

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, SEPTEMBER 1981

NO. 9

POA GETS THE WHOLE PAY PACKAGE

POA WINS 1.2% COLA INCREASE

by Bob Barry, President

On Monday, September 14, 1981, the Board of Supervisors let stand as "final" the 1981-82 Salary Standardization Ordinance granting police officers and firefighters a 13.25% salary increase as mandated by the formula, as well as the additional 1.2% cost of living adjustment.

During the month of August, the POA and firefighters met with city officials concerning the 1.2% COLA increase, as the city wanted to negotiate our existing sick leave rules (to be more restrictive) in consideration for granting the 1.2% COLA increase.

On August 18, 1981, the Board of Directors formally rejected the city's offer to amend the sick leave rules. As a result of that action, I then requested the Board of Supervisors (letter reprinted) to reconsider the granting of the additional COLA without amending the sick leave rules.

On September 3rd, the administration then requested a meeting with the POA to discuss a sick leave policy (no rule changes) that the chief of police was considering. The POA Labor Relations Committee consisting of myself, POA Vice President Paul Chignell, Secretary Mike Hebel, Treasurer Reno Rapagnani, Taraval Representative George Grant and Southern Representative Dan Linehan then collectively met with the chief and his staff to discuss the chief's intended sick leave policy. After several hours of discussion and various amendments to the chief's proposal, the Committee approved the policy statement without amending any existing sick leave rules. The chief's original proposal and the adopted policy are reprinted here:

REJECTED POLICY

"An officer shall be counseled by his platoon or unit commander regarding sick leave usage, after he has taken sick leave immediately prior to or returning from a scheduled day off, after the second occasion. The platoon or unit commander shall, during this counseling session, inquire into the reason for this particular use of sick leave. If there appears, after the counseling session, that this officer is abusing sick leave the platoon or unit commander shall request through proper channels from the Chief of Police that further use of sick leave by this officer will require a sick certificate each time sick leave is used. If the chief concurs in this request, the officer will be notified in writing (in accordance with Civil Service rule 22.02 a4, **Verification of Sick Leave**) by the chief of the requirement for sick certificate each time sick leave is used. This provision of the sick leave rule will be for no longer than one year in each individual case."

APPROVED POLICY

"The ability of the police department to effectively deliver police services is dependent upon efficient use of police personnel. Abuse of earned sick leave detrimentally affects the ability of the department to provide service.

It is recognized that police personnel are subject, from time to time, to illness and disability and will be required to be absent from their duties. Civil Service Rule 22.02B (5b) provides that police officers earn sick leave with pay credits at the rate of 13 working days per completed year of paid service.

IN MEMORY



SYDNEY O. OLSEN
1915 - 1981

Appointed S.F.P.D.: April 21, 1947
Promoted Sergeant: July 15, 1962
Promoted Lieutenant: July 1, 1971
Retired: February 23, 1977

My remembrances of Sid Olsen were largely from before I entered the department, when I was a Station Officer at Central Station. It knew him as a lieutenant who was firm, never wishy-washy, but always fair in dealing with those people under him. He had the knack of being able to teach those officers who worked for him, during his many conversations. A person could learn much in talking with Sid Olsen, anything from working out an intricate problem or procedure, down to the spelling of a word in a report. He was a very intelligent and well-rounded human being who knew aspects of many fields. You could tell that Sid Olsen cared a great deal about his job and those people who worked for him. Evidence of this was his famous dandruff attacks.

Sid was always on hand, when working at Central Station, to answer a question or solve a problem. Even after he retired, he was a familiar figure at Central's softball games, cheering on those who once worked for him and were still very much his friends. He seemed to be one who was always giving of himself and never asked anything in return, and he was the epitome of what every supervisor should be. Sid Olsen is survived, and his name is carried on in the S.F.P.D. by his son Eric Olsen who is a brother officer, Field Training Officer and traffic accident instructor at Central Station. Eric seems to have inherited his father's talent for dedication and hard work.

I feel extremely fortunate in having known Sid Olsen, and I have only benefited from that experience. It can safely be stated that he was one of the most popular, well-liked, and instinctively able lieutenants that has ever entered Central Station. His memory will live on for quite some time to come. God certainly has gained a loyal, dedicated and honorable officer.

Robert M. Swall
Director, Central Station

Abuse of sick leave has occurred in the following areas: prior to or returning from a scheduled day off; Friday and Saturdays and; use of more than 13 days per year.

Documentation of individual sick leave abuse in these and other areas is presently being compiled by the Administration Bureau.

Civil Service Rule 22.02 A4 grants to the Chief of Police the power to require a sick certificate for any and all periods of sick leave used provided that the member has been previously notified in writing that a certificate will be required for absence under 3 working days. Where sick leave abuse has been documented, and after the member has been counseled by his platoon or unit commander, continued abuse will subject the member to the invocation of Rule 22.02 A4.

Platoon and other unit commanders shall be responsible for identifying sick leave abuse and taking appropriate action."

The Board of Directors then met on September 4, 1981 and by a vote of 11-2, the Board of Directors voted approval of the chief's policy statement. Although the chief could have issued his policy statement without our

Continued Page 3

ATTENTION CONTRIBUTORS

The deadline for articles, etc., is the 1st Wednesday of each month. Henceforth, if your article is late, it simply will not appear.

This hardline is necessary as the post office needs time to deliver the newspapers, plus the advertisers expect their ads to appear timely.

Editor

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WIDOWS & ORPHANS

The August meeting was called to order by President James Sturken on Wednesday, August 19, 1981 at 2:05 p.m. in the Traffic Bureau Assembly Room, Hall of Justice. Trustees Hardeman, Lennon and Kemmit excused, all other Officers and Trustees present.

The minutes were approved as presented to the membership. Treasurer Barney Becker reported the following deaths:

CLARENCE HERLITZ — Born in San Francisco in 1896, Clarence entered the department in 1924 at age 28. He was assigned to Ingleside Station where he worked for two years before being transferred to the Bureau of Inspectors. He was made a full Inspector in 1933, serving in the General Works Detail until his retirement in 1961 on service. In 1944 Clarence received a 1st Grade Meritorious (Gold Medal) for the arrest of an armed maniac. He was 85 at the time of his death.

CHARLES KECK — Born in San Francisco in 1897, he joined the department in 1924 at age 26. He worked at Co.'s A, B and C for close to 20 years before being transferred to the General Office for two years, Bureau of Special Services (Vice) for three years, then was transferred to the Auto Detail where he worked until his retirement for service in 1959 at age 62. Charlie was 83 at the time of death.

FRANK KENNEDY — Another San Franciscan, born in 1927, he joined the department in 1949 at age 22. After doing beat work and radio car work at Park and Central Stations for six years, Frank was transferred to the Bureau of Special Services where he worked for one year. He then went to Southern, working there for 15 years before being transferred to the Bureau of Inspectors. He was made an Assistant Inspector in 1971, full Inspector in 1974, working in the Burglary Detail until his untimely death at the Police Range. He received the following meritorious awards: 1952, 2nd Grade for the arrest of armed robbery suspects — 1961, 2nd Grade for the arrest of armed suspect in a cab holdup — 1961, a Silver Medal for the arrest of three armed suspects. Also received were Captain's Commendations in 1958 for the arrest of two burglary suspects, 1960 for the arrest of an armed burglary suspect, 1964 for the arrest of armed suspect who held-up the Western Union, all money recovered. Frank was a young 54 at the time of death.

The Secretary reported the following donations received: **Mission Station:** In memory of George R. Bonnel, father of Dennis Bonnel; **Thomas McNamara:** Because of the good work of the entire department.

Treasurer Becker presented the names of 20 members who were delinquent six months or more. These were dropped from the rolls by the President under Art. III, Sec. 4 of the Constitution. Said members to be notified of same by certified mail.

The Treasurer submitted the usual bills which, after motion and second, were duly approved.

Report of Trustees: Brother Jordan reported the recommendation by Hibernia Bank for the purchase of stock in Time Inc. Approved by the Trustees at a special meeting held with the Hibernia Bank on Friday, August 14, 1981.

Under Old Business: The membership voted against issuing membership cards as same would be too costly for yearly mailing.

New Business: Membership approved the purchase of a plaque for Mrs. James Murray for her kindness to the Association over a period of many years. Mrs. Murray is the wife of Lieutenant James Murray and the mother of Lloyd Enmark, both now deceased.

Under Good of the Association: The President sent the next regular meeting for Wednesday, September 23, 1981 at 2:00 p.m. in the usual meeting place. This meeting is one week later than the usual meeting.

There being no further business to come before the membership, the meeting was adjourned at 2:50 p.m. in memory of the above departed Brothers.

Fraternally,
Bob McKee, Secretary
Widow & Orphans Assn.

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Fellowship of Christian Peace Officers

Excerpts from the book **ANSWERS TO TOUGH QUESTIONS**, by Josh McDowell and Don Stewart. Permission to print granted by Here's Life Publishers, Inc., San Bernardino, California 92414.

How can anyone believe the New Testament account of the life of Jesus, seeing that it was written long after His death?

There seems to be some type of general consensus among many people that the New Testament documents were written many years after the events took place and hence do not contain reliable information. However, the fact of the matter is that the life of Jesus was written by eyewitnesses or people who recorded first-hand testimony. The writers were all living at the same time these events transpired, and they had personal contact either with the events or with people who witnessed the events.

There is strong internal testimony that the Gospels were written at an early date. The Book of Acts records the missionary activity of the early Church and was written as a sequel by the same person who wrote the Gospel according to Luke. The Book of Acts ends with the apostle Paul being alive in Rome, his death not being recorded.

This would lead us to believe that it was written before he died, since the major events in his life have been recorded. We have some reason to believe that Paul was put to death in the Neronian persecution of A.D. 64, which means the Book of Acts was composed before this time.

If the Book of Acts was written before A.D. 64, then the Gospel of Luke, to which Acts was a sequel, had to have been composed some time before that, probably in the late fifties or early sixties of the first century. The death of Christ took place around A.D. 30, which would make the composition of Luke at the latest within 30 years of the events.

The early Church generally taught that the first Gospel composed was that of Matthew, which would place us still closer to the time of Christ. This evidence leads us to believe that the first three Gospels were all composed within 30 years from the time these events occurred, a time when unfriendly eyewitnesses were still living who could contradict their testimony if it was not accurate.

This type of evidence has recently led one liberal scholar, John A. T. Robinson, to re-date the New Testament documents much earlier than most modern liberal scholars would have us believe. Robinson has argued in redating the New Testament that the entire New Testament could have been completed before A.D. 70, which is still well into the eyewitness period.

The evidence points out that (1) the documents were not written long after the events but within close proximity to them and (2) they were written by people during the period when many who were acquainted with the facts or were eyewitnesses to them were still living. The inescapable conclusion is that the New Testament picture of Christ can be trusted.

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POLICE POST #456 NEWS

They say that behind every successful man there is a woman. If such is the case, so be it. Tom Dougherty achieved the measure of success that he did with the help of his girlfriend and that's as it should be. If anyone were to research this, they would find that every Post Officer from the time the Post was chartered until the present day, had help from his wife, his mother or his girlfriend. The way to a man's heart is through his stomach and if that will fill the meetings, **bring on the girls.**

I mean the foregoing in the context in which I was thinking, naturally.

This comes back to what we talked about in previous issues. **Support.** The Post is only as good as its officers and the officers can only be as good as the support they get from the members.

Someone once said "People usually get what's coming to them, unless it has been mailed!"

That holds true in lots of cases, but in our fraternity we have to do as our excellent Adjutant Don Sloan suggests. **Get out and support your Post officers.** We know that Mark Hurley will hold good to his pledge to help Tom Dougherty through his year as Commander. So, everyone that has read this far, won't you make that little effort to make the meetings?

See Al and Erl for your money problems. **Money may not buy happiness, but it buys the kind of misery you enjoy.** Till next issue, keep smiling.

Your Scribe,
John A. Russell

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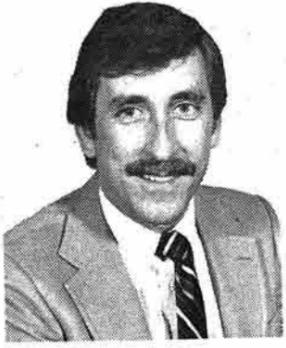
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- Address letters to the Editor's Mail Box, 510 - 7th St., San Francisco, CA 94103
- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or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

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PRESIDENT'S REPORT



by **BOB BARRY**

Dear Supervisor Molinari:

I would like to inform you and the Board of Supervisors that the Board of Directors of the San Francisco Police Officers' Association met on August 18, 1981 and formally rejected the City's proposal of granting police officers the additional 1.2% Cost of Living Allowance in consideration for amending the existing Sick Leave Rules within the San Francisco Police Department.

During the course of negotiations concerning the COLA increase, many representations were made by the administration that the police department was experiencing an increase in the use of sick leave taken in conjunction with scheduled weekend days off and that by amending the sick leave rules to require a "first day" sick certificate for any sick leave taken with scheduled weekend days off, any "abuse" that presently exists would be eliminated. I and the Board of Directors feel that such representations are not correct and that if there is any abuse of the existing sick leave, then it is occurring on a very infrequent basis and should be dealt with on a case by case basis.

To date, the department has not provided any statistics to substantiate the claim that the department is in fact experiencing a problem with excessive sick leave and for our Board of Directors to approve the City's proposal that would affect every member of the San Francisco Police Department without having the ability, and most importantly, the entitlement to review the statistical information, our concurrence would not serve in the best interest of the total membership of our department.

Additionally, we feel that if there is some abuse of the existing sick leave rules, then it is incumbent upon the administration to develop the necessary policies to guard against such abuse without having to penalize the entire membership. An example of such a penalty would be the financial burden placed on a member of having a medical examination for a first day illness on a weekend. This would also serve as "selective enforcement" for a so-called problem that has not been documented.

I have discussed this sick leave proposal with Chief Murphy and it is his feeling that the proper administrative policies can be developed to deal with any individuals that may abuse the sick leave rules. Such procedures would, of course, be consistent with good, sound management as opposed to an "overhaul" of a system that may only require some patchwork.

Finally, since the enactment of the present salary formula commencing in FY 1976-77, police officers and firefighters have only averaged a 3.9% annual salary increase as depicted in the following figures, and we feel that in view of such menial salary increases over the years, the 1.2% COLA increase should be granted without stipulation, as the original intent of placing the COLA survey in Charter Section 8.405(f) was to insure that a "true average" was achieved. I do not believe that we nor any of the supervisors sitting in 1975 had envisioned a "bargaining process" in consideration for granting a COLA increase.

FIVE YEAR SALARY AVERAGE 3.9% AVERAGE

FY	Percentage Increase
76-77	0 (1)
77-78	1.28 (2)
78-79	5.4 (3)
79-80	5.4
80-81	7.7

(1) First year of our present formula the average salary of the five jurisdictions was twenty dollars higher than what we were being paid. Therefore, we did not receive any increase.

(2) The City failed to properly compute the averaging formula by excluding Los Angeles.

(3) City declared a state of emergency after Proposition 13 was adopted. The City only granted employees a 7 month increase.

Accordingly, I respectfully request that the Board of Supervisors consider the alternatives to the present proposal as well as to consider the financial hardship that police officers and firefighters have experienced during the last five years and grant the additional 1.2% COLA increase without imposing additional hardships on our membership. Should the Board decide not to grant the 1.2% COLA increase, then in accordance with City and County of San Francisco Charter Section 8.405(f), I hereby petition the Board of Supervisors to submit the question of said cost of living increase to the qualified electors of the City and County at the next succeeding citywide election.

Thank you for your consideration in this matter.

ROBERT F. BARRY
PRESIDENT

Continued from Page 1

concurrence, he chose not to do so and instead requested our input, which in the final analysis was quite beneficial.

Insofar as the Labor Relations Committee is concerned, I feel that their input and participation into this process was invaluable — for without it, I do not feel that we could have arrived at a mutually acceptable policy that we, the department, the membership and the Board of Supervisors could agree to. Additionally, I would like to compliment the Board of Directors for their participation in this process and voting approval, as I am confident that this affirmative vote certainly assisted the Board of Supervisors in rendering the proper decision.

1977 & 78 WAGE SUITS

On September 11, 1981, I contacted the Clerk of the Court of Appeals to determine the status of our 1977 and 1978 wage suits that the POA and Firefighters won and I received the following information.

The 1977 wage suit involving the Los Angeles pay formula wherein the city failed to include the Los Angeles percentage in our averaging formula, is not likely to have oral arguments presented until late 1982. The clerk cites the inordinate amount of criminal appeals pending in this district as the reasoning.

The 1978 wage suit wherein the city declared a State of Emergency after the passage of Proposition 13 and we were only granted seven months pay — oral arguments are anticipated in early 1982.

Due to the excessive delays that we have experiencing concerning the 1977 wage suit, I have directed our attorney to confer with the firefighter's attorney and to immediately file the necessary motions with the Court of Appeal to advance oral arguments in the 1977 case.

SECONDARY EMPLOYMENT

The administration has proposed a new General Order governing all areas of secondary employment. The order encompasses all prior Permanent and General Orders relating to such provisions as the amount of hours an officer is allowed to work, specific prohibitions, conflict of interest and most importantly, the order contains a new provision requiring the employing agency to enter into a "Hold Harmless" agreement (contract) with the City and County of San Francisco.

This "Hold Harmless" agreement is intended to absolve the city and county of any and all liability such as court costs, medical bills should an officer and or a third party get injured during the course of "police action", as well as the cost to defend an officer should the officer take police action during the course of such secondary employment. Additionally, should a law suit be filed against the city as a result of police action taken and an award is rendered against the city, then the employing agency would be liable for such damages.

This proposed "Hold Harmless" agreement came about as a result of a law suit filed against the city involving the arrest of an individual by two off-duty officers employed as security guards by a San Francisco hotel. The city settled the case out of court and paid an award.

The city contends, citing two California Supreme Court cases, that police officers working as security guards, bank tellers or any other classification where the duties are security related are acting as "private citizens" and not peace officers, and as such, they are not agents of the city when taking any type of police action. Therefore, the city should be "held harmless" for any and all actions taken by the officers.

We are presently researching the secondary employment orders in other jurisdictions and within a few weeks we will continue our meet and confer sessions with the administration concerning this proposal.

RESIDENCY LIMIT

Supervisor Carol Ruth Silver has proposed yet another restrictive residency limit for emergency service personnel. The proposal mandates that "... all persons appointed to offices or positions the qualifications of which have been designated as vital and necessary under the provisions of this section shall be residents of the City and County or shall reside not more than 15 miles from its southern legal boundaries."

This proposal will be heard before the Legislative and Personnel Committee of the Board of Supervisors in October. The POA and other employer groups will oppose this residency requirement and if necessary, we will take the city to court as we have done in the past and argue that such a limitation is not reasonable and unconstitutional. The prior five mile residency rule was fought by the POA and declared unconstitutional.

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AROUND THE DEPARTMENT

by Al Casciato

... PCB Gas Leak Aftermath: Curt Dowling of Co. A has been undergoing treatment for exposure since that accident. His face is covered with little red eruptions that become very visible when he washes or showers. The doctors are perplexed with this reaction and are valiantly practicing medicine on Curt to find a cure...

... A foot chase of a grand theft suspect through the Financial District and Chinatown involved numerous Central and Northern units. The suspect's broken field running was excellent and when finally captured, the reason was readily apparent. The suspect was wearing a PAL football T-shirt. Oh! Great!...

... Check those automatics. A well-known police officer recently brought a .380 auto from home to sell to a fellow officer. Upon inspection it was discovered that a .32 cal bullet was lodged in the barrel. A bomb waiting to go off. In another incident, an officer bought a 9mm automatic and brought it to the range for test firing. The gun fired the first round fine but when the second round was fired, the magazine was also ejected, rendering the rest of the rounds useless. Remember Officer Harold Hamilton who died shooting it out with a bank robber on Clement Street when his automatic ejected the magazine after the first shot?...

... Mark your calendars: On October 17th the Northern California Asian Peace Officers Association will hold its annual Luau. The event has been a sell out in past years and this year's luau committee promises better entertainment, food and dancing than in previous years. A big order...

... Uniform and Safety Committee note: Looks like the committee will approve, at its October meeting, the crossed rifles pin for the specialists in the patrol force. Finally recognizing the time and effort these patrol officers expend in preparing for critical incidents with no additional compensation...

... So much debate going on about the alleged abuse of sick pay, but where are the statistics documenting the abuse? Nowhere! But the P.O.A. Board of Directors has voted, under pressure from the Board of Supes, to support the administration's issuance of a strong statement warning officers of a crack-down on sick pay abuse...

... Inflation affects grand theft. The Journal of California Law Enforcement, Vol. 15 No. 2 1981, contains an article that urges upping the \$200 grand theft figure to \$850 because inflation has taken the value of a \$200 purchase in 1923, when the law was last written, to \$850 in 1981...

... Where is he? Work-a-holic Sgt. Glen Pennebaker purchased a new motorcycle on Saturday September 5, 1981 and has not been seen by his staff since. Though maybe he is OK and no foul play is involved because Pete Godbois believes he observed Glenn zooming eastbound through downtown Stockton on Labor Day...

... Life saved at the Family Picnic. Lt. Charlie Beene (Tac) was choking on a piece of steak when Joe Arone, Co. E, responded from the First Aid Committee and immediately administered the proper techniques, dislodging the obstruction. Thanks Joe! But the way, Joe is a medical NCO in an Army Reserve Unit...

... Submitted by James Dachauer, a quote from "Of Crimes and Rights" by Justice Macklin Fleming of the California Court of Appeals... "We have set fire to the house of criminal law in our attempt to roast the police pig..." Commenting on the excusatory rule...

... Little Big Man is what Gregory Rosalio Corrales, 9 lb. 3 1/2 oz. was clubbed after making his debut last month to the household of Maria (BCI) and Greg Corrales (Narcotics). Pink ribbons and lil' dolls is what welcomed Katherine Ann Dillon, 7 lb. 6 oz. when Dad Kevin, Co. A, returned Mom Terri and lil' one from the delivery room. Congrats to all...

... Stop the presses. LATE FLASH: Jason Adam Vigil weighing in at 8 lbs. 4 oz. has just arrived in the ring of Ben and Debbie Vigil, Co. E. Dad Ben, a Gold Medal Boxer for several years, says "Enough is enough". With number 3's arrival, there are so many competitors at home, all outside bouts are hereby cancelled. Congrats and good luck...

WIVES WIVES WIVES

Our September meeting with Mace training had a great turn-out and was a real success.

We also discussed assisting with the hosting of the Police Olympics that are going to be held here in our City in July 1982. Plans for the Olympics are already in motion.

Of course by now you've heard what a great time everyone had at the POA picnic. Oh such fun!

The October meeting will be on Tuesday the 13th at our regular time of 7:00 p.m. in the Police Commission Room. If you need a ride from anywhere in the greater Bay Area, you can call Lee Meixner at 761-0308 and she will be able to get you a "ride along".

If there are any questions about our meetings or organization, please contact our Vice President Pat Barsetti at 566-5985 day or evenings.

Thank you and see you on the 13th.



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ASSEMBLY CANDIDATE

by Al Casciato

P.O.A. Vice President Paul Chignell announced at the September Board meeting of the P.O.A., that he will seek the State Assembly seat now held by Assemblyman Filante (R) in Marin County and Southern Sonoma.



Paul Chignell
CANDIDATE FOR STATE ASSEMBLY

Paul's candidacy is in the primary stage of fund raising. Friends and interested parties are being asked for monetary donations to get the campaign off the ground.

Campaign contributions can be sent to P. O. Box 422, San Anselmo, CA 94960 and should be made payable to "Paul Chignell for Assembly". State law mandates that name and occupation must be listed for each contribution.

PSYCHOLOGICAL SCREENING

by Jim Speros, Central Station

As a member of this department, I have been watching with interest, the current controversy over pre-hiring psychological screening. Having worked for two other police departments prior to coming to San Francisco, (both of which utilized psychological screening prior to hiring), I can say with some certainty that this method works in producing a higher quality recruit/hiring list.

I have several concerns in our selection procedures. One, as a member of our department, is to see the highest calibre of person brought in. Another, as a member of our profession, to see quality officers on the street that will bring credit to law enforcement. As an FTO I want to be able to train and evaluate recruits that have been selected through an objective process that gives me some guarantee that this person will not "flip-out" under nominal stress, or prove to be a danger to me, fellow officers, the public, or himself. Finally, as a street cop, I want to know that my future partners will be able to cope with the stress that this job and society puts on us.

Another point to bring up is civil liability. How long will it be until the courts, in their wisdom, extend the personal liability that a Chief now must bear for his officers' actions to that point at which the officer was selected (or not de-selected) when that officer could

have been de-selected. In other words, when the means to determine whether or not a person is psychologically fit to be a police officer are available but not used, who will bear the ultimate moral and civil responsibility? To be blunt, someone's going to eat it! When one cop brings discredit to all of us because he or she is psychologically unfit and someone gets injured or killed because of it, the lawsuits will flow and everyone will get blamed.

Of course, there may be special interest groups that don't care if a person is a danger to society as a cop, so long as that person, of their own background gets hired. If these groups or individuals want to play "pig in a poke" with my life while not having to worry about their own personal safety, then maybe they should come down and ride with some of the de-selected officers who had psychological problems and became unfit in the middle of their tour of duty.

Of course, the psychological screening process is not an ultimate answer. Just as marginal persons can slip through the academy and FTO, so could one or two get through a psych screening. But wouldn't it be a little reassuring to know that a few less got through? Then maybe we could go to the next step in tightening up our hiring process, and keep these persons that do flip out from being able to be retired, or would that be discriminatory also???



"You FTO's will be interested in this . . . the department is considering psych tests for new members."

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POLICE YEARBOOK

POLICE YEARBOOK 1981

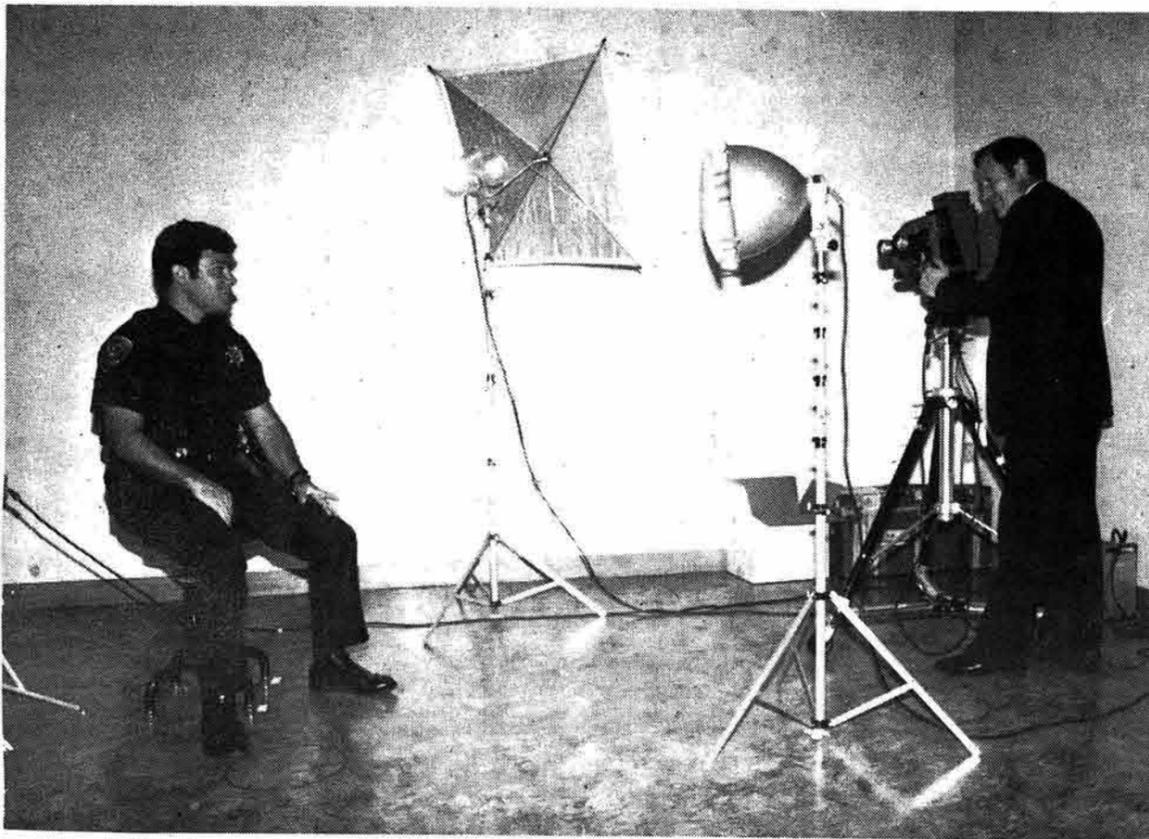
Please have your picture taken for this SFPD Yearbook.
 Uniformed Officers — dark shirt and tie
 Bureau personnel — formal attire

by Gale W. Wright
 Editor

THERE IS NO CHARGE TO YOU FOR TAKING YOUR PICTURE.

If you wish to reserve a book or photo package, that's up to you.
 But, the Yearbook will be the best if all members get their pictures taken.

Check the posted Photo schedule.



Officer Mike Gonzales is having his picture taken for the 1981 Police Yearbook by John, one of the two photographers from the Image Works of Redwood City. SFPD Yearbooks are rare items, so be sure to have your picture taken (no charge) as per the schedule below, during the month of September.

When you think of all the officers who come and go in this business and then you think about all the different assignments you've had in just a short time, and then add to that all of the different stations there are, and the vehicles and the bosses and oh and on, how can you possibly keep it all straight?

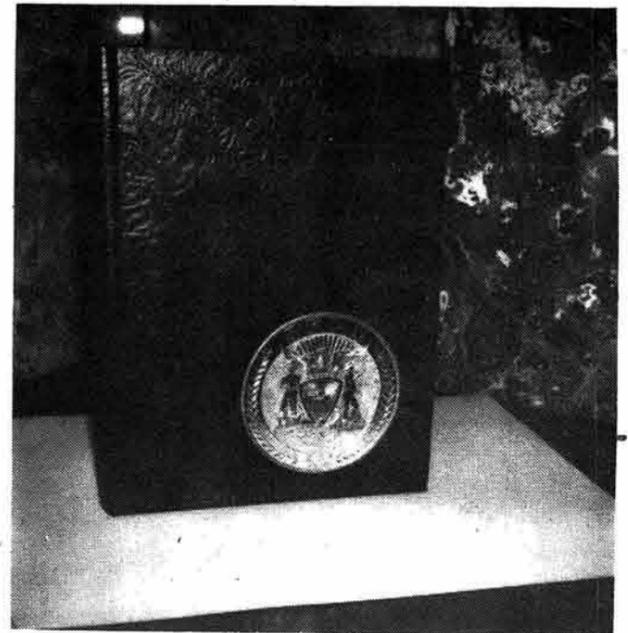
One way is the Police Yearbook.

Police Yearbooks are rare. I came into the department in 1957. It wasn't until 1975 that anyone even thought about putting a Yearbook together. Even now, that's six years ago, and who knows when there may be another yearbook.

One way to make sure you can tell your family, "When I was in the SFPD . . .", is to be sure you have your picture taken for this Yearbook.

One of the negative stories I always hear is, "The newspaper or IAB will get the book too and then use my picture when they want to." That may be true, but what is true, is that anyone at almost anytime can get your picture too IF THEY REALLY NEED IT. Private investigators do it, TV camera persons do it, tourists do it and plenty more. So why be paranoid about a yearbook picture. Oh yes, I forgot to include the department ID card photos. Do you think they have copies?

Please join the list of officers who have already had their pictures taken and let's make this a great 1981 Police Yearbook.



LOCATION: Hall of Justice, 850 Bryant

Sept. 21, 22 7 a.m. - 11 p.m. 12 p.m. - 3 a.m.
 Sept. 23, 24, 25 9 a.m. - 1 p.m. 2 p.m. - 6 p.m.

San Francisco Police Department Photo Session Schedule
 Photographs will be taken free of charge for your yearbook.

These members have already had their photos taken.

Ihle, Walter
 King, Rodney
 Winn, David
 Scheffler, William
 Mayer, Tim
 Rist, Stephen
 Wakefield, William
 Hankins, Robert
 Baker, Richard
 Gleeson, John
 Miller, James
 Johnson, Alan
 Peters, Carl
 Eidler, Henry
 Eisenman, T.L.
 Kazarian, R.
 Hicks, J.W.
 Arone, Joseph
 Martin, P.
 Cipparrone, J.
 Peters, G.D.
 Daly, Sandi

Cordes, Stanley
 Pryal Edmund
 Pelissetti, Armond
 Eimil, Edgar
 Williams, Ken
 Bragg, A.R.
 Rosset, Joseph
 Hoenisch, Charles
 Pohley, III, George
 Cook, Herb
 Sweeney, John
 Cordes, Thomas
 Lucey, Donald
 Brown, Jesse
 Gamez, Fernando
 Wren, Gilbert
 Cardinale, Robert
 O'Shea, Patrick
 Rodrigues, David
 Robinson, Charles
 Kelly, Lawrence
 Wright, Gale

Engel, Leonard
 Gay, William
 Gillam, Dave
 Canepa, Raymond J.
 Martinez, Robert
 Frederick, Gary
 Checchi, Robert
 Bisordi, John
 Lawson, Daniel
 Kenney, Edwin
 Farrel, James
 Quaglia, Andrew
 Frazier, Willie
 Crowley, James
 D'Arcy, Gerald
 Arata, Howard
 Harrison, Harvey
 Warnke, William
 Ferrier, Michael
 Arambula, R.
 Fox, Gary
 Hampton, James

Penrose, Paul
 Newlin, John
 Seghy, Robert
 Walleit, Richard
 Piol, Larry
 Holder, Richard
 Weaver, Barry
 Mahoney, John
 Parenti, Robert
 Weick, Richard
 Myers, Libert
 Mattox, Robert
 Pera, James
 Kennedy, Joseph
 Johnson, Steven
 Lujan, Michael
 Arietta, William
 Hickson, James
 Dougherty, James
 Musante, Ray
 Forslind, Paul
 Cole, Jas. D.

Berry, Robert
 Luttringer, Ben
 Sekara, Andrew
 Sheehan, David
 Harrington, Anne
 Harrington, Frank
 Grosward, William
 White, James
 Byrne, Paricia
 Trueb, Richard
 Grizzel, John
 Phipps, Kevin
 Decker, Carl
 Totah, Ned
 Busalacca, Peter
 Roccaforte, David
 Borges, Arthur
 Madden, Justin
 Gin, David
 Williams, Patricia
 Marquez, Stephan
 Kelley, Robert

Speros, James
 Boniface, William
 Sturken, James
 Symington, Raymond
 Bergmark, Howard
 Seim, James
 Kern, Ronald
 Johnston, Robert
 DeMartini, Donna
 Otten, Peter
 Klapp, Richard
 Marble, Gary
 Nevin, Michael
 Hansen, Donald
 Dennis, Edward
 Carle, William
 Erdelatz, Edward
 Kerlin, Frank
 Hill, Lloyd A.
 Carlson, Raymond
 Hicks, Roy
 Rider, Curtis

Brosch, Jefferey
 Thorsen, Timothy
 Guinther, Ora
 Clark, Herman
 Schlink, Theodore
 Christman, James
 Long, James
 McAlister, Benjamin
 Kulstad, John
 Van Dehey, Walter
 Sheehan, Richard
 Batchelor, Jim
 Chestnut, John
 D'Arcy, Brian
 Luttickan, Frank
 Lankford, Jerry
 Chong, Leslie

PARTIAL LIST AS
 OF THIS PRINTING

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

As Printed in the Castro Times

As a gay employee of the SFPD I was greatly interested in the article by David Finn that was reprinted in the July issue of the POLICEMAN.

Mr. Finn makes several good points, among them that the pressures of the job frequently cause officer over-reaction. This is indeed true. After working at the Hall of Justice and having first-hand observation of the annoyances, frustrations and bureaucratic harassment that officers must cope with, I think it is surprising that they remain as dedicated as they are.

In regard to Harry Britt's attempt to form a Civilian Review Board, I suspect he has his eye on the mayoral election of 1983 and is seeking a "cause celebre" to keep his name before the public.

Such a board should be of great concern to gay people especially, for it would actually encourage violent crime. One of the main reasons why punks attack gay people is because they know that the police are handicapped by excessive regulations, especially with regard to juveniles, and their chances of being punished

are almost nil.

When I worked as secretary to the Deputy Chief I had the opportunity to read IAB complaints, and I know that the great majority of them are unfounded and many are downright ridiculous. One complaint actually stated, "... officer picked his nose in front of complainant. . ." (Mercy, Mary!). People who are guilty of crimes often try to duck the issue by filing an IAB complaint, since the best defense is a good offense.

After spending four years as a cab driver — where I had the opportunity to observe what goes on in the streets of San Francisco — and another three years in the SFPD, I definitely believe that we must maintain strict law enforcement and stiff legal penalties if we are to combat the rising tide of crime that threatens to overwhelm our City.

Granted, there are officers on the force who are ruthless "fag haters" who would like nothing better than to split a few "fruit skulls," but the majority of officers are mature, intelligent people who are doing the best they can under trying circumstances. (If truck drivers were subject to the same rules and regulations as officers, the Teamsters Union would be up in arms).

Just for the record, I would like to say that I have been better treated and have been better paid, by the SFPD than I ever have by any private employer. I believe one reason for this good treatment is that the Department has always hired men of superior calibre (or at least it did until a few years ago, when the government forced it to lower its standards).

The Gay community should be highly skeptical of Harry Britt and Carol Ruth Silver, for they both appear to be trying to do the same thing Dianne Feinstein did, i.e. use the Gay community as an instrument to further

their own political ambitions.

The Police Commission is composed of civilians and a gay person. Joe Daly is already on the Commission. Another civilian board would be redundant and unnecessary.

Sincerely yours,
L. Davis Almand

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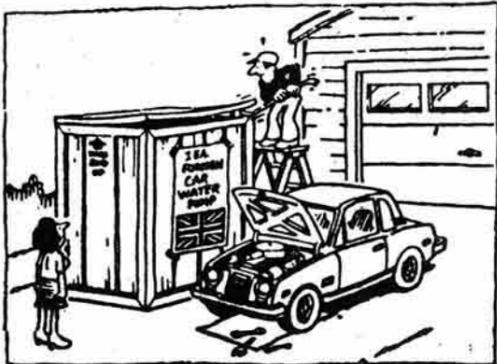
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Letter to PATCO

October 20, 1980

Robert E. Poli, President
Professional Air Traffic
Controllers Organization

Dear Mr. Poli:

I have been thoroughly briefed by members of my staff as to the deplorable state of our nation's air traffic control system. They have told me that too few people working unreasonable hours with obsolete equipment has placed the nation's air travellers in unwarranted danger. In an area so clearly related to public safety the Carter administration has failed to act responsibly.

You can rest assured that if I am elected President, I will take whatever steps are necessary to provide our air traffic controllers with the most modern equipment available and to adjust staff levels and work days so that they are commensurate with achieving a maximum degree of public safety.

As in all other areas of the federal government where the President has the power to appointment, I fully intend to appoint highly qualified individuals who can work harmoniously with the Congress and the employees of the government agencies they oversee.

I pledge to you that my administration will work very closely with you to bring about a spirit of cooperation between the President and the air traffic controllers. Such harmony can and must exist if we are to restore the people's confidence in their government.

Sincerely,
Ronald Reagan

Air Controllers' Strike Should Be Legalized

Reprinted New York Times

President Reagan's response to the air-traffic controllers' strike is without parallel in U.S. history. Never before has there been such a deliberate effort to eliminate a national union.

The firing and jailing of striking controllers, the move to impound the union's \$3.5 million contingency fund and the attempt to decertify the union amount to nothing less than a strategy to destroy Patco. The administration has ignored constructive avenues for resolving the conflict, such as fact finding, mediation and voluntary arbitration.

The idea that government employees are different from other types of workers is without foundation. Utility companies, A.T.&T., the railroads and others provide services no less essential than those of air-traffic controllers, postal workers and other governmental employees. Yet employees in these private sector industries have the right to strike under Federal law.

The air-traffic controllers' strike should be considered in the context of the growing number of strikes by other public sector employees, such as policemen and firemen. Court injunctions and criminal penalties have not proved a deterrent to such strikes by state and local or Federal employees. In fact, between 1978 and 1979 the

number of strikes in the public sector rose 23 percent, the number of workers on strike grew by over 30 percent and the number of working days lost jumped 75 percent. The size and duration of the average strike in the private sector diminished while it increased in the public sector.

In an effort to find a way out of the present impasse, I have introduced legislation (H.R. 4375) to extend to Federal employees the full range of collective bargaining rights now provided under law to private sector employees, including the right to strike. It would apply retroactively to the air-traffic controllers' action.

Federal employees should be protected from arbitrary governmental intervention to the same extent as their counterparts in private industry. There is no countervailing bargaining power if a union does not have the right to strike. In providing Federal employees with such power, we can reverse the trend toward more public sector strikes and, in the process, remove the double standard that has become so embarrassing to the nation.

The government, as an employer, should be no more sovereign than other employers.

John Conyers
Member of Congress,
1st Dist., Mich.

Letter to IUPA from PATCO

August 18, 1981

Edward J. Kiernan, President
International Union of Police Assns.

Dear Sir:

On behalf of PATCO, I wish to thank all unions and union members who have come to our support.

This is what Solidarity is all about — and this is what keeps the morale of our members up in the face of a vindictive administration, a hostile press and an uninformed public.

Our members are not wild-eyed revolutionaries. They are patriotic Americans who have exercised their inalienable human rights to refuse to be pushed around by an insensitive paternalistic and arrogant management. The PATCO strike is a dramatic statement reflecting the frustration of the professional air traffic controllers.

The central issue is not our wages, but our very health. The central issue is life itself — the lives of our members and the lives of the flying public.

Our members are not foolish. As responsible family people, they did not leave their jobs for the fun of it. There is no fun in payless weeks and in painful days. There is neither fun nor satisfaction in challenging the administration of the most powerful nation in the world. And there is no fun being villified, fined and imprisoned.

Our members left their jobs because they could no longer endure their working conditions. Their strike is a statement to the American people that arrogant government, even in a democratic society, is as evil as arrogant management in the private industry. Every trade unionist knows this to be true. He knows this instinctively; he feels it in his guts. PATCO members want to return to their jobs and to the bargaining table today. We want to serve our country and we want to safeguard our health. There are good ways of doing both.

President Reagan chose to take the hard law-and-order line — good or bad. We had to do our duty to protect the health and welfare of our members. Continued confrontation, however, makes no sense. The country will gain only through reconciliation, negotiation and compromise. A hard position can only harden opposition. We prefer cooperation, but if the administration prefers confrontation, we are ready for it — not only for ourselves, but for the organized labor movement and for a sensitive democratic society.

But, we need your help. We would be grateful to you if you would alert your locals and members —

1. to honor our picket lines.
2. to join our picket lines.
3. to send appropriate resolutions, telegrams and letters urging the immediate resumption of bargaining with PATCO to President Ronald Reagan and Secretary of Transportation Drew Lewis with copies to me at PATCO.
4. to respond to all editorials in your local media, praising the friendly and condemning the hostile — with facts and figures, coolly and reasonably.
5. to release your actions and resolutions to the press and to write letters to editor.
6. to explain the issues to the public by appearing in schools, at church meetings, before fraternal and civic organizations — and even before business groups.
7. to ask the local AFL-CIO Community Services representative to provide social services and other forms of assistance which they have developed over many years for many other striking unions.

As you know, PATCO is facing many legal battles in the courts. There is a concerted effort to fleece our funds and break our union. We will need to defend ourselves — and that costs money. Another letter will be mailed to you shortly on this urgent matter.

With many thanks and all good wishes.

Sincerely and fraternally,
Robert E. Poli, President
Professional Air Traffic
Controllers Organization
Suite 820/444 North Capitol St. N.W.
Washington D.C. 20001

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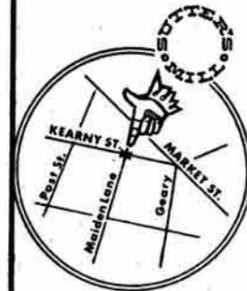
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Where's Our MOU?

by Sgt. William Kidd
Operations Center

To: Brother Chignell
San Francisco Police Officers' Assn.

I happened to find the attached floating around Room 400. It certainly is interesting to note that the City employee members of Local 400 are protected by a Memorandum of Understanding. It is just as unfortunate that San Francisco police officers cannot be afforded the same protection.

But, in view of the fact that we have been unable to secure a Memorandum for over three years, perhaps such a task is too much to ask. And then, when the majority of Association members don't even know what a M.O.U. is, let alone its significance, its power, its principles, or its protections, why rock the boat?

In the meantime, I would like to respectfully suggest that the Association employ a similar approach, i.e., the use of bulletins, the further explain, perhaps a point at a time, the various aspects of the Police Officers Bill of Rights, for which I recall you once lobbied so tirelessly when it was AB301.

Fraternally,
Bill Kidd

KNOW YOUR RIGHTS

Local 400
Civil Service Association

YOUR RIGHT TO FILE A GRIEVANCE

A grievance is a violation of a workers rights on the job. Every City employee has rights which are written in the Memorandum of Understanding between Local 400

and the City, Departmental M.O.U., the Civil Service Rules, or in Departmental Rules.

One of your basic rights is to file a grievance if you believe you have been treated unfairly. As a grievant, you are entitled to representation. If you have a grievance, it is important that you contact your Union Steward or Business Representative at the earliest possible time. This is critical in that grievances must be filed within a certain time-frame in order to be considered by the City.

PERFORMANCE EVALUATIONS

You have basic rights when you are being evaluated. You have the right to a conference with your supervisor in which he/she explains your rights in the evaluation process. If you have any disagreement with the facts or conclusions in an evaluation, you can write a rebuttal to be attached to the evaluation. You may then request a "conference with the reviewing official". This entitles you to a second look at your evaluation. In this review, you can request that the evaluation be done over if 1) there are statements which are not backed by facts, 2) if there are procedural errors in the evaluation, or 3) if there is inaccurate material in the evaluation. If the reviewing official insists on keeping the evaluation as is, be sure to insist that the rebuttal be attached to it.

IMPORTANT NOTE: If, in this process, you think you have been discriminated against, you can file a complaint with the Civil Service Commission and the City's Affirmative Action Officer.

COMP TIME/OVERTIME

QUIZ: You stayed late because your boss asked you to finish that rush case, and didn't get out of the office until 6:00 p.m. Are you entitled to overtime?

1. YES. If you are not a "Z" classification, you are entitled to time-and-a-half overtime pay for work in excess of eight hours a day "under proper authorization of the appointing officer or his/her designated representative". (MOU, Section 19A)

You may elect to receive compensatory time off at time-and-one-half INSTEAD of overtime pay; but if there is no money in your department's overtime account, you cannot be required to work overtime. It's your choice, but remember to request comp time IN WRITING "as soon as possible and in no event later than the end of the first pay period following the pay period in which the overtime was worked". (MOU Section 19B)

IN LIEU COMP TIME

(When you request it instead of pay)

- Must be taken at a time "mutually agreeable to the employee and the appointing officer in the fiscal year earned." If you can't agree on a time, you shall be paid in cash at the end of the fiscal year for the comp time you have on the books.

2. IF YOU ARE A "Z" CLASSIFICATION, you are ONLY entitled to compensatory time (at time-and-one-half). (All "Z" classes are marked in the Salary Standardization Ordinance.)

QUESTIONS? Your shop steward has a copy of our Memorandum of Agreement (MOU) and can answer your individual questions. Or call 673-8755.

"WHAT'S THE POINT?"

by James Dachauer

After S.F.P.D. Officer Wesson Smith shot and killed Mervin Sorote during the armed robbery of the Handicapped Childrens' Center, almost everyone was in agreement that the officer had acted properly and even heroically. When the newspapers published Sorote's criminal history, a file so thick that it left a gap seven inches wide in the I.D. Bureau's criminal records shelf, the opinion appeared to be unanimous.

Therefore, everyone was caught by surprise when the Environmental Protection Agency cited Officer Smith for failing to file an environmental impact report prior to discharging his weapon. EPA Director Stanley Sierra, stated that he was not opposed to Officer Smith's actions, he was opposed only to Officer Smith's failure to file the report. "After all", he was quoted as saying, "the gases expended by the bullets fired from Officer Smith's gun polluted the atmosphere in the immediate vicinity of the shooting to such an extent that two sterile Mediterranean fruit flies expired immediately." Sierra also stated that while studies on possible car-

cinogens from exploded gun powder gases have not yet been completed, preliminary indications are that these gases might prove harmful.

Officer Smith's EPA citation caused an immediate furor. The Sierra Nevada Club and the Aw Baloney Alliance praised Stanley Sierra's bold action. The NRA (National Runners Association) condemned the action stating that the overall impact would be that criminals would no longer have to run from the scene of their crimes and therefore would no longer stay in good physical shape.

The issue remained controversial in the press for 3.7 days and was then replaced by the announcement that two heterosexual (one male, one female) police officers had decided to come out of the closet and join in marital bliss.

However, the fact that the issue was no longer in the press did not mean that the case was forgotten. Four months later Officer Smith came to trial for his infraction. At the trial the ACLU (American Criminal Liberties Union) filed an AMICUS CURI brief bringing before the court the recent findings of a Canadian Research Team that had conducted exhaustive studies of the effects of guns on laboratory mice. These findings revealed that when guns were fired at mice, 96% of the mice died. A spokesperson for the research team testified that while the high mortality rate among the laboratory mice conclusively proved that guns kill mice, he was hesitant to say that he would apply the same statement to the effect of guns on people.

The court, in announcing its decision, commented extensively on the ACLU's brief when it announced that henceforth law enforcement personnel could no longer carry guns.

The state attorney general appealed the decision to the Supreme Court but the court upheld the lower court's order saying that, "the possible effects of gun powder explosion gases on the atmosphere as well as the Canadian Research Team's findings show a preponderance of evidence that police guns can kill people." The attorney general was quoted as saying, "This is crazy. Now only outlaws will have guns."

The court, in a rare rebuttal stated, "If the legislature doesn't want criminals to shoot guns, they have only to enact laws against such activity and the combination of criminal statutes and EPA regulations should be sufficient to prevent such activity by the criminal community. If violations should come to the attention of either the police or the EPA, either agency has only to arrest the offenders and bring them before the court, where, if found guilty, they will be dealt with accordingly."

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BOARD OF DIRECTORS MEETING — August 18, 1981

Opened with the Pledge of Allegiance at 5:10 p.m. Roll Call: Eighteen present; one absent (Minkel); two excused (Nevin and Simms).

Appointment of Gerry Schmidt: President Barry has accepted the resignation of Dave Herman, the representative from Co. C and appointed Gerry Schmidt to fill the rest of his term. President Barry administered the Oath of Office to Gerry Schmidt.

PRESIDENT'S REPORT

President Barry reported on the following: (1) The Civilian Review Board has been defeated by the Police Commission; the Police Commission did provide for one aide with unspecified duties to be hired; over 9,500 cards on this issue were returned to the Police Officers' Association. (2) The 1.2% cost of living pay increase ballot to be mailed on August 22, 1981; a letter was received from Attorney Ralph Salzman stating that retired members are entitled to vote on this issue per our Constitution.

VICE PRESIDENT'S REPORT

Vice President Chignell reported on the following: (1) A recent ticket quota instituted by Captain Forni at Co. B was exposed in a recent issue of the San Francisco Chronicle. The order was rescinded by Commander Canepa since this quota is in direct violation of the California Vehicle Code.

TREASURER'S REPORT

Treasurer Rapagnani presented the monthly financial statement for July 1981 which indicated there is a balance on hand of \$193,749.93. M/Dempsey S/Collins to approve the report. Report was approved.

COMMITTEES

IUPA Committee: Reno Rapagnani reported that he and Duane Collins went to Chicago for the 3rd Annual Meeting of the IUPA. He indicated that the IUPA will go to the AFL-CIO to request relief from paying dues since they are in a current financial bind; he further indicated that we had received the IUPA audit which has been reviewed by our accountants — said audit indicated that the IUPA is currently in debt in the amount of \$175,000; Rapagnani indicated that the Political Action Committee of the IUPA has a balance of \$129.00; this organization presented a plan where in it plans to be solvent in two years; Rapagnani reported that no issues of substance were discussed at this Annual Conference; the Universal Social Security controversy was not addressed; the purpose of this organization is to have a voice in Washington however there was no platform presented; the only thing of substance that occurred was the election of vice presidents. Rapagnani and Collins indicated that they will have a recommendation in the latter part of this year as to whether or not the membership should remain a member of the IUPA.

SPECIAL ORDER OF BUSINESS

The Board was addressed by Supervisor Lee Dolson who indicated that we had an excellent chance for collective bargaining and binding arbitration on the June 1982 ballot. He felt this was true because of our recent large pay raise which was set by outside jurisdiction and because of the impact of the air controllers' strike. He felt final offer binding arbitration is the way to go and he would like to carry this issue. He indicated that he desires to see both the police association the fire union leadership get together on this issue so that a repeat of the November 1981 debacle does not repeat itself. He felt that both organizations should begin working on this immediately so that it will be ready with a campaign strategy well in advance of the June 1982 election.

COMMITTEES

Health Services/Retirement: Welfare Officer Hebel distributed his monthly report on his case load. He spoke on the buy out and vesting issue and indicated that he would have a topical article on this subject in the August issue of the San Francisco POLICEMAN. He further reported on the number of members which he is presently representing both in the Superior Court and in the California Appellate Court.

Grievance Committee: Paul Chignell gave a full report on all cases presently being handled.

Screening Committee: President Barry indicated that the Screening Committee approved filing of a law suit on behalf of Officer Karl Karlsson regarding the telephone company's release of his telephone record without prompt notification in violation of the privacy act. A lawsuit would be prepared with the telephone listed as the defendant. President Barry also reported on an appeal of a two day suspension to the Commission on a prisoner escape.

Insurance Committee: Gale Wright reported on the \$10,000 Nezik case lawsuit in which the plaintiff Mrs. Nezik has indicated she is willing to settle for \$3,000 from the POA and the controller of the City and County of San Francisco. The Insurance Committee will have a report on this next month as to whether or not this settlement should be approved and as to what portion the Police Officers' Association should pay.

Building Committee: Gale Wright reported on the current status of the Building Committee. M/Wright S/Rapagnani that this Association pay \$75.00 to Group IV Architects for their work on preliminary plans for the building reconstruction. Motion passed by a vote of 17 yes (Swall, Linehan, Schmidt, Dempsey, Parenti, Gannon, Grant, Doherty, Wright, Collins, Strange, Sullivan, Huegle, Bell, Barry, Chignell and Hebel).

M/Wright S/Schmidt that this Association appropriate \$960.00 to replace the five toilets in the Association Building since the present ones are causing innumerable leaks. Motion passed by a vote of 18 yes (Swall, Linehan, Schmidt, Dempsey, Parenti, Gannon, Grant, Doherty, Wright, Collins, Strange, Sullivan, Huegle, Bell, Barry, Chignell, Rapagnani and Hebel).

Gerry Schmidt reported on the Yearbook and gave an update. The issue will cost \$29.50 per person with photograph sessions to commence at both the Police Academy and the Hall of Justice on August 31, 1981. The Yearbook will be ready by February of 1982.

Gale Wright again reminded those in attendance that the deadline for articles to the POLICEMAN was not being met. Consequently there was a delay in mailing of the paper to the members.

Federal Litigation: President Barry reported on three meetings of all parties to the Consent Decree. With regard to the acceleration of the Q-60 Lieutenants Exam, he indicated that a vote of the membership in January 1981 by a very narrow margin indicated that it should not be accelerated. Proposals were submitted at the Federal Litigation for purposes of discussion and they included the following: accelerate Q-60 Exam to February 1982, accelerate the Q-50 Exam to April 1982, proposals for eligibles for next Captains Promotional Exam, maintain present budgeted promotional positions in the future, training all Q-50's for next Q-60 Exam, and the status of the present limited ten year lieutenants.

President Barry indicated that the Officers for justice wants all 57 limited tenure lieutenants positions replaced and wants ten Q-60's appointments to be made on the basis of race. The Officers for Justice and their representative, the Public Advocates, may be back in court before Judge Peckham on the issue of: (1) Temporary Q-60 appointments and (2) Failure of the City to Meet Goals for Women/Minorities Appointments at the Q-2 level.

Frank Reed spoke on the petition which was submitted regarding petition, signed by over 300 members, submitted to accelerate the lieutenants examination. He spoke about the change and circumstances since the last vote. He indicated further that there is presently a job analysis on the Q-60 issue and stated that there is a concern that if this exam is not given quickly and followed by a sergeants examination, that there may be again further slashes in the budgeted rank of Q-50 sergeant. M/Hebel S/Gannon that the petition to advance the lieutenants examination be presented to the membership via mail ballot. Motion passed by a vote of 18 yes (Swall, Linehan, Schmidt, Dempsey, Parenti, Gannon, Grant, Doherty, Wright, Collins, Strange, Sullivan, Huegle, Bell, Barry, Chignell, Rapagnani and Hebel).

M/Wright S/Hebel that the vote to advance the Lieutenants Exam be presented to the membership at the same time as the Psych Testing vote is presented. Motion passed by a vote of 13 yes, (Swall, Linehan, Schmidt, Parenti, Gannon, Grant, Doherty, Wright, Strange, Sullivan, Barry, Chignell, Hebel) and one no (Collins) and two abstained (Bell and Rapagnani).

M/Collins S/Wright that the motion to rescind the prior vote of the Board on August 7, 1981 not be make

a recommendation to the membership on the 1.2% pay raise. Motion passed by a vote of 14 yes (Swall, Schmidt, Parenti, Gannon, Grant, Doherty, Wright, Collins, Strange, Sullivan, Bell, Barry, Chignell and Rapagnani) and one no (Linehan).

M/Collins S/Schmidt to send out the 1.2% cost of living ballot with a recommendation of a no vote on the issue. This motion was withdrawn.

M/Collins S/Bell motion to rescind the prior vote to send the 1.2% cost of living raise issue to the membership. Motion passed by a vote of 12 yes (Swall, Schmidt, Parenti, Gannon, Grant, Doherty, Wright, Collins, Strange, Sullivan, Bell, Rapagnani) and three no (Linehan, Barry and Chignell).

M/Collins S/Rapagnani motion that the Board of Directors of the POA take the position that its members are entitled to the 1.2% cost of living increase without the sick leave amendments and this Board of Directors rejects the city's proposal regarding the cost of living with the sick leave amendment attached. Motion passed by a vote of 12 yes (Swall, Schmidt, Parenti, Gannon, Grant, Doherty, Wright, Collins, Strange, Sullivan, Bell and Rapagnani) and three no (Linehan, Barry and Chignell).

M/Rapagnani S/Wright motion to support Mary Callanan for Treasurer. Motion passed by a vote vote which was unanimous.

M/Rapagnani S/Collins motion to buy five tickets (\$25.00 total) for Labor Day Breakfast. Motion passed unanimously.

M/Schmidt S/Bell motion to endorse cost of living raise for retired city and county employees (Proposition E) with the POA contributing \$500.00. Motion passed unanimously.

M/Chignell S/Wright motion to buy five tickets (\$100.00) to the Japanese Community Youth Council. Motion passed unanimously.

Motion was made by Rapagnani to pay \$460.00 to Mike McElligott for cost incurred to have his representative, Hebel, fly from Seattle where he was on vacation to attend his Retirement Board hearing. Motion withdrawn.

M/Collins S/Rapagnani motion to send a letter of endorsement to Senator Hayakawa, supporting the endorsement of Gerald D. Winkler for appointment to the United States District Court. Passed unanimously.

M/Collins S/Rapagnani motion to send two Board members to Californians for McCarthy Dinner at \$500.00 each on August 20th. Motion passed unanimously.

M/Collins S/Rapagnani motion to send a letter to Mr. Hector endorsing the Ella Hill Hutch Community Center. Motion passed unanimously.

Meeting was adjourned at 9:10 p.m. Submitted by, Michael S. Hebel, Secretary

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SPECIAL BOARD OF DIRECTORS MEETING — September 4, 1981

Opened with the Pledge of Allegiance at 1:10 p.m. Roll Call: Thirteen (13) present; three (3) excused (Linehan, Dempsey and Sullivan); five (5) absent (Simms, Minkel, Doherty, Collins and Nevin).

SICK LEAVE USAGE

President Barry reported that on August 31, 1981 he sent a letter to John Molinari, president of the Board of Supervisors. The substance of the letter was that the Board of Supervisors should grant to the police officers the 1.2% cost of living raise without any sick leave rule change for reasons stated in that letter. President Barry then went on to explain a sick leave usage proposal of September 3, 1978 prepared by Deputy Chief Jim Shannon.

The Board of Supervisors is to meet on the issue of the cost of living increase in private session on Tuesday, September 8, 1981.

President Barry went on to explain city attorney opinion 81-48 which pertains to an 81 day election code provision which may prevent the cost of living issue going on the ballot in November 1981 and may have to be postponed until June 1982.

President Barry then presented the second proposal, prepared in substance by the Police Officers' Association's Labor Relations Committee pertaining to sick leave usage. That proposal is as follows:

"The ability of the police department to effectively deliver police services is dependent upon efficient use of police personnel. Abuse of earned sick leave detrimentally effects the ability of the department to provide service.

"It is recognized that police personnel are subject, from time to time, to illness and disability and will be required to be absent from their duties. Civil Service Rule 2202b (5b) provides that police officers earn sick leave with pay credits at the rate of 13 working days per completed year of pay service.

"Abuse of sick leave has occurred in the following areas: prior to or returning from a scheduled day off; Friday and Saturdays, and; use of more than 13 days per year.

"Documentation of individual sick leave abuse in these and other areas is presently being compiled by the administration bureau.

"Civil Service Rule 22.02 A4 grants to the Chief of Police the power to require a sick certificate for any and all periods of sick leave used provided that the member has been previously notified in writing that a certificate will be required for absence under three (3) working days. Where sick leave abuse has been documented, and after the members has been counseled by his platoon or unit commander, continued abuse will subject the member to invocation of Rule 22.02 A4. (Emphasis added.)

"Platoon and other unit commanders shall be responsible to identifying sick leave and taking appropriate action."

M/Schmidt S/Wright, motion to delete paragraph 3 of this statement. Motion failed, 11-no (Swall, Parenti, Grant, Strange, Huegle, Bell, Barry, Chignell, Rapagnani, Wright, Hebel) and two (2) yes (Schmidt and Gannon).

M/Hebel S/Parenti that this Board of Directors approve the Labor Relations Committee's recommendation to approve the above stated sick leave usage statement. Motion passed, 11 yes (Swall, Parenti, Grant, Wright, Strange, Huegle, Bell, Barry, Chignell, Rapagnani, Hebel) and two (2) no, (Schmidt and Gannon).

M/Wright S/Huegle that a committee be formed to draft charter language to reinstitute sick leave pay off for all sick leave accumulated since December 5, 1978. Motion passed, 13-yes (Swall, Schmidt, Parenti, Gannon, Grant, Wright, Strange, Huegle, Bell, Barry, Chignell, Rapagnani, Hebel).

Meeting was adjourned at 2:10 p.m.

Submitted by,
Michael S. Hebel
Secretary

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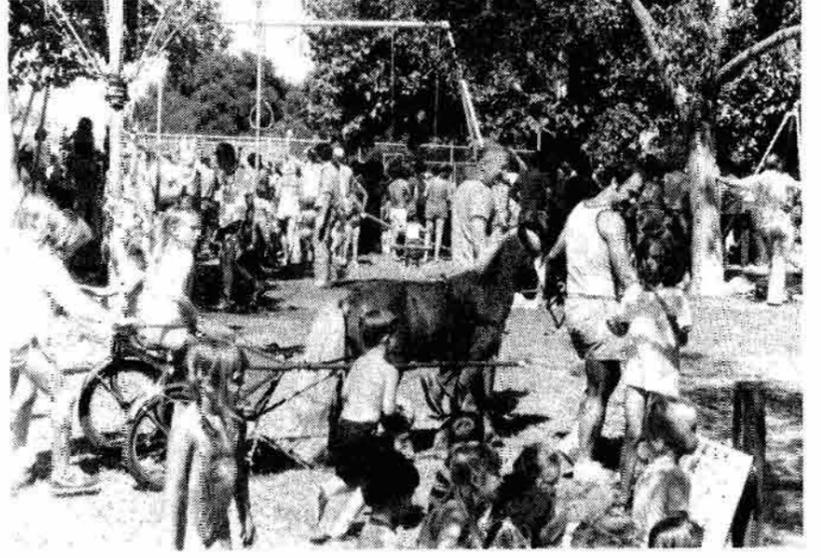
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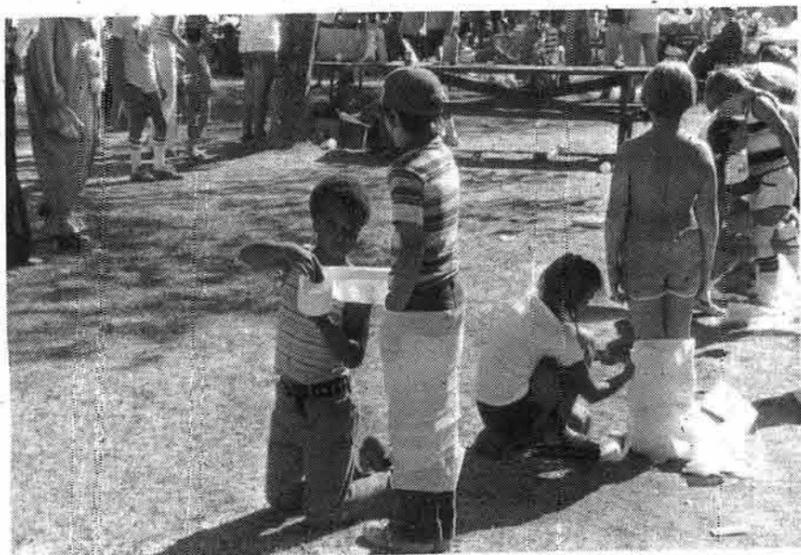
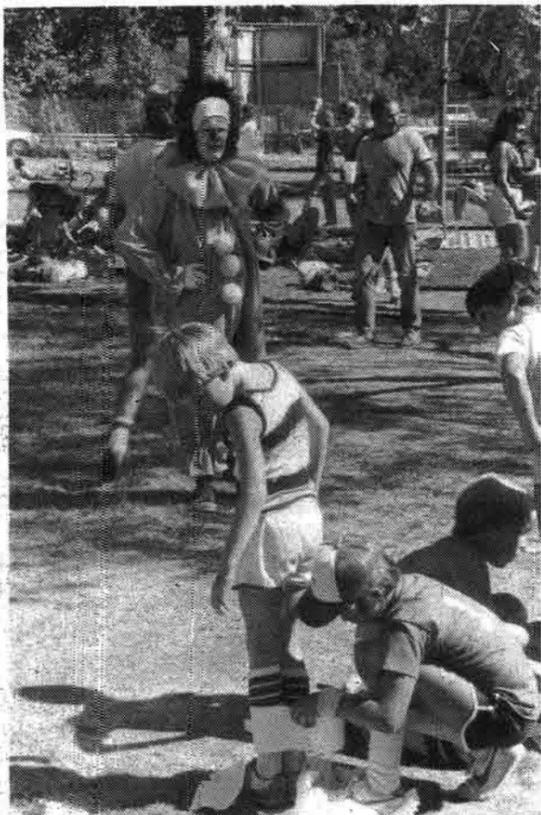
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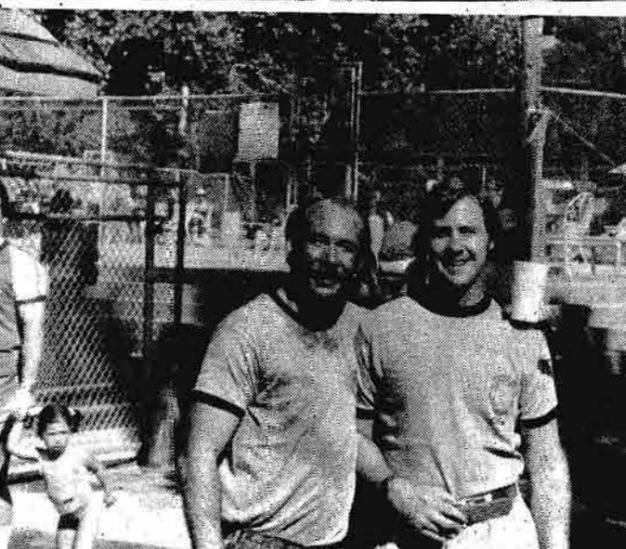
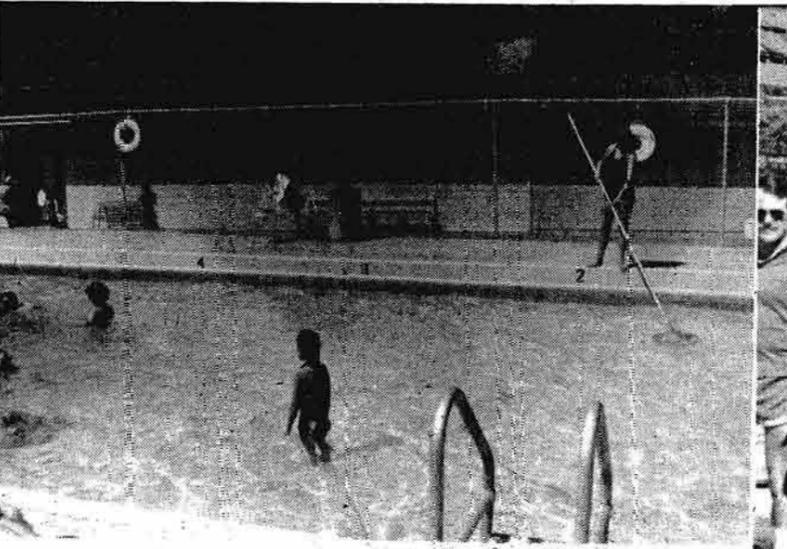
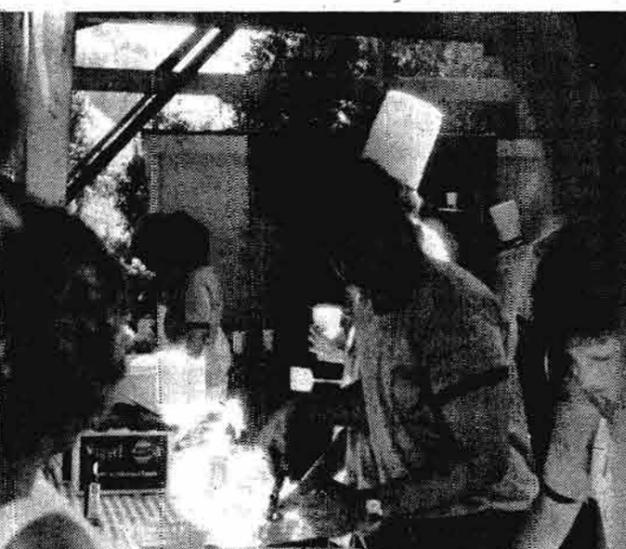
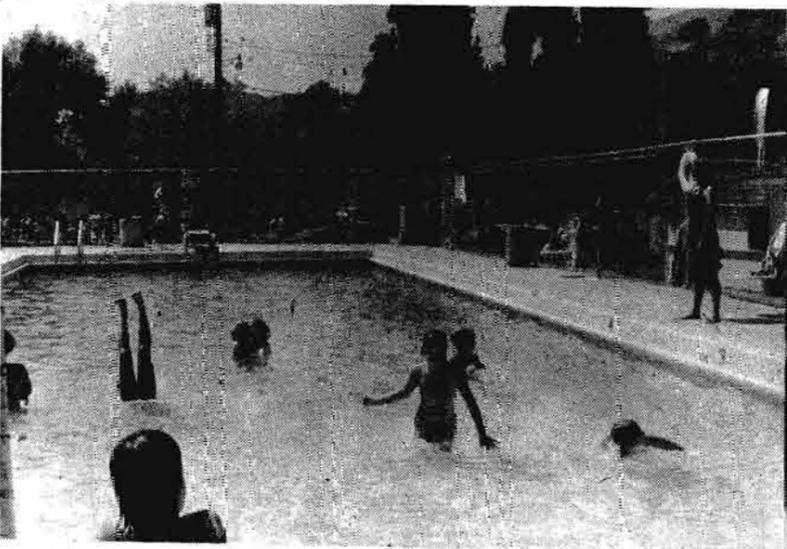
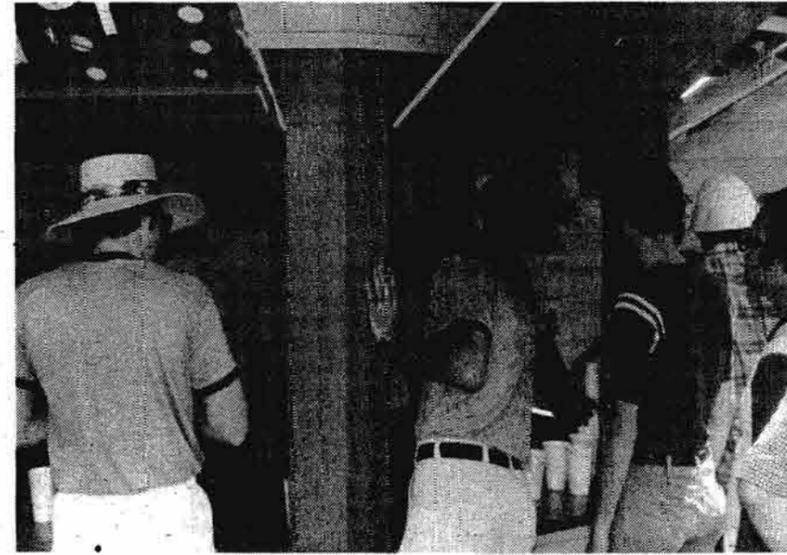
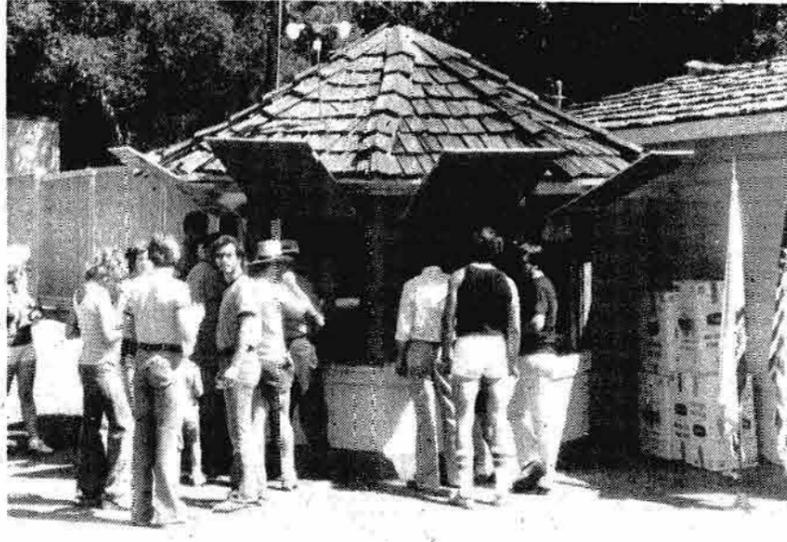
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CSAA "CAR CARE CLASS" PROGRAM IN SAN FRANCISCO September 15th through 26th

The California State Automobile Association (AAA) is offering basic and advanced Car Care Classes to its San Francisco area members, September 15th through 26th, at its 100 Van Ness Building (South Conference Room, 3rd Floor) to acquaint motorists with automobile operation and maintenance.

The basic class can be taken any weekday evening, 6:30 p.m. to 9:30 p.m., Saturday from 9:00 a.m. to 12:00 noon, or Saturday afternoons, 1:30 p.m. to 4:30 p.m. Advanced classes are offered Thursday evenings from 6:30 p.m. to 9:30 p.m. Appointments are necessary. Any CSAA member can make an appointment by calling 565-2063 for any of the above time slots and dates. Cost of each class is \$5.00 to help defray program expenses.



Each basic class is intended to give motorists a fundamental understanding of how their cars operate and why they fail for lack of proper maintenance. The class consists of a single 3-hour session. It is conducted by a fully-qualified CSAA instructor. Class size is limited so that all participants whether or not they have previous mechanical knowledge, can readily benefit from instruction on saving money, time and fuel in operating a car safer and more efficiently.

The basic class will cover engine fundamentals and such system as: Charging, starter, ignition and cooling. They will also include techniques for maximizing fuel efficiency. Fundamentals of the four stroke cycle will be stressed, along with proper operation and maintenance of the engine.

The advanced class, also a 3-hour program, goes further in depth on automobile operation. It is designed for the motorist with previous experience in car maintenance. It includes procedures on inspecting, adjusting and replacing engine components that would be included in tune-ups.

Participants in all classes receive a copy of CSAA's Car Care booklet. Members can attend either the basic class, advanced class or both. If taking both, it is not necessary to attend basic and advanced classes on the same day. However, taking the basic class first is advised.

The "Car Care Class" is one of a number of innovative programs recently developed by the California State Automobile Association to help its members and the general public keep their cars safe, well-maintained, and at peak efficiency.



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tremely important that drivers be aware that thousands of youthful pedestrians and cyclists are again making twice-daily treks in the interest of education.

The California State Automobile Association reminds all motorists to be especially alert, particularly along busy residential streets, and in the vicinity of schools, where children can emerge suddenly from driveways, between parked cars, or from behind trees and shrubbery.

For many young ones the first days of school are days of excitement and adventure. Going to and from classes with new friends may lessen their concern for personal safety.

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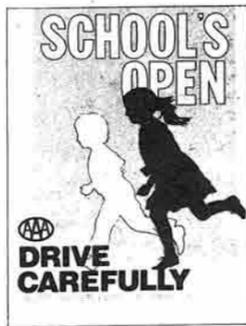
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August 25, 1981

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To the Editor:

Officer William Glickman was one of 36 people to be honored in 1981 for achieving Ten Gallon Donor status with Irwin Memorial Blood Bank. He is shown here receiving his Ten Gallon Donor Award from Bernice M. Hemphill, Irwin's Executive Director. The Award pays tribute to Sgt. Glickman's "noble generosity to the ill and injured through donation of more than 80 pints of blood." Sgt. Glickman has been with the SFPD for over 28 years and is a weapons instructor. He credits his blood donations to the POA account.

We hope you can print this picture in your excellent publication.

Sincerely,
Janet Nelson
Janet Nelson
Public Information Director

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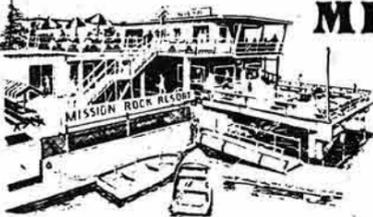
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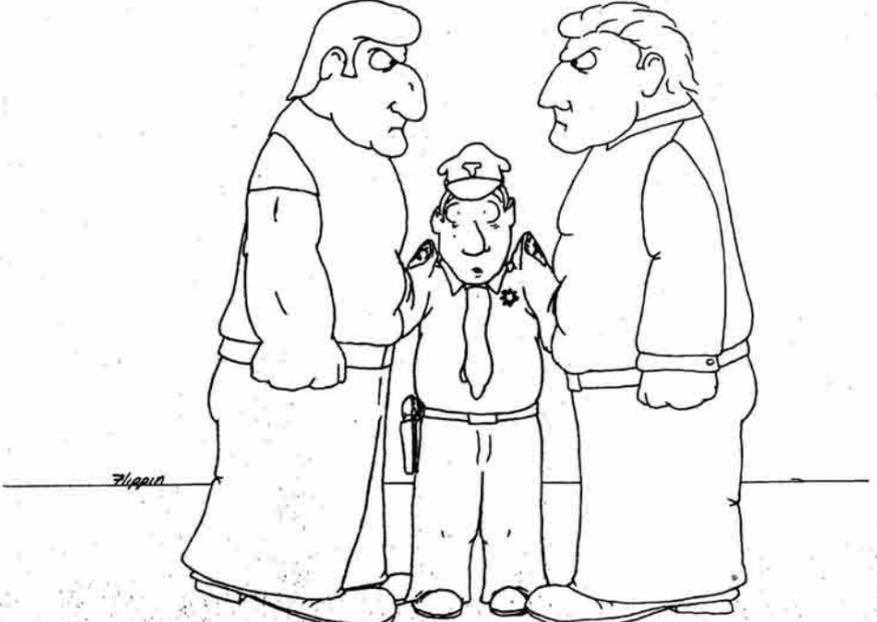
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CITY FAILS TO COMPLY WITH CONSENT DECREE

P.O.A. helps bail city out of jam without any commitments

by Al Casciato

Section 10 sub section a paragraph 1 states:

"The City agrees that it shall by August 1, 1981, increase the number of sworn officers in the San Francisco Police Department to the full budgeted strength of 1971 persons, and shall maintain at least that level of staffing until at least August 1, 1984."*

At the July 17, 1981 meeting of the P.O.A. Board of Directors, the following action was taken. Here, reprinted from the official minutes of the board:

"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."

The action of the P.O.A. Board to save the city from being held in non-compliance by the Federal Court, did nothing for the membership of the organization.

RECRUITMENT

There was no commitment extracted from the city regarding incentives to be offered in the search for qualified candidates. This was done even though the recruitment unit has, time and time again, stated that it is having great difficulty in attracting qualified candidates because of the lack of an adequate benefit and retirement package.

PROMOTIONAL

Was there any commitment extracted from the city to replace the 62 sergeants positions that were deleted in July (see Mike Hebel's article, July issue)?? NO!! And what about lieutenants and captains positions. Will some of those also be deleted??

SEPARATIONS

There was no commitment extracted from the city regarding incentives to be offered veteran officers who are presently separating from service (approximately 10 per month) because of the lack of a normal benefits package that is enjoyed by all other city employees presently; in particular, time and one half overtime and night differential.

THE PROBLEMS

The problems regarding the lack of adequate benefits, both monetary and professional, are so astronomical the recruitment and separations are but the tip of the iceberg. Retention of Field Training Officers, psychological testing, hazard pay, education incentives and recognition, professional evaluations, stress counseling, etc., are other problems that must be addressed not only for the benefit of the members but for the benefit of the administration to run an efficient, highly motivated department that will benefit all the citizens of San Francisco.

The P.O.A. Board, prior to its July 17th meeting, had the ability and opportunity to apply pressure on the mayor and Board of Supervisors to address and correct these problems through legislation; but nothing was done. Instead, the Board let the city mothers and fathers off the hook and did nothing. But were they grateful? No! What the Board of Supervisors did do was impose pressure on the membership, by attaching strings to a 1.2% cost-of-living adjustment.

* Note: Present sworn staffing of the department is approximately 1770 officers. Two hundred short of the mandated consent decree figure of 1971.



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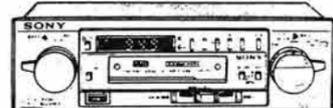
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libraries and fire stations. Mail it back to the Registrar's office. You need to re-register if you have moved.

Please contact us at 558-3417 or come in to register in Room 158, City Hall.

YES ON E

Dear Bob:

I would like to take this opportunity to thank you and the membership of the Police Officers' Association, on behalf of this organization, for your generous contribution toward our campaign for Proposition "E".

As you probably know, Prop. "E" provides for a \$25.00 per month increase in the retirement allowances for all those retired before July 2, 1980. With the provision that they had 20 years credited city service upon retirement. This will also include those persons (widows and widowers) receiving a continuation on that date.

Incidentally, I understand from Ed Walsh, Chief Actuary Retirement System, that this also includes at least one (1) police officer who was hired after July 1, 1976 and subsequently retired on a disability before July 2, 1980.

I am enclosing a sheet of "Facts and Figures" concerning Prop. "E" for your information.

Sincerely yours,
John J. Simpson
Campaign Chairman
The Retired Employees of the
City and County of San Francisco

FACTS & FIGURES Prop. "E" November 3, 1981

S.F. RETIREMENT SYSTEM'S ANNUAL REPORT as of July 1, 1980

- 9,115 Retirees (Miscellaneous Group) on rolls.
- 1575 Retirees between the ages of 80-89 (17.3%) still on rolls.
- 113 Retirees between the ages of 90 - (1.24%) still on rolls.
- 859 Retirees who retired before 1960 still on rolls.
 - (a) 90% over 80 years of age.
 - (b) Average retirement allowance \$266 per month.
- 10% of the group (9,115) or 911 receive NO SOCIAL SECURITY.
 - (a) SOCIAL SECURITY, for City Employees, effective January 1, 1960.
- 1475 Retirees retired before 1965 still on rolls.
 - (a) Average retirement allowance \$313 per month.
- Average of group — 71.2 years.
- Average life expectancy of group — 10.6 years.
- Average number of deaths per year — 438.
- 62.11% — Receive less than \$500 per month.
- 36.80% — Receive less than \$300 per month.
- Average monthly pension for miscellaneous group (9115) — \$449.50.

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GRIEVANCE PROCEDURE DOESN'T WORK FOR EVERYBODY

Dear Inspector Chignell:

Your article in the July issue of the S.F. POLICEMAN, (Pg. 10), regarding grievance victories aroused a sense of envy in me. It is reassuring to know that the grievance system works for some P.O.A. members. It has not worked for all of us.

In 1979 Sgt. Clarence Williams was assigned by me to investigate an allegation of neglect of duty made against a female police officer. The investigation revealed that the officer was guilty and had lied during the investigation. I recommended that she be tried before the Police Commission.

During the trial the accused officer made slanderous accusations against Sgt. Williams. The trial and those slanderous statements received nation-wide coverage which caused Sgt. Williams and his family much mental anguish and affected Sgt. Williams' health.

Per the procedures established by the Chief, an incident report was made after the Commission trial ended. Sgt. Williams was denied a hearing in the criminal court by the District Attorney's Office. As the Commanding Officer of Internal Affairs Bureau, I requested a hearing before the Police Commission. After Commissioner Sanchez denied that request we filed a grievance.

On April 8, 1981, we appeared at the Commission meeting where a date for hearing our grievance was set. On April 13, 1981, a P.O.A. Bulletin was issued stating that "due to a strict interpretation of Rule 34 of the Civil Service Rules by Chief Murphy and the Police Commission, the following procedure has been adopted:

"1. Grievances including those presently pending will not be appealed to the Police Commission

"2. Grievances pending will be held in abeyance until Rule 34 is changed or until the Association appeals these matters to the Civil Service Commission."

On April 29, 1981, I was informed by the Secretary to the Civil Service Commission that our grievance could not be heard by the Civil Service Commission because they lacked authority in this instance.

On May 8, 1981, Sgt. Williams and I sent a request to Mr. Robert Barry and Mr. Paul Chignell for legal assistance to present our case to a Civil Magistrate. One week later Mr. Barry acknowledged verbally that he had our request. We have been left waiting four months for an answer to our request for assistance.

This lack of response raises a serious question in my mind. Are we being denied assistance because of our work assignment (Internal Affairs Bureau), race, rank or is it politics. In particular, is the Association afraid to take on the Police Commission?

John A. Mahoney, Captain
Internal Affairs Bureau

Attachment #1

April 24, 1981

TO:
John Mahoney
Clarence Williams

The Chief of Police and with its concurrence, the Police Commission, have recently stated that they will adhere strictly to Rule 34 of the Civil Service Rules in that the Police Commission is not a "step" in the Grievance Procedure.

Rule 34 has been in effect for some time but the department has still heard appeals from the Chief to the Commission.

In the last three (3) years there have been three (3) appeals of denials at the level of the Chief of Police and one overturning of the Chief.

For some reason, and I suspect the quantity of appeals, the Chief and Commission wish to abide by Rule 34.

President Barry and members of the Civil Service Committee believe that we have the votes on the Commission to change the civil service rule for an appeal to the Police Commission.

This matter is a top priority and I will keep you advised.

Fraternally,
Paul C. Chignell
Vice President, S.F.P.O.A.

Attachment #2

May 8, 1981

Dear Messrs. Barry & Chignell:

By their recent actions, the Police Commission has made it clear to us that they will go to any length to avoid hearing our grievance. From the beginning we have worked within the administrative and criminal justice systems. We have been treated in a dishonest way by both systems in our attempt to correct the wrong done to both Sgt. Williams and the Internal Affairs Bureau.

The injustices perpetrated on us were a result of doing work required within our scope of employment. This case has been going on for almost two years. We feel it is now time to seek redress in the civil courts.

We request that the San Francisco Police Officers' Association furnish an attorney to present our case to a civil magistrate for resolution.

Sincerely yours,
John A. Mahoney, Captain
Clarence N. Williams, Sergeant

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MEDAL OF VALOR

The Awards Committee met in Room 551, Hall of Justice, on Friday, 17 July 1981, at 0930 hours in regular session. Commissioner Jane M. Murphy presiding.

Gold Medal

PATROL SPECIAL OFFICER JAMES J. KYNE

For services rendered on Friday, February 6, 1981, at 10:00 a.m., while on his way to work and driving down Telegraph Avenue in Oakland, observed the shooting of an Oakland police officer by one suspect in a vehicle in the opposing traffic lane. Unable to fire at the suspect for fear of hitting innocent persons, he followed the suspect for several blocks after which the suspect stopped, and with weapon in hand, exited the vehicle and walked in Officer Kyne's direction. Officer Kyne, with the assistance of two other officers who had just arrived, ordered the suspect to drop the weapon. The suspect ignored the officers' orders and opened fire. The officers returned the fire, fatally wounding the suspect.

For his dedication to duty, and demonstrated bravery under fire, Officer Kyne was awarded, by unanimous acclaim, the San Francisco Police Department's Gold Medal of Valor.

Silver Medal

LIEUTENANT JAMES F. MARTINEZ, SERGEANT WILLIAM N. WELCH, POLICE OFFICERS LARRY P. BARSETTI, DAVID P. HERMAN, JOHN S. MACAULAY, AND DENNIS A. MEIXNER

For services rendered on Wednesday, December 10, 1980, when they responded to a shooting incident at 1512 Franklin Street and rescued several terrified persons wherein a crazed gunman had already shot and killed one person, wounded another and threatened to kill still others including children. The officers at great personal risk, succeeded in isolating the suspect in a room at the end of a narrow hallway. Then, prior to the officers bursting into the room, the suspect fired one shot fatally wounding himself. For exemplary bravery under extremely hazardous conditions, they were awarded Silver Medals of Valor.

NOTE: Captain Richard D. Klapp and Lieutenant Lawrence A. Gray, were awarded Police Commission Commendations for their efforts in this incident.

INSPECTORS DAVID J. BOWMAN AND WILLIAM J. CAHILL

For services rendered on Monday, December 22, 1980, at approximately 2:00 p.m., when they monitored a communications broadcast of an armed robbery of the Holiday Lodge, 1901 Van Ness Avenue, committed by three suspects who were fleeing in a brown over beige Cadillac traveling southbound on Gough Street. The officers intercepted the vehicle and a high speed chase ensued. The suspect vehicle came to a crashing halt at Pierce Street and Golden Gate Avenue where one of the suspects exited and attempted to pull a weapon. Inspector Cahill then drew his weapon and fired three shots at this suspect who turned and fled. He was overtaken by Inspector Bowman some blocks later and all were taken into custody. Because of their alertness and devotion to duty in bringing these armed and dangerous suspects to justice they were awarded the San Francisco Police Department's Silver Medal of Valor.

OFFICER JAMES F. HUNT

For services rendered on Tuesday, February 17, 1981, at approximately 3:30 p.m., while off duty and working secondary employment at a savings and loan at 2521 San Bruno Avenue, came face to face with an armed, disguised suspect who vaulted the counter, emptied cash drawers, and with everyone frozen in their tracks, bolted toward the front door. The suspect, upon exiting the doors was ordered by Officer Hunt to halt. The suspect then aimed his weapon at Officer Hunt who, fearing for the safety of innocent bystanders, fired three shots at the suspect wounding him in the shoulder. The suspect dropped the money, a black wig, gloves and sunglasses and fled. After a three block foot chase, Officer Hunt caught him and took him into custody. For exhibiting the utmost in professionalism and exemplary restraint during this dangerous confrontation, Officer Hunt was awarded the San Francisco Police Department's Silver Medal of Valor.

Bronze Medal

INSPECTOR RONALD P. KERN AND POLICE OFFICER ROBERT C. HERNANDEZ

For services rendered on Saturday, November 15, 1980, at approximately 9:30 p.m., near 14th and Market Street, when they observed two suspects committing strongarm robberies. The officers bravely confronted the suspects, one of whom immediately drew a .32 caliber weapon. Both officers, exposing themselves to great bodily harm, reacted quickly. They ripped the gun out of the suspect's hand, preventing a shooting. They then successfully effected the arrest of the other suspect and took both into custody. Because of their exemplary conduct and professional manner in defusing this life threatening situation, they were awarded the San Francisco Police Department's Bronze Medal of Valor.

SERGEANT DONALD A. FOUKE, POLICE OFFICERS RICHARD G. ALVES, MICHAEL J. MAHONEY AND FRANK A. PALMA

For services rendered on Saturday, January 3, 1981 at 3:30 a.m. when they responded to 3665A-20th Street, a hostage situation, where after four hours on the scene, the suspect decided to slash his victim's throat. The officers, having closed to within four feet of the suspect and victim, rushed the suspect and wrestled the knife from his grasp. He was then taken into custody. Because of the heroics of these officers, the victim suffered only a superficial cut to his throat, and therefore, they were awarded the San Francisco Police Department's Bronze Medal of Valor.

POLICE OFFICER ROBERT J. COLLIGAN

For services rendered on Thursday, January 1, 1981, at 1:30 a.m., having just completed his New Year's Eve detail, observed a man in the 700 block of Vallejo Street with a gun in his coat pocket. The officer confronted the armed man who immediately pulled the weapon from his coat and aimed it directly at the officer. The officer drew his weapon and ordered the man to drop it. After a brief, dangerous moment of hesitation by the suspect, he complied and dropped the weapon. He was taken into custody. For displaying exemplary restraint in holding his fire when faced with the grave possibility of being fired upon, he was awarded the San Francisco Police Department's Bronze Medal of Valor.

POLICE OFFICERS KEVIN P. DEMPSEY AND RENE J. MARILUCH

For services rendered on Sunday, February 2, 1981, at 2:40 a.m., while on patrol in the 400 block of Broderick Street, observed smoke emanating from an apartment house at 414 Broderick Street and after notifying the fire department, immediately entered the burning premises to notify the occupants. Crawling on their hands and knees they found one person who had been overcome by smoke and carried him to safety. They then re-entered and found additional victims who were also carried to safety. These officers manifested outstanding bravery in undertaking to save human lives in a dangerous fire. For their courageous efforts they were awarded the San Francisco Police Department's Bronze Medal of Valor.

POLICE OFFICERS BENNY FONG, WAYNE S. HOM, RICHARD L. MOSES AND WILLA M. BROWN

For services rendered on Tuesday, January 6, 1981, at 11:30 p.m., while in the vicinity of 935 Kearny Street, Officers Hom and Moses of the Gang Task Force, were conversing with a man who said he had been assaulted by two suspects who had been arrested and since that time he had been receiving threatening phone calls. At that time two suspects approached, one of whom, unknown to Officers Hom and Moses, concealed a handgun behind his back. Officers Brown and Fong, in uniform and patrolling in the area, approached from the rear of the suspects and warned Officers Hom and Moses. The suspect then pointed the weapon at the officers. The officers jumped him, wrestled him to the ground and disarmed him. During the struggle the other suspect escaped. These officers, because of danger to innocent bystanders, elected to hold their fire and physically subdued the suspect. Because of their excellent judgment in a situation that could have been detrimental to their personal safety, they were awarded the San Francisco Police Department's Bronze Medal of Valor.

POLICE OFFICER RONALD ROTH

For services rendered on Monday, January 12, 1981 at 1:20 a.m., when he responded to the Holiday Inn Motor Hotel at 8th and Market Street, on a call that a woman was threatening to leap from the 12th floor. Officer Roth located the woman who climbed out on the balcony when Officer Roth approached. The officer believing that she was going to jump, raced across the room and grabbed her. The woman violently resisted nearly pulling herself and Officer Roth over the balcony to certain death 12 stories below. Her resistance, however, was overcome and she was pulled to safety. Because Officer Roth knowingly placed himself in grave danger to prevent a mentally ill woman from killing herself, he was awarded the San Francisco Police Department's Bronze Medal of Valor.

Police Commission Commendation

INSPECTOR ROBERT E. RAMES

For services rendered from December 20, 1979 to February 2, 1980, having been assigned the investigation of a felony hit and run where a pedestrian was gravely injured, undertook a thorough and painstaking investigation which led to the discovery of physical evidence, witnesses and the identification of the hit and run suspect. Based on the information and evidence Sergeant Rames put together, a jury found the hit and run suspect guilty of all charges.

POLICE OFFICERS STEVE R. SHANAHAN, DANIEL A. McDONAGH, JEFFREY C. LINDBERG AND STEPHEN MORIMOTO

For services rendered on Saturday, February 21, 1981, at 3:00 a.m., at Mission Police Station, when they came to the aid of Lieutenant Vernon McDowell who collapsed in the assembly room while conducting an investigation. These officers immediately commenced CPR treatment in an attempt to save the Lieutenant's life. Although their heroic efforts were unsuccessful, an ambulance steward said that no better emergency treatment could have been provided than that administered by the officers. Because of their heroic effort, they were awarded Police Commission Commendations.

POLICE OFFICERS MARTIN J. TRESTER AND WILLIAM D. TAYLOR

For services rendered on Thursday, February 12, 1981, at 7:50 a.m., when they responded to a burglary in progress at 121 Desmond Street and apprehended three armed suspects who prior to the officers arrival, pistol whipped the victim, tied his hands with a rope and continued to beat and kick him. The arrested suspects were charged with numerous felonies including Conspiracy, Robbery, Burglary, Assault with a deadly weapon and resisting arrest. In addition, one suspect was charged with being an ex-felon in possession of a gun.

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For services rendered during the period of 1978 to 1981, by those members listed, who were assigned to the Property Management Section, recovered approximately 4.5 million dollars in stolen property, identified and arrested 90 fences, conducting five store front operations and made overall arrests of over 700 felons. Because of their unselfish and dedicated devotion to duty they were awarded Police Commission Commendations.

SERGEANT BRUCE F. MAROVICH AND POLICE OFFICER JOHN D. BRANDT

For services rendered on Friday, December 5, 1980, at 8:40 p.m., while on duty and working in civilian dress, responded as a back-up unit for Southern Station units when suddenly on Second Street between Stillman and Bryant, they observed three suspects break into the premises at #15 Stillman. The officers immediately followed the suspects, one of whom was armed with a .44 Magnum Automatic, and after a chase within the building, disarmed them and placed them under arrest.

Willie E. Frazier, Secretary
THE AWARDS COMMITTEE



For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



GOLF TOURNAMENT

The PAL will again host our Golf Tournament to be held at the Richmond Golf and Country Club in Richmond, CA on Friday, October 30, 1981 at 12:00 noon. Proceeds from this Tournament are used to train high school boys and girls for a possible law enforcement career. During the summer months, the cadets are assigned to police related duties at the Hall of Justice and selected district stations. Presently, over 200 men and women who graduated from the program, are now employed in the law enforcement field. Many are San Francisco police officers. Your \$125.00 donation as a player participant will cover green fees, electric carts, tee prizes, lunch and a New York Steak. Tickets may be purchased from Officer Jerry Cassidy (Traffic, Solos); Sgt. Ken Davis, FTO; Capt. Vic Macia, Co. A or by calling PAL Headquarters (567-3215). Attention all Police Personnel: Your cost for the above is \$45.00. All costs are tax deductible. Come on, join us for a fun-filled afternoon. Form your foursome now for a worthy cause. Shotgun begins at 12 noon.

PAL BASKETBALL

The PAL Invitational Basketball League will start on Saturday, October 10, 1981. Teams from the 6th, 7th and 8th grades are eligible to enter in the PAL Boys Basketball League and PAL Girls Basketball League. Schools throughout the City, both public and private, recreation centers and clubs are invited to participate.

Uniforms, equipment, basketball officials and scorekeepers/timekeepers will be provided by the PAL at no charge. There are no registration or league fees.

Schools and coaches wishing to participate are asked to contact the PAL Office not later than September 18, 1981. For further information and forms, please call the PAL at 567-3215.

FOOTBALL

PAL Youth Football season is here. The teams have been formed and league play is scheduled to begin September 13, 1981. Anyone interested in seeing youth tackle football may call the PAL for a schedule. The free games are played in most of the football fields in high schools throughout the city. Head Football Coaches are: Harold Williams, PAL Trojans (Crocker Amazon), Dan Gong, PAL Chargers (Portola), Steve Tyler, PAL Raiders (Glen Park), and Bill Garrick, PAL Hawks (Kimball Park). Coach Gong won the Joe Lacey Memorial Bowl last year and hopes to repeat.



PAL Midget Division Football action will again be here in September. Pictured here was a successful PAT.

SOCCER

The PAL announces a new Director of Soccer. Gaetano (Guy) Milano. Milano will take over the entire program from Officer Gabe Harp (Co. D) immediately. Harp will continue to assist the new Director. Milano is a PTT telephone movement forecaster, and was recently promoted to Manager, second level. He is married to



Gaetano "Guy" Milano, newly appointed PAL Director of Soccer

Margaret Mulkeen and has two sons; Gaetano Jr. and Vincent. Milano has been involved with PAL Soccer since 1973 having participated as an assistant coach and a head coach. Milano has done extensive voluntary services for the PAL as a Public Relations representative and as a Soccer field coordinator. Milano was elevated to the PAL Soccer Disciplinary Board and continues to serve in that capacity. Congratulations, Guy.

BASEBALL

PAL Pee Wee Baseball Director Thelma Williams announces the formation of a baseball clinic to meet every Wednesday 5 p.m. at the Sweeney diamond at Balboa Park. Youths between 11 and 14 years old are invited to attend. Special attention will be given on fielding, hitting, pitching, etc. The clinic will continue through October. Anyone interested simply attend one of the sessions. The PAL also announces that Mr. Connie Grieder, President and owner of Meyers Safety Switch Company has donated a pitching machine for the use of PAL baseball players. Grieder has been a sponsor in the PAL baseball program for over 20 years.

BOXING

PAL Boxers won 5 of 7 bouts in a show held Saturday, August 29, 1981 at the old National Guard Armory. PAL Boxers Jimmy Ford, Robert Bowman, Paris Gomez, J.C. Camacho, and Victor Gonzales were winners. Phil Lara of Vallejo won over a game Mike Perry, and Robert Osorio lost on a split decision to Tony Estrada of Vallejo. Good time had by all. Bowman also was chosen by the judges as the best boxer. J.C. Camacho's bout was the main event. The next PAL Boxing show is scheduled for Saturday, September 12. Since this will be too late for this publication, Coach Bill Mateo states that there will be another boxing show scheduled for Saturday October 17, 1981 at the same place and time. Mark this date down to attend one of the best amateur boxing entertainment in San Francisco. Proceeds to benefit the Boxing Team.

FISHING

PAL Fishing Program will conclude at the end of September. The program caters to the more than 5,000 youths who participate in ongoing PAL sponsored sports and program, and is regarded as an exciting beginners deep sea fishing program.



This is no fish story as 12 year old Sean Keighran displays the twenty-two pound striped bass he caught in the PAL Fishing Program.

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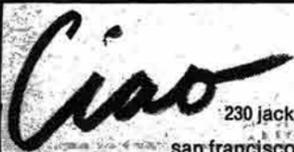
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Bill to air police records approved

Reprinted S.F. Examiner

SACRAMENTO (AP) — Over police opposition, the Senate Judiciary Committee approved a bill to guarantee that the press and public may see police arrest and booking reports.

The 5-0 vote, the bare winning majority, sent AB909 by Assemblyman Terry Goggin, D-San Bernardino, to the Senate Finance Committee. It already has passed the Assembly.

The bill would make public all police records of arrests, bookings and "incident reports" except those that would endanger a witness or jeopardize an investigation.

Such information is routinely provided to reporters now in most cases but sometimes has been withheld "where local newspapers run into political problems with the police chief or sheriff," said Michael Dorais of the California Newspaper Publishers Association, the bill's sponsor.

The measure would promote a policy of "full disclosure of what is going on in the criminal justice system" Goggin said.

But police groups, state Attorney General George Deukmejian's office and the California Highway Patrol said the bill would disclose too much information.

"It allows anybody to come into the police department to get the authorized information from any file on anybody," said Lt. Lee Blevins of the El Cerrito Police Department, president of the California Law Enforcement Association of Records Supervisors.

"We fear it will get into the hands of undesirable elements" said Oakland policeman William Kolin, speaking for the Peace Officers Research Organization of California.

Spokesmen for the CHP and Deukmejian said they feared the bill would endanger investigative files. But Dorais said those files were exempted and also rejected any screening that would let the press in but keep other members of the public out.

NO DUES WITHOUT REPRESENTATION

by Ed Collins, Police Academy

Recently, Officer Bill Simms decided he no longer wanted to be Richmond Station's P.O.A. representative and so gave up the position. Subsequently, a petition was circulated within the station which supported the appointment of Officer Woody Tennant as the new station representative. Interestingly, fifty of Richmond's sixty-three officers signed the petition and in so doing mandated the appointment of Officer Tennant as their P.O.A. representative.

P.O.A. President Bob Barry decided to ignore the petition and appoint an officer more to HIS liking. The officer who received the appointment may well be the best man for the job but those he would represent don't think so, and herein lies the problem — why should Richmond Station's compliment be represented by anyone NOT of their liking?

I doubt that Tennant's being a homosexual has anything to do with President Barry's decision. I really am

left mystified by President Barry's action in this matter. For practical purposes a vote was taken, (being the petition), and the resultant mandate was clear. The P.O.A. membership of Richmond Station, in near totality want Woody Tennant as their representative. By ignoring the wishes of Richmond Station and appointing anyone else, our president sails the entire P.O.A. on a dangerous track.

I have previously supported Bob Barry and defended him on numerous issues, denying that, among other things, that he has surrounded himself with "YES" men. I would like to think I can continue to support him. He is hard working and the best P.O.A. president we've had since Jerry Crowley. However, reminiscent of a 1773 Tea Party in Boston, it might be time for us to don war paint and head for the harbor.

FIREMEN WIN QUOTA CASE

Reprinted S.F. Chronicle

Two white Oakland firefighters have won the right to try to prove they were denied promotion within the Oakland Fire Department because of a hiring quota system based on race.

Lieutenants James Hayworth and Ronald Flashburger had sued the city for damages and emotional distress in 1977 when the fire chief refused to promote them to fire captain after they were

placed on the department's civil service eligibility list for that position.

The fire chief denied the men promotions because at the time a hiring quota system, based on race, had been imposed on the department by a local court.

The state Court of Appeal noted in its decision this week that the city "voluntarily" applied the

quota system while its legality was being appealed. Earlier this year the system was found unconstitutional.

Because the quota system was overturned by the court, "the inescapable conclusion is that appellants were aggrieved and lost their chance for promotion." The court sent the case back to the trial court to determine whether the two men are entitled to any relief.

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