francisco police officers will support the project when it becomes operational and that ultimately the POA through the Community Services Committee or some other means will assist the Project financially.

Mr. Robert Corriea
Project Intercept

Dear Bob:

This is to reaffirm my strong support for Project Intercept. I wish to compliment you and others for your efforts on behalf of youthful run-aways. As you are aware, I have supported your earliest efforts to bring together a group of interested citizens to develop this program and this shelter.

You have my continuing backing for those very important efforts and I stand ready to assist you in any way.

Very truly yours,
Arlo Smith
District Attorney, S.F.

Dear Mr. Corriea:

As Chief of Police of San Francisco, I strongly support Project Intercept. Our department has long been aware of increasing numbers of runaway juveniles arriving daily in the city, and we are very much aware of the problems and pitfalls that are the result of lack of caring.

Project Intercept offers a positive alternative to this pressing problem in providing emergency help, referral and placement services.

I wish to add my endorsement and congratulate the planning committee for its efforts on behalf of the children whom this project will serve.

Sincerely yours,
Cornelius P. Murphy
Chief of Police, S.F.

PROJECT INTERCEPT PROPOSES

To Offer: Short term emergency housing, food, clothing and referral services.

To Runaway Children: Ages 9 to 14, recently arrived on the streets of San Francisco.

Respite from Street Life: So that they will not be victimized by: prostitution, pornography, poverty or drugs.

And Hope for the Future: Through an opportunity to become a contributing member of society.

The Planning Committee for Project Intercept consists of nine members. They are as follows: Robert Corriea, Senior Investigator, Office of the District Attorney of San Francisco; Ralph McKinley, Senior Investigator, Office of the District Attorney of San Francisco; Bruce Goldstein, President, Executect Security Consultants, San Francisco; Bernie Cohen, President, San Francisco Council of District Merchants Association; Peggy Coster, Director, Adult Benevolent Association, Franciscan Charities; Barbara Harrison, T.V. newscaster; Sister Linda, O.P., Latino Services, Adult Benevolent Association, Franciscan Charities; Rev. Tom Rosenberger, Chief Accountant, Franciscan Charities; Rev. Bruno Hicks, Franciscan Fathers.

San Francisco Police Department statistics indicate that approximately 25 to 50 runaways arrive in San Francisco daily. They also state that there are anywhere from 500 to 1,000 runaway minors on the streets of San Francisco on any given day. These children rarely escape victimization by pimps, pornographers or drug dealers, ultimately causing extreme poverty and degradation.

Project Intercept wishes to locate in an area adjacent to the Tenderloin in order to facilitate the availability of this service. In addition, Project Intercept will accept any child on an emergency, short-term basis.

Project Intercept proposes to alleviate the conditions of poverty and desperation confronting runaways by providing short-term, emergency housing, food, clothing and referral and placement services. To do so, we will need to convert an existing building into a suitable residential facility, hire a director and counselors for 24-hour care, co-ordinate the services of volunteers and provide referral and medical services. A number of community based groups have tentatively offered assistance.

Our major need at this point is seed money. We need funds for: salaries, equipment, medicine, household supplies, office supplies, transportation of children.

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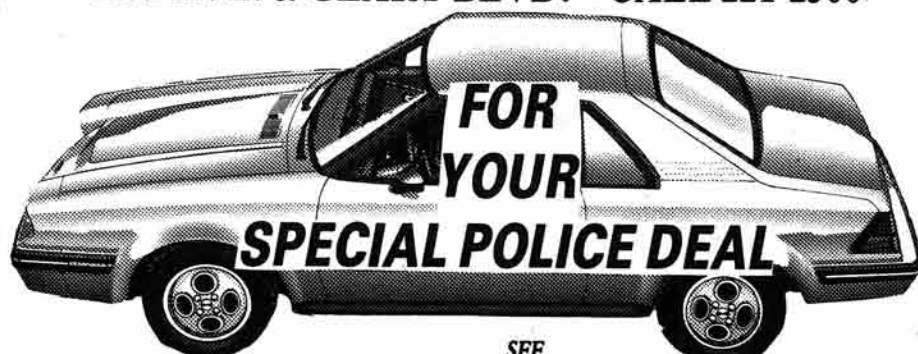
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'LETTERS' RE CIVILIAN REVIEW

SAN FRANCISCO POLICEMAN - Page 21 August 1981

Joanne M. Garvey
Attorney at Law
JORDAN, KEELER & SELIGMAN
Alcoa Building, 14th Floor
San Francisco, CA 94111

Dear Ms. Garvey:

I viewed with amazement that the Board of Directors of the Bar Association of San Francisco would issue a statement reaffirming its earlier call for an "office of citizen complaints" with civilian investigators trained to evaluate charges against police officers.

The majority of lawyers who belong to the Bar Association of San Francisco are not residents of the City and have no right to tell the City and County of San Francisco how to run its police department. Police officers have enough problems combating the increasing crime situation in San Francisco without having a civilian investigating committee breathing down their backs.

I would suggest that the members of the Board of Directors of the Bar Association of San Francisco make arrangements to accompany the police officers while they are doing their jobs protecting the citizens of our city from the ever mounting wave of crimes. I am sure that the members of the Board of Directors would then better understand the difficulties the police officers encounter everyday with the criminal element in San Francisco.

The San Francisco Police Department does a magnificent job in protecting our citizens even though it is presently operating under its authorized strength.

We have a police commission that is comprised only of civilians, which is considered one of the best in our state, to review complaints against police officers if the complaints are valid.

I would further suggest that the Board of Directors of the Bar Association of San Francisco devote their talents to aiding the police departments of their respective communities in which they reside.

301 Junipero Serra, Suite 208
San Francisco, CA 94127

Very truly yours,

Law Offices of

MILDRED W. LEVIN

Dear Editor:

I am sick and tired of Harry Britt and his paranoid minorities. I think that all people, no matter what the color of their skin or their sexual preference must obey the law, and take responsibility for their own actions.

Harry Britt is holding the Civilian Police Review Board hearings before the Select Committee on Crime and Violence. Whatever merits his plan might have had have been offset by the rude behavior of his witnesses. The entire hearing was set up for one reason — to attack the police department, as if they are responsible for crime and violence.

I do not care if the police are a little bit too rough with somebody who rapes our young ladies, or with somebody who abuses our elderly citizens by knocking them down so that they can steal their last two dollars.

What a pity that decent law abiding citizens must walk their streets in fear. What a pity that able bodied men and women waste their lives on the streets and corners of the Tenderloin and use public assistance money to maintain their alcohol and drug habits. And when the public assistance money runs out, they resort to crime and violence. These are the things we should be discussing at any committee on crime and violence.

Supervisor Harry Britt holds an office of public trust — and he should be ashamed to be holding these hearings, which are nothing but a fraud — and were set up to deceive the public into thinking that he is doing something about crime and violence.

I am relieved that Supervisor Molinari is chairing the Committee, and that Supervisors Nelder and Kennedy are on it. At least they bring dignity and honesty into the hearings, which otherwise, would be nothing but the cruelest hoax ever perpetrated on the public.

Sincerely,

William Tocco

TOCCO for Supervisor

San Francisco, CA

IUPA

Dear Bob:

I would like to express my sincere appreciation for the support of the San Francisco Police Officers Association at the Chicago Convention.

I think that at this convention a basis of a future coalition between ourselves and San Francisco was made. Both of your delegates, Reno Rapagnani and Duane Collins, represented you in a most professional manner and the expertise showed by this delegates placed great credit on your fine organization.

I hope that in the future, matters concerning the International can be discussed by both our organizations and we can move forward in a united effort.

Once again, thank you.

Fraternally yours,

James Woodward

Vice President

New York State

Fed. of Police, Inc.

Wendy Nelder

Dear Bob:

I appreciated the Police Officers' Association contributing to my Friends Committee Fund.

Please tell the entire Board "Thank you".

My best regards to everyone,

Wendy Nelder, Member
S.F. Board of Supervisors

Testing

Dear Editor:

Recently there was a petition circulated which requested that a pre-employment psychological test be given to all future San Francisco Police officers.

All things considered, this sounds like a pretty good idea to me, I mean I ain't too crazy about the thought of working with a nut.

Ed Collins

Presentation

Captain Donald L. Taylor
Commanding Officer
Mission Police Station

Dear Captain Taylor:

I have been advised that you made a truly excellent presentation before the Police Commission the other evening on the proposed civilianization of the Internal Affairs Bureau.

On behalf of the men and women of the San Francisco Police Officers' Association, thank you for your support on this important issue.

Very truly yours,

Paul C. Chignell

Vice President, SFPOA

San Rafael POA

Dear Association Members:

On behalf of the membership of the San Rafael Police Association I would like to convey my sincerest gratitude for your generous donation.

Your support of our efforts is greatly appreciated.

Thank you,

John F. Riordan, Pres.

San Rafael Police Assn.

Tourist Trap

Editor
SAN FRANCISCO POLICEMAN

Dear Sir:

This refers to the letter addressed to Mayor Dianne Feinstein by Duane C. Collins, P.O.A. Director, Tactical Division, which appeared in your July issue under the headline "TOURIST TRAP".

The map you reprinted of a 6½ mile car tour of Victorian-style Pacific Heights and Alamo Square residences illustrated a feature story released to travel editors in May, 1978. It was widely reprinted at that time and subsequently adapted as a press kit enclosure. It took in the residences around Alamo Square because the Steiner block has been much photographed and camera-minded visitors asked to be directed there.

This leaflet has never been a general distribution piece. It was given out by our Visitor Information Center personnel to the occasional visitor who asked where the greatest concentration of Victorian Homes was to be found. It was completely withdrawn from circulation some weeks ago. (Emphasis added.)

Officer Collins' letter infers that the map represented a walking tour. The copy that accompanied it clearly stated that it charted a 6½ mile car tour. At the time it was written the Western Addition had not earned a reputation as a dangerous area for motorists.

Sincerely yours,

Marge Booker, Director

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WHEN A COP WAS A COPPER by Barbara Rapagnani

Imagine the scene. It's San Francisco in 1915, sometime in November before midnight, in the Richmond district. Four men in a car are in the grip of making a getaway after just having shaken down the owner and patrons of a small beach cafe. They're speeding along Fulton Street when they notice — this guy. This particular guy is tall and very much alone and he's riding one of those — Oh, my God! — he's a copper and he's gunning that iron horse of his and he's after us!

Dullea: "The robbers drove all over the district trying to shake me off. Then they started to fire at me."

But trailing along the left rear of that car, with one hand on the motorcycle and the other in the air, that copper manages to return fire, shot for shot. They really can't get rid of this guy! He's at their heels every bit of the way and they've covered some good ground; in fact, they've just about exhausted the length and breadth of the entire district when the next thing they know, they are literally up against the Presidio wall, on Fifth Avenue. They jump out of their car and begin shooting wildly at this dogged copper who is now crouched behind a pole, still very much alone, blasting away at them.

Dullea: "One of the fellows was hit in the shoulder. Then I took deliberate aim from the side of the pole to bring down another. There was only a little click! I had not realized my gun was empty."

Enter the police wagon at this precise moment in time and the rest of the story unwinds in smoother, more ordinary ways. Outcome: 5 arrests.

Charles Dullea had been a San Francisco patrolman assigned to the motorcycle squad (the "iron horses") for approximately one year when he found himself "one inch from death" as one headline of the day exclaimed. In that same year, he was promoted to corporal and some two years after that to sergeant.

1918 - 1924

San Francisco again, around midnight on a New Years' Eve, sometime between 1918 and 1924, when cars were still called "machines" and detectives, "sleuths". The city is wide awake tonight, still high-stepping to the razzle-dazzle tunes that now drift out into the streets. Small, glittering groups of people, some moving dizzily along, others bunching up tightly at the corners, have claimed Market Street tonight as their own. But wait — there's the sound of buckshot hitting the air! Get back on the curb, move, scatter, run

for your life! The police shotgun squad is at it again!

You see, the coppers spotted these car bandits tooling around in their stolen machine down on Fulton Street but when the dicks shout "Stop!", those wiseacres step on the gas and keep right on going! At some point during the chase, somewhere on Laguna, the police start shooting. Not one, not two, but seventeen shots are fired until one punctured tire and riddled windshield catch up with the bad guys at 17th and Dolores. Outcome: No injuries, four arrests and just another night for Dullea riding shotgun.

In the six years he served as sergeant in the "police bandit hunting squad", Dullea had recovered over 1,600 stolen machines and had broken up some of the more notorious car theft rings operating in the city at that time.



In 1925, he is promoted to lieutenant in charge of the homicide detail. For all the years he has been in the police department, he has been one of the major headline-grabbers, immensely popular with a press that openly condemned "outlawry" and with his own men who unabashedly regarded him as the "cop's cop." There was something about the smell of danger that made him want to jump reflexively right in the middle of it. Whether in a machine or on an iron horse, the man was almost always there and not once in all that time did he suffer even the least little scratch (and those were the days when the word "bullet-rain" was taken quite seriously).

But it wasn't all bare guts and glory with the man. On every promotional exam he took, he came in either number 1 or 2. As head of the homicide detail, he prepared his cases, second drafts and all, with an as-

tounding thoroughness. It was this kind of attention to detail, combined with his Marine-style, on-the-street fearlessness, that brought on all the applause.

1925 - 1929

An 8 year old girl is missing from her isolated mountain community home. The local police are puzzled and ring up the San Francisco Police Department for some advice. Dullea gathers up all that is known so far about the girl, interviews a few of her neighbors and then heads off into the mountains, alone, for a week.

Dullea: "I simply decided who could have done the murder. I then looked for tracks near his home, found them and followed them far into the mountains until they stopped at the river."

He told the locals that in four days, the child's body would float down at a certain point in the river. Four days later, the body materializes, the murderer subsequently confesses — case closed.

Dullea: "You need only ask what person involved is emotionally capable of murder."

Period.

In 1929, Dullea was advanced to the position of Captain of Inspectors, with his finger pressed on the pulse of every detail in the bureau — homicide, crime prevention, burglary and various special squads. He is 35 years old now and deemed one of the finest police questioners in American police history. After having survived a string of adventure plots that would make a detective novel pale reading, 14 years later, the man as captain still shuns the obvious comforts implied in his advancement. He's still There — not just sending out his men to unravel the workings of his mind but travelling right alongside of them. He's hiding behind some tule marsh on Sherman Island just waiting and watching for the moment when he can nab "Bad Man" bank robber, Clyde Stevens. Got him! Or he's holed up in some room in the Whitcomb Hotel third-degreering his "man" for five straight, sleepless days and nights. Got him! Or he's knocking off the gangs before they even hit town with an intricate undercover web he's dreamed up himself. Got them!

The man cannot be stopped!

The San Francisco Call-Bulletin Thurs., Feb. 15, 1940
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1940 - 1947 — Chief of Police, S.F.P.D.

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SEROLOGICAL EVIDENCE

by William Louis Fazio
Assistant District Attorney

During the past ten years, serological evidence has come to the forefront of criminal prosecutions. In the early 1970's the forensic serologist was limited to identification of blood and semen stains, determination of species origin, and ABO typing. While these areas still retain their importance as part of the repertoire of the routine laboratory methods of the forensic serologist, the profession has progressed to the extent where they can, and do, obtain a greater degree of accuracy and identification in the recognition and interpretation of body fluids.

The recognition of the expertise and services available of the forensic serologist is important and relevant to the police officer as it relates to evidence recognition, collection and preservation.

The prosecution of a sexual assault often avails itself of the assistance of the forensic serologist. The reporting officer initially will examine the crime scene and take a report from the victim. If appropriate, the crime lab should be contacted to assist in preserving the scene. Assuming that the officer proceeds on his own, he should tend to the needs of the victim and only then commence examining the scene for evidence. If the assault took place on a bed, the sheets or bedspread should be collected and preserved for evidentiary purposes. In the case of a physical assault, along with the sexual assault, any evidence of blood should also be collected and retained for analysis. Often overlooked yet capable of analysis for comparison testing are saliva stains. These often can be obtained on cigarette butts left by the suspect, or by swabbing areas of the victim's body where the suspect has bit or kissed the individual during the attack.

The victim should be transported to Sexual Trauma Services at Central Emergency Hospital where she/he will receive counseling, support, and medical attention. If an exam is required the doctor will take several swabs and slides for evidentiary purposes. The slides/swabs should be transported by the officers to the property clerk's office for proper preservation. Any clothes worn by the victim during the attack, or left by the perpetrator, should also be preserved for evidentiary purposes.

The recognition and collection of evidence samples will be of little importance if they are not properly preserved for later analysis by the forensic serologist. In the case of body fluids, it is best to air dry them prior to storing them; however, it is often impractical or impossible to correctly air dry samples; in such cases it is best to freeze the samples. The property clerk's office has a freezer for this purpose.

In the same way that physical characteristics (e.g. height, weight, and hair color) make up the individual appearance of a given person, the blood group characters or genetic markers found in a person's blood make up the individuality of that blood. The blood of an individual is uniquely his own, distinguishing him from all others. However, just as size and eye color or one whorl or ridge in a fingerprint falls short of positive identification of the individual, one or two genetic markers in blood are insufficient for that purpose. Many different markers are required for individualization. Some remain undiscovered, and some existing now are not applicable to the typing of bloodstains. Future research in genetics and forensic applications hold the key to matching a drop of blood to its donor beyond any doubt. However, the days of simple ABO typing are gone and the science of serology is on the road toward individualization.

Once biological evidence has been submitted to a crime laboratory, its examination and analysis generally follows a routine and predictable sequence. Each case is special and offers non-routine problems to the analyst, rendering any rigid analytical sequence impossible, but an overall systematic approach applicable to most cases and evidence will be as follows:

1. Visual examination for the presence of biological stains. This would include low power microscopy for minute or difficult stains, tactile examination to detect colorless stains which adhere to and stiffen fibers of material and examination under ultraviolet light which will cause semen and salivary stains to fluoresce.
2. Presumptive tests which indicate to the analyst the presence of a possible body fluid.

3. Confirmatory tests which identify the body fluid in question and the determination of species origin of the stains.

4. Determination of the genetic markers present in the referenced samples from suspect(s) and victim(s).

5. Typing of the stain(s) in the chosen genetic marker(s).

6. Comparison of the results with the victim and suspect reference samples. This will include the determination of the occurrence of that combination of blood groups in the population and conclusions as to the origin of particular stains in reference to individuals in the case.

Depending on the quality of the evidence and determination of genetic markers it is possible to exclude the suspect as the perpetrator, or include him as the perpetrator and further conclude that the suspect has the same genetic markers apparent inasmuch as 48% of the population — (1 person in 4) or as little as nineteen thousands of the population (1 person in 110,864). If the genetic markers of the assailant are present in only one person out of 110,864 and our suspect has the same genetic markers we are able to present strong evidence to the jury that our suspect and the perpetrator are one and the same.

Through an understanding of the practices of the forensic serologist, the police officer will better appreciate the importance and relevance of the proper recognition, collection and preservation of evidence that might otherwise go unheeded. While scientific testimony is impressive in its presentation to the jury and often times compelling in its accuracy, it is in fact, the quality of the investigation and collection of evidence by the police officer that makes the presentation of the scientific evidence possible.

I wish to acknowledge the assistance of Brian Wraxel of the Serological Research Institute, 1450 - 53rd Street, Emeryville, (415) 654-7374 for his assistance. Mr. Wraxel's laboratory has provided important scientific evidence which along with his testimony, has contributed to guilty verdicts.

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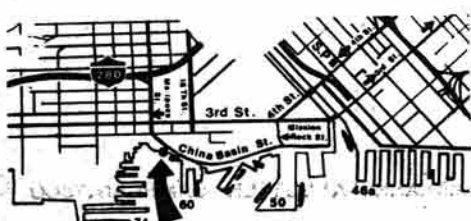


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SHOVELING AGAINST THE TIDE

The Shafting of a Good Cop (Part II)

by Don Brewer

For what reason was Dave Ell treated in the repugnant manner that I recently reported in this newspaper? Done, after he had given his all in a most unappreciated effort to help curb crime in the Western Addition. An area which is a chronic embarrassment to the city as a whole and the tourist industry in particular!

Why did an arbitrator correctly rule in Dave's favor and then reverse himself?

Why did another hearing officer stall for an inordinate length of time rather than make a decision and then pass the buck to a doctor with instructions to define a position within the police department that the department has been unwilling to define? Indeed, a position that does not factually exist. That of a "light duty police officer".

Poor Harry Truman must be turning in his grave.

THE BOTTOM LINE

Rather than being a great mystery, the reason is a simple as the politicians never ending promise to correct all of the mistakes that they have made while spending the taxpayer's money if said taxpayers will only give them more money.

In this case, Charles Gain was allowed to decimate the police department by this political backers. Now, in a desperate effort to increase departmental strength, City Hall has decided that disabled police officers that should actually be retired will be kept in harness until

the department is up to either 95% or 97% of full strength. This varying figure depends upon who you talk to and their interpretation of this sordid affair which was engineered solely in an attempt to remove some of the egg from the faces of those lacking in the most fundamental of principles.

Of course, "the bottom line" in this whole affair is that it's a **political sham** totally without any legal or moral basis.

In this obvious attempt to cover their tracks, City Hall is clearly stating that if you are seriously hurt as you adhere to their wishes in cleaning up the Western Addition, it is just **tough luck** on your part!

They are, with their typical mumbo jumbo, trying to "eat their cake and have it as well".

They are unashamedly trying to keep Dave Ell in harness in spite of the following facts.

He would be permanently frozen in his present rank as they continue to abuse him since he cannot pass the promotional physical.

He is unable to qualify at the range due to his inability to fire a weapon with his left hand, which is mandatory.

He cannot pass the physical agility test at the gym, which is also mandatory. Some have been terminated for failing this test for the mere fact that they were considered to be overweight.

If City Hall is going to pick up their marbles and stagnate when they cannot change the rules in mid-

game, I think some new foundations should be laid.

With that in mind, I have gathered (590) signatures of sworn police officers at this time who are petitioning for an investigation of the whole disability retirement procedure.

Following is a list of the stations and details that have sent in their petitions. Those who have not done so, please do so at this time. I will be most happy to send out any additional petitions if needed. Just contact me at Richmond Station.

HEARD FROM AT THIS TIME

Co. A	— 55
Co. B	
Co. C	— 30
Co. D	— 62
Co. E	— 74
Co. F	— 40
Co. G	— 64
Co. H	— 49
Co. I	— 39
Personnel	— 44
TAC	— 36
Traffic	— 33
Academy	— 27
General Works	— 25
Homicide	— 7
Auto	— 5

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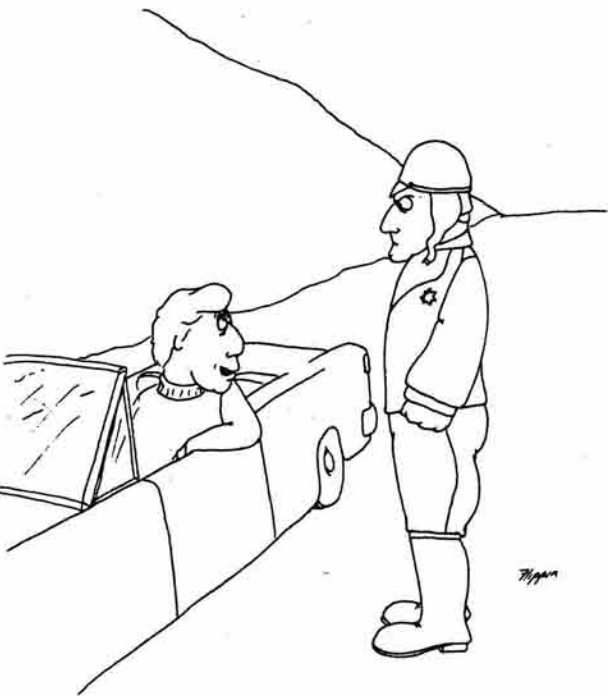
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LOW RIDERS AND THE MEDIA

General Manager
K.P.I.X. TV

Gentlemen:

Last evening your station aired, on your program "All Together Now", a report relating to the, so called, "Low Rider" situation on Mission Street. The introduction to last night's presentation indicated that the program was a rerun of a production from last year, but added that an "update" on the situation would be part of the production. I have seen both airings, and am outraged at your stations' actions in this instance.

I am a nine year veteran of the San Francisco Police Department and have been assigned to Mission Station for over three years. During the summers of 1979 and 1980, I was assigned to the midnight watch, and was personally present on Mission Street when the activities which were the subject of your report were becoming history. Your report was extremely biased, in my view. The second showing was merely, with the exception of a brief commentary, a rerun. The most appalling fact, though, is that last night's presentation suggested that the problems are as significant today, as they were two long years ago. This is a blatant misrepresentation. Today's circumstances bear so little resemblance to those of the last two summers, that I have difficulty remembering that my recollections were far more than bad dreams, they really happened.

Nothing in your report presented the facts and/or figures on the incidents of armed attacks resulting in serious injury. The facts are that your problem suggested that these types of incidents were out of the ordinary. The simple, unadorned, truth is that life threatening assaults occurred dozens of times each weekend night. Where were the interviews with the residents of the area, who could not sleep because of the noise which continued past dawn every Friday and Saturday nights? These are the law-abiding citizens who called police communications by the hundreds (and I mean several hundred nightly) to complain. They were not a part of your station's one-sided presentation. Why not?

Where were the reports of the documented incidents of bottles being stockpiled to hurl at police; and, they were hurled at the police. Where were the reports and pictures of the hundreds of deadly weapons which were confiscated? They were not there. Why not? Your station's representation strongly suggested that the San Francisco Police Department has intentionally,

unilaterally, and without any justification engaged in an ongoing campaign to harass a group of innocent young men and women who are merely attempting to participate in some clean fun. My reaction to that inference is "hogwash".

Television stations have a responsibility to present to the viewing public reports on matters of public interest, which allow for personal evaluation of the facts. Your "low rider" report has not only failed to meet that moral and ethical obligation, but has gone far beyond simple failure. You have presented such a slanted view that you could conceivably be responsible for arousing long forgotten animosities. If that occurs, I sincerely hope that you are made to accept the financial responsibility for your actions, which are unexcusable.

Your truly,
William J. Kelly

Dear Mr. Kelly:

Thank you for your letter regarding ALL TOGETHER NOW's segment on lowriding on Mission Street. The host did state at the open of the program that an update would be provided at the end of the story. As promised, at the end of the program the host stated clearly that the problems on Mission Street had improved and that the police department had a community liaison officer working with residents of the Mission District to deal with all issues related to this conflict.

In regards to not presenting facts and/or figures on incidents of armed attacks, the producer has informed me that in speaking with a wide cross-section of people while doing this story (including police officers and merchants) on one indicated to him that armed attacks were a big problem in connection with the lowriders.

The program won a 1980 Northern California Emmy Award; we regret that you feel the program was biased and misrepresentative. We always attempt to bring a fair presentation of any issue we cover in our public affairs programs.

Again, thank you for taking the time to write to us; we appreciate your interest.

Sincerely,
John Shine, Program Manager
KPIX 5

POLICE ORGANIZING IN PHOENIX

by Paul Chignell, Vice President

Below you will find a notice from the Phoenix, Arizona City Administration which vividly displays their previous attitude towards police organizing.

Based upon the discrimination against Phoenix police officer, the Phoenix Employment Relations Board issued the below directive.

Notice to Employees

POSTED BY ORDER OF THE PHOENIX EMPLOYMENT RELATIONS BOARD

After a hearing at which all parties had the opportunity to present evidence, the PHOENIX EMPLOYMENT RELATIONS BOARD has found that we violated City Ordinance G-1532, as amended, and we have been ordered to post this notice to our employees and to carry out its terms. Ordinance G-1532, as amended, gives all employees the following rights:

- To organize themselves;
- To form, join, or support employee organizations;
- To meet and confer as a group through an authorized employee organization;
- To act together for mutual aid or protection;
- To refrain from any or all such activity.

WE WILL NOT interrogate you regarding your concerted activities.

WE WILL NOT discipline you because you file grievances.

WE WILL NOT take retaliation against you because you seek assistance from the PHOENIX LAW ENFORCEMENT ASSOCIATION.

WE WILL NOT order you to take actions which do not comply with the steps of the grievance procedure as set forth in A.R. 2.61, or in any other grievance procedure.

WE WILL NOT discipline certain employees more harshly than others for similar offenses, because said employees have engaged in concerted activities.

WE WILL NOT interfere with you in the exercise of your rights as guaranteed by the Ordinance.

WE WILL offer Johnnie Meyers immediate and full reinstatement to his former position.

WE WILL make Johnnie Meyers whole, for any loss of pay, with interest, that he may have suffered by reason of our discrimination.

CITY OF PHOENIX
(Employer)

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE.

This notice must remain posted for 30 days from the date of posting and must not be altered defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the PERB office. Telephone 262-4081.

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FUNNY STORY

Muni Driver's Bank Jackpot

Reprinted S.F. Chronicle
by Steve Rubenstein

After two snafus and a glitch — demonstrating how much easier it is to give money to a bank than to remove it — an automated bank teller reluctantly spat \$1800 into the waiting hands of a San Francisco bus driver.

The drive, Jack Ross, was calm as could be as the seemingly endless river of \$20 bills flowed into his hand, but at least three bank officials looked as if their children's milk money was being disgorged.

Ross, the grand prize winner of a Hibernia Bank contest, was entitled to withdraw as much cash from the machine as he could in five minutes.

The bank had not one but two vice-presidents standing by with stopwatches as Ross stepped up to the machine and the magic card was inserted. "Go," said vice-president Timothy Thomason, as Ross punched a white button marked "withdrawal" and several green buttons to indicate \$100 — the maximum amount for each transaction.

The machine paused and thought it over. The steel door to the money stayed shut. A message flased on the screen.

"The amount entered will cause the daily limit to be extended," the words said. Translation: no money.

Thomason gulped and explained that the most that could normally be withdrawn from an account on a single day was \$100, which had already been removed during a test, and that the computer people had forgotten to remind the machine that Ross' case was special.

Thomason disappeared inside the bank for frantic discussions with the computer man. Then he came out and stuck the card in the machine again and entered the secret code number.

"You have entered an incorrect personal identification number," the machine said this time. Translation: no money.

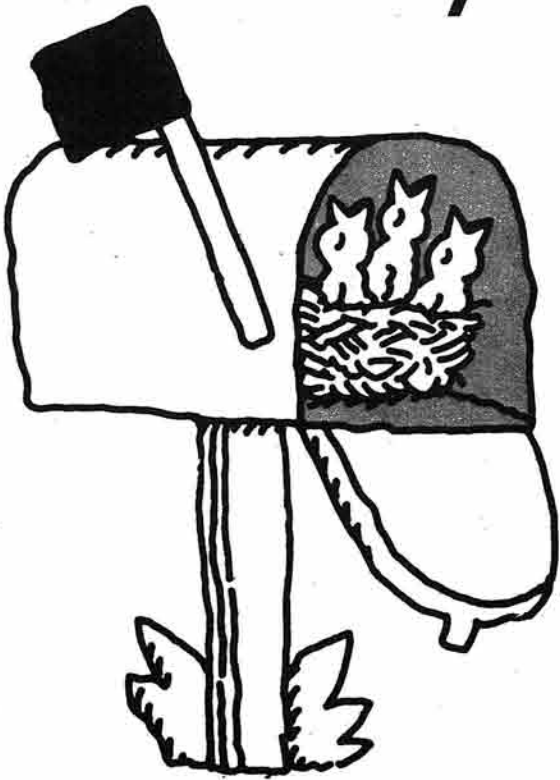
More discussions. Ross was still unperturbed ("When you drive for the Muni, your nerves are already gone," he said.) but one TV cameraman complained that he had nearly run out of film.

"OK, let's give it one more shot," said Thomason and, this time, the machine clicked. Ross, who had practiced on the machine several times of late, refined his punching tehcnique to one finger after experimenting with all five and finding that to be "too confusing."

It took the machine precisely 18 seconds to serve up each set of five \$20 bills. Ross handed them to his wife, Pamela, who stuffed them into a pouch.

The timekeepers finally blew the whistle and Ross, nervous about holding so much cash, said he wanted to put the money right back into the machine. But Thomason said the machine couldn't handle such a fat envelope. So the two of them went inside the branch and Ross handed it to a teller, the human kind.

Changed your address lately?



NAME _____

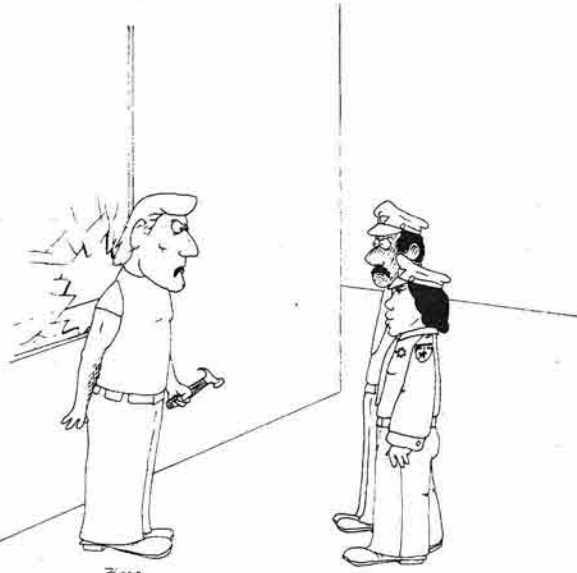
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"Why are you racist, sexist pigs picking on me?!"

MOPEDS —
Both Vehicle
AND Operator Must
Be Licensed in California

The owner of any model or style moped is now required by law to be certain the vehicle is licensed in accordance with the California Department of Motor Vehicles regulations effective July 1, 1981.

Presently, state law contains varied effective dates, based on how the moped is currently being operated, how it is currently licensed (locally), or if it is a new purchase or transfer.

Here's the way the California State Automobile Association (AAA) explains the new and sometimes confusing moped licensing regulations:

1. Mopeds now in use should be registered with DMV as soon as possible by the owner. The law allows until January 1, 1982 to obtain the California motorcycle-type license plate. Early compliance is urged for identification and recovery purposes, should the moped be stolen.

2. Mopeds operated in communities where licensed as bicycles (by local jurisdiction) have until July 1, 1982 to comply with the new law.

3. Persons contemplating purchase of a moped, new or used, should be aware that their moped must be licensed at the time of purchase or transfer. In most cases, the dealer (if one is involved) can assist in licensing at the time of sale. However, it is the new owner's responsibility to be certain the moped is licensed within five (5) days of purchase or transfer.

Moped licensing is a one-time per owner transaction. The fee is five dollars (\$5.00) per moped, which pays for the license place and a DMV identification card. The ID card must be carried when operating the moped. In the event of loss, a card or place can be replaced for an additional fee of \$3.00.

Applications (DMV Form 230) for moped license plate and ID card can be obtained at all DMV and California State Automobile Association (AAA) district offices. The completed application and \$5.00 fee should then be sent to California Department of Motor Vehicles, P.O. Box 11319, Sacramento, CA 95853 for processing and issuance of the license plate and the ID card. All moped license places and ID cards will be issued from Sacramento DMV at this time.

Cntrary to a misunderstanding by many moped operators, a valid California driver's license IS required for moped operators. However, moped operation does not require a Class 4 (motorcycle) endorsement on the drivers license. A valid California driver's license (Class 1, 2, 3 or 4) meets this requirement without special testing.

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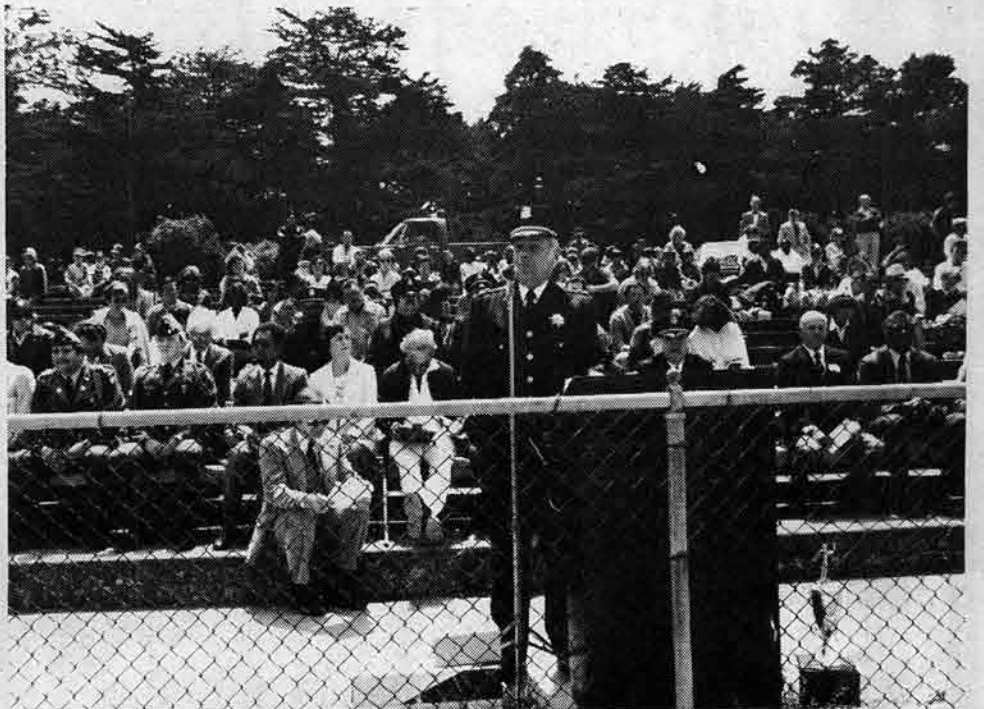
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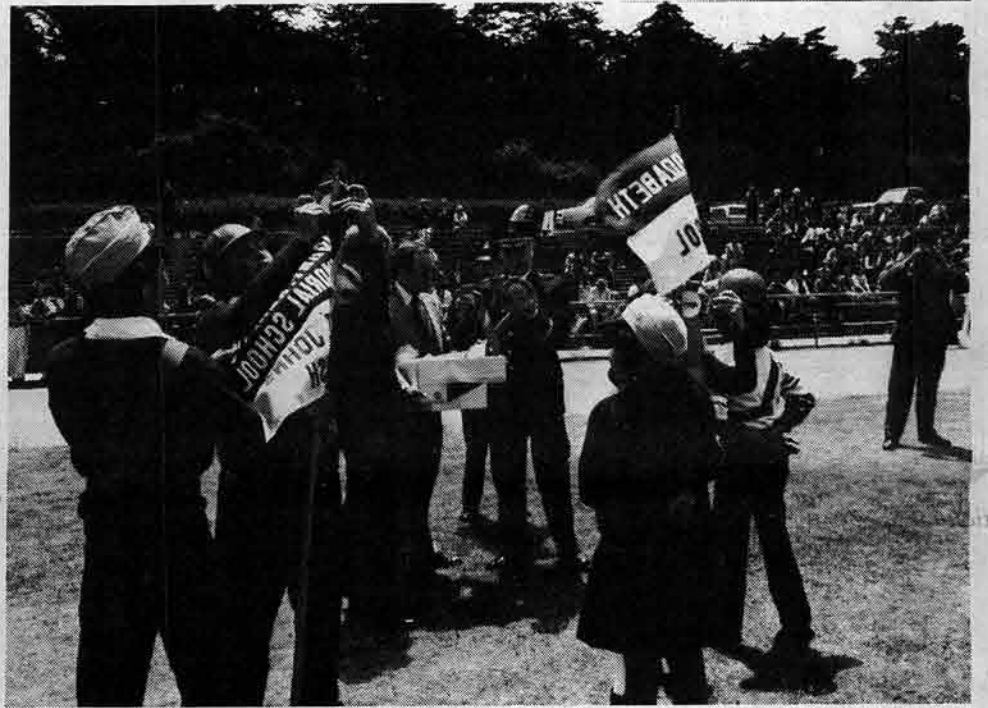
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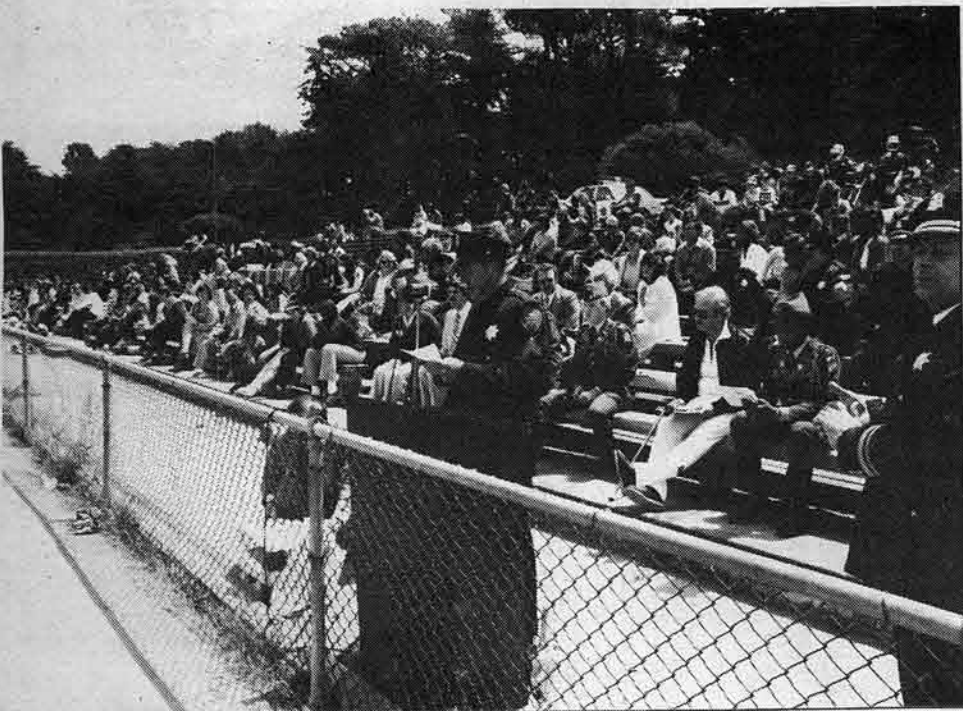
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May 1981,



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“INDEX UPDATE” by Gerry Schmidt

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

GENERAL ORDERS				INFORMATION BULLETINS		
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81-9	Physical Agility Standards	B-1	5/29/81	81-41	Procedures for Requesting Military leave	5-13-81
81-10	Record Destruction	A-2	6/5/81	81-42	Amendment to Regulation of Shield (Star) for Non-Sworn Police Department Employees	5-13-81
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81-12	Equipment (On and Off Duty)	B-3	7/28/81	81-44	Invalid Moving and Parking Citations	5-14-81
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81-15	Underwater Recovery Unit	5-13-81		81-49	Cancellation of Department General Order N-1, "Patrol Commander Duties"	6-2-81
81-16	Latin America Fiesta Parade	5-13-81		81-50	Muni Police Company: Extended Loan (See Information Bulletin 81-38)	6-4-81
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BOARD OF DIRECTORS MEETING — June 16, 1981

Open with the Pledge of Allegiance at 5 p.m. Roll Call: Eighteen (18) present and three (3) excused: Hebel, Minkel and Herman.

PRESIDENT'S REPORT

President Barry reported on the following: 1) The Memorandum of Understanding will be presented to the Police Commission at its meeting of July 8, 1981; 2) A meeting will be held in upcoming weeks regarding the Civilian Review proposal; 3) On June 26th the Golden Gate Transit Authority will approve or disapprove the matter of free transportation for police officers on the Golden Gate Transit System.

SPECIAL ORDER OF BUSINESS

Officer Ted Lindquist from the San Rafael Police Officers' Association appeared to request financial aid to help with their collective bargaining/binding arbitration matter on the 1981 ballot.

M/Huegel S/Strange to donate \$500.00 to the San Rafael POA for collective bargaining. This motion was amended to raise the figure to \$1,000.00 and also to send a letter to all of our members to support the San Rafael POA. Motion passed by a vote of 17 yes.

Vice President's Report: No report. **Secretary's Report:** No report, secretary excused from this meeting.

Treasurer's Report: Treasurer's report was presented for POA expenditures ending May 1981. Treasurer Rapagnani reported that the International Union of Police Associations' audit which we have been awaiting will appear in the August monthly POA's statement.

COMMITTEES

Grievance Committee: Vice President Chignell reported in writing on the present grievances which he is pursuing and made a further report on the grievance of Michael Byrne concerning the obtaining of Internal Affairs Bureau files.

Screening Committee: A complaint was made about the use of the names of certain police officers (Dickey and Pera) in the Bay Area Reporter. A retraction will be asked for.

Uniform & Safety Committee: The Committee reported that the Board approve vest tests done by Armour of America showing that their vest could be penetrated by a 9 millimeter round at the range.

Building Committee: The cost factor for building expansion will be presented at the July Board of Directors Meeting.

Federal Litigation Committee: Jim Strange indicated that the Consent Decree Unit as presently structured is being disbanded and that it will shortly be staffed completely by sergeants.

NEW BUSINESS

M/Chignell S/Linehan to have this Association sponsor and endorse for the District Attorney Investigator's Ballot Measure, their proposal to put them under the California Highway Patrol Retirement System. This measure will be presented in November of 1981. It was understood that the District Attorney Investigators will endorse our collective bargaining. Motion passed, 15 yes, 1 no (Wright).

M/Barry S/Chignell to support down time for the Police Academy in the Field Training Program to delay the start of one or two academy classes. Motion passed, 16 yes.

M/Chignell S/Dempsey to purchase \$1,250.00 worth of ticket to Mayor Feinstein's birthday party to be held June 24th. Motion passed, 15 yes.

M/Rapagnani S/Collins to buy ten (10) tickets to the NAPOA First Annual Convention Dinner to be held Saturday, June 27th, 1981 at a total cost of \$200.00. Motion passed, 15 yes.

Meeting was adjourned.

Submitted by,
Michael S. Hebel, Secretary

GOLDEN GATE RADIATOR, BODY & FENDER

MATT KASKANLIAN
Owner/Manager

1315 - 7th AVENUE
SAN FRANCISCO 94122
(415) 664-8161

BOARD OF DIRECTORS MEETING — July 17, 1981

Opened with the Pledge of Allegiance at 11:10 a.m. Roll Call: Fifteen (15) present; five (5) absent (Dempsey, Simms, Minkel, Huegle and Nevin).

PRESIDENT'S REPORT

President Barry reported on the following: 1) Supervisor Britt's Civilian Review Proposal. Letter from POA sent to citizens of San Francisco. Mayor Feinstein has indicated that she will veto this proposal by Supervisor Britt.

The Collective Bargaining Charter Amendment — the Firefighters' Union does not want to support the present Charter Amendment; they want retirement benefits deleted from collective bargaining because so few of their members (300) are in the new retirement system; they want two separate Charter Amendments; Police Association wants retirement benefits in this amendment because over 800 of our members are in the new retirement system.

SPECIAL ORDER OF BUSINESS

Mr. Brian Banmiller with the public affairs firm of Banmiller-McAuley, Inc., explained the services of his organization. He emphasized that their firm does extensive research and study prior to any proposal. This firm presently represents the San Francisco Firefighters' Union. He felt the POA is very visible and should maintain that position. With regard to collective bargaining, he does not think that this is the ideal time to go on the ballot with this measure but then stated that no time may be ideal. He indicated that his poll showed the firefighters have enormous credibility with the public — they are a source of strength. He further stated that pensions are the Achilles heel on the arbitration issue. He felt that the police and fire unions together without pension benefits has the best chance of winning. He felt the police would lose if they went alone on the arbitration issue. His strategy for campaign on the binding arbitration issue would go as follows: firefighters in front, police in background. Should use television rather than billboards.

M/Wright S/Hebel that this Association support collective bargaining on the November ballot without provision for pensions. The motion failed by a vote of 4 yes and 11 no.

M/Grant S/Parenti that this Association withdraw Collective Bargaining Amendment from the November ballot. This motion passed by a vote of 9 yes and 6 no.

Vice President's Report: No report. **Treasurer's Report:** Treasurer Rapagnani presented the monthly statement for the month of June 1981.

M/Wright S/Hebel that this Association spend \$2,200.00 to paint the POA office. The painter will be Zelinsky Company. This motion passed, 14 yes.

COMMITTEES

Federal Litigation: President Barry presented a stipulation to extend the dates set by the Consent Decree for the department reaching full strength (1,971 personnel). The Consent Decree called for this date being reached by August 1, 1981. It is well recognized now that this will not be met and the City has requested that this date be extended to February 1, 1983 and that the level of personnel be maintained for 3 years after that strength is reached. This stipulation does not alter the content of the Consent Decree but is merely an administrative matter.

M/Hebel S/Strange that the Board of Directors authorize our attorney to sign this stipulation. Motion passed by a vote of 10 yes, 4 no and 1 abstain (Herman).

Prior to voting on the motion to authorize our attorney to sign this stipulation, it was M/Chignell S/Rapagnani to table this issue. The table lost by a vote of 4 yes and 9 no.

Retirement Committee: Welfare Officer Hebel spoke on the following matters: The light duty issue, the Dave Ell case, the buy-out and vesting proposal. He indicated that the buy-out and vesting measure is being handled by Claire Murphy at the Retirement System, 770 Golden Gate Avenue, 2nd Floor, phone 558-3991. Further information can be obtained from Ms. Murphy until the brochure is out. The Retirement System had promised the brochure by July 1st and now indicates that it cannot be delivered until an unspecified date after August 1st. This matter has caused a great deal of concern to our membership since the Charter Amendment passed in November of 1980 allowed an officer to buy out of the system or vest during the entire calendar year of 1981. This option will be available only until December 31, 1981. The time to exercise this option quickly draws to an end without the needed information from the Retirement System.

Brother Al Benner spoke on psychological screening for pre-entry employees. He indicated that the standard test used screened out approximately 3-5% on the basis of emotional instability.

M/Gannon S/Grant to support the concept of Pre-entry Psych Screening. The motion failed on a vote of 6 yes, 7 no and 2 abstain (Bell and Grant).

M/Collins S/Rapagnani that this Association purchase a tape recorded to be left at the Internal Affairs Bureau for POA use. This motion passed by a vote of 13 yes.

M/Rapagnani S/Collins that this Board of Directors support a Constitution and By-Law change to allow non-POA members to join the Association with all dues and assessments to be paid to the last moratorium and further that no representation be given to these present non-members for action that arose prior to their joining the police association. The motion passed by a vote of 12 yes and 1 no.

M/Hebel S/Collins to pay Ethel George the additional \$800.00 for time spent on the POA Annual Dinner Dance. Motion passed by a vote of 13 yes.

M/Wright S/Chignell to expend \$350.00 for the services provided by Mike Sussman for pictures taken at the POA Dinner Dance. Motion passed, 13 yes.

Meeting adjourned at 2:50 p.m.

Submitted by,
Michael S. Hebel, Secretary

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



PAL FOUNDATION DRIVE

The San Francisco PAL Foundation Drive for 1981 has begun. Solicitors will be calling corporations, companies and individuals for donations which will go toward our athletics, recreational and educational programs.

FOOTBALL

PAL Football is about to commence. Throughout the city, four locations for PAL Football signups are announced. Boys between the ages 11 through 14, living in the area closest to the signup locations, and weighing not less than 95 nor more than 130 pounds, are eligible. Report to the following playgrounds at 4 p.m. daily: Kimball Park, Geary and Steiner; Crocker-Amazon, Geneva and Moscow; Portola Park, Felton and Holyoke (after 5 p.m.); and Glen Park, Chenery and Elk Sts. High school freshmen are not eligible. After two weeks of physical conditioning followed by one month of contact workouts, the teams will play a double round robin with the teams with the best record entered in the annual Joe Lacey Bowl Game to decide the PAL Championship. The season will end in October.



Acting Chief Jim Ryan is shown congratulating the 1981 Junior Olympics High Jump Champion Maurice Crumby, 16. The Balboa High Junior won the national title over 27 competitors in the finals held at the University of Nebraska. Crumby is a product of the PAL Track and Field Competitions for the past two years.

All photos by Herb Lee

BOXING

PAL Boxing Coach Bill Mateo announces monthly boxing shows for the rest of 1981. The first amateur show is scheduled for Saturday, August 22, 1981, 7 p.m. at the old National Guard Armory, 14th and Mission Streets. Twelve bouts are scheduled. Admission price is \$3.00 for adults and \$1.00 for students. All proceeds to benefit the PAL Boxers while on the road. Come see some of the finest amateur boxing in San Francisco. Other shows include Saturdays, September 12, October 17, November 14 and December 12, 1981. All shows scheduled to begin 7 p.m.

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Pictured above is Jonathan Corsley, 12, a PAL Chargers Football Team member from last year. Crosley has again joined this year's team. The Chargers won the Joe Lacey Bowl last year, and hopes to repeat.



What do retired Police Inspectors do with themselves? Pictured above is retired Inspector Earl O'Brien (Juvenile) holding a striped bass he caught recently while serving as a volunteer crew member in the PAL Fishing Program. Also in the photo is Ann Marie Perry, another crew member.

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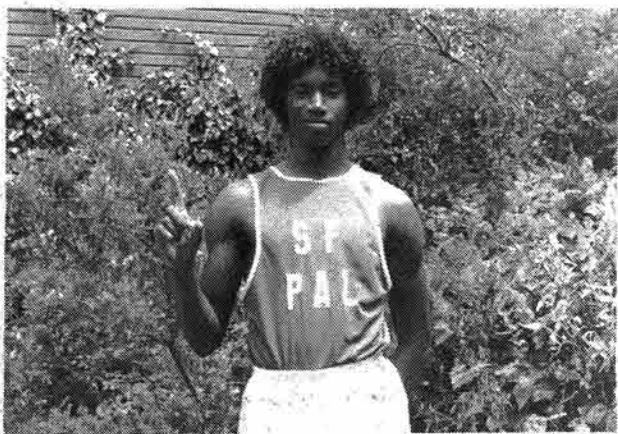
POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



TRACK AND FIELD PAL TRACK STAR WINS NATIONAL JUNIOR OLYMPICS TITLE

In a well-planned onslaught for the National Junior Olympics High Jump Championship, PAL Track Star Maurice Crumby, 16, won the title over a field of 27 of the best high school jumpers in the nation at Lincoln, Nebraska on Saturday, August 1, 1981. Crumby began his quest for the title by winning a gold medal in the San Francisco PAL Junior Olympics Track and Field Trials in June. The 6'2" Balboa High School Junior, having qualified, then went on to win the Athletics Congress sponsored Track and Field preliminaries held in Hayward, California in July with a leap of 6'10". Crumby qualified for Region XIII finals in San Diego and won the event on July 26th with a leap of 6'8", setting the stage for his impressive win in the National Junior



Maurice Crumby, 16, really meant it when he held up one finger signifying No. 1. the 6-4 Balboa High Junior recently was crowned the Junior Olympics National Champion High Jumper. Crumby jumped 6-8½" Crumby is a product of the PAL Track and Field Trials from the past two years, and has his eyes set for the 1984 Olympics in L.A.

Olympics at the University of Nebraska. Crumby states that after winning the event at 6'8½", he made three unsuccessful attempts at the national mark of 7'¼". Crumby's track coach at Balboa High, Medford Todd, states that Crumby is a great athlete and a fine gentleman. This makes two Junior Olympics National Champions that the San Francisco PAL has produced. Ricky Uzzel, San Francisco PAL Boxer, won the Junior Olympics National Title in the 139 lb. class last month.

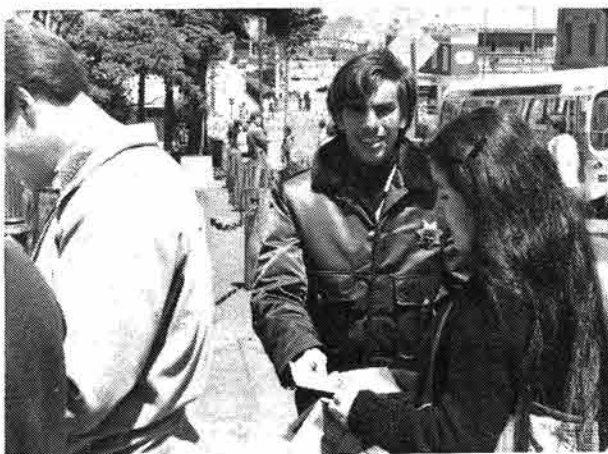
Another entry from San Francisco PAL to the National Junior Olympics Track and Field Championship in Nebraska was 16 year old 5'11" Karen Puccini, who finished 10th overall against 30 other girls in the 8 lb. 13 oz. shotput event. The Mercy High Junior vows to practice harder for next year. Congrats, Karen. 10th overall in the United States isn't too bad.

LAW ENFORCEMENT

The PAL Law Enforcement Cadet Division will commence the first week of October. All high school students in the sophomore, junior and senior classes, are invited to participate. Simply call up PAL Headquarters (567-3215) for signups. Newly assigned Law Enforcement Commissioner Sgt. Herb Lee promises an exciting program beginning with Tuesday, October 6, 1981 when the new cadets will meet at the Hall of Justice, 6th Floor Auditorium for their first meeting.

The new format calls for a one semester course to end on Tuesday, May 11, 1982. The Cadets will be meeting every Tuesday night from 7 p.m. to 9 p.m. Lectures, films, tours, social events, ride-along programs, firearms safety, will all be included. There is also a constant demand for volunteer services from the PAL Cadets. Cadets serve in anti-crime projects, Recruit Graduation Exercises, Family Day Picnics, Ushers at police department and Police Activities League sponsored functions and participation in crowd and traffic control in projects such as civic and charitable fund raisers.

All police officers and civilian employees should bring this article to the attention of those persons who may be interested in law enforcement as a career. Cadet Lieutenant Ronald Banta has been named as the new Commanding Officer of the PAL Cadets. Cadet Sergeant Richard Harding will be the new Executive Officer. Banta is currently undergoing the PAL Summer Inservice Training assigned to Vice Crimes.



PAL Cadet Sergeant Gary Paul handing out anti-crime literature at Ghiradelli Square.

BASEBALL

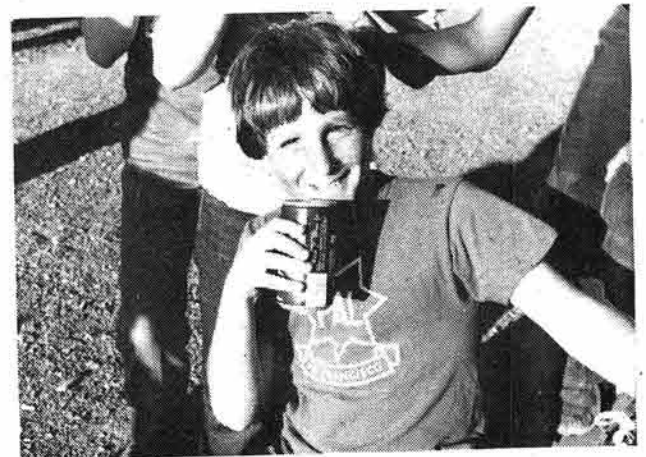
All PAL Baseball teams have finally finished their playing schedules in San Francisco. A total of 52 teams were fielded including the 22 teams in the Pee Wee League.

In the Bantam League, the division winners were the PAL Raiders and the PAL Shannon Rovers with the Shannon Rovers winning the title of over-all champs in the Bantam League. Meyers Safety Switch emerged as the winner in the Intermediate League for 13 and 14 year olds. Meyers went into tournament play at Napa and Fairfield. In the 15 and 16 year olds CAL-PAL League, Swinerton & Walberg were the Champs. Rothschild and Raffin beat out all the teams in the PAL Joe Di Maggio League for 17 and 18 year olds.

Rothschild and Raffin will represent the San Francisco PAL in the Di Maggio State Tournament in Benicia on August 12th through the 17th. The coaches who voluntarily devoted their time and energies to the PAL Baseball program deserve the commendation of a job well-done.



Kevin and Jimmy Keighran of the PAL Shannon Rovers Soccer Team hamming it up during the picnic-boat cruise.



Little 10 year old Bobby Petrizelli of the PAL Soccer Shannon Rovers enjoying a cold drink during a picnic-boat cruise. Coach Con Keighran provided the food and the PAL provided the boats. Good time had by all.

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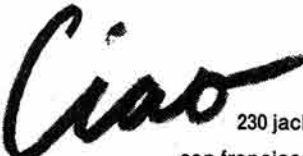
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SPORTS

RUNNING THROUGH MY MIND

by Walt Garry

The Labor of Love, Run-A-Thon in June was titled the "Killer Diller". The course lived up to its name. Roughly a Half Marathon in distance, extending from Fulton Street along the water's edge to Thornton Beach in Daly City, and back. For the most part the tide was out, exposing hard surface to run on. Mike Dempsey Co. D, covered the course in 1:33, and had high praise for the way the race was organized. Jan Matthews Co. A, crossed the finish line, 1st in the Female, Police/Firefighter Division and third female overall.

Ray Minkel Co. A, was among the three hundred or so runners who ran the Double Dipsea this yea. Ray said that it hasn't changed a bit from previous years. It's still rough.

Jeff Brosh, Homicide made it number 18 as he finished the San Francisco Marathon with a P.R. of 3:24. At this San Francisco classic, another department member broke into the marathon ranks. Jim Crowley Homicide, showed that the training paid off. Jim was timed at 4:15. He still looked strong as he entered the Polo Fields for the last half mile. Congratulations, Jim.

The Police Olympics in Sacramento were well attended by SFPD. In Track and Field, the women's team maintained their statewide reputation as very tough competitors, coming away with several medals.

In the 4 x 100 relay, Barbara Jackson Academy, Sylvia David Narcotics, Marcia Valladres Co. D and Willa Brown Co. A, won the gold, beating out LAPD again. How sweet it is! A second team consisting of Joyce Watkins Backgrounds, Ann Cazahous Muni Security, Patricia Jackson Co. F and Arlana Spikener Co. G made a good showing.

In the Shotput, Joyce Watkins and Patricia Jackson took a third and 5th respectfully. Patricia returned for a second 5th place medal in the Long Jump.

We took one and two in the 100m, Seniors, with Barbara Jackson and Willa Brown, with Willa coming right back to take a 5th in the 200m open. Sylvia David comes home every year with medals and this year was no exception. She picked up a pair of bronze awards in the 100 and 200m open.

Track and Field wasn't the only event that the SFPD women excelled in. Linda Flanders and Christine Lee from Mission Station took a pair of golds in Power Lifting. Pat Correa also from Mission, received a gold in bowling. Heather Fong, Academy, was awarded a silver as a coxswain in Crew. Judie Hardiman Co. I swam away with three golds and a bronze. Ann Cazahous returned from her running event to take a silver in Arm Wrestling.

Dennis Devlin General Works, took a 5th in the Master Shotput and added a third and fourth in handball. Morgan Peterson Juvenile, took a 5th in Masters X-Country, as well as 5th in tennis. Walt Garry was awarded the silver in Masters X-Country and a 4th in the 10K track event.

There were many more competitors from our Department. The complete list of medal winners is being drawn up and will be reported later.

A most worthwhile race event is scheduled for September 20th in the park, the Big Foot - Big Heart 10K race to benefit Catholic Social Services. The race will cover a figure eight course, starting at the Polo Fields. For more info, call PAT at 864-7400 (days) or KEN 564-7672 (evenings).



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Golf Club News

On Monday, July 13, 1981 seventy-six players competed at Richmond Country Club in our annual bar-be-cue tournament against the Oakland Police Officers' Golf Association.

First the good news: We not only had the first hole-in-one in the golf club's history, we had two.

Retired Chief Don Scott hit the first one at the eleventh hole with a shot of one-hundred and thirty-two yards. Wally Jackson, of Mission Station not to be outdone, hit one two-hundred and sixteen yards at the seventh hole.

Now the bad news: For the third year in a row the San Francisco Police Golf Club lost to the Oakland Police. I'm getting tired of seeing them carry away the perpetual trophy year after year. Next year I'm going to have someone else make the pairings so I won't have to take the blame.

We had a really sensational day to play, it was about 85-90 degrees for most of the round and during the bar-be-cue got hotter.

The golf wasn't quite as good. Only Larry Dubour from our club was able to break eighty with a fine seventy-eight. Earl Sargent of the Oakland club was low with a seventy-five. (No wonder they won.)

The low net winners were: Larry Dubour 67, Lou Sevenau 69 and Dennis McClellan, Gerry D'Arcy and Lee Clark all with seventies.

The bar-be-cue following the golf was a huge success. This year everyone had enough to eat and drink. Someone said this was because George Gamble couldn't make it this year.

POLICE OLYMPICS

Eighteen players went to Sacramento to represent the San Francisco Police Department in this year's Police Olympics. We spent four days; one practice round and three rounds of competition in over one-hundred degree weather trying to survive.

The results were disappointing. Steve Whitman and Grant Fahs won medals in the senior team division and Darol Smith and Tom Gordon won medals in the master team division. Steve and Darol also won individual medals in their respective divisions.

Next year San Francisco will host the Police Olympics. Plans have already begun so as to make this a successful event. Anyone interested in helping with the golf competition should let me know. We need quite a few non-playing golfers for starters, scorers and various other jobs.

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SPORTS

SOCCER

by Mark Bruton, SFPD Soccer Coach

Once again our gallant soccer team came from behind to win the Silver Medal in the 1981 Police Olympics held in Sacramento. We were witness to a display of skill, stamina and raw courage hard to imagine.

Soccer was not meant to be played twice a day, but our boys thrive on pressure. This makes it two years in a row they have won the Silver Medal the hard way.

Our services: Ed Dullea, Charly Ellis, Jim Hall, Dan Inocencio, Frank Machi, Ken Sanchez and Don Woolard, played a great part in our success. One in particular, Woolard, playing the best soccer of his life.

It was a pleasure to watch Jim Deasy (the Old Fox) walking the ball through the opposition. Phil Dito in goal made save after save, protected by (the Hibernian Hit Squad) O'Brien, O'Shea and West. The halfback line of Brandt, Bruton, Dyer and Loren, while containing the opposition, scored 13 of our 23 goals. They think they are the brains of the team, but we know they are the heart. Our two young wingers, Marty Dito and Pat Murphy, deserve a special mention for their outstanding play. With young men of their caliber, our future looks great.

The players and their loyal fans would like to thank Dr. Russel Niles of Sacramento for the therapeutic party after the final game. We are all looking forward to 1982 in San Francisco and the Gold.

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SFPOA SOFTBALL TEAM PLACES 3RD IN STATE OLYMPICS

by Bob Del Torre

The SFPOA Softball Team traveled to Sacramento July 22 - 26 to compete in the Annual California State Police Olympics. Once again the team returned to San Francisco with great results. The team placed third in the State, capturing the Bronze Medal. Sixty law enforcement teams from all over California competed in the softball event.

SF's first win was on Wednesday, July 22, by a forfeit from San Diego P.D. The second game of the day was against Orange County Sheriffs with SF winning 10-8. On Thursday LA Marshalls was the victim, losing to SF 16-7. Friday's contest was against San Jose P.D. SF collected 28 hits and scored 17 runs — beating San Jose 17-5. By this time, the majority of the teams were out of the competition since it is a double elimination type.

On Saturday SF played Downey P.D., whipping them 12-1. SF now was one of two teams still undefeated from the original sixty teams.

On Sunday, the last day of Olympics, SF played LA Sheriffs, the other undefeated team. LA scored first, jumping to a 5-0 lead in the first inning. SF got the lead right back, scoring 9 runs in the next two innings, leading 9-5. The game was close the entire time with SF leading in the seventh (last inning) 18-12. LA's great hitting scored them 9 runs, putting them ahead 21-18. SF's last ups scored once which was not enough. LA won 21-19.

SF's next game was with Santa Clara Sheriffs, another good hitting team. Another close game but Santa Clara prevailed winning 14-8.

San Francisco placed third from a field of sixty teams, still a great accomplishment. Each player received a beautiful bronze medal for his efforts.

SF's next tournament will be in San Mateo, August 15 and 16. Results will be covered in next month's paper.

DEMOLITION DERBY TEAM STILL BANGING

On Saturday, July 4th, your team returned to Roseville with one vehicle expecting the same animosity and hard time we experienced last year. To the contrary, we were publicly welcomed, thanked for returning, and given an apology by the stadium announcer for the past year's treatment. It was publicly recognized that the driver safety features incorporated previously which had prevented us from racing were now included in the vehicle specifications due primarily to ours and the San Jose CHP insistence. This auspicious beginning, however, only resulted in a 2nd place in the first heat. We made the finals, but did not place due to a combination of hard hits, mud, and flat tires.

On Sunday July 12th, we returned to the circuit to the one and only Hangtown (Placerville) Demolition Derby. Eight days of feverish work, over 250 man hours, resulted in our being able to enter two vehicles: Bill "Mad Dog Mott's" Chrysler Imperial had been reconstructed since it had been run in two previous derbies, and a 1959 Chrysler New Yorker was rebuilt for Ed "Baby Shoes" Pryal. Our Roseville car was so completely destroyed that only a few parts and wiring could be salvaged.



Remnant of Roseville Vehicle. This was the good side.

Placerville was the scene of the first Police and Fire Demolition Derby in 1972. Since that time, it has drawn the best drivers and cars and is the ONLY derby in which your team has not trophied. There were over 70 entrants this go-around. Both team cars qualified for the finals, but again failed this year to place in the top three.

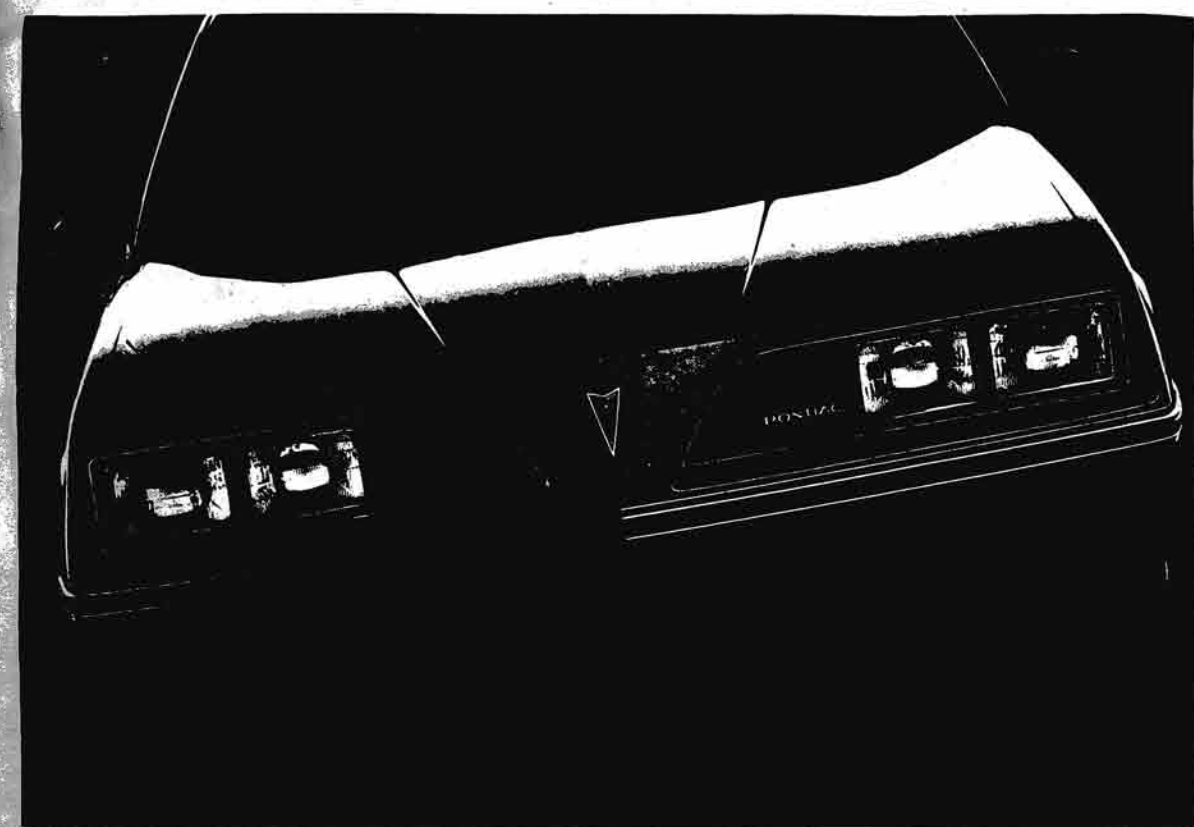
With three derbies for the 1981 season under our belts, we total 3 trophies — two 2nd places and a 3rd — fair but not good. Our cost has been three totally destroyed vehicles and over 1,000 man hours expended. Results have been substantial contributions from the various events to the Police Special Olympics, CHP Widows & Orphans fund, the Crippled Children Society as well as local Police & Fire charities. Over 10,000 people have been entertained by law enforcement and fire personnel. This type of public relations effort cannot be given a dollar value.

Your team could not have competed without the amazing support of Jack Cameron of K & H Mfg. Company, a welder and mechanic par excellence, Mr. Ken Manley, who engineering know-how has made the difference more than once, Mr. Bob "S.A.B." Billafer of B & A Auto Parts who tuned, towed and packed our vehicles and equipment hundreds of miles, and our rooting section, led by "Ma" Mott, which is getting larger and more vocal. Oh yes, and the patience and perseverance of our wives.

Ahead lie two more derbies: Monday September 7th (Labor Day) at Santa Rosa and Sunday September 13th when we return to the Santa Clara County Fairgrounds for our 5th and final derby of the season. Your support and attendance will be appreciated. Bulletins will be forwarded to District Stations and Details.

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THE BUY OUT: A BOMB OUT

by Mike Hebel

Propositions F and G were passed in the general election of November 1980. These "buy out" and "vesting" Charter provisions effect police officers employed prior to November 2, 1976. **Propositions F and G were proposed and passed in order to save money for the City and County of San Francisco.** This should be the starting point of any member's decision process on this weighty matter.

The Buy Out

If a member decides to take the buy out and transfer to the "new" post November 1976 plan of retirement, disability and death benefits, the required documents must be completed and delivered to the Retirement System on or before 5 p.m., December 31, 1981.

The cash payment is based on total years (including partial years) of service as of June 30, 1981; \$2,500 for each year for years 1 to 10 plus \$1,000 for each year for years 11 to 25. The maximum buy out is \$40,000. The cash buy out includes monies, plus accrued interest, already paid into the Retirement System.

Booklet and Counseling

The Retirement System has delivered a 21 page booklet on Propositions F and G. This booklet is balanced and well presented. It presents the voter passed offer of cash and transfer to the "new" retirement system in an objective manner. It adequately presents both the advantages and disadvantages of the "new" retirement plan. Wisely the Retirement Systems' consultants, Coopers and Lybrand, have placed examples in the booklet to better explain its provisions and options.

The group meetings, held at McAteer High School, from August 3 through August 22 are well organized. A 30 minute slide show is followed by an informative question — answer period. I attended a group meeting on August 3 and found that Coopers and Lybrand and the Retirement System had five subject matter experts available to answer questions — they were very thorough.

Individual counseling sessions, mandatory for those who will take the buy out, will begin on August 24 and can be arranged by calling Coopers and Lybrand at 957-3228. At these personal interviews a computer print out will be given to each attendee based on life expectancy and projected date of retirement, showing the differences in benefits between the two retirement systems.

Taxes

The amount of the cash payment which exceeds the members' own previous contributions is taxable income. The Retirement Board will report this amount to the Internal Revenue Service and to the California Franchise Tax Board.

The buy out monies will be paid in January 1982 and the taxable portion must be included on the 1982 tax return. Neither the Retirement System nor Coopers and Lybrand will give tax advice.

The Charter provides that the Retirement Board may allow the cash buy out to be received in several tax years. Despite repeated urgings from this Association, the Retirement Board has not sought a private letter ruling regarding multi-year receipt of the buy out monies. However, Coopers and Lybrand have prepared, but not yet mailed, a request for a private letter ruling from the Internal Revenue Service. The issue here is: are the monies taxable in the years received or in the year eligible to receive the buy out monies. It is doubtful that a response to this much delayed request will arrive prior to December 31 — the last day to exercise the buy out option. This failure of the Retirement Board/System to promptly obtain a private letter ruling is the only blemish in its otherwise professional presentation of the issue.

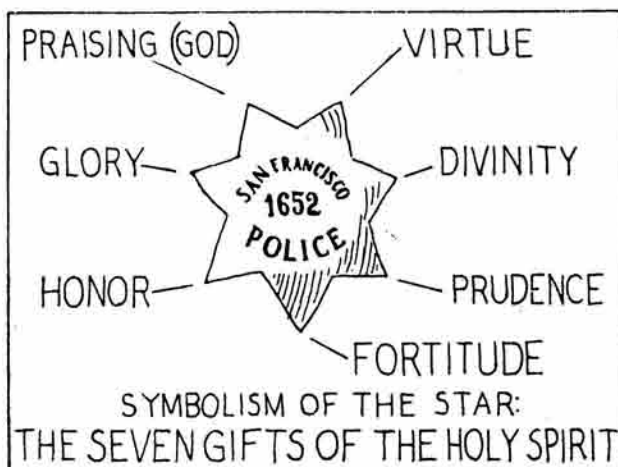
Congressional approval of a 5% personal income tax cut on October 1, 1981 and a 10% cut on July 1, 1982 will offer some limited relief.

HISTORY OF SEVEN POINTED STAR

Here you will find the basis for the seven pointed star.

The symbolism of the star was found in the history of the San Francisco Police Department in the S.F. Public Library.

by Paul Chignell



Alarming Differences

The differences between the "new" and "old" retirement systems are enormous and must be clearly seen. Taking the cash buy out and transferring to the "new" system will bring a greatly reduced basket of benefits.

Look at these comparisons for example.

ITEM	"NEW" SYSTEM	"OLD" SYSTEM
1. contribution rate	7.5%	7%
2. Salary setting benefit	highest 3 year average	last year salary
3. minimum retirement benefit	50%	55%
4. maximum retirement benefit	70%	75%
5. % change per year after 25 years	3%	4%
6. cost of living adjustments	2% of initial benefit; no compounding annually	50% of annual increase of rank held at retirement
7. death benefit to survivors (line of duty/disability retirement)	75%	100%
8. death benefit to survivors (natural)	50%	75%
9. industrial disability retirement	50% of highest 3 year average	50% to 90% of last year's salary
10. limitation on earnings for disability retiree	up to age 55, benefit reduced if outside earnings when added to benefit exceed police salary	none
11. vesting	vesting after 5 years; 2% per year of service	none

Cost of Living Adjustments

Perhaps the greatest difference in benefits is found in the annual cost of living adjustments under the two retirement systems. Based on the assumption of a 7% annual salary increase, 10 years after retirement the "old" system provides twice as many monthly dollars as does the "new"; 20 years after retirement the "old" system provides over three times as many monthly dollars as does the "new"; and 30 years after retirement the "old" system provides over five times as many monthly dollars as does the "new".

It is in this area that the greatest benefit erosion can occur. An annual 8% to 10% inflation can nearly destroy a pension in less than 10 years. Pension benefits during the 1970's evaporated in many private plans due to the unforeseen double digit inflation experienced and the absence of an adequate annual cost of living provision.

Recommendation

Neither the Retirement System nor the consulting firm, Coopers and Lybrand, will give direct advice as to whether a person should take the cash buy out. The Police Association also will not give this direct advice.

The buy out may be advantageous to a very, very, very, very limited group of police officers: namely, those who now plan to resign. It may also be advantageous to the police officer who can wisely and prudently invest the buy out monies and who is disciplined enough to leave this money untouched until retirement is desired.

My judgment is this: for the vast, vast majority of police officers the buy out and "new" system benefits are a felonious GRAND THEFT of "old" system benefits — definitely something to be avoided.

I have heard the speculation often expressed that if few take the buy out, the City will propose a more generous plan in 1982. There is presently no factual foundation for this rumor.

NOTICE

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

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