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



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Police Department Violates Consent Decree . . .

LIEUTENANTS EXAM QUAKES TOWARD CIVIL DISOBEDIENCE

by Mike Hebel

In 1945 George Orwell, author of 1984, wrote a compelling work entitled *Animal Farm*. Readers will remember its infamous allusion: All are equal, but some are more equal.

Equality Litigation

In August of 1972 a momentous event occurred. The San Francisco Civil Service Commission prepared and administered a Q-60 Lieutenant Promotive Examination. A list of eligibles was established and appointments to this rank were made through 1976. This historic event has not been replicated.

In April of 1973 the Officers for Justice and others brought suit (C-73-0657) in Federal District Court charging and alleging racial discrimination by the police department and Civil Service Commission at both the entry and promotive level.

The Police Association, in order to protect and secure the careers of its members, immediately entered the lawsuit as an intervenor. In the summer of 1977 the United States Justice Department joined the suit, also alleging violation of the 1964 Civil Rights Act, the 1972 Equal Employment Act, and the then existing Federal Revenue Sharing Program Provisions.

Consent Decree

In March of 1979 the parties to this litigation executed a Consent Decree prior to a final hearing on the merits. This was done to avoid the delay and expense of contested litigation and to provide for equal employment opportunities for all members of the police department.

In executing the Consent Decree, the Civil Service Commission and police department specifically did not admit any violation of law with respect to the allegations made by the Officers for Justice. The Decree was entered into as a settlement of the then existing dispute after it was determined that a statistical racial/sexual imbalance existed in the police department.

Section 9 of this lengthy document under the heading of Specific Relief provided: "In order to achieve the goal set forth herein, the City shall develop a full scale program specifically designed to recruit and train minorities and women for hiring; and prepare them for promotion, in the police department." The language as written excludes no one. It requires the program to prepare minorities and women for promotion; however it specifically does not exclude participation by any others in this promotional preparation program.

Department General Order

On August 22, 1980, acting Chief of Police James Ryan issued General Order P-3 entitled Consent Decree.

It stated that the police department "acknowledges its duty under law to, and agreed it shall refrain from discriminating at any time on the basis of race, sex or national origin in hiring, promotion, upgrading, training, assignment or discharge or otherwise discriminating against the individual employee or applicant for employment with respect to compensation,

terms of conditions or privileges of employment because of such individual's race, sex or national origin."

The department stated its policy that: "All persons shall be treated equally and employees are to be hired, evaluated, promoted and disciplined on the basis of competence and performance."

Affirmative Action Policy

On January 14, 1981 by Informational Bulletin 81-10, the Police Commission announced publicly its policy statement regarding equal employment and promotional opportunities in the department. "It is the policy of the San Francisco Police Department that all persons be assured of equal opportunity for employment, training and promotions without regard to age (except when required by the Charter) sex, sexual orientation, religion, race, national origin, marital status or political affiliation." The department stated it would take affirmative actions to identify and take corrective action to eliminate barriers in employment practices including promotions. The Deputy Chief of Administration was given primary responsibilities for implementing this policy and plan and is responsible for receiving complaints from employees who believe that they had been discriminated against due to their race or sex.

Police Department Violates Consent Decree

In spite of General Order P-3 and Informational Bulletin 81-10 bolding pronouncing support for both the terms and the spirit of the Consent Decree, the only party, a person, group or department to be found, by the Federal Court, to be in non-compliance with the Consent Decree is the police department. By this order of December 30, 1981 Federal Judge Robert Peckham found the department to be in non-compliance with Section 10(c) of the Consent Decree (pertaining to temporary promotions of Q-60 Lieutenants).

General Order P-3 states: "Full adherence to and complete implementation of the terms and spirit of the Consent Decree shall be a priority of the San Francisco Police Department. Any member who intentionally obstructs its implementation by acts of commission or omission shall be considered to have engaged in un-officer-like conduct and shall be subject to discipline."

A recent check of the Police Commission calendar revealed that no one has been yet charged before the Commission for violating Section 10(c); said violation having been reported by the Auditor-Monitor and having been so determined by the Federal Court.

Non-Compliance Rectified

To rectify the police department's non-compliance with Section 10(c) Judge Peckham ordered on December 30, 1981: "Establish a middle management training curriculum geared for preparing for protected class members and others for the next Q-60 Lieutenants Examination. The Consent Decree Division shall provide the curriculum, which shall be similar in nature to

that provided in the POST Certified Management Training Curriculum. Administer a Q-60 Lieutenants Examination on or before August 1, 1982."

The Great Move to Inequality

As Henry David Thoreau stated in his epic and heroic book *On The Duty of Civil Disobedience*: "Un-just laws exists. Shall we be content to obey them, or shall we endeavor to amend them, and obey them until we had succeeded or, shall we transgress them at once? Why does not it (the Government) encourage its citizens to be on the alert to point out its faults, and do better than it would have them? Why does it always crucify Christ, and excommunicate Copernicus and Luther, and pronounce Washington and Franklin rebels?"

At the regularly scheduled Auditor-Monitor's meeting of January 26, 1982 the police department's Consent Decree Unit, in writing, proposed a two tier training program for the forthcoming lieutenants' examination. The first tier will consist of orientation to the format of the examination and general principles training. This will be open to and available for all eligible applicants.

The second tier of training will not be duplicative of the first tier but will concern itself with specific applications of the principles, sample test questions, and tutorial services in test taking. This second tier however will be open and available for minorities and women only. White males are specifically excluded.

Can or should statistical imbalance be eradicated by invidious, intentional discrimination?

At this meeting President Bob Barry vigorously objected to this disparate, discriminatory training proposal. He lodged a formal objection with the Auditor-Monitor. Barry urged compliance with Judge Peckham's order of December 30, 1981 wherein the Judge provided: "Establish a middle management curriculum geared toward preparing protected class members and others for the next Q-60 Lieutenants' Examination."

At its meeting of February 18, 1982 the POA Board

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WIDOWS & ORPHANS

The April meeting was called to order by President Barney Becker at 2:10 p.m., Wednesday, April 21, 1982 in the Traffic Bureau Assembly Room, Hall of Justice. All Officers and Trustees M. Hurley, F. Jordan, R. Kurpinsky and M. Kemmitt present. Jr. P. Pres. J. Sturken and P. Pres. G. Jeffery, among other members, present.

The Secretary reported the following donations: Mrs. James Murray — In memory of her husband, retired Lt. James Murray and her son, Patrolman Lloyd Enmark.

New Members: Danny Bell, David Rosario.

Treasurer Bill Parenti reported the following deaths:

CHARLES FOSTER — Born in San Francisco in 1890, Charlie entered the Department in 1920 at age 29, after serving several years in the fire department. He worked at various district stations before being transferred to Mission Station where he worked until his retirement for service in 1950 at age 60. Charlie was quite active in the Veteran Police Association, helping serve the luncheons enjoyed by the members after the meeting. He was also Sergeant-At-Arms in the Retired City Employees Association, greeting half of the 600 members attending the monthly meeting by their names. Charlie had something we all wish for, a painless death, passing away in his sleep at age 91 plus.

WILFORD HICKMAN — Born in Golden City, Missouri, Sy came to this Golden City, after serving a stretch in the U.S. Navy and joined the department in 1945 at age 31. He worked at Potrero, Taraval and Northern, receiving an injury in the line of duty which forced his retirement on disability in 1952 at age 38. Sy was 65 at the time of his death.

JOSEPH HOLL — Born in the City in 1898, Joe became a member of the Department in 1931 at age 33. Detailed to Headquarters Company, he worked out of the Chief's Office being assigned to radio cars working the various district stations. From the cars, Joe went to Ingleside, working there for several years before being transferred to Central where he spent his last 15 years before retiring for service in 1957 at age 59. He was awarded a 2nd grade meritorious for service in the capture of an armed barricaded robber. Joe was 83 when he passed away.

Report of Trustees: Trustees approved the following recommendations of Hibernia (Miss Minuth). Sell 600 shares of Standard Oil of California — capital gain of \$9,300 — purchase 200 shares General Re Insurance. Increase in portfolio of \$2,000 since last month.

Good of the Association: Members are advised the next meeting will be Wednesday, May 12, 1982 at 2:00 p.m. in the Traffic Bureau Assembly Room, Hall of Justice. There being no further business to come before the membership, the meeting was adjourned at 2:55 p.m. in memory of the above departed Brothers.

Faternally,
Bob McKee, Secretary

Members on payroll deduction are advised that when on leave, for any reason, no deductions are taken from the check. Hence, no payments are made to this or any other organization. Such lack of payment must be made up when member returns to duty.

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MAY IS HIGH BLOOD PRESSURE MONTH

May 1982 has been designated High Blood Pressure Month by the National Heart, Lung, and Blood Institute. What this means is that sometime this month everyone should take a moment to ask the following questions. Do I know what my blood pressure is? Did I have my blood pressure checked in the past year? Was my blood pressure normal then, or if it was high and my doctor prescribed treatment, have I been following the treatment plan and getting regular checkups?

If you are able to answer "yes" to all these questions, you can probably proceed through May without giving another thought to high blood pressure. However, if you answered "no" to any one of the questions, May should be the month in which you take a few minutes to get a blood pressure test performed.

High blood pressure is a serious health problem afflicting more than 35,000,000 Americans.

High blood pressure makes the heart work harder than it needs to and may cause blood vessel damage. These conditions, in turn, can lead to heart failure, kidney failure, stroke or heart attack.

High blood pressure cannot be detected by the way you feel, because there are usually no symptoms of high blood pressure. The only way to find out if you have high blood pressure is to have a simple, painless blood pressure test. Your doctor can check your blood pressure, or you can call your local American Heart Association Chapter for a location near you offering blood pressure tests at little or no charge during May.

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POLICE POST #456 NEWS

It's getting close to convention time again and nominations for delegates are now in order. There's something about a convention, with all the bands, the cocktail parties and the political maneuvers in closed rooms, that generate an electrical charge which makes conventions worth going to. You see people who haven't missed a convention in years and you also see the perennial candidates who try year after year, but never quite make it. God bless them all.

With the world situation the way it is now, conventions of one sort or another might be the solution to keep our mind off of global conflicts. Our country, by its composition and status as a world leader that smaller countries look up to, sometimes remind me of the two men of Irish descent having their first drink of the day. Mike said to Paddy, "Here's to you Paddy. When God measures you, may he put the tape around your big and generous heart and not around your small and foolish head."

Sometimes we are not appreciated but remember, **Our country, right or wrong.** Support your Post programs and get involved. Till next issue, keep smiling and may God hold you in the palm of his hand.

Your Scribe,
John A. Russell

MEMORIAL DAY

Lest We Forget —

On this Memorial Day let us pause to reflect for a minute, in tribute to the many who gave their lives and limbs, that this country and our way of life might be preserved. They gave the last full measure of their devotion. No more can anyone ask. Let each in his own way say a silent prayer in thanksgiving to these gallant souls.

John A. Russell
Service Officer
S.F. Police Post 456

the San Francisco
POLICEMAN

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LIEUTENANTS EXAM

of Directors vigorously supported President Barry's position taken at the January 26, 1982 Auditor-Monitor meeting, opposed preferential training program, and reaffirmed its commitment to equality of training for all police officers.

Principle of Equality

Human equality is a major political and social ideal. In western democracies equal treatment moved from a moral imperative to constitutional law. Human equality, like justice, is based on the nature of man and answers to needs that he has because of the kind of being that he is. Human equality, encompassing the quality of opportunity, is a natural, human, moral, inalienable and personal right. The great thinkers of the western world from Aristotle, Plato, Aquinas, Locke, Hume, Maritain, and this country's founding fathers have written extensively on the need for equality and it serving as a building block for social justice.

As Professor John Rawls has stated in his *A Theory of Justice* (in scope and size the most comprehensive treatise on the subject since the work of the great scholastics): "The first principle of equal liberty is that each person is to have an equal right to the most-extensive total system of equal basic liberty compatible with a similar system of liberty for all." Liberty and equality are the two principle and natural rights of man. The task of justice is to nullify, mitigate, and redress inequalities.

Chief Approves Two Tier Training

By letter dated April 14, 1982 Chief Murphy informed the POA of his understanding that the Consent Decree, in and of itself and independent of Judge Peckham's December 30, 1981 order, required the second tier (protected class members only) training. The Chief cited the Consent Decree's provision, above cited herein, provided that the City shall develop a full scale program specifically designed to prepare minorities and women for promotion.

Both the Chief and the Consent Decree Unit have read into this Section the requirement, which does not therein appear, that this training must be **exclusively designed** for minorities and women. The controlling language is "specifically designed" and not "exclusively designed."

This letter concludes by stating that the police department will proceed with the two tier training program for the Q-60 Lieutenants Examination. (Note teletype 82-1289 dated April 27, 1982, indicating that training for this exam will commence during the week of May 17, 1982.)

Police Commission Petitioned

As Mahatma Ghandi stated: "Civil disobedience is the inherent right of a citizen. He dare not give it up without ceasing to be a man. Civil disobedience is never followed by anarchy. Criminal disobedience can lead to

CHIEF'S LETTER

April 14, 1982

Robert F. Barry, President
S.F. Police Officers' Assn.

Dear Mr. Barry,

This is in response to your letter of April 8, 1982 regarding training for the forthcoming Lieutenants' examination.

It is my understanding that the Consent Decree, in and of itself, requires the City to develop programs specifically designed to prepare minorities and women for promotion. This training, which is currently considered the second tier of training, would have been required independent of the December 30, 1981, Court Order.

Further, Judge Peckham's Order of Decedmber 30, 1981, simply mandated development of an additional training curriculum, geared toward preparing protected class members and others for the next Q-60 examination, which was originally not required by the Consent Decree.

As required by the December 30, 1981 Order, the Peer Counseling Program is available to protected class members and others.

Therefore, the two-tier training program is required by the Consent Decree which provides in section 11.a that:

"... the City shall develop a full scale program specifically designed to recruit and train minorities and women for hiring, and prepare them for promotion, in the Police Department." (emphasis added)

In accordance with the Consent Decree requirement, the Police Department will proceed with the two-tier training program for the Q-60 Lieutenants' examination.

Sincerely yours,
Cornelius P. Murphy
Chief of Police

it. Every state puts down criminal disobedience by force. It perishes if it does not. But to put down civil disobedience is to attempt to imprison conscience."

In order to seek redress of grievances and specifically redress of the discriminatory two tier training proposal, petitions being circulated amongst those eligible for the Q-60 examination requesting a hearing before the Police Commission. Filing a complaint with the Deputy Chief of Administration, in view of the Chief's position, as specified in Information Bulletin 81-10, would be an act without purpose.

This petition reminds the Commission of their policy stated on January 14, 1981 (Informational Bulletin 81-10) wherein all department members are assured of **equal opportunity for training and promotion** without regard to sex, race, national origin; and reminds them of their statement and corrective action will be taken to guarantee equal opportunity in training and promotion for all department members. It is anticipated that this matter will, having gathered over 300 signatures, be placed on the Commission's agenda in the latter part of May.

POA Acts

At a Special Board of Directors Meeting held on May 4th the Board directed its Federal Litigation attorney to immediately file a Notice of Motion in the Federal District Court challenging the discriminatory two tier training program and seeking clarification of the Consent Decree in Judge Peckham's December 30, 1981 order.

Eligible Candidates Respond

Those eligible for the Q-60 examination are now pursuing all avenues of address available to forthright protest and challenge the discriminatory two tier training which, like the racial temporary sergeants appointment made by former Chief Charles Gain, serves as an agent of turmoil, anger, frustration and indignity.

But most remarkably this training proposal again proves that history moves in a circular spiral and not a linear progression. The ideas discussed in the south during the 1960's Civil Rights Movement (which ironically saw police pitched by law or custom against blacks and other minority groups) are now being discussed by the police (which now by administrative fiat pitch minority groups against the others). The idea of civil disobedience which reached its quintessence in the Southern Christian Leadership Conference have resurfaced in the context of the two tier training proposal.

"I submit that an individual who breaks a law that conscience tells him is unjust, and willingly accepts the penalty by staying in jail to arouse the conscience of the community over its injustice, is in reality expressing the very highest respect for the law." — Reverend Martin Luther King, Jr.

The discussions now flourishing concern the peaceful, non-violent sitting in by non-protected class members at the sight of the second tier training. Such presence is being discussed not in the context of disrupting the training, nor is there any mention whatsoever of obstructing or interfering with the right of protected class members to attend these sessions. It is being discussed in the context of participating in the training. Whether such a peaceful, nondisruptive presence will be undertaken and whether it will constitute a technical trespass remains to future unfolding.

The non-protected eligibles are considering acting out of conscience so as to appeal to the conscience of others asking for an acknowledgement and invocation of the great principle of equality of opportunity.

While it might be argued that such conceptions as civil disobedience have no place in the life of a police officer who has, by oath, solemnly pledged to enforce and uphold the law, it must also be posited that such pledge takers are owed a special duty to be treated by their managers with utmost equality, fairness and impartiality. The latter flows from the former.

Fundamental Principles Involved

The eligibles perceive the two tier training as a violation of a fundamental principle of civilized society.

Civil disobedience is, of course, the last resort, and in the context of this discussion, is based on the position, both moral and legal, that the two tier training is, in itself, unlawful, unconstitutional and neither required nor contemplated by the Consent Decree.


Segregation based on race and sex — this is the Consent Decree Unit's proposal. How can this proposal be valid?

The eligibles are discussing a means to appeal to the public and specifically to the police management to alter their proposal which is incompatible with fundamental principles and morality and law; principles which police management accepts. They wish to persuade and educate.

As the United States Supreme Court stated in the case of *West Virginia's State Board of Education v. Barnette*, "it is often those who insist on their legal rights, rather than those who acquiesce in the fallible opinions of courts, who strengthen the rule of law."

Thoreau spent a night in jail in 1845 for refusing to pay a poll tax since these taxes, he felt, supported the institution of slavery, the Mexican-American War, and oppression of native Indian tribes. He felt that, "Under a government which imprisons any unjustly, the true place for a just man is also in prison."

Where is the true place for the Q-60 eligibles who, from the death of conscience, believes that two tier training is inherently violative of the great fundamental principle of American society — equality of opportunity.



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AROUND THE DEPARTMENT

Internal Affairs Records Found to Contain Information Unknown to Officers: On two occasions recently, one sergeant and one patrol officer, while interviewing for positions with the Field Training Officer Program, discovered that their Internal Affairs jackets contained records of past disciplinary action. Both of the officers had never received any disciplinary action to their knowledge. A review of the records revealed that one of the officers had been credited with a five day suspension of another officer, 5 years ago via a clerical error. The second officer allegedly had received a written admonishment in 1976. A review of his file and of the alleged failure "to make a report" complaint revealed that he had in fact made a timely and proper report and that the complainant had dropped the complaint. These two discoveries should serve notice on each and every officer that an inspection of their individual IAB jackets is long overdue . . .

. . . Think of it. The city has a 200 million dollar surplus this year. For about 3 million, all police officers could be granted time and a half for overtime, night differential, paid medical and dental, education pay and longevity pay. Just the same benefits as almost all other city and private sector employees receive . . .

. . . Congrats are in order for Sgt. Tony Balzer who just received his Ph.D. from Golden Gate University in Public Administration. Tony's thesis was on the police labor movement. Correct me if I'm wrong, but I believe that Tony is the first S.F. officer in history to get a Ph.D. while still employed.

. . . Recently comical columnist Herb Caen has elected to take several cheap shots at some of our officers because of birth relationship with persons who are public figures and others because their personal lives are different from his. Mr. Caen claims to receive his information from sources within the department. Mr. Caen's exploitation of these officers' private lives about matters which are beyond their control, makes he and his department sources worthy of residence in the nearest cesspool, and that is putting it mildly! . . .

. . . Births, births, births this past month: Henry and Patti Friedlander (Community Services), have welcomed No. 2, Thomas George, 7 lbs. 12 oz. Meanwhile, Jim (Co. B) and Marianne (Co. K) Strange, also welcomed their #2, Ryan Charles, 8 lbs. 11 oz. First arrival congrats are in order for John and Trice Harrold (Co. E), who welcomed Bradford John, 7 lbs. 1 oz. Also hailing No. 1 were Joe and Colleen (Co. A) who were blessed with Kevin Louis, 7 lbs. 5 oz. Cheering this one on was Inspector Al Weatherman (Auto Detail) who became a proud Grandpa. Congrats to all . . .

. . . Where has common phone courtesy gone and isn't there a rule some place in the department that all employees, sworn and civilian, are required to answer courteously and with their name and rank? Just too, too many people have commented on the lack of phone courtesy to let this problem go unmentioned any longer.

. . . Is your psychologist afraid of your uniform? He or she sure is. On April 23rd and 24th a symposium sanctioned by the P.O.S.T. Commission was held here in San Francisco. The theme was Psychotherapy and Law Enforcement. The symposium was attended by psychologists from California and Nevada. As an experiment, Sgt. Al Benner the coordinator, had 4 officers attend in uniform and 4 in civilian dress to mingle with the Dr.'s and Ph.D.'s. The experiment, at its conclusion, showed that the officers in uniform had been virtually shunned by the professionals while the civilian attired officers were treated very nicely. In fact, one officer who wore his uniform on the first day of the symposium was spoken to by only three professionals. On the second day when wearing civilian attire, 18 professionals spoke to him in a much more relaxed manner than the three on the day before . . .

. . . I can't believe that the P.O.A. Board of Directors has again voted to give Supervisor John Molinari a political campaign contribution. Supervisor Molinari's constant arrogant attitude towards police officers while in uniform, (just ask any officer who's been assigned to guard his home) should not be condoned by the leadership of the P.O.A. by giving him our dues monies. Also, the recent shunning of P.O.A. Director Peter Maloney, Co. H, by Mr. Molinari while Peter was on official P.O.A. business, is proof that disdain for police officers has even spread to the P.O.A. leadership. It is most insulting that Mr. Molinari does not blink an eye in requesting contributions from the P.O.A. but what is most distressing is that the P.O.A. Board of Directors unhesitatingly contributes . . .

. . . Wondering out loud. When the big anti-nuke concert is held at Civic Center Plaza Memorial Day weekend, who will be responsible if the plaza floor collapses into Brooks Hall? . . .

SHALL I STUDY FOR PROMOTIONALS?

Questions Patrol Officers May Need to Ask Themselves

1. I want to be a career patrol officer.
Why? Why not?
2. I want to be a sergeant.
Why? Why not?
3. I want to be an inspector.
Why? Why not?
4. I can figure out solutions to police problems.
5. I have tactical leadership skills.
6. I have good investigatory skills.
7. I have the capacity to plan for police events.
8. I have the appropriate level of writing skills.
9. I have a working knowledge of the law.
10. I have the ability to train, supervise and evaluate.
11. I know how to study.
12. I know where to get the things I need to learn to prepare myself for the promotional exam(s).
13. I believe I can learn the skills appropriate to all the above questions.

●● The above article was printed in the April issue of the POLICEMAN. ●●
Here is more information.

PROMOTIONAL INFORMATION GROUP

WHO IS INVOLVED? Police officers throughout the department. (Sergeants in an advisory capacity.)

WHO MAY PARTICIPATE? ANY and ALL interested officers.

WHAT IS THE PURPOSE? To organize preparation for the Q-35 and Q-50 exams; provide help in deciding whether to take the exam(s); provide help in assessing strengths and weaknesses; develop courses around specific skills needed by sergeants and inspectors; gather and make information available.

WHAT SPECIFIC THINGS WILL BE DONE BY THIS GROUP? The specific tasks will be decided by participants in P.I.G. Priorities will be established and subcommittees formed. The best way to make sure your particular needs are met is to come to future meetings.

A group of people are thinking of getting together to discuss these issues. The intent is to identify the needs of patrol officers considering taking promotional exams. What resources are necessary for that decision? What resources are necessary to prepare for the exams?

The above questions are simply a means to start you thinking about this and to identify the areas in which "you" need to concentrate. The exam may not be until 1983 but the time to start thinking about it is today.

Anyone interested in joining a group whose purpose is to provide resources to all police officers considering taking promotional exams, send a note by April 27, 1982 to:

PROMOTIONAL INFORMATION GROUP (PIG)
c/o POLICE ACADEMY

It is expected that seminars and training sessions will be formed on topics such as: "How to Form Study Groups", "Street Decision Making", "Taking Written Exams", "How to Prepare for Oral Exams".

WHAT ORGANIZATIONS ARE SPONSORING THIS GROUP? NONE. Not the department, not the P.O.A., not the O.F.J., or any other formal organization.

WHAT SHOULD I DO IF I AM INTERESTED? ATTEND the next meeting on Thursday, May 27, 1982 and voice your preference as to what areas you want covered.

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IN MY OPINION

by Ed Collins, Police Academy

Every month I receive a copy of the C.O.P.S. newspaper in my home mail. I resent the fact that this rag arrives at my home but I'm much too lazy to stop its delivery. Usually I just swear, look at the pictures, and file it along with my other junk mail. I did read one copy, once, cover to cover and I found it to be a poor substitute for the trusty Sears catalog. Without exception, every officer I've talked to feel the same.

I think one of the reasons I dislike this publication is the political attitude of the C.O.P.S. leadership. I don't ever recall endorsing any of the opinions expressed by C.O.P.S. and I take great affront at that organiza-

tion giving the appearance of being the omnipotent voice of each and every law enforcement officer in the state. But then what should I expect from a man who photographs as well as C.O.P.S. President Mike Tracy. Hell, he more resembles a coke dealer than a cop.

President Tracy has also expressed support for Screen Actors Union President Ad Asner. As you may or may not know, Mr. Asner apologized to the members of that Union for making his opinions appear to be the official views of that Union's general membership. President Tracy should learn from Mr. Asner and make a similar apology. And, please, stop sending that darn paper to my house.

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DEPENDABILITY

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For Municipal Court Judge

I want to thank you, each member of the Board of Directors and every member of the Association for your vote of confidence by endorsing my candidacy for Judge of the Municipal Court.

When I am elected to the bench, I believe you will find my court practicing the same kind of fair and impartial justice I worked for in the District Attorney's office.

Again, my deepest appreciation for the Association's endorsement.

Prop D

Proposition "D" provides that the city subsidize part of the soaring monthly costs in the city's Health Service System for surviving spouses of city employees. The trustees of the Health Service System, by introducing and sponsoring "D" for vote of the electorate, have recognized that financial assistance must be made available to the 1,200 surviving spouses in the System. Although the city now is required to subsidize active and retired employees, no assistance has ever been provided for the surviving spouses.

Prop E

Proposition "E" states that surviving spouses can remarry, if he/she chooses to do so, without suffering the loss of retirement benefits. Thereby, the city would be following recent action of the Social Security and Federal Retirement Systems in outlawing a restriction on surviving spouses desiring marital companionship in their twilight years.

A SECOND OPINION

by Don Carlson

If the COPS' newspaper (a "rag" which, unfortunately, finds its way to my mailbox periodically) is any indication of what our Association's paper would become if a change in publishers were made, then the POA membership needs to block any such action.

The COPS' Law Enforcer is an unimpressive, technically-poor, self-serving piece of garbage, which pointedly and consistently evades any mention of the group's own shortcomings or internal competitiveness; other than that, it's not too bad, if you're a devotee of exciting convention photos.

POA proponents who initiated the idea of a change as "necessary" will argue that only the function of advertising revenue generation would be allocated to Mr. Sneed's group, while the paper's content would remain within the POA's control. The problem is that a variation of the Golden Rule ("He who has the gold makes the rules") will eventually apply. In this case, whoever has direct control over revenue — and I question whether it would be an independent Editor as we now have — will wield an inordinate amount of influence over content. I doubt that presentations of varying, often antagonistic sides of issues would continue, and that would be our loss as members.

I have worked in the past on other projects with Police News, the company which currently contracts to generate advertising for our paper. I feel they do an adequate job, while working under reasonable revenue generation controls established by our Publications Committee, and without influencing the issue of control of our paper's content.

While many POA members may question the current Editor's personal motives and concerns, no one can question the fact that this paper represents a reasonably open forum where any member may ascend the soap box for the chance to be heard. Jeopardizing that condition, purportedly to further fill the Association's coffers, jeopardizes each and every member's right to know and right to participate. You and I can't allow that to occur.

Deadline for articles to be submitted is the first Wednesday of each month. No exceptions.

SFPOA Endorsements

The San Francisco Police Officers' Association, representing 1,800 active and 800 retired San Francisco police officers, announced the following political endorsements:

5TH CONGRESSIONAL DISTRICT
U.S. Congressman Phillip Burton (D)
6TH CONGRESSIONAL DISTRICT
Supervisor Barbara Boxer (D) Marin County
8TH SENATORIAL DISTRICT
John D. Foran (D)
9TH ASSEMBLY DISTRICT,
MARIN/SONOMA COUNTIES
Paul C. Chignell (D)
16TH ASSEMBLY DISTRICT
Assemblyman Art Agnos (D)
17TH ASSEMBLY DISTRICT
Assemblyman Willie L. Brown, Jr. (D)
19TH ASSEMBLY DISTRICT
Assemblyman Louis J. Papan (D)
JUDGE MUNICIPAL COURT, SAN FRANCISCO
Alfred Chiantelli
BOARD OF EQUALIZATION
A. John Shimmom (D)
SHERIFF, MARIN COUNTY
Charles Prandi



Vote YES on

PROP C

PROP D

PROP E

PROP H

PROP I

Please see PAGE 10 for Proposition outlines

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Vote Yes on C

Proposition C was placed on the ballot by the Board of Supervisors because dental care benefits are not provided to a vast number of our employees, while some 8,000 employees currently receive some dental care.

Fifty-two of the 58 counties in California, as well as the State of California provide some dental care benefits to their employees. Under the guidelines of Proposition C, there is no reason why the City and County of San Francisco should not participate in this low cost benefit program. Proposition C will correct this very large inequity. It establishes a dental program whereby the City and the employees participate in paying the cost of the program.

In order to recruit and retain qualified employees, the City must be competitive with other jurisdictions by providing at least partial coverage for dental care. Otherwise, the City will continue as a training ground for other municipal governments at a cost far in excess of this dental care program.

Vote yes on Proposition C, as the cost of the program will be a reasonable one for both the taxpayer and the employees.

San Francisco Police Officers' Assn.
Bob Barry, President

VOTE YES ON C

There is no doubt that San Francisco should provide some level of dental coverage for its City employees to remain competitive with other cities for top quality public servants.

But what's important is that the dental plan be provided at the lowest possible cost to the City and the taxpayer.

Proposition C is the perfect solution. It creates a plan which provides an attractive and fair level of coverage at a very low cost to the City. This is accomplished by providing partial coverage for the employee and exempting the employee's family from the program.

It's a workable and fair solution favored by our City officials, taxpayers and public employees.

Vote for the best solution. Vote YES on Proposition C.

San Francisco Fire Fighters #798
James T. Ferguson, President

LEVINE PROGRAM AIDS VICTIMS OF CRIME

Victims of violent crimes are now receiving emergency financial assistance under a program established through legislation authored by Assemblyman Mel Levine (D-Santa Monica/West Los Angeles).

"The purpose of the emergency program," Levine explained, "is to provide cash assistance on an expedited basis to persons who incur medical expenses or loss of income as the result of a crime. Before the emergency award program was created, it could take up to several months for a crime victim to receive monetary assistance from the state. Now, crime victims can receive an emergency cash award of up to \$1,000 within a few days of submitting their application."

Although legislation creating the emergency award program was enacted in 1980, the program has only become fully operational within the past several months. Funding for the program comes from fines assessed against persons convicted of crimes. Applications for emergency awards can be obtained from the State Board of Control which administers the program, and from local victim/witness assistance programs run by most counties in the state.

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POLICE OFFICER AWARDS

Photo by S.F.P.D. Photo Lab
by S.F.P.D. Public Affairs

LIEUTENANT FRANK JORDAN



On May 6, 1982, Lt. Frank Jordan received the Pacific Central District Optimist Club's "Outstanding Law Enforcement Officer of the Year". (Photo provided by S.F.P.D. Photo Lab.)

Frank Jordan was born and raised in San Francisco, attending St. John's Grammar School and graduating from Sacred Heart High School. Upon being discharged from the United States Army, he went to work for the Telephone Company while waiting to enter the San Francisco Police Department.

In 1957, at the age of 22, Frank was appointed to the police department at the rank of patrolman. He worked a variety of assignments and became deeply involved with the various functions of the department as he rose through the ranks — sergeant in 1966 and lieutenant in 1973, he continued his formal education, graduating from the University of San Francisco.

In 1975, the police department expanded its traditional approach towards law enforcement to incorporate a new concept, that of educating and directly involving the general public in crime prevention. The primary goal was to remove the opportunity for a crime to take place.

Obviously, it was most important to head this unit with an individual well versed in all aspects of police work, fully aware of community needs and capable of implementing the new program.

Under Frank Jordan's immediate and direct control, the Crime Prevention Education Unit implemented a multi-faceted approach to crime prevention. Although experimental and departing from tradition, the unit had to keep its feet on the ground while looking at the stars. To work, it had to obtain identifiable results in order to balance community needs and departmental resources. The quality of leadership would be proportionate to the program's degree of success.

Well, succeed it did, under Frank's constant monitoring and evaluating. Today, the unit is active in such activities as: 1. S.A.F.E. — Safety Awareness For Everyone. This includes crime education and information and security surveys.

2. Senior Escort Service; 3. Youth Liaison — working with young people before they get into trouble; 4. Police service to language minorities; false alarm abatement; community relations; Secret Witness Program — in conjunction with the Chamber of Commerce.

Certainly, responding to crimes in progress and crimes that have occurred will always be fundamental to police services provided to the public, but there can be no greater accomplishment than for a police department to prevent a crime. To prevent pain and anguish is less dramatic but immensely more gratifying than any other aspect of police work.

Some examples of Frank's success: The burglary rate for San Francisco is down at this point, 19.8% compared to last year. In one district of the city targeted by Lt. Jordan for burglary abatement, the same period shows a decrease of 29.7%. That's over 1/3 higher reduction rate. Another indication of success, the Senior Escort Service, under the direct supervision of Lt. Jordan has during the past four years escorted 177,000 seniors and not one became a victim of a crime. Now that's crime prevention.

A final example of success, a location in the Western Addition two and one-half years ago had the highest rate of pursesnatch and strong arm robbery against seniors. Frank started an innovative service of senior escorts walk-alongs where at certain designated times of the day, seniors could go about their daily routine with the presence of an escort. Today, that same location has the lowest rate of pursesnatch and strong arm robbery against seniors. This was achieved without restricting the activity of potential victims and actually allowing more freedom than they enjoyed in the past, without fear.

Frank has also found time to actively serve on prestigious committees concerned with crime prevention locally and throughout the state.

OFFICER VERNON WARE



On Sunday, May 2, Officer Vernon Ware of Potrero Station was honored by the Veterans' of Foreign Wars during a Loyalty Day Program.

Vern received a citation from the Veterans' of Foreign Wars in recognition of his devoted police service and his distinguished military career as well.

The ceremony was conducted at the U.S.S. San Francisco Memorial at Lands End. Attending the program with Officer Ware was his wife Venita, his commanding officer Captain Paul Kotta, as well as the commanding officer of Richmond Station, Captain Robert Seghy.

The program was well conducted and a fine tribute. We thank Robert and Barbara Henneberg of the Veterans' of Foreign Wars for their efforts on behalf of the San Francisco Police Department.

Officer Ware has been a police officer for twenty-five years, and the majority of these twenty-five years of service to this city have been performed at Potrero Station.

While his duty assignments during this period of time have been varied, most if not all, have been in uniform on the street. The years spent in the radio cars of this district introduced him to many different kinds of people and because of his fairness and understanding of those he dealt with, he gained their trust and respect.

In addition to serving the citizens of San Francisco for the past twenty-five years, Officer Ware has recently retired from the United States Army, after a career which spanned thirty-five years of active and reserve service to his country. His rank of Retired Command Sergeant Major is the highest non-commissioned rank attainable in the Army.

Officer Ware also spent several years walking the beat on "The Road", San Bruno Avenue. It was here that people came to know him better and to admire and respect him. The personal friends he made, and the many friends he made for this department while walking his beat, the merchants and residents, as well as the people just passing by, benefited from his gregarious, friendly nature. It wasn't beyond him to give aid to the less fortunate, even when it meant money from his own pocket.

This positive contact with the public prepared him for his present assignment as the Community Relations representative from Potrero Station. In this capacity, Officer Ware has been outstanding. He has served this department and station very ably and with dedication. His rapport with the communities in this district is legend. I have seen him defuse a potentially hostile group of people at meetings by his mere presence. When he is seen at such meetings, the comments made by these people relate to their knowledge that at one time or another they have had personal contact with him or have seen him in hit contacts with other people, and in these contacts he has, with rare exception, displayed the patience and understanding that has been his trademark. His respect for all people is also well known, and the trust he has built and maintained over the years with the people of this district is truly admirable.

by Captain Paul Kotta
Commanding Officer, Potrero Station

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COPS Endorses Chignell

I take extreme pleasure in announcing that you have received the endorsement of the California Organization of Police and Sheriffs for the office of California State Assembly, 9th District.

If you have any questions or if I can be of any assistance please feel free to contact me at our Long Beach office.

Sincerely,
Al Angele, General Manager, COPS

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CHIGNELL FOR ASSEMBLY

by Reno Rapagnani

On June 8, 1982, Paul C. Chignell will be elected as the Democratic nominee for the 9th Assembly District encompassing all of Marin County and the communities of Petaluma, Rohnert Park and Cotati in Sonoma County.

In November the voters of the 9th District will choose between Chignell and the incumbent as their assemblyman for the next two years.

The issues that affect this assembly district transcend the boundaries of the district because of the nature of the problems and due to the fact that members of the assembly (80 in number) vote on issues affecting all Californians.

Criminal justice, health, the environment, transportation, education, housing, taxation, are a few of the major topics that the campaign will be focused upon. For police officers throughout the State of California, the election of Paul Chignell will be a major step forward in convincing lawmakers that active rank and file officers must have a strong voice in State government.

We know that Chignell's leadership in the assembly will reverse the assault on workers' compensation benefits and lend aggressive members of the legislature to resolve our secondary employment, civil rights and crime control efforts. His experience in advocating before his many friends in the assembly and senate will turn to effective lawmaking.

Paul Chignell's police endorsements include Marin County Chiefs and Police Associations as well as the 10,000 member California Organization of Police and Sheriffs, the 25,000 member PORAC group, the 6,000 member Los Angeles Police Protective League and many others. These organizations are not only lending their names to his candidacy but are also contributing major financial support that is necessary to win this race.

Chignell's labor support is all inclusive including the powerful California AFL-CIO Cope endorsement. However, labor and police support, as significant as that is, is dwarfed by a bandwagon of district assistance and support from city council members, womens' activists, environmentalists, seniors, small business people, prosecutors and prominent persons from both major political parties.

The Democratic nominees from 1972 and 1980 as well as Democratic assemblyman Michael Wornum (1974-1978) are all supporting Paul Chignell. Democratic Senator Barry Keene (who also represents the district) is actively supporting the Chignell candidacy.

What can you do to elect Paul Chignell to the State Assembly?

When 24 million people in California elect 80 members of the Assembly, a major ingredient is money. Chignell's opponent was first elected in 1978 by a narrow margin and was re-elected in 1980 by a similar margin. He has had the ability to attract money from oil companies, public utilities and major medical establishment support. We can match those dollars but grass root contributions from taxpayers like you and I are the most effective way to show citizens that no assembly district can be bought by the powerful interests.

Chignell's initial fund-raising at the grass roots level has been more effective than most assembly candidates throughout California. There have been some large contributions, but most of his efforts have been directed to encouraging the \$20, \$25 and \$50 contributor because Paul Chignell will be representing the working person, not the oil companies, agri-business or the public utilities and big corporations!

It is obscene that a minimum of \$200,000 will be needed to win this race, but that is a political reality under our system as it is now constituted.

Won't you please help Paul Chignell?

1. If you live in Marin or Sonoma, can you host a coffee for your neighborhood at your home?
2. Will you take a bumper strip for your car and a sign for your house?
3. Will you devote two days to distribute literature in Marin or Sonoma?
4. Will you work at the headquarters as a volunteer for two days between June and November?
5. If you don't live in the district but have friends who do, will you ask your friends to take a bumper strip, house sign, hold a coffee or work for Paul?
6. Can you donate time to print signs or donate an old pickup truck or camper for standing signs?
7. Do you belong to an organization that Paul can speak to during the course of this campaign?
8. Will you send Paul a check today to help with his campaign?

A victory in November for Paul Chignell will be a victory for Marin and Sonoma and for police officers throughout California.

Please fill out the form below and send a check to Chignell for Assembly.

NAME _____ ADDRESS _____
EMPLOYER _____
PHONE _____ OCCUPATION _____

Yes, I'll help Paul Chignell!

- | | |
|--|--|
| <input type="checkbox"/> Send me a bumper strip | <input type="checkbox"/> I'll hold a coffee in my home |
| <input type="checkbox"/> I'll work at headquarters | <input type="checkbox"/> I'll distribute literature |
| <input type="checkbox"/> Send me a house sign | <input type="checkbox"/> Other |

Checks payable to "Chignell for Assembly". I.D. #810622. P.O. Box 422. San Anselmo, CA 94960.
Reno Rapagnani, Treasurer

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FIELD EVIDENCE TECHNICIAN OF THE YEAR

by Mary Roth, Deputy Attorney General, Crime Division, Chairman Section on Administration of Justice, Commonwealth Club.

by Mary Moran Pajalich, President Crime Lab Fund, Inc.



Officer Fitzter is presented an award by Supervisor Richard Hongisto

On March 24, 1982, at a luncheon meeting of the Commonwealth Club's Section on Administration of Justice, Officer Robert Fitzter, Star #196, of the San Francisco Police Department's Crime Lab, was presented with a plaque from the Crime Lab Fund, Inc., honoring him as Outstanding Crime Scene Investigator of 1981. Deputy Chief Stanley Cordes made the presentation of the plaque, and also a Certificate of Honor from Supervisors Richard Hongisto and Lee Dolson "In Appreciation of Public Recognition of Distinction and Merit on the occasion of his being

honored by the Commonwealth Club of California as Field Evidence Technician of the Year."

Officer Fitzter joined the department in 1971 and served for six years as a patrolman at Park Station. In 1978 he came to the specialized unit as a Field Evidence Technician, where, said Deputy Chief Cordes, he did "excellent, excellent work." The Crime Lab's statistical summary of the period January 1 to December 31, 1981, showed that Officer Fitzter made 579 "runs", was able to get prints in 39% of the crime scenes, and made 33 identifications out of that number for a hit rate of 14.8%. The national average hit rate for other areas which like San Francisco have no automated fingerprint computer is 8%.

In addition to fingerprint identification, Officer Fitzter has reconstructed crime scenes for juries, the most recent being in a prosecution for murder in which the defendant pleaded self-defense. The victim had a gun near her body, but Fitzter's courtroom reconstruction of the scene traced the trajectory of the bullet, showed the angle at which it traveled, demonstrated from traces of gases and chemicals from the barrel of defendant's gun that he had not been standing where he asserted he had been, showed from the angle of the blood droplets that defendant's bullet had exited the victim's head and spattered her hand while it was pointing downward, and convinced the jury that defendant would have to have been 12 feet tall if his story were true. A first degree murder conviction resulted.



Deputy Chief Stanley Cordes presents another award to Officer Fitzter.

Convictions and many times the arrest itself, according to Deputy Chief Cordes, are due to the diligence and expertise of Field Evidence Technicians, who play a very important part in our criminal procedure. This second annual award was given in recognition of that importance.

CALIFORNIA STATE AUTO ASSN. ANNOUNCES NEW AUTO PROGRAM

The California State Automobile Association (AAA) announced a new and positive approach to quality auto repair.

The new "Approved Auto Repair" (AAR) program is enthusiastically endorsed by the CSAA Board of Directors and is a positive step to help AAA members and all motorists combat the reputed number one consumer complaint — auto repair.

The program calls for selection, inspection and endorsement of a number of auto repair facilities, where AAA members can have their cars repaired with high quality workmanship that is guaranteed.

Identifying such facilities will also aid the general motoring public in seeking such quality repairs.

Today's automobiles have become very complex, with the introduction of sophisticated 'black box' technology and on-board computers.

We recognize that there are many auto repair shops that are reputable and conscientiously attempt to do good work. Unfortunately, some of these do not have mechanics that are properly trained, or the necessary equipment to analyze and aid in the repair of today's complicated cars.

In selecting the establishments that are certified as Approved Auto Repair facilities, CSAA auto service specialists

research records of the Better Business Bureau and the Bureau of Automotive Repair. Previous customers of the repair shop are also selected at random and asked to comment on their experience with the facility. The shop's equipment is inspected and the qualifications of the personnel are checked.

To qualify for CSAA endorsement, the establishment must provide service in: engine tune-up, brakes, minor engine repair, electrical systems, plus steering and suspension or heating and air conditioning.

The AAR program costs the repair facility nothing other than meeting the strict requirements spelled out in the agreement with CSAA.

If, after having a car repaired at an approved facility, the AAA member has any complaint that cannot be resolved directly with the shop, CSAA will work to resolve the problem as soon as possible. All AAR facilities have agreed to abide by CSAA's decision in any dispute with an AAA member.

The CSAA is now proceeding with selection of establishments for the AAR program in the San Francisco Bay Area and the Sacramento Area. The first list of approved facilities will be available in July, when the program becomes operational for all AAA members.

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WARRANTS FOR ARREST OF POLICE OFFICERS (BODY ATTACHMENTS)

by Duane Collins, Tactical Division

The first part of this article was in the March issue of the POLICEMAN, because of the speedy work of Jane F. Moore, the court recorder for Department 17. Ms. Moore sent me the transcripts in less than two weeks. Unfortunately Ms. Moore was sick with the flu when the second hearing took place. Her replacement took two months to deliver the second set of transcripts to me. I would like to thank Ms. Moore for her excellent work.

As you may recall, there were body attachments sworn out against four members of the Police Officers' Association. These warrants were held in limbo and not served because of the efforts of our attorney. (The defense attorney did not know we had held up service of the warrants as she thought the officers were going to be arrested.) The officers showed up for court as promised at 0900 hours on February 15th. Typically, they were told to return at 1400 hours, fortunately, it was not their day off. They finally got on the stand at 1500 hours, and as had been suggested by the judge, it turned out to be nothing more than a fishing expedition, with no new evidence brought forth. This brings me to the next step. I'll tell you how it came about.

On February 11th, Victoria Vasey, the defense attorney, delivered four subpoenas to the court liaison office to be served on Sgt. Richard Weick, of the "S" squad, Officer David Fontana, Officer Robert Aitchison, and Officer Stephen Jones, all of the Tactical Division. For some unknown reason these subpoenas were never logged in at court liaison, although they were stamped received. Two of the subpoenas did reach their intended destinations. Officer Fontana received his subpoena and contacted Ms. Vasey's office. They were informed that Officer Fontana would be at the Tactical Division office. If he was needed all they had to do was call. When Ms. Vasey arrived at court that morning she had not contacted her office and was unaware

of Officer Fontana's phone call. Sgt. Weick was watch off for three days and returned to duty at 1600 hours on the 18th of February, seven hours after the hearing. He was at that time served by his commanding officer, Sgt. Weick informed his commanding officer that the court date had already passed and the subpoena was returned to court liaison. We don't know what happened to that subpoena, lost somewhere in the "system". The subpoenas for Officers Jones and Aitchison were never received and are presumed lost in the "system".

Now with this background, I'll proceed on to transcripts of the court hearing in Department 17 on February 18, 1982. The case is called and Ms. Vasey calls the four officers, and states, "they were all subpoenaed by me to appear today." She then further states, "I have return subpoenas from police liaison."

Both these statements are untrue. The judge points this out to Ms. Vasey and tells her, "they weren't personally served, were they?" When put on this spot, she of course answers no. As for the return subpoenas, Court Liaison does not give return subpoenas. What Ms. Vasey was referring to is the stamp put on the subpoenas as RECEIVED by court liaison. Ms. Vasey states, "I served the subpoenas in ample time." I would like to inform Ms. Vasey of Penal Code Section 1328, paragraph four that states if a subpoena is delivered less than five working days prior to a hearing it MAY be returned. Ms. Vasey delivered the subpoenas three working days before the hearing. This is not AMPLE time. Later in the afternoon Ms. Vasey is again questioned by the judge. She again states she personally served the subpoenas and again refers to the date stamp as proof of service.

The POA stops service of the body attachments and all is on hold until the hearing on February 25th in Department 17, as I referred to earlier. During this hearing Ms. Vasey is confronted by Officer Fontana

who tells the court of his phone call to Ms. Vasey's office on the day of the first hearing. Ms. Vasey acknowledges receiving the phone call from Officer Fontana. The judge asked why she didn't call the court and let them know Officer Fontana had in fact responded to the subpoena. Ms. Vasey responded by saying: "Your Honor, I used the same procedure that I would use for someone I represent. I wouldn't call the court because the person called me."

Later Ms. Vasey apologized to Officer Fontana. I'm sure this made him feel much better had he been arrested. I wonder how many clients she has represented and they have called and been assured the matter was taken care of when in fact it was not. How many times have you as a police officer arrested a suspect for a warrant and had him protest that this has been cleared and it is all a mistake? You as a police officer have no choice but to arrest when a subject is wanted on a warrant. I now wonder how many defendants have been wrongfully arrested because of actions of defense attorneys like Ms. Vasey, who don't think it important enough to call the court when they KNOW an arrest warrant has been issued in error?

I think the actions of Ms. Vasey need looking into and I'm turning all my material over to the four officers involved so they can pursue a complaint through the proper channels of the state bar.

I am not going to let the Court Liaison off the hook for their part in this. I intend to try to make it Court Liaison policy to refuse to accept a subpoena if it is delivered with less than five working days to be served. There also should be tighter control of the subpoenas, perhaps a logbook that would show when received, when served, or why not served. That way you or the court could check with one phone call and know the status of any subpoena in a matter of minutes. I plan to meet again with the Chief on this and will keep you informed of changes.

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Because we want the Yearbook to be 'right', we have asked for a second mock-up before we say go ahead and print it. Consequently, the new delivery date should be around July 10, 1982.

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City propositions: from A to N

Reprinted S.F. Examiner

A look at the propositions.

Proposition A — Backed by all 11 supervisors and Mayor Feinstein, this would allow supervisors to borrow money by issuing tax anticipation notes first, instead of having to go to the city's cash reserve or city departments initially, when money is needed.

The short term notes are issued to investors and carry low, but tax free, interest. The notes are paid against anticipated tax revenue.

Feinstein says the measure allows supervisors "to arrange for public short-term financing in order to equalize the city's cash flows, rather than to borrow from other funds which are more prudently invested elsewhere."

Proposition C — Requested by the Health Service Board, it would require that the city contribute to a dental plan for the approximately 27,000 current and retired city workers not already covered. Only about 8,000 are now covered.

Controller John Farrell has estimated the change would cost about \$3.2 million annually.

Supporters include the San Francisco Police Officers' Association and San Francisco Fire Fighters Local 798.

Proposition D — Nearly 1,200 surviving spouses would benefit from this measure that would enlarge the Health Service System to include them. They now receive no such benefits.

Endorsed by the Retired Employees of the City and County of San Francisco, it would cost an estimated \$579,000 annually.

Proposition E — The Retirement System now provides benefits to the surviving spouse of a member, but those benefits stop when the survivor remarries. This measure would continue the benefits if the surviving spouse remarried after the age of 60.

The measure was sponsored by the Retired City Employees of San Francisco who say the current rule "places a cruel restriction on elderly people of limited means who would hope to rebuilt their lives after bereavement."

Proposition F — How the San Francisco Retirement Fund is examined is covered by this measure. Currently, actuarial valuations, which examine how much money must be put into the system, are required each even-numbered year. Second investigations, evaluating the system's performance, are conducted each odd-numbered year.

Under this proposal, the actuarial valuations would be required at least every other year, but the investigations on the system's performance would be conducted only when the Retirement Board determined one is needed.

Also, the measure charges expenses of the retirement fund to each city department, instead of the general fund.

Proponents say the change provides the Retirement Board with more flexibility while maintaining "the fiscal integrity of the Retirement System."

Proposition G — Now, the controller establishes controls for the retirement System's investment of pension money and audits those investment records. This measure would give the Retirement Board independent control to administer those investments, but the controller would continue to audit investment records.

Proposition H — Retired employees would get a voice on the Health Service Board if this issue passes. The board would increase from seven to nine members with retired members of the system electing one member and the mayor, who now has two appointees, being allowed three. Further, the Board of Supervisors could select any of its members, not just the Finance Committee chairman, to serve as its representative.

Proposition I — Similar to Proposition H, this would give retired employees a spot on the Retirement Board which would go up from seven to nine people. In addition to the one person elected by retired employees, the mayor would get an additional appointee, giving her four. Additionally, if approved, the position of secretary-general manager of the system would no longer be subject to Civil Service.

(If "I" fails, but "J" passed, an apparent conflict would be created over whether Civil Service covers the secretary-general manager position.)

Proposition K — Each San Francisco supervisor now has two aides — an administrative assistance appointed by the supervisor and a legislative aide who is supposed to be hired under Civil Service. This proposition would remove the legislative aides from Civil Service provisions, freeing supervisors to appoint anyone they choose. Actually, that has been the case as the Civil Service Commission has not developed or run tests for the positions and legislative aides have been working on "temporary" status.

Proposition M — Recent action by the Board of Supervisors, setting aside the money to acquire a fingerprint identification computer, takes the punch out of this measure. But that was not the case when Supervisor Nelder led the signature-collecting drive to put this policy statement on the ballot.

The measure would require that the City acquire during the 1982-83 fiscal year the computer, which drastically reduces the time needed to match up fingerprints and can identify latent and partial prints.

At Feinstein's request, supervisors have set aside some \$3.6 million for such an acquisition. Kopp said the proposition "will put backbone into the professed intent of city officials to give police an indispensable crime-fighting tool."

Proposition N — After PG&E rates shot up, five supervisors placed on the ballot the question of whether San Franciscans should oppose the recent rate increases and urge the state Public Utilities Commission to roll back PG&E rates to levels of last December 1. The declaration of policy also calls for the PUC to investigate fuel costs, base future rate increases allowed to PG&E on the purchase of fuels at lowest possible rates and hold PG&E not its customers, responsible for costs stemming from any management errors.

Opponents state that PG&E hikes have gone up primarily because of huge increases in what the utility has had to pay for gas and oil.

Deadline for articles to be submitted is the first Wednesday of each month. No exceptions.

Criminal's Justice JUDGING THE JUDGES

by Elliott E. Alhadeff
Editor, Law Enforcement Legal Reporter
L.A. County Deputy District Attorney

The lawyer flunked his examination. Three times now he's taken the exam to become a judge and each time he flunked. He's been studying so hard. On weekends he reviews his evidence, his criminal law, his constitutional law, etc. He takes off for two weeks before each exam to bone up on all of the law, and he has even enrolled in some night law refresher classes.

Sound strange? It ought to. There is no such examination. You see, we require examinations for people to become barbers, beauticians, plumbers, electricians, contractors, etc., people with real responsibility, but we have no exams for judges — not to become a judge, let alone to stay a judge.

"Now wait a minute," you say. "Not just anybody can become a judge. There have to be some qualifications."

Under Article 6 Section 15 of the California Constitution, to become a judge of the Municipal Court, a person has to be a member of the California State Bar for five years. If the person wants to become a judge of any other court then he has to be a member of the California State Bar for ten years. These are the statutory qualifications to be a judge.

The above qualifies a person to rule whether any witness can testify to a business document as an exception to the hearsay rule, whether to exclude a rapist's confession, whether the search and seizure of a ton of cocaine is valid, whether a killer is properly sentenced to death or to probation, whether the facts of an embezzlement are enough to prove guilt beyond reasonable doubt, or whether the dope addict can be released on his own recognizance, etc.

"Well" you say, "five or ten years is a long time to practice law. You can expect that by then he ought to know what he is doing."

No you can't.

First, for all of that time, he may have been practicing probate, contracts, personal injury, domestic relations law or some other highly specified area outside criminal law. Nevertheless, he can be required to judge a case involving the most highly technical, complex and ever changing field of criminal law.

Second, he could have been a dummy in his non-criminal law field, and absolutely ignorant about criminal law, and he could still become a judge in a criminal case. Third, what little he knows of criminal law may have come while he was defending himself of criminal charges for extortion, embezzlement and assorted offenses of moral turpitude.

Fourth, he may never have been the inside of a courtroom where he may have to preside over trials from the first day he sits on the bench.

Fifth, his peers may have unanimously evaluated his person as incompetent to be a lawyer, let alone a judge. Still, he could be a judge trying the most important criminal case.

Shall I go on?

"Please do."

He can advocate the most outrageous philosophy for or against any side, maintain any prejudice for or against any cause, or refuse to consider the reasons for or against any issue.

He may never have even practiced law. His membership to the California State Bar could have been obtained upon passing the bar but for the remainder of his career, he could have served as a politician for the local department of water and power or as a harbor commissioner, or as a city councilman, without ever having to open a law book.

He may have absolutely no intention of putting in an honest days work since he's never done one before he became a judge.

He could be an unremittent alcoholic and a "reformed" drug addict.

His reputation in the community where he will preside may be either non-existent or worse, that of a buffoon, untrustworthy and dishonest.

He could be . . .

"Hey, nobody like that gets to be a judge."

Yes they do.

"Now, how can such a person get to be a judge?"

First, he contributes to the governor's campaign, or,

Second, he helps elect the governor, or,

He is a good friend of the governor, or,

He knows a good friend of the governor, or,

He is a girl, or,

He is a "minority", or,

He is a homosexual when the homosexuals are clammering for homosexuals to become judges, or,

He is a "law n' order" person when the public is clammering for law n' order people to become judges, or,

He is a civil libertarian when the public is clammering for a civil libertarian to become a judge, or,

He is a legislator the governor wants to get rid of, or, . . .

"But doesn't he have to be smart?"

No.

"Honest?"

No.

"Reasonable?"

No.

"Knowledgeable?"

No.

"Experienced?"

No.

"Decent, moral, respectable, and honorable?"

No, no, no, no.

"He doesn't have to be any of these things?"

No. If he is, we're lucky, and so far we've been pretty lucky. But lately, our luck has turned.

So long as the filling of judicial vacancies depends on the judgment of the governor, such vacancies may be filled by political cronies who may have the lowest intellectual and moral qualifications. And when you think of the kind of character it takes to be a politician, think of what kind of character it takes to be one of his cronies.

Yet, the criminal law — the determination of guilt or innocence, the sentencing or release of some of the most dangerous elements of a society, the potential injury to the lives and property of innocent victims — cannot be left in the hands of idiots. We cannot allow these kinds of decisions to be made by people whose only qualifications to make such decisions may be their allegiance to a political party and their friendship to the governor.

If we require the most menial of occupations to be licensed, how can we justify the unlicensed, the ungoverned, the unqualified appointment of people who determine whether all others are within the legitimate parameters of the law?

Isn't it about time we demanded that our judges earn their way to the judiciary? We should demand that they must qualify — by examinations — and prove not only their intellectual capacities of reasoning and knowledge, but their integrity. A judge should not only be a giant among his peers intellectually, he should also be a model of his community's ideals as a person. Respect among his peers should be no less a qualification than his ability to properly apply the law.

Judicial qualifications should mean more than just give years as a member of the Bar to become a Municipal Court judge, and ten years as a member of the Bar to be a judge of any other court.

To be a judge should mean that he has proved his ability to judge evidence, to judge questions of constitutional, criminal, probate and all other areas of the law. He should be examined and required to qualify above minimum levels before he can become a judge to determine the standards of proof, to impose appropriate standards of sentencing, to judge questions arising in pre-trial, and trial and post-trial motions. Nobody should become a judge unless he has proven himself capable to judge the recommendations of probation, to judge the sufficiency of evidence, to prove his ability to judge.

But then, maybe we really don't need any of this. After all, I'll bet none of you can name five judges who were disqualified because of their dishonesty, stupidity or incompetence. So, I guess we've been doing pretty good at picking them so far. Right?

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BOARD OF DIRECTORS MEETING, April 15, 1982

The meeting was opened at 4:35 p.m. by President Barry with the Pledge of Allegiance. Roll Call: Fifteen present (Linehan, Schmidt, Dempsey, Bruce, Tennant, Maloney, Grant, Doherty, Wright, Casciato, Huegle, Bell, Hebel, Rapagnani, Chignell, Barry); five absent (Swall, Parenti, Collins, Ballentine, Nevin).

PRESIDENT'S REPORT

President Barry reported on the following issues: 1. Consent Decree — President Barry spoke on the upcoming lieutenants examination and the II Tier Training. He indicated that Public Advocates may be opposed to the exam without the II Tier Training for minorities. Barry is writing a letter of opposition to the Second Tier Training in that it is a position of this Association to oppose discriminatory treatment of police officers. There was a general feeling that there may be something amiss in the lieutenants examination process.

2. 1978 Back Bay Lawsuit — Possible negotiated settlement. 3. Solicitations by Police Olympic Committee; POA has funded sporting events in the amount of \$17,000.

4. Secondary Employment — Amendment with the hold harmless statement will come before the Police Commission. Barry urged all members who are affected by this to attend in order to show their opposition.

VICE PRESIDENT'S REPORT

Paul Chignell reported on the following: 1. 33% of the non-members that have rejoined the Association during the moratorium sign-up period. 2. Candidates Day is set for Saturday, April 17, 1982. Chignell urged all Board members to attend.

SECRETARY'S REPORT

Hebel indicated that the minutes of the March Special and General Membership and Board Meetings will be printed in the April edition of the POLICEMAN.

M/Wright S/Rapagnani that the Board authorize that the POA officers to sign the Memorandum of Understanding regarding the Fingerprint Computer Software. Motion passed by a vote of 15 yes (Linehan, Schmidt, Dempsey, Bruce, Tennant, Maloney, Grant, Doherty, Wright, Casciato, Bell, Hebel, Rapagnani, Chignell, Barry).

With respect to the calendared item under Special Items showing a purchase of a Wang office information system, Model 105, in the amount of \$13,000, the Committee indicated that it would not take action on this issue until it had an opportunity to look at the COPS word processor (NBI) which will be displayed at the April meeting of COPS. There is a possibility that this NBI will be able to interface with local affiliates with COPS. The Committee will have recommendations for the POA at the May meeting.

SPECIAL ORDER OF BUSINESS

Walt Scott and Tim Foley from the San Francisco Police Youth Program spoke to the membership regarding the sponsorship of the San Francisco Police Run for Youth.

M/Hebel S/Casciato that this Association sponsor the SFPD's Run for Youth in the amount of \$5,000 with assurance from Scott and Foley that they will use their best efforts and maximize the POA's sponsorship of this event. Motion passed on a vote of 12 yes (Linehan, Schmidt, Dempsey, Bruce, Tennant, Maloney, Grant, Casciato, Bell, Hebel, Rapagnani, Barry); one no (Doherty) and 1 abstain (Wright).

WELFARE OFFICER'S REPORT

Mike Hebel spoke on the following items: 1. Internal Revenue Service deductions that may properly be taken by police officers (See the April issue of the San Francisco POLICEMAN). 2. The medical treatment investigation of treatment received by Officer Stewart Ng. (See April issue of the San Francisco POLICEMAN).

TREASURER'S REPORT

Treasurer Rapagnani reported on the monthly financial statement for the Police Officers' Association for March 1982. The ending balance is \$301,424.15. M/Hebel S/Dempsey that this report be approved. This financial statement was approved by voice votes.

Member Bill Wakefield brought to the Board's attention his sixth request for transfer from the Record Room to various other assignments in the department. To date he has received no response to his requests for transfer. This issue was referred to the Grievance Committee for purposes of filing a grievance to help Brother Wakefield obtain his transfer.

LEGISLATIVE COMMITTEE

Reno Rapagnani indicated that the November charter ballot deadline for submitting of issues is May 17, 1982. By that date all issues to appear on the November ballot must be introduced at the Board of Supervisors. The Legislative Committee met and recommended that a questionnaire be submitted to the entire membership regarding eight items in order to

ascertain the memberships feeling as to which item should receive priority consideration for the November ballot. Casciato spoke on his ascertaining of bids should a initiative petition be necessary. If we went by the initiative petition process we would have until August 2, 1982 to submit the required signatures.

A discussion was commenced regarding members Vic Wode's working on the military buy-back independent with the Police Officers' Association. There was a feeling that all efforts on the military buy back should be coordinated and spear-headed by the Police Association.

M/Hebel S/Tennant that the Board accept the Legislative Committee's recommendation that appropriate language be drafted concerning military buy-back charter amendment for November 1982 election to be submitted to the Board of Supervisors and be placed on this November ballot. Motion passed on a vote of 15 yes (Linehan, Schmidt, Bruce, Tennant, Maloney, Grant, Doherty, Wright, Casciato, Huegle, Bell, Hebel, Rapagnani, Chignell, Barry).

M/Wright that we include in the November 1982 election a charter amendment improving Tier II benefits and paying incentives for POST certificates. This motion was withdrawn by the maker.

The Legislative Committee will put together a written survey on other charter amendment items to be sent to the membership for their vote in this matter.

INSURANCE COMMITTEE

President Barry read and passed out a San Francisco Examiner article dated March 21, 1982 on the California Life Corporation. The article indicated that the California Life Corporation is having severe financial problems. Our accountants believe that the firm will soon be in bankruptcy. Healy Insurance Agency has recommended California Life to us. The committee chairman, Gale Wright, indicated that he met with attorney Steve Bley on March 19, 1982 with regard to Pacific Union Life Company. According to the terms of the contract with Pacific Union Life Company, they did have a right to terminate when less than 75% of police employees participate in the plan so Pacific Union, who did in fact terminate its contract with us, had the contractual right to do so. Gale Wright indicated that he has spoke to both the Healy brokerage firm and with the Insurance Commission. The Insurance Commissioner informed Gale that the California Life Insurance is solvent and has been doing business in California since the 1920's. Gale Wright further contacted the president of California Life, a Mr. Miller. California Life Corporation is a parent company and does have financial difficulties. However, he indicated that the subsidiary company, California Life Insurance Company, is in very sound financial status. Gale Wright, at the request of President Barry, will obtain a written letter from the Insurance Commissioner regarding the

financial status of the California Life Insurance Company.

PUBLICATIONS COMMITTEE

President Barry spoke about his concern on the publication dealt with loss of revenues and the loss of office time. Dave Sneed's proposal to the Publications Committee will appear before the Board in the future. Mr. Sneed has indicated that the POA can obtain a 30% return on ad revenues. M/Hebel S/Casciato that the issue of changing the operation of the POLICEMAN paper be put over until after the November election. This motion failed on a vote of 7 yes (Schmidt, Tennant, Maloney, Wright, Casciato, Bell, Hebel) and 7 no (Linehan, Bruce, Doherty, Huegle, Rapagnani, Chignell, Barry) and 1 abstain (Grant).

SPECIAL ORDER OF BUSINESS

Assembly Speaker Willie Brown and Assemblyman Art Agnos addressed the Board of Directors in that they would be unable to appear for the Saturday's Candidates Meeting.

NEW BUSINESS

M/Casciato S/Chignell that the Board appoint a special committee to investigate medical cases handled currently by police surgeon Dr. Steiner and past cases over the last five years to determine Dr. Steiner's competence and adequacy of disposition of these cases. That the Board also appropriate \$10,000 to hire a medical investigator to investigate Dr. Steiner's handling of these cases. Motion passed on a vote of 13 yes (Schmidt, Bruce, Tennant, Maloney, Grant, Doherty, Wright, Casciato, Huegle, Bell, Rapagnani, Chignell, Barry).

Casciato indicated that the law firm may be involved in this matter. That he was looking for a professional medical researcher and investigator to look into Dr. Steiner's handling of these cases. The special committee appointed to handle this was: Hebel, Casciato and Tennant.

M/Rapagnani S/Chignell that the Board spend \$200 for the Leo McCarthy's dinner on April 23rd. Motion passed unanimously.

Meeting adjourned with the Board to convene at Southern Station to handle an immediate emergency which has just developed there.

Submitted by:
Michael S. Hebel, Secretary



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MEDICAL CARE ALERT

by Mike Hebel

On February 22, 1982 the City and County Retirement Systems' treatment facility, Franciscan Treatment Room, moved from the third floor of the St. Francis Hospital to the lower level of this hospital.

The Treatment Room is now located in the lower level of the Pierotti Pavilion whose entrance is at the southwest corner of Hyde and Bush Streets.

At the time of this change there were speculations and rumors that this change was part of the City's overall strategy to reduce its compensations/medical care cost through reducing both medical care expenses and work days lost on disability leave.

Treating Doctors

With the change of treatment facility, an additional physician — Dr. Bert Halter, M.D. — was added to the Compensation's treating staff. The other physician is Dr. Joseph Malia, M.D., a general practitioner, who has a high reputation amongst city employees for his competent and fair treatment of them.

When Dr. Halter joined the Compensation Division's staff, there was speculation that he was hired in order to reduce disability leave time and return officers to light or full duty at the soon as possible time.

Both the change in facility and the additional Dr. Bert Halter to the treating staff has been under investigation by this Association to determine if there was any truth to the rumors that the facility change and Dr.

Halter's sudden arrival on the scene was part of an overall strategy to reduce compensation cost to the City and County in such a manner to adversely affect the medical treatment and care being received by police officers and other city employees.

Officer Bob Armanino

On April 13, 1982 at 4:45 a.m., police officer Robert Armanino, assigned to Northern Station, was chasing a suspect on roof tops in the area of Sacramento and Webster Streets. In so doing, he fell from a roof 30 feet to the ground. He landed on dirt and concrete on the left side of his body. He was immediately rushed by ambulance to the San Francisco General Hospital and treated by the Trauma Unit there. He sustained chest contusions, bruises on the left side, and possibly a bruised heart and lung since he was coughing up blood. He received, according to his reports, excellent care from the Trauma Unit which x-rayed him and performed an EKG. He praised the treatment of cardiologist Dr. Frank Malin, M.D. who initially treated him at the St. Francis Hospital.

Bob was hospitalized for two days at the St. Francis. On April 16, 1982 at 10:30 a.m. he was examined at the Franciscan Treatment Room by Dr. Bert Halter. This was the first time that he was seen by Dr. Halter who merely checked his swelling on his left arm and placed a stethoscope to Bob's chest and then he indicated that Bob should expect some bruises and soreness. Bob estimates that Dr. Halter spent about five minutes examining him.

The second examination of Bob by Dr. Halter occurred on April 21, 1982 at 11:00 a.m. This second examination, which took no more than three minutes, amounted to merely the placing of a stethoscope to Bob's chest. Dr. Halter than indicated that he would have to put Bob back to light duty because that was his duty as a Retirement Board doctor. Bob protested that considering the nature of his unimpeded fall of 30 feet

on dirt and concrete and the coughing up of blood, that he felt that any return to duty was very premature. He indicated that he was still experiencing soreness and pain in the chest area and along the left side of his body and felt that he required an additional recuperative period. Dr. Halter merely indicated that he was to return to light duty on April 22, 1982.

Bob did so return to duty and still experienced the soreness about the ribs which is causing much discomfort and pain to him.

\$10,000 Appropriated

At its meeting of April 15, 1982, the Board of Directors appropriated \$10,000 to be used to investigate medical treatment being received by police officers. While the motion specifically pertained to treatment of police officers by the Police Surgeon Dr. Norman Steiner, it was later widened to include other doctors treating police officers.

These monies will be used to hire a medical investigator and examiner and later on to hire an attorney experienced and knowledgeable in the area of medical malpractice to pursue, if necessary, a medical malpractice suit against the City and County of San Francisco and its doctors who are providing treatment to police officers.

Officers who receive treatment like that received by Bob Armanino are urged to contact the police Association so that the file, already being accumulated, can be expanded.

The Board of Directors of the Association is absolutely adamant that injured police officers receive the best medical treatment possible and that they not be returned to duty prematurely thereby jeopardizing them. The Board of Directors is also adamant that police officers receive fair and impartial treatment from the police surgeon when being examined for promotions and other routine matters.

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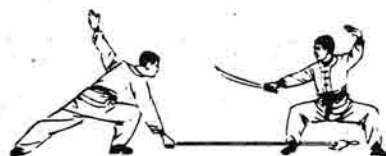
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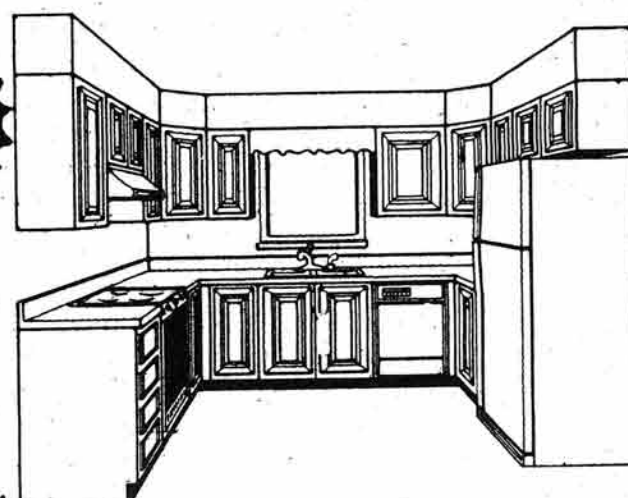
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SPECIAL BOARD OF DIRECTORS MEETING April 26, 1982

AGENDA: Political Endorsements

The meeting opened with the Pledge of Allegiance at 12:15 p.m. with President Barry.

M/Chignell S/Nevin that this Association endorse Philip Burton in the 1982 Primary and General Election for the 5th Congressional District. Motion passed on a vote of 12 yes (Swall, Linehan, Dempsey, Bruce, Tennant, Ballentine, Nevin, Bell, Hebel, Rapagnani, Chignell, Barry) 7 no (Schmidt, Maloney, Grant, Doherty, Wright, Casciato, Huegle) and 1 abstain (Collins).

M/Casciato S/Dempsey to table the endorsement in the 5th Congressional District until the May 4, 1982 Board of Directors meeting. Motion failed on a vote of 16 no (Swall, Linehan, Schmidt, Bruce, Tennant, Grant, Doherty, Collins, Ballentine, Huegle, Nevin, Bell, Hebel, Rapagnani, Chignell, Barry) and 4 yes (Dempsey, Maloney, Wright, Casciato).

M/Casciato S/Tennant that this Association endorse Barbara Boxer in the 6th Congressional District. Motion passed by a vote of 13 yes (Dempsey, Bruce, Tennant, Maloney, Doherty, Wright, Collins, Ballentine, Casciato, Bell, Hebel, Rapagnani, Chignell; 5 no (Linehan, Schmidt, Grant, Huegle, Barry) and 1 abstain (Nevin).

M/Collins S/Maloney that this Association endorse Alfred Chiantelli for judge in the S.F. Municipal Court. Motion passed by a vote of 19 yes (Linehan, Schmidt, Dempsey, Bruce, Tennant, Maloney, Grant, Doherty, Wright, Collins, Ballentine, Casciato, Huegle, Nevin, Bell, Hebel, Rapagnani, Chignell, Barry).

M/Casciato S/Rapagnani that this Association endorse John D. Foran for the 8th Assembly District. Motion passed unanimously in voice vote.

M/Barry S/Rapagnani that this Association endorse Art Agnos for the 16th Assembly District. Motion passed unanimously in voice vote.

M/Casciato S/Bell that this Association endorse Del Dawson for the 17th Assembly District. Motion failed on a vote of 1 yes (Casciato) and 18 no (Linehan, Schmidt, Dempsey, Bruce, Tennant, Maloney, Grant, Doherty, Wright, Collins, Ballentine, Huegle, Nevin, Bell, Hebel, Rapagnani, Chignell, Barry).

M/Chignell S/Ballentine that this Association endorse Speaker Willie Brown for the 17th Assembly District. Motion passed on a vote of 14 yes (Linehan, Schmidt, Bruce, Tennant, Maloney, Grant, Wright, Collins, Ballentine, Nevin, Hebel, Rapagnani, Chignell, Barry) and 5 no (Dempsey, Doherty, Casciato, Huegle, Bell).

M/Chignell S/Rapagnani that this Association endorse Mr. Papan for the 19th Assembly District. Motion passed by unanimous voice.

M/Ballentine S/Casciato that this Association endorse Mr. Shimmom for the California Board of Equalization. Motion passed by unanimous voice vote.

M/Casciato S/Bell that this Association defer until after the June primary an endorsement for the sheriff of San Mateo County. Also that letters be sent to other candidates regarding our endorsement process. Motion passed by unanimous voice vote.

M/Casciato S/Bell that this Association defer until after the June primary an endorsement in the sheriff of Napa County race and that letters be sent to other candidates regarding our endorsement process. Motion passed by unanimous voice vote.

M/Casciato S/Chignell that this Association send a letter to Governor Jerry Brown regarding the appointment of Ron Quidachay to the Municipal Court Bench. Motion passed by unanimous voice vote.

M/Rapagnani S/Chignell that this Association provide access to the mailing list of our police members who reside in Marin County to Candidate Ernie Zunino and that any mailing that he makes to these members contain a statement as to list was given to him. Motion passed by unanimous voice vote.

M/Casciato S/Rapagnani that documents concerning the Q-60 examination be restricted and to remain in the POA office for review of Board members. Motion passed by a vote of 10 yes (Linehan, Dempsey, Tennant, Maloney, Doherty, Collins, Ballentine, Casciato, Huegle, Rapagnani) and 7 no (Schmidt, Bruce, Grant, Wright, Bell, Chignell, Barry).

M/Ballentine S/Rapagnani that this Board rescind its prior endorsement of Proposition 8 and keep the endorsement open until after further review by the Board of Directors. Motion passed on a vote of 16 yes (Linehan, Schmidt, Dempsey, Bruce, Tennant, Maloney, Grant, Doherty, Wright, Collins, Ballentine, Casciato, Huegle, Bell, Rapagnani, Barry) and 1 no (Chignell).

Meeting was adjourned at 2:15 p.m.

Submitted by:
Michael S. Hebel, Secretary

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RETIRED MEMBERS CARRY THE VOTE TO EXTEND THEIR VOTING RIGHTS

by Gale W. Wright

As a direct result of concerned speculation that a collective bargaining proposal (amendment to the S.F. Charter) would directly effect (reduce?) pension checks for retired members, a change was submitted via a petition, to allow retired members a voice on the subject.

The amendment to the SFPOA Constitution was voted on during the week of April 26th, 1982. The new language is in bold print.

Article III, Section 2

Members of the San Francisco Police Department who are retired may elect to become retired members of this Association and in such status are entitled to all rights, privileges and benefits of membership, but cannot hold office except as otherwise provided in this Constitution and By-Laws. Further, retired members may vote only for their representative on the Board of Directors and for those Association ballot measure which specifically and directly affect them, excluding a vote for the Executive Officers of this Association. **Provided further, retired members may vote for any and all Association ballot measure, propositions, proposals or Charter Amendments concerning or pertaining to, directly or indirectly, specifically or remotely, any vested retirement/pension provisions and/or benefits which may affect them, provided further that retired members may also vote in any Association ballot measure proposing to alter or amend the provisions of this subsection.**

Election Committee members are: Henry Friedlander, Chairman, Crime Prevention; Ray Canepa, FOB; Steven Johnson, Chief's Office; Mickey Griffin, Academy; Roy Sullivan, Academy; Jerry Salvator, Academy; Forrest Fulton, Mental Health Unit; Jack Ballentine, Mental Health Unit; Ray Portue, Academy; Gerry Schmidt, Co. C; Edward Springer, Academy.

Of the 984 yes votes, 493 votes were by retired members, or 50% of the yes votes. 76 members, including 6 retired members voted no on the amendment.

The breakdown is:

	YES	NO
Co. A	32	3
Co. B	24	7
Co. C	13	4
Co. D	33	5
Co. E	25	5
Co. F	26	2
Co. G	14	5
Co. H	22	3
Co. I	21	2
TAC	26	7
Co. K	40	5
HQ	119	12
Insp.	96	10
Ret.	493	6
Grand Total	984	76

The statistical game is interesting. 2,500 ballots were mailed. Approximately 1700 active and 800 retirees. 20¢ postage times 2,500 equals \$500. 20¢ pre-paid return postage times 2,500 equals \$500. But only 1,060 total members voted! 2,500 less 1,060 equals 1440 times 40¢ equals \$576. That's \$576 WASTED! on postage alone.

My suggestion is to NOT include return postage. The Election Chairman, Henry Friedlander and I have conferred. He believe the station mail boxes are out-moded. My suggestion to the Board of Directors will be to 1. Take the POA mail boxes out of the stations and units. 2. Do not waste pre-paid postage money. 3. All return envelopes will direct the user to put his/her ballot in the inter-department mails, at no cost to anyone.

The last election was even worse. Only 612 members voted on the question of dropping out of the International Union of Police Associations. Let's stop wasting money!!!

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FEDERAL LITIGATION REPORT

by Theodore A. Schlink III, Tactical Division

I. TWO TIER ORIENTATION

On July 17, 1981, a report was submitted to the Auditor-Monitor Nathaniel Trives (30 Van Ness Ave., #2116, S.F.) by Mr. Ray Wong, the Consent Decree Coordinator. The Intradepartmental Memorandum reads as follows:

To: Nathaniel Trives, Auditor/Monitor

Subject: Promotional Examination Schedule/Appointment
of Temporary Lieutenants

The following represents the San Francisco Police Department's proposal on the issues relating to the promotional examination schedule and the appointment of lieutenants to fill outstanding vacancies on a temporary, promotional basis.

This proposal is presented with the condition that the parties agree to amend the Consent Decree to allow for adjustment of the sequence of pending promotional examinations to the following: (1) Q-60, Lieutenant, (2) Q-50, Sergeant, (3) Q-35, Assistant Inspector.

The exact beginning dates for each promotional examination are contingent on the ability to reach an expeditious resolution on the outstanding issues and the adequacy of the Consent Decree Division manpower, technical, and logistical support resources.

Ostensibly, the beginning date for the Q-60 will be early (January-February) 1982 and for Q-50 mid (May-June) 1982. Given the large number of personnel eligible for each of the examinations and the time required to develop and administer the examinations, it will be necessary to schedule the Q-35 examination in late (October-November) 1982. This may require additional amendments addressing the issue of appointing Q-35's at 15 per year beginning August, 1982.

Training for the Q-60 examination will be made available to all interested potential candidates. The curricula design is predicated on the results of the job analysis.

Classes for each topic area will be scheduled in a manner which will accommodate the various shift assignments. The department will provide various training materials although it may suggest that the candidates purchase supplemental textbooks.

Participation in the training program is strictly voluntary. No compensation will be provided for attending training. However, material distributed to those attending the training will also be made available for those who do not elect to attend.

To provide work experience at the Q-60 level the department proposes a rotating LWLP assignment procedure. Currently, when a Lieutenant is off (vacation, weekends, or other conditions) the most senior sergeant automatically assumes the lieutenant function.

The rotating LWLP assignment procedure will allow each Sergeant within a particular unit to assume, on a rotating basis, the role of lieutenant. Consequently, the optimum number of sergeants will gain actual job experience performing the functions of a lieutenant.

There are some units, in particular the Inspectors' Bureau, which will not benefit from this plan due to their organization structure. In order for potential candidates in these situations to gain this experience, it will be necessary for them to be assigned to a unit in the capacity as a sergeant on a long term loan basis. It is requested that the counsel query their respective clients as to their willingness to accept sergeant assignments on a long term loan basis.

The long term lieutenants vacancies will not be filled. Instead transfers of existing lieutenants from units currently assigned four (4) lieutenants will be made to fill these vacancies.

Compare the above proposal with the current position of the department a year and one-half later, in which a two-tier system of pre-exam training for the Q-60 Lieutenant is to favor minorities only, rather than ALL INTERESTED POTENTIAL CANDIDATES. Why has the department's position changed so drastically? What factors have influenced the department to change its position? Is the inconsistency related to forces from within or from the outside? Does fairness in promotional testing no longer serve a legitimate governmental purpose?

I am sure that each and every one of you have a question that could be asked concerning the rationale behind the two-tier pre-testing training, and if you are in fact concerned, then I strongly urge you to voice your opinions in the form of a letter to our Association Editor, so that your otherwise overlooked opinions may be shared with the entire membership and those outside the department who subscribe to our publication. Our newspaper may be the ideal vehicle for you to express your otherwise

silent majority opinions on the continued governmental waste that may be manufactured when the hiring and promotion of police officers is given to those who do NOT wear the gun and star.

On the other hand, you may feel that outside involvement is beneficial to the department and community as a whole, and therefore should not be prohibited. Whatever your personal opinion, it should be shared and distributed to your peers and the community alike, so that questions of our current problems can be addressed in a forum available to all.

II. WILL THE EXAM BE AN ASSESSMENT CENTER?

The answer to that question is still unknown, however, should the exam be an Assessment Center, I have submitted the below printed Program Report of an Assessment Center, that was administered to Sergeants for the promotion to lieutenant in the City of Sterling Heights, Michigan. CAUTION: The program report is for information purposes only, and should NOT be used as a guide to concentrate your studies upon. This document was produced by Frank M. McIntyre, Ph.D. Industrial Psychologist.

CITY OF STERLING HEIGHTS ACT 78 CIVIL SERVICE COMMISSION POLICE LIEUTENANT ASSESSMENT CENTER

The City of Sterling Heights, Act 78 Civil Service Commission decided to use a combination of written tests and Assessment Center data to develop a promotional list. The City had used this combination in the past to develop promotional lists for the police and fire departments. The two parts of the test were developed separately, based on job descriptions provided by the department, and a separate job analysis completed for the development of assessment dimensions and selection of exercises. This report is of the development and application of the Assessment Center. While the two sources were used together to determine the promotional list, this program report is directed towards the Assessment Center and the integration of the assessment and test data in one final list.

This program was planned in early 1981 and conducted in late March.

JOB ANALYSIS

A job analysis was conducted in these steps:

1. A review of literature describing job analysis of similar positions, including a detailed job description provided by the department.
2. Interviews with a number of lieutenants to verify the accuracy of the preliminary tasks.
3. Development of a list of skills measurable through assessment exercise. These were verified by a panel of three lieutenants.

Sixteen task elements were identified. These are shown in Figure I. Also shown in Figure I are the simulation or exercises selected to measure each of these task elements. These simulations are described in more detail later in this report.

SELECTION OF EXERCISES

The essence of an Assessment Center is to provide modified job samples or simulation called exercises for each candidate to use to demonstrate the appropriate management skills. There were five exercises selected for this Center. All exercises had content related to a police lieutenant task within the environment of the Sterling Heights Department.

ROLL CALL: This exercise is intended to measure primarily presentation and verbal skills, along with sensitivity and some limited aspects of leadership. The exercise involves the candidate being provided with eight assignments, announcements, and commendation to use to make up a routine roll call presentation. Items were from actual items from the Department. The candidate had 10 minutes for preparation and 10 minutes for the exercise. Two assessors provided an audience for the exercise and jointly prepared the report.

C.W. CASE INTERVIEW SIMULATION: For this simulation the candidate role plays a Lieutenant who interviews Officer Case (role played by an assessor) regarding an incident that occurred on the street. The candidate is given a package of background material and 15 minutes to prepare. The officer conducts the interview for 10 minutes, and then has some time to write up an account of the interview for personnel action. This exercise samples a variety of skills, but is primarily oriented

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towards the handling of Personnel problems and dealing with a stressful situation (Emotional Stability). Other skill areas may be observed, including Communication, Administrative, Interpersonal, and Analytical areas. One assessor role plays the officer and one observer. The two together input to the assessor report.

MANAGEMENT PROBLEMS: This simulation is in three parts. The content is a series of five typical problems which the candidate is asked to consider and to provide a recommendation to the Chief for action. The exercise goes through these parts:

- Pre-work, where the candidate works alone for up to one hour to write out and commit to a recommendation.
- Group Discussion, where the candidates are formed in a team and asked to serve as a committee and come up with an agreed on recommendation for the Chief.
- Self Evaluation, completed after the group portion and involves an analysis of group process, self and peer evaluations.

This exercise is a primary opportunity to observe Leadership and Impact. Communication, Analytical, and Administrative skills may also be observed.

CITY OF YUCCA FLATS, IN-BASKET: This exercise consists of 19 items (including background instruction, calendar and manning chart). The items are typical of those which could be in a Lieutenant's mail. The candidate is asked to deal with each in writing. The items were drawn from actual communications, forms, schedules, etc., used in the Department. The candidate had 90 minutes to complete the exercise. An interview was conducted for clarification of any assessor questions. This exercise is intended to measure Administrative and Analytical skills.

BACKGROUND INTERVIEW: This consisted of a narrative description where some work attitudes and experiences were described, and an interview where work standards were evaluated. The interview was primarily an opportunity for the candidates to review their feelings about the Center and to express any concerns or provide any additional input to the staff.

Figure 1. TASK ELEMENTS EXERCISES

DUTIES	Interview Simulation	Roll Call	In-Basket	Management Problem	Interview
1. Supervises operations		XX	X	X	X
2. Interprets policies		X	X	XX	
3. Discipline officers	XX			X	
4. Previews activities			X	X	
5. Predicts problems	X		X	XX	X
6. Issues assignments		XX	X		
7. Inspects men and equipment		X			
8. Schedules and assigns work		X	XX		
9. Reviews, evaluates officers	XX			X	
10. Hears complaints of officers, counsels, recommends discipline	X				
11. Receives telephone calls	-	-	-	-	-
12. Dispatches men and equipment		X	XX		
13. Reviews/analyzes statistics			XX		
14. Reviews logs and submits reports			XX		
15. Conducts training sessions		X			
16. Writes reports	XX		X	XX	X

MANAGEMENT SKILLS

From the Job Analysis a list of Management Skills was developed for measurement in the Assessment Exercises. These skills are shown in Figure 2.

The skills measured by exercise are summarized in Figure 3. The double XX is the primary measure of the skill, the single X is a possible skill to be observed. It may be seen that there are multiple opportunities to observe each skill, and that not every skill is observed in each exercise.

POLICE LIEUTENANT MANAGERIAL SKILLS

COMMUNICATION SKILLS

Written - Written reports are in good grammatical form. They are clear and com-

municate necessary information. The position requires the preparation of logs and the review of others' reports.

Verbal - May communicate with superiors, peers, subordinates or the public. Generally is a one-on-one mode. Needs to speak clearly, and have acceptable grammatical skills. This involves more than voice. The lieutenant uses body language, facial expressions, and listening ability to communicate effectively.

Presentation - Lieutenants may make formal presentations to students or to community groups. Lieutenants hold briefings, conduct roll calls and occasionally conduct training programs. These require preparation, planning, and presentation skill. Presentations are generally informal, but on some occasions may be formal, using notes or a prepared script.

ADMINISTRATIVE SKILLS

Schedules and Assigns Others - The lieutenant works within the constraints of agreements and available manpower to make work assignments. He is responsible for reviewing leave requests. He needs to assure a minimum force available for the shift or the work assigned.

Self Management - Needs to be personally organized. Has to set personal priorities and schedule own time. Uses time available.

INTERPERSONAL SKILLS

Leadership - Ability to command attention and respect. Influences others in one-on-one and small group situations. Gets others to commit to his course of action. Shows leadership both with subordinates and the public.

Impact - Takes command at the scene of a major incident or crime. Show command presence. There should be no question about who is in charge.

Sensitivity - concern for feelings of subordinates, and the impact he has on others. Needs to have insight and show feeling for those who report to him.

ANALYTICAL SKILLS

Problem Solving - The job requires a methodical and practical approach. Alternatives are investigated, priorities established and a course of action determined.

Flexibility - There is a need for resourcefulness and for trying different approaches.

Decision Making - Willing to make a choice when the facts are available or when it is time for a decision. Judgment is based on the facts but may be supplemented by a sense of what is appropriate.

WORK PERSPECTIVE

Personnel Problems - The lieutenant has to handle discipline and personal problems involving the officers in this unit. These problems are generally handled within the group, and often within the informal rather than the formal organization. Formal or written discipline reports are infrequent.

Work Standards - Work to complete tasks. Quality and quantity of work. Sets standards for others.

Emotional Stability - The position requires the Lieutenant to be effective and calm under conditions of conflict and stress. They need to concentrate even when distracted. A lieutenant may go from a relatively calm situation to an extreme in a few seconds.

CANDIDATE ORIENTATION

An orientation was provided by the Center administrator a week prior to the Center. Most of the candidates were present. For those who did not attend (due to work commitments) a tape was made and provided to them for use. The orientation provided the following information:

- Assessment Center history and practice
- Job skills to be evaluated (including a handout listing and defining skills)
- Exercises, type not content
- Practice with Group Exercise including Self and Peer Evaluations
- Assessor report forms
- Composition of Assessor Staff.

All candidates' questions were answered in this two hour session. No assessors were present.

The intent of this orientation was to provide each candidate an equal exposure to the Assessment Center method. The "no surprises, no tricks" philosophy was emphasized.

ASSESSOR STAFF

The number of candidates (23) required two Assessor Staffs. All assessors had been previously trained for other programs. A short orientation was conducted the day of the Center, but for security, exercises were not distributed until that time. There were a total of 9 assessors, some of whom participated in both Staffs. Each Assessor Staff had one senior police command officer from

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another community, who was not familiar with this department's personnel. Two assessors on each Staff were from the City Administration. Each Staff then consisted of assessors with these backgrounds:

- 1 Police Command Assessor
- 3 Outside Assessors
- 2 Internal - City Assessors

Each assessor was assigned to observe a candidate in one or more exercises. In the Roll Call, Interview Simulation and Management Problems exercises there was more than one observer present providing a check and balance for these reports.

The In-Basket Exercise was primarily written material, and was available for other assessors' review in the final discussion, as well as review by the administrator as required.

Figure 3 POLICE LIEUTENANT ASSESSMENT CENTER SKILLS MEASURED BY EXERCISE					
	In-Basket	Management Problem	C. W. Case Interview	Roll Call Presentation	Background Interview
COMMUNICATION					
Written	XX	X	X		X
Verbal	X	X	X	X	X
Presentation		X		XX	
ADMINISTRATION					
Schedules Others	XX		X		
Self Management	XX	X	X		X
INTERPERSONAL					
Leadership	X	XX	X		X
Impact		XX	X	X	
Sensitivity	X	X		XX	
ANALYTICAL					
Problem Solving	XX	X	X		
Flexibility	XX	X	X		
Decision Making	XX	X	X		
WORK PERSPECTIVE					
Personnel Problems	X	X	XX		
Work Standards	X				XX
Emotional Stability			XX		X

SCHEDULE

The Center was set up with a four day schedule:

Day 1 — All candidates complete City of Yucca Flats, In-Basket, and Management Problems pre-work.

Day 2 — Two groups, a.m. and p.m. Each group has a separate Staff. Assessors observe Roll Call, Interview Simulation and Management Problems, and conduct the In-Basket and Background Interview. Assessors complete report forms.

Day 3 — Assessors conduct discussions on a.m. candidates (11 candidates).

Day 4 — Assessors conduct discussions on p.m. candidates (12 candidates).

The sessions on Day 2 took longer than anticipated. The a.m. session started at 9:00 a.m. and went until almost 2:00 p.m. The p.m. session started at 1:45 and lasted through 6:30 p.m. These delays were not planned, but became necessary to allow the staff time to complete the exercises and to record the data.

WEIGHTING OF ASSESSMENT AND WRITTEN SCORES

Prior to the Center the Civil Service Commission assigned a weight of 70% for the assessment score results, and 30% for the written test results.

SKILL RATINGS

The Assessor Staff arrived at a consensus rating for each skill using a scale of 1 to 5, with 5 being a good deal of the skill shown, and 3 being an average amount of the skill shown. The averages and standard derivation for each skill rating is shown in Figure 4.

Figure 4 SKILL RATING DATA			CORRELATION	
	M	SD	w/ OVERALL RATING	w/ WRITTEN TESTS
COMMUNICATION				
Written	3.37	.778	.816	.301
Verbal	3.44	.771	.852	.359
Presentation	3.37	1.10	.621	.361
ADMINISTRATION				
Schedules	3.49	1.08	.810	.223
Self Management	3.46	.884	.854	.305
INTERPERSONAL				
Leadership	3.22	1.27	.915	.266
Impact	3.33	1.04	.836	.428
Sensitivity	3.17	.877	.821	.432
ANALYTICAL				
Problem Solving	3.04	.703	.837	.318
Flexibility	3.00	.728	.815	.423
Decision Making	3.17	.514	.814	.308
WORK ORIENTATION				
Personnel	3.09	.719	.781	.423
Work Standards	3.44	.711	.907	.326
Emotional Stability	3.39	.613	.761	.408
OVERALL RATING			.341	

The relationship among the skill rating was evaluated by calculating a correlation coefficient. This statistic is a measure of the common or shared variance between two separate measures. The statistic does not infer causality. It may vary from -1.00 to +1.00. The higher and more positive the number, the greater the agreement. These "r"s are expected to be positive. There should be average agreement (between .40 and .70) for these skills which are really distinct. There may be higher "r"s between skills which are closely related. Some examples from the data on Figure 5 may help to explain. The lowest "r" is that between Personnel Problems and Presentation Skills (.372). Inspection of the behaviors involved in these skills will show this difference is not surprising. These statistics are comparable to similar data in other Centers.

OVERALL RATINGS

There were four possible overall ratings assigned by the Assessor Staff. These were:

Highly Qualified: The assessors expect this candidate to perform the duties of the position extremely well.

Qualified: The assessors expect this candidate to perform the duties of the position.

Recommend with Qualification: Assessors expect the candidate to perform the duties adequately. Skill deficiencies indicate areas where the candidate may be weak. These deficiencies would not prevent the candidate from performing at an adequate level.

Not Presently Qualified: The assessors would not expect the candidate to perform the duties of the Lieutenant position without some serious deficiencies. This does not say that the candidate cannot change or develop skills in the areas where problems were noted.

The number and percentage of candidates in each category were:

	Number	%
Highly Qualified	3	13
Qualified	7	30
Recommended with Qualification	8	35
Not Presently Qualified	5	22
	23	100%

continued
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The Awards Committee met in Room 551, Hall of Justice on Friday, March 12, 1982 at 0930 hours in regular session.

Gold Medal

POLICE OFFICER BRUNO G. PEZZULICH

On April 8, 1981 at 10:45 a.m., Officer Pezzulich and his partner were patrolling on their Honda motorcycles in the Buchanan-Ellis Street area when they received information via their police radio that a suspect had just taken a gun from a security officer, fired it at him and then fled into the public housing in the Buchanan-Ellis area. The suspect, crossing the middle of the 1300 block of Eddy Street, saw the two police officers and without warning, fired point blank at Officer Pezzulich striking him in the back and knocking the officer off his motorcycle. He then ran up to the officer who lay bleeding and seriously injured and fired two more shots. One of those rounds struck the officer again in the back. As the suspect fired two more rounds, Officer Pezzulich rolled, fired his service revolver twice, hitting the suspect once and fatally wounding him. Officer Pezzulich, faced with overwhelming odds against his survival in this blazing gun battle, courageously rose to meet the challenge. For this amazing, outstanding display of bravery under fire he was awarded by unanimous acclaim, the San Francisco Police Department's Gold Medal of Valor.

NOTE: Police Officer Douglas M. Clennell was awarded a Police Commission Commendation for his part in this incident.

Silver Medal

POLICE OFFICERS STEPHEN JONES, GREGORY J. RANDOLPH AND TONY ROCKETT

On August 19, 1981, at 2:50 p.m., while assigned as back-up men for a Decoy Operation at Haight and Fillmore Streets, the officers observed one suspect stealing money from an officer posing as a decoy. The officers interjected and the suspect ran across Haight Street toward Webster Street. The officers caught up to him on Haight near Webster and they became engaged in a violent struggle. They fell onto the hood of a parked auto and Officer Jones' knee went through the windshield. The suspect pulled a linoleum-type knife from his waist and slashed and stabbed Officer Rockett's arm, cutting through the muscle, ligaments and down to the bone, but Officer Rockett continued to fight the suspect. The officers finally overcame the suspect's resistance and took him into custody. These officers volunteered for this hazardous duty, fully aware of the risk to their own lives and the fact that it would always be the very dangerous suspects who had the edge. In this case they certainly met the requirements for Silver Medals of Valor.

Bronze Medal

POLICE OFFICER JEFFREY R. BARKER

On Wednesday, April 23, 1980, Officer Barker received a call of a wild and crazy person at McAteer High School. He responded and learned that the suspect, a student recently diagnosed as homicidal, had threatened the Dean of Boys and was thought to have fled the school. Officer Barker completing his report at

the school, suddenly observed the suspect coming around a corner, wildly swinging a knife and chasing the Dean of Boys. Officer Barker placed himself between the Dean and the suspect in an effort to stop the assault and the suspect then tried to stab Officer Barker. Because Officer Barker was wearing his bullet resistant vest no penetration was made. He then placed a sleeper hold on the suspect which was effective long enough to enable Officer Barker to handcuff him and take him into custody. Because he risked his life to stop this crazed knife-wielding suspect, Officer Jeffrey R. Barker was awarded a Bronze Medal of Valor.

POLICE OFFICERS PETER M. BUSALACCHI AND ANTHONY J. FOTINOS

For services rendered on Sunday, November 23, 1980, at approximately 9:40 p.m., when they responded to a radio call of a request for assistance from another police officers regarding a serious fire at 1295-15th Avenue. They met with the officer and learned that only part of the building, now fully engulfed in flames and smoke, had been searched and evacuated. Without further hesitation the officers climbed the fire escape, entering the second floor, searching, and then up from the fire escape through a window on the third floor where they attempted to open a door to the hallway and were met by a blast of searing heat and heavy acrid smoke forcing them to retreat back into the room and down the fire escape. It was later learned that the only fatality in this fire had just left the same room minutes before the arrival of the officers and became trapped in the hallway where she perished. These officers, having in mind the seriousness and treat to the lives of those involved, acted courageously. Because of their courageous actions in attempting to save any person they could they were awarded Bronze Medals of Valor.

POLICE OFFICER ROBERT J. DEL TORRE

At 8:20 p.m. on August 11, 1981, he and several other officers responded to 1755 McAllister Street on a call of "a crazy person with a knife". Upon arrival the officers found the subject in his third floor apartment in a very distraught condition. He pushed Officer Del Torre in the chest several times and then walked to the window, which was closed, and lunged backwards breaking the glass and frame in an attempt to commit suicide. Officer Del Torre disregarding his own safety grabbed the subject, who was falling backwards, head first, by the waist and was nearly pulled out of the window. Officer Del Torre, holding onto the subject, who was now swinging back and forth in mid-air, was finally able, with the help of other officers, to pull the subject back in through the window and subdue him. Officer Del Torre, threatened by the great probability of being pulled head first three floors to the pavement below, displayed maximum bravery. Because of his courageous action he was awarded a Bronze Medal of Valor.

POLICE OFFICER GEORGE J. CUEVAS AND DANILO G. ESTIMADA

While on patrol in the area of Whitfield Court and Beatrice Street on Saturday, August 15, 1981, at 3:24 a.m., they investigated the activities of a male suspect holding a long shiny metal object and without warning were attacked by the suspect. The suspect struck Officer Cuevas several times and then fled. The officers pursued and when they caught him the suspect struck Officer Estimada on the forehead and left shoulder. He subsequently picked up an iron bar and began to swing both objects at the officers. Officer Cuevas distracted the subject and Officer Estimada charged and tackled

MEDAL OF

him. They then disarmed him and took him into custody. Both officers were threatened for injuries incurred and placed off-duty. Because of their restraint in not pulling their weapons and shooting the suspect, although they would have been justified in doing so, they were awarded Bronze Medals of Valor.

POLICE OFFICER ARTHUR L. JOHNSON

For services rendered on Thursday, July 2, 1981, at approximately 8:05 p.m., while off duty at Pier 39, he was informed that a citizen was in the waters of the bay a few yards away hanging onto the pier pilings. Officer Johnson responded, climbed onto the pier pilings and although he could not swim, lowered himself beneath the pier and grabbed the victim who was in the water. Officer Johnson at great risk of being washed away by a strong bay current held onto the victim until the fire department arrived and assisted in the rescue. Officer Johnson displayed bravery above and beyond the duties of a police officer. Because of his heroic efforts in effecting this rescue, he was awarded a Bronze Medal of Valor.

SERGEANT WILLIAM C. MILLER AND POLICE OFFICER JOSEPH L. VIGIL

They responded to 2554 San Bruno Avenue on a radio call of a male attempting suicide on Friday, July 10, 1981 at approximately 11:30 a.m. The officers, after gaining entry into the subject's apartment, observed that he had a four and one-half inch buck knife in his hand about to cut his throat. The officers, exposing themselves to possible violent injury, rushed the subject and after a brief, violent struggle, disarmed the subject. Both officers manifested outstanding bravery in an extremely dangerous situation and obviously saved a human life. They were therefore awarded Bronze Medals of Valor.

POLICE OFFICERS DANIEL A. MC DONAGH AND RANDOLPH M. RADOSEVICH

For services rendered on Monday, July 20, 1981, at 6:20 p.m., while in civilian dress and on their meal period at 18th and Mission Streets, prevented a suspect armed with a 4" buck knife from committing a vicious assault upon an employee at that location. The suspect, in his auto, was approached by Officer Radosevich from the passenger side and Officer McDonagh from the drivers side. Officer Radosevich leaned into the window in an attempt to disarm the suspect and while struggling with the suspect, the suspect jammed the accelerator and the car sped off with Officer Radosevich hanging half in and half out but continuing to fight the suspect. Officer McDonagh, after firing two shots in an attempt to flatten the vehicle's tires, ran, caught up to the vehicle, opened the driver's door and pulled the suspect out. The suspect was then taken into custody. These officers, cognizant of the risk to their lives, unhesitatingly took action to prevent a vicious assault or possible murder. They accomplished their task and were justly awarded Bronze Medals of Valor.

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POLICE OFFICERS DANIEL A. MC DONAGH, RANDOLPH M. RADOSEVICH, GEORGE S. STASKO AND JERE M. WILLIAMS

For services rendered on Saturday, August 8, 1981, at 9:50 p.m., when they responded to a communications broadcast of "shots fired" at 2048 Polk Street, responded and were told that an armed suspect had just shot and killed a man and ran into the hotel at that location. The officers sealed off the outer perimeter of the premises and commenced a search inside. The suspect seeing the officers outside began to prowl the corridors of the hotel, intending to flank the searching officers and shoot them. As the officers were searching toward the east hallway, the doorway to the hallway suddenly opened and Officer Radosevich immediately covered it with his shotgun. The suspect stuck his head out and because his gun got hung up in his pants gave up. These officers exposed themselves to great danger to apprehend the suspect before he could cause further injury or death. They successfully accomplished their task and were therefore, awarded Bronze Medals of Valor.

HOUSING POLICE OFFICERS CHERELYN BARNETT AND JOSEPH H. LONG

While on patrol on Wednesday, April 22, 1981 at 2:30 p.m. in the Alice Griffith Project area, monitored a communications broadcast of robbery suspects and their vehicle and noted that the vehicle was registered to an address in the Alice Griffith Projects. The officers responded and observed the vehicle and occupants turning east on Fitzgerald a short distance in front of their patrol car. The officers, expertly utilizing appropriate rules and procedures for felony vehicle stops so thoroughly covered the armed suspects that it took away any possibility of the suspects using their weapons against these courageous officers. Because they risked their lives in quickly bringing these dangerous criminals to justice, they were awarded, and deservingly so, Bronze Medals of Valor.

Police Commission Commendation

POLICE OFFICERS FRANCIS J. MURPHY, RAYMOND L. BENSON, KIM M. HENNESSY AND CAROLYN H. LUCAS

For services rendered on Sunday, July 19, 1981 at approximately 10:24 p.m., when they responded to 10 Fratessa Court and succeeded in restraining a woman who was determined to take her own life.

LIEUTENANT EDWARD M. MC DONOUGH

For services rendered from early 1980 to May 1981, when after having been assigned as the Project Director of the 911 System, expertly coordinated the project with other members of the Communications Division and Department Personnel and brought the system into operation within the projected time period.

POLICE OFFICERS ROBERT J. DEL TORRE, DANIEL J. MAY AND RONALD ROTH

For services rendered on Monday, June 22, 1981, at 11:00 p.m., when they responded to 2280 Cecilia Street to serve a felony arrest warrant on a suspect wanted for violation of a stolen vehicle and arson (firebombing). The officers located the suspect lying face down on a ledge 15 feet above the ground near a bedroom window. After getting the suspect off the ledge to the ground he began to struggle with the officers. He was finally subdued and taken into custody. It was later learned that he was also responsible for the murder of a sixteen year old youth who was the son of a retired police officer.

POLICE OFFICERS DENNIS P. BONNEL AND JAMES E. LUDLOW

For services rendered on Monday, September 21, 1981, two months after a murder was committed on 16th Street in the Mission District, these officers having continued a detailed follow-up in an effort to solve this case and others, identified, located and apprehended the responsible suspect as he exited Department 15 on another criminal matter.

POLICE OFFICERS DENNIA A. MAFFEI AND JAMES E. LUDLOW

For services rendered on Tuesday, September 15, 1981, by executing dedicated and intelligent police team work, made possible an apprehension by Officer James Ludlow of two suspects who had earlier in the day gunned down two persons, one of whom died, in an unprovoked attack.

POLICE OFFICER TIMOTHY E. GIBSON

For services rendered on Friday, October 2, 1981, at approximately 12:10 p.m., while working off-duty as a bank teller at Wells Fargo Bank, 100 New Montgomery Street, Officer Gibson was informed by one of the tellers that she had just been robbed at gunpoint. Officer Gibson pursued the suspect on foot and after chasing him for several blocks captured him. The officer recovered approximately \$4,600.00 taken in the robbery plus a toy gun used by the suspect.

POLICE OFFICERS HOLLY C. PERA AND CORBETT F. DICKEY

For services rendered on Sunday, October 4, 1981, at 12:45 a.m., when they responded to a bar at 628 Divisadero Street on a report of a man with a gun and apprehended a suspect armed with a .38 caliber revolver. The suspect, earlier, had been involved in an altercation at the bar and had returned to follow up the incident.

POLICE OFFICERS BARBARA J. BREWSTER, ROBERT J. DEL TOREE, DAVID L. FONTANA AND DANIEL J. MAY

For services rendered on Saturday, October 24, 1981, while patrolling in the area of Turk and Taylor Streets, found a man lying inside a doorway severely stabbed. The officers conducted an outstanding investigation leading to the arrest of two suspects and recovery of the knife used in the stabbing.

POLICE OFFICER DONNA A. DE MARTINI

For services rendered on Thursday, November 11, 1981, at approximately 11:25 a.m., while off duty and unarmed had her attention drawn to a citizen chasing a fleeing, armed robbery suspect. She immediately jumped into her private vehicle accompanied by the citizen and gave chase. After pursuing the suspect for several blocks she was able to attract the attention of a Housing Police Unit and together, they cornered the suspect and took him into custody. All of the money taken in the robbery was recovered and the suspect was positively identified by the victim.

PARKING CONTROL OFFICER WILLIAM R. KETTLE

For services rendered on Wednesday, September 18, 1981, at 9:10 a.m., while working the Street Cleaning Detail on the 700 block of Page Street, responded to the sound of a gunshot nearby and was informed by a woman that a man in an auto had just been shot. She then pointed to the suspect who was entering an auto and was about to leave the scene. Parking Controller Kettle quickly drove his Cushman to the driveway curb and blocked the suspect's escape. He then summoned police officers and medical assistance for the victim. Police officers immediately responded and took the suspect into custody.

PARKING CONTROL OFFICER TERRANCE WHITE

For services rendered on Tuesday, August 18, 1981, when he assisted in a search and apprehension of a suspect who had robbed and viciously beaten a citizen. Had it not been for Parking Controller White's professional conduct throughout this incident the arrest of this robbery suspect may not have been accomplished.

PARKING CONTROL OFFICER ADA WONG

For services rendered on Thursday, August 27, 1981, at 5:35 p.m., when she monitored a radio broadcast of a fire at 483 Francisco Street and heard the alarm go off in the building directly in front of where she was citing a vehicle. She then observed three youths in the doorway of the building and a pile of newspapers on fire. The suspects ran from the building and Control Officer Wong caught them and questioned them. The suspects again fled but Officer Wong was able to apprehend one of the suspects who had dropped a book of matches when she first stopped them. It was later learned that the suspects had also started a fire, subsequently extinguished by the fire department, in another location of the same building and the arrested suspect was on probation for setting a previous fire that almost killed his younger brother.

PARKING CONTROL OFFICER JAMES N. BURNETT

For services rendered on Friday, July 10, 1981, at approximately 12 noon, when he observed a male suspect strike a female pedestrian on Van Ness Avenue, and then approach a man sitting in his vehicle at the stop light, throw garbage through the open sun roof, tear off the man's antenna, punch the man in the face and flee. Control Officer Burnett notified communications and followed the suspect giving communications the direction of his escape until police arrived. The suspect resisted but was finally subdued and taken into custody.

Willie E. Frazier, Secretary
THE AWARDS COMMITTEE



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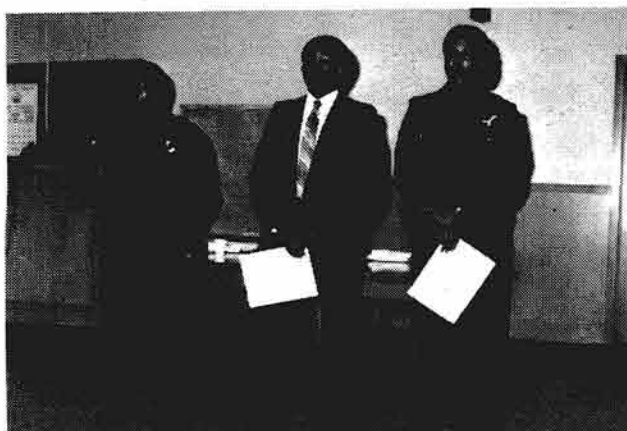
MEDAL OF VALOR PHOTOS, MARCH 1982



Officer Bruno Pezzulich, Chief Murphy and the Pezzulich family.



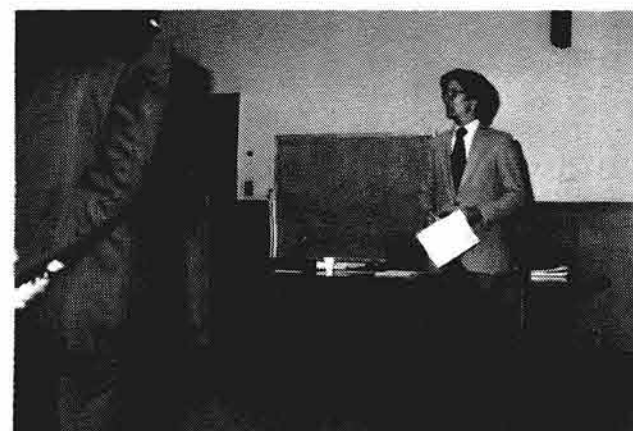
Chief Murphy, Officer Peter Bussalacchi and his family.



Police Officers Stephen Jones, Gregory J. Randolph, Tony Rockett.



Mr. Robert Skougard of Levi Strauss and Sgt. Edward Pecinovsky.



Jeffrey R. Barker



L to R: Housing Police Officer Joseph H. Long, Commissioner David J. Sanchez, Jr., Housing Police Officer Cheryln Barnett.



L to R: Daniel A. McDonagh, Randolph M. Radosevich, George S. Stasko, Jere M. Williams.

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Figure 5.

RELATIONSHIP AMONG SKILL RATINGS

	Written	Verbal	Presentation	Schedules	Self Management	Leadership	Impact	Sensitivity	Problem Solving	Flexibility	Decision Making	Personnel	Work Standards	Emotional Stability
COMMUNICATION														
Written	-													
Verbal	.75	-												
Presentation	.46	.60	-											
ADMINISTRATIVE														
Schedules	.71	.68	.37	-										
Self Management	.80	.77	.49	.74	-									
INTERPERSONAL														
Leadership	.85	.80	.50	.76	.84	-								
Impact	.69	.78	.77	.55	.76	.78	-							
Sensitivity	.71	.82	.78	.70	.65	.78	.79	-						
ANALYTICAL														
Problem Solving	.74	.74	.43	.70	.78	.78	.64	.68	-					
Flexibility	.62	.73	.58	.65	.72	.76	.66	.78	.77	-				
Decision Making	.72	.84	.39	.61	.75	.79	.66	.69	.74	.68	-			
WORK ORIENTATION														
Personnel	.74	.70	.37	.77	.63	.74	.51	.72	.76	.72	.72	-		
Work Standards	.78	.80	.47	.68	.85	.85	.72	.70	.84	.80	.77	.71	-	
Emotional Stability	.60	.69	.42	.59	.61	.72	.63	.70	.73	.62	.76	.70	.76	-

n = 23

A statistical comparison of the difference of the overall ratings between the two Centers yielded a chi square value of .6361 which with 3 degrees of freedom is not significant. This suggest there is no systematic difference between the results of the two Centers.

RELATIONSHIP BETWEEN SKILL AND OVERALL SCORES

A statistical evaluation was made to compare individual skill scores to the overall rating. The statistic used was the same correlation coefficient used above. The results are shown on Figure 4. These statistics suggest strong agreement between individual skill scores and the overall ratings.

COMPARISON OF ASSESSMENT RATINGS WITH WRITTEN TEST

The written test was independently developed and administered. The scores on the test were not available to the assessors or the administrator when the assessment was conducted. These results are shown in Figure 4.

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For information on services for teens, adults and seniors, call 558-3905 during normal working hours.

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These correlations suggest that the assessment exercise is measuring something different from what is measured in the written test.

SUMMARY

An Assessment Center was developed for use in developing a promotional list for a Lieutenant's position in the Sterling Heights Police Department. 23 candidates were evaluated by a staff of nine assessors over a two-day Center, using four exercises and measuring fourteen Management Skills. The results of the Assessment Center and a written test were combined to arrive at a promotional list. Various statistics were developed to show the extent of agreement among the skills measured and the written test.

SCOPE OF PUBLICATIONS

The scope of publications that should be read for participation in the Lieutenants exam is unknown, however, I have submitted for your consideration a list of publications and professional publications that were written by Mr. James Huck, a known and well respected expert in the field of Assessment Center Testing. I would again further caution, that the examination that is to be administered may NOT be an assessment center, and that the list is for informational purposes only, and should not be used as a guide to concentrate your studies upon.

If you cannot find these publications, you may write to Mr. James Huck, c/o Western Airlines, 6060 Avion Drive, Los Angeles, CA 90045 in order to find out where the publications or professional papers are available.

PUBLICATIONS AND PROFESSIONAL PAPERS

Huck, J.R. Assessment centers: A review of the external and internal validities. *Personnel Psychology*, 1973, 26, 191-212.

Huck, J.R. The assessment process: Yesterday, today, and tomorrows. Paper presented to the First Annual Industrial and Organizational Psychology Conference, Ohio State University, September, 1973.


Huck, J.R. THE RESEARCH BASE. Chapter in Moses and Byham (Eds.), *Applying the Assessment Center Method*, Pergamon Press, 1977, 261-291.

Huck, J.R. Organization development: Manipulation or self-determination? Keynote address, Fifth International Training and Development Conference, Canberra, Australia, August, 1976.

Huck, J.R. and Bray, D.W. Management assessment center evaluations and subsequent job performance of white and black females. *Personnel Psychology*, 1976, 29, 13-30. Summary of this work appears in *Human Resources Developments*, March 1975, 4-5.

Huck, J.R. and Byham, W.C. Monograph: Bibliography of publications restated to the identification of supervisory and managerial potential. *Development Dimensions Press*, 1979.

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LETTERS

Chignell

Dear Paul:

I was pleased to see your mention of SB 1384 by Senator Robbins which would limit the amount of compensatory and punitive damages that a peace officer would have to face if he loses a civil suit. It is an important bill and your members should be aware of it.

As you know SB 1384 is only part of PORAC's police liability package to protect peace officers. We introduced the bill to curtail suits against California lawmen. We thank the SFPOA for supporting the bill.

Sincerely,
Richard H. Lucero, Pres.
PORAC

Blood Services

Dear Gale:

I wish to take this opportunity to express my thanks to the P.O.A. for replacement of the 13 units of blood which I required during my recent illness.

Due to the efficient work of Inspector Tom Vigo, the hospital was promptly contacted and arrangements made for the blood to be credited.

I am very grateful to Inspector Vigo and the men and women of the department who contribute to the Blood Bank.

Sincerely,
Dave Toschi
Robbery Detail

Speaker Brown

Dear Bob:

Please extend to your Board of Directors my appreciation for their endorsement of my candidacy for the Seventeenth Assembly District.

I enjoyed having a chance to meet and talk with them, and I look forward to working together in the future.

Sincerely,
Willie L. Brown, Jr.
Speak of the Assembly

Boxer

Dear Bob:

I just want to take this opportunity to express my sincere thanks to all of the members of the San Francisco Police Officers' Association for your endorsement of my candidacy in the 6th Congressional District.

I truly appreciate and value your support, and look forward to working with all of you in the future.

In Friendship,
Barbara Boxer

Foran

Dear Bob:

My thanks to you and all the members of the San Francisco Police Officers' Association for their endorsement of my candidacy for the 8th Senatorial District election.

Your support and loyal-

ty is greatly appreciated. I look forward to continue working for you in Sacramento.

Again, my sincere thanks to all of you.

With every good wish,
John Francis Foran

McCarthy

Dear Bob:

Thank you for helping to make Friday evening at the Irish Center one of the most memorable events of my campaign for Lieutenant Governor. Jackie and I thoroughly enjoyed ourselves.

I am most grateful for your contribution and friendship and am proud to have you on my team.

Thank you again for making the event a great success!

Leo T. McCarthy
For Lieutenant Governor

On Trial

The article by Michael Grieg in the Chronicle April 24, 1982, struck a deep and painful chord within me.

I have numerous times been put on a witness stand and not only made to feel a fool, but had to remind myself I was not on trial! Now I wonder if I was not "convicted and sentenced" after all. I am retired early (age 52) from the California Department of Corrections. I retired to

preserve my physical and emotional health. It was a thankless job and life is too short to be sacrificed on the altar of our judicial system.

If I can do anything to help any cause to rectify this travesty of justice I would be more than willing.

My heart goes out to Peter Canaan. How often I had to encourage and counsel my young officers when they found themselves in similar situations upon trying to discipline convicts and enforce the rules.

Please convey to Peter Canaan my support and tell him I am certain the ordinary citizens are incensed and disgusted at his treatment, and the outcome of the F. Lee Bailey farce in our absurd and ridiculous judicial system.

Sincerely,
Jeraldeen F. Lee
Correctional Captain, Ret.

Ordeal

I would like to take a few lines to give thanks and make a few personal comments regarding the recent drunk driving trial of F. Lee Bailey. I have received letters from as far away as Virginia and Thailand, numerous telephone calls and many personal visits from fellow officers and citizens giving me their support. I would like to thank you all for the backing that was given. When

the trial was starting to wear it was good to know I had many friends behind me.

Assistant District Attorney Larry Murray and his staff deserve special thanks. They put in many 12 to 16 hour days, 7 days a week for 6 weeks preparing and presenting this case. I don't think any attorney could have done a better job or changed the outcome of the trial.

Bailey and his team reversed the rolls and placed me on trial. They lied and used every cheap shot at their disposal. I expected nothing less and it came as no great surprise.

What I did not expect, and did surprise me was that the judge, The Honorable Maxine Chesney did everything but give her robe to the Bailey team. What kind of car I drive off duty, my past medical records (broken bones from motorcycle accidents), past events which had no bearing on the case were allowed in. Witnesses were called to the stand for

no other reason but to defend me. This should not have happened. I was not the one on trial. I hope that the P.O.A. will remember her actions during the next election.

In closing, I wish once again to thank all who gave me their support.

Peter Canaan

Gov. Brown

Dear Officer Canaan:

As one who has certainly taken my share of public criticism, I sympathize with the frustration you face in trying to do one of the most difficult and thankless jobs in society. Although you and the other peace officers of this state rarely receive the recognition you deserve, the citizens of California realize and deeply appreciate the sacrifices you make every day on our behalf.

Thank you for your efforts.

Sincerely,
Edmund G. Brown Jr.
Governor

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BOARD OF SUPERVISORS PASSES OVER SAN FRANCISCAN AGAIN

by Wendy Nelder, Board of Supervisors

The Board of Supervisors recently voted on a matter of particular significance to San Franciscans. A City and County employee, one who has served the City and County for 33 years and was given the highest recommendation (by a 150 point margin) by the Civil Service Oral Board (a Board which consisted of three out-of-town officials: David Nichols, County Manager for San Mateo; Natalie West, City Attorney for Berkeley; and Rene Davidson, County Clerk of Alameda) was passed over by my colleagues in favor of an out-of-towner.

That San Franciscan is Mr. Thomas Miller, a man who has served this City loyally and well during a distinguished public career. He is and has been a valuable member of the Assessor's Office, an aide to the Chief Administrative Officer and has been assigned to administrative positions in other departments in times of emergency and crisis. His background and knowledge give him an expertise that can only come from experience. Not only has he devoted his career to the City but he has also raised his family and paid his taxes here.

A dangerous precedent is being established when on-

ly one Supervisor, myself, votes in favor of the highest-graded applicant who also happens to be a San Franciscan. I think that the action of the majority of the members of the Board of Supervisors is an affront to all San Francisco employees and in fact to all San Franciscans. In a City of 640,000 (and 25,000 City employees) it is hard to believe that there is not one San Franciscan who would not have done a fine job in the \$61,000 paying post. Do my colleagues believe that San Franciscans and our City employees are good enough for the lower paying jobs but are not qualified for the higher paying positions? I am appalled at what appears to be a prevalent attitude in our City government concerning the allocation of high paying positions in San Francisco.

I believe that the actions of my colleagues on the Board of Supervisors constitutes a waste in the City's resources in both human and financial terms. What incentive is there for San Francisco employees to do an outstanding job if promotional opportunities are denied to them?

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COMMUNITY SERVICES

by Henry Friedlander
Chairman, Community Services

At the Community Services Committee meeting of Monday, April 19, 1982, the following donations were made:

1. \$100.00 to the American Legion to help build the Vietnam Veterans Memorial.
2. Jamestown Community Center, 180 Fair Oaks Street, S.F., a donation of \$259.27 to be used for payment of transportation needed in their field trip.
3. Knights of Columbus — Foundation for mentally retarded children. A donation of \$150.00 was made for the purchase of tickets to their Circus on June 19, 20, 1982.

4. South of Market Boys, Inc., Mother's Day Breakfast — Benefit for the ladies of the Laguna Honda Home, Sunday, May 9, 1982. A donation of \$160.00.

5. Donation of \$1,000.00 for the Apostleship of the Sea for their support shown to the Stress Unit of the S.F.P.D.

6. A donation of \$128.00 for tickets to the Islam Temple, Shriners Circus.

A total of \$1,669.27 in donations given by Community Services.

We deposited \$990.00 for the month of March 1982

which equals to 990 members. As one can see, of the 1800 plus members of the San Francisco Police Department, only 990 members belong to Community Services. We need your support, so that we may support worthy groups. It's only 50¢ per pay period for your help. Fill out a payroll deduction card* and sign it and the committee will do the rest.

There are many groups that will be requesting our support for their summer programs. Let's see if we can do our part to help them.

* Station Reps have these PRD cards, or call the POA at 861-5060 and a payroll deduction card will be sent to you.

LETTERS

Children's Hospital

I have been told it was like "old home week" in the Newborn Intensive Care Unit on Wednesday, March 3 when officers Mike Mahoney and Dale Allen brought their sons in for a visit and presented Dr. June Brady with that magnificent check for \$2,500.00.

We are so grateful for the generosity and the thoughtfulness of this contribution. You know, having heard it first-hand from officers Mahoney and Allen what miraculous work goes on in this special care unit hour after hour, day after day. And much of it is impossible because of people like you who care enough to be so generous.

From each of us on the Board of Directors, to each one of you who belongs to

the Police Officers' Association, our sincere gratitude for this gift. We will be in touch with you further after we hear from Dr. Brady what they wish to obtain, using the funds which you have provided. Phyllis Allen, from our Development Office, will see that a plaque is placed on the item so that all may know that your donation has made it possible.

It is truly because of you and all the others like you, that we can be here to take care of all the Kevins who need us. Thank you so very much.

Sincerely,
Mrs. W.B. MacColl, Jr.
President, Board of Directors
Children's Hospital of S.F.

Youth Advocates

We just received notice that you have designated Youth Advocates a recipient of the 1981 United Way donor option plan and/or through the Combined Federal Campaign.

On behalf of the youth and families served by Youth Advocates, and staff, thank you very much for your support and generosity.

Sincerely,
James B. Morales
Acting President
Board of Directors
Youth Advocates

Family Service

On behalf of the children, the elderly and the families we serve, thank you for your United Way donor option contribution to the Family

Service Agency of San Francisco.

It is heartening to know of your special support for our services.

Thank you for caring about families in need.

Sincerely,
Ira Okun, Executive Director
Family Service Agency of S.F.

Developmental Center

Victoria Lodge #3, F.A.&M. and the Audrey L. Smith Development Center wish to thank your organization for your generous donation during the Christmas season.

Your participation contributed greatly to the overwhelming success of our Christmas affair.

The children were enthusiastically greeted by Santa with gifts and food.

Your assistance in donations will always be appreciated.

Sincerely,
Dorothy Tucker, Administrator
Joseph W. Crafton, Executive Director
Audrey L. Smith
Developmental Center

Potrero Hill

On behalf of the staff and all the community groups and the people who use the Potrero Hill Neighborhood House for their activities, we would like to express our deep gratitude for your generous contribution of \$150.00 designated to the Neighborhood House through the United Way of the Bay Area.

Thank you very much.
Sincerely,
Enola D. Maxwell
Executive Director
Potrero Hill Neighborhood House

Stonestown YMCA

On behalf of the hundreds of youth and seniors involved in our Stonestown Family YMCA, we deeply appreciate your gift which helps continue our important work with youth and seniors in our community. You have my pledge that

your gift will be wisely invested in our community.

Enclosed is your receipt for your sustaining contribution. Once again thank you for your continued support of our youth and senior programs.

Sincerely,
Edward G. Munster
Executive Director
Stonestown YMCA

Rehabilitation Workshop

We have received notification from the United Way of the Bay Area that you have chosen our agency as a recipient of your 1981 Campaign contribution under the Donor Option Plan. We deeply appreciate your generous pledge which will help us to aid disabled persons in the San Francisco area find productive employment.

Enclosed is our brochure which we hope will give you an idea of how your money is used in service to these people.

On behalf of all of us at CRW, our sincere thanks and gratitude.

Sincerely,
G. Steven Burrill, Pres.
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The Peripheral Canal

The Peripheral Canal will be about the size of the Suez Canal — 43 miles long, 400 feet wide, about 30 feet deep. Alone, it will cost over \$4 billion; with all associated dams, pumping plants, and power plants, the total may go as high as \$23 billion. There has never been a cost-benefit analysis conducted on it — but it is clear who the real beneficiaries of this project will be: a handful of giant Southern California landowners.

Some people will stand by and watch. They will watch as the hard-earned environmental quality of the San Francisco Bay disappears.

They will watch as the Sacramento Delta is destroyed, and with it a major Northern California recreation area, and the center of Northern California's sport and commercial fishing industries.

They will sit on their hands while salt-water intrusion damages or destroys the Delta's precious freshwater wildlife habitats. And these people will witness, but do nothing, as some of our state's best farmland is endangered.

Few Californians are familiar with the main features of the Peripheral Canal, its cost, its environmental impacts, or who will benefit from it. Few understand how really unnecessary it is for the health of this state.

Thanks to the support of thousands of citizens, Friends of the Earth has been able to chalk up an impressive record of environment defense. We've fought successfully for the establishment of critical additions to America's National Parks and wilderness systems. We've successfully fought for marine and wildlife habitats. We've fought off assaults on the Clean Air Act, water pollution laws, Alaskan wilderness, and the laws protecting endangered species.

I am confident that the \$700 million Peripheral Canal — one of the most senseless and wasteful projects ever proposed for California — can be stopped. The citizens of this state are, in the main, sensitive and sophisticated. We believe they will make the right decision, given the real facts.

Please help us get out the facts on the Peripheral Canal — please join Friends of the Earth. In so doing, you will not just be joining in against this one project: you will be joining in on all of the battles we are engaged in to protect the Earth.

Your donation of \$100, \$35 or even \$25 will make a big difference in all of our activities. Your benefits will include the privileges of membership in FOE, including a subscription to NOT MAN APART. And you'll be kept informed of major critical votes in Congress and in Sacramento, where letters and phone calls from our members have made big differences in the outcome of environmental battles in the past.

May I look forward to your membership? Environmental progress to date has been achieved by citizens choosing to stand together; it will be all of us standing together tomorrow and in the future that will make it possible to defeat prokbarrel projects like the Peripheral Canal.

Sincerely,
Rafe Pomerance, President
FRIENDS OF THE EARTH
124 Spear Street
San Francisco, CA 94105

BENEFITS SURVEY

by Reno Rapagnani, Chairman
Legislative Committee

The members of the Legislative Committee wish to thank all of our members who took the time to complete the most desired benefits survey.

The below totals are a reflection of the concerns of our membership which we hope to address in the November 1981 election.

SURVEY TOTALS

	VOTE RESULTS
1. 1 1/2 Overtime	3,860
2. Collective Bargaining	3,525
3. Tier II	3,238
4. Medical Insurance	3,224
5. Night Differential	3,060
6. P.O.S.T. Certificate Pay	2,567
7. Bilingual Pay	1,084

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... AND OTHER VOICES

by John Sterling

There are two kinds of discrimination that I know. The first we are all familiar with is the racial discrimination practiced blatantly in the southern states in past years and to some extent even now. In fairness to the south, I admit it also permeates the northern states and the Bay Area. We saw this type of discrimination in its hellish state in modern Germany. I define this type as that which denies and takes away the fruits of life of a group that is arbitrarily deemed inferior or sub-human. It is characterized by unreasonable hatred.

The second kind of discrimination is more subtle, although not as destructive. It is practiced by intellectuals, liberals and do-gooders. I define this kind as that which concedes and gives the fruits of life to a group because they are deemed inferior and handicapped. It is characterized by an unreasonable nobility. The first kind is the slayer of his brother, the second the keeper of his brother.

The first kind I have only read about. I am fortunate not to have experienced it in any form. If discrimination was ever directed at me I was too ignorant to notice it. There have been occasions when I sensed I was disliked but I never attributed it to my physical appearance. I know I can't please everyone. I have achieved what I want of life without unnecessary obstructions and those I could not achieve were in proportion to my ability.

The second kind of discrimination, I have experienced. It began after I took the Sergeants test. I thought my career in the police department was going as well as I expected. I took the test for Sergeant because it was a logical progression and I wanted to reach the "highest level of my incompetence". However, I was enjoying my role as an undercover narcotic officer at the time so I did not push myself to my limit. Thus, my number on the sergeant's list was in direct proportion to the time I devoted to studying.

Then time caught up with the police department, or so "they" declared. Suddenly I'm compelled to write down what I am, who I am and where I originated. Even the Federal Government became interested in me. They even sent an FBI agent to my home to ask if I would avow my ethnicity. In this case Filipino. And if I avow to my Filipinoness, am I a practicing Filipino? This question was asked to guard against those who discovered conveniently they are not white after all. In other words, I was asked if I socialize with Filipinos. Do I attend their social functions and do I dance with bamboo sticks? (The reference to the bamboo sticks is my own exaggeration. But it is to illustrate the ridiculous end it was reaching.)

"They" got their way and broke the traditional way of promoting by the highest scores. Instead of cutting off the list at approximately 200, they reached down even below me on the list to insure that we, the handicapped minority, can make it. "They" were so iconoclastic "they" even asked me to jump the list. My conscience prevailed and I declined; however, I eventually accepted when my time came up. I would have been a bigger fool if I pompously refused. I felt secure that I did not take a job from someone else. In a sense I was happy they "dug down" to me because it gave many others above me a promotion they would not have received. Thanks to "they".

Now I'm ready to take another promotional test. I know what I can achieve if I study harder than before. But now it is no longer a challenge. There are indications there will be a two-tier promotional study course. The first is open to all, the second exclusive to minorities. It does not take a sage to understand what that means. Minority candidates will be given a distinct advantage if not downright given the answers. This is the second kind of discrimination I am experiencing. The practitioners, which are the intellectuals, liberals and do-gooders are telling me, condescendingly, that they realize that I have sub-intelligence and am incapable of competing with the culturally advanced majority. Therefore "they" will grant me remedial schooling. This is a tempting offer. My first reaction is to swallow my pride and take advantage of this opportunity; however, the standard I developed for myself keeps getting in the way. It is insulting that someone presumes I cannot make it on my own.

When I joined the department over eleven years ago, I heard repeatedly the pernicious and injurious effect "juice" had on the morale of those without "juice". "Juice" being filial or political clout. Never in my wildest imagination then could I divine that I would ever have "juice". I was a total stranger with no roots in the city. But ironically, without solicitation, I have now what is called "racial juice". I thought it was evil then, it is still evil now. To be promoted to a lieutenant should be a place of honor. If I am promoted under the present "juice" system, it would only be a place without honor, a lonely place without meaning.

If I should attend this course being offered it will not remain secret. I will reveal what is taught in that class to anyone who wants to know. If there is nothing insidious in that course it can certainly stand the light of day.

I have used the pronoun "they" throughout this essay, let me now identify them.

"They" is Judge Peckham, who, in his worldly wisdom to protect me never considered me as a thinking human being, but only as an endangered species like a snail darter.

"They" are all the lawyers in the Public Advocates' office who serve only as mercenaries. And when their chore here is done, without breaking stride, defend my slayer for pieces of silver.

"They" are those in the consent decree office whose grievances compelled them to usurp the civil service only to create their own. In other words, to destroy an ogre they turn into one.

"They" are those within the police department who in their haste to avoid controversies only create bigger ones, and allow their minds to be muddled with the constant shrill of protest that eventually it outshouts their conscience, acquiescing to a rigged game because it's easier than facing fire.

The argument can be made that if we rely on natural selection, the culturally advanced persons will always triumph over those who are not. Therefore, to promote justice it is good to abandon the natural selection process and substitute it with an equalizer, such as the handicap system used in golf. However, it has the effect of devaluating the efforts of those who have overcome obstacles. An example is Mayor Bradley of Los Angeles, and there are more who do not shout for attention. "They" will be damning the achievers for the sake of blind atonement.

One final comment. Is it right to correct past sins by forever burdening people like me with the nagging question, is each step of my process "doctored"? I would like to be respected, not humored.

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What's up with police complaints?

Reprinted S.F. Progress

Police department officials involved with the revamped citizen complaint procedure believe that in time the changes will prove the system more effective, but note, so far, many citizen complainants lack interest in appealing their cases.

of 87 "Citizen Satisfaction Questionnaires" mailed to citizens between Feb. 15 and March 31, the police department has received a meager 7 responses.

The questionnaires help temporary civilian complaint evaluator Jim Maas determine if a case should be appealed.

Maas, who has held the complaint review job since last December, said he has sent some self-addressed stamped envelopes to encourage complainants to respond.

Even that effort has met scant success, he said. Why the poor citizen response?

Maas theorizes the complainants might lose interest in appealing the rulings made by Internal Affairs Division investigators because of the bureaucratic paperwork involved.

"When there's only seven responses turned in it indicates to me that people are not too interested in completing the questionnaires," said IAD Captain Joseph Lordan.

The questionnaires mailed to complainants have four questions. Those questions are:

- Was the person who received your complaint courteous? There were four yes responses and two no responses.
- Was the person who interviewed you, if different from the person who received your complaint, courteous? There were four yes replies and two no replies.
- Did you receive information that clearly explained the law(s) or police procedures related to your complaint? There were two yes replies and two no responses.
- Are you satisfied with the disposition of your complaint? There were one yes response and five no responses.

The fifth question on the questionnaire says: "If you are not satisfied with the disposition of your complaint you may request a review by writing to the Police Commission within 15 days after receiving the disposition notice. The review will be based upon the investigation record and any new information that you provide in writing below . . ."

Between January and March, of 559 complaints filed in the Internal Affairs Division (IAD), 327 were resolved with preliminary investigations, 160 resulted in formal IAD investigations of sworn officers, 21 resulted in deputy chief investigations and 51 cases were held pending disposition of criminal charges, an IAD quarterly report compiled by Maas showed.

Of the 559 complaints filed, the various charges lodged by citizens were:

- 155 complaints were filed for unnecessary police brutality.
- 73 complaints were filed for neglect of duty.
- 202 complaints were filed for unwarranted police actions.

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IAD COMPLAINTS continued

• And 129 complaints were filed for conduct unbecoming an officer.

Lordan, who has overseen, the implementation of Police Commission revisions to the IAD for the past seven months, said 70 of the 559 complaints filed between January and March stem from the 49er's Super Bowl victory celebrations of Jan. 24 and 25.

For the month of January, Lordan said the division received some 175 complaints of which 70 are related to the 49er victory championship victory.

"We'd be in great shape if it wasn't for the 49er's Super Bowl victory," said Lordan. "Once the 49ers won, people from all over the Bay Area flocked here."

When it comes to citizen complaints, Lordan said, "A lot of the complaints were filed by people who saw an action on TV. There were quite a few complaints from different states. When these TV viewers saw something they probably wondered, 'Why did the police react in that manner?'"

Lordan said many of the 49er related police complaints have been completed. "I'd say 50 percent are completed."

Lordan said about 85 percent of the complaints filed because of police actions during the Super Bowl victory were due to unnecessary police force charges.

Other charges were police discourtesy and police failing to wear stars.

Lordan noted the IAD still receives police complaints from citizens because of alleged police misconduct during the 49er celebration festivities.

One complaint was filed on April 15, the day Lordan was interviewed by the Progress.

Maas' quarterly report to the Police Commission showed that during the January-March quarter, 126 cases were not sustained, of which 62 lacked sufficient evidence, 25 showed officers conducted themselves properly and 39 were "unfounded".

Of the 44 cases that were sustained, police investigators found 31 cases proved officers acted improperly and 13 cases showed officers conducted themselves in other improper ways.

Maas was quick to point out since he has been appointed as temporary civilian police complaint reviewer there's been an increase in the number of sustained cases.

Forty-four cases were sustained last quarter compared to 18 during the October-December 1981 quarter and 10 in the July-September, 1981 quarter.

On the other hand, there were 126 cases not sustained last quarter, in comparison to 29 during the October-December quarter and 60 during the July-September quarter.

Last quarter, of the 44 sustained cases that were acted on, there were two police suspensions made by the police commission, one suspension made by Police Chief Cornelius Murphy, 21 admonishments, 13 reprimands, five corrective actions and two police/procedure actions.

"From all indications I've received and from responses from two lieutenants who've been here since 1970, the new orders for the division have made it more efficient than what it used to be," said Lordan.

Even so, Lordan said, "I'm not sold it will please everyone."

In fact, Lordan speculated the request for an entire civilian review board will surface again.

"I imagine around election time there will be some proposal to have a civilian review board look at police misconduct complaints," he said.

Last July, while commissioners studied Chief Murphy's recommendations for improving the IAD, supervisor Harry Britt and the San Francisco Bar Association recommended different types of civilian review board proposals.

But Maas said about the present process, "We are getting to be more responsive and credible. This won't satisfy everybody short of a full civilian review board."

Maas added that as the new process is given more time to develop, the number of citizen appeals should pick up and will prove to be a good check-and-balance technique to have police misconduct cases investigated further.



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DA of the Month

by Don Jacobson
Chief Assistant District Attorney

Paul Cummins has been selected by team leaders and department heads in the District Attorney's office as May's "D.A. of the Month".

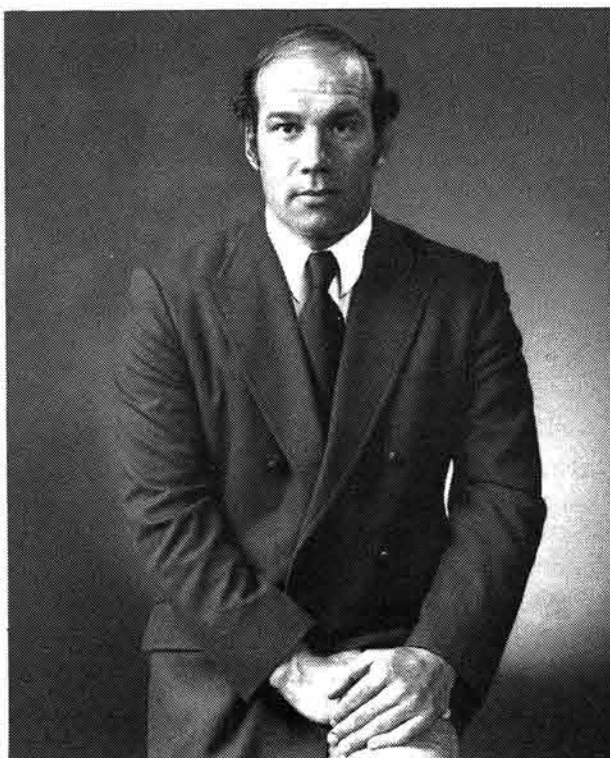
San Francisco born and bred, Assistant District Attorney Cummins grew up in the City's Sunset District. He attended St. Ignatius High School where he was student body vice president, three times an All City swimmer, and a graduate of the Honors Program. In 1964, as a freshman at the University of San Francisco, he was co-captain of the Don's football team before transferring to Gonzaga University where he graduated magna cum laude in 1968.

Upon graduation from Hastings Law School in 1971, Paul was hired as an investigator for the District Attorney's office. When the bar results were announced a few months later, John Ferdon appointed Paul as an assistant district attorney. As with all new deputies, during his first two years he handled misdemeanors. However, during that period he was afforded the privilege of having two real pro's for mentors — Assistant District Attorneys Marty McDonagh and Harry Clifford. According to Paul, "since then if the records show that I have done well in jury trials, (and they do), it is because of that invaluable two-year experience along with the help and cooperation I have received from many members of the San Francisco Police Department."

Paul has made many contributions to the District Attorney's office. For one year he was in charge of misdemeanors and blessed with spirited and talented deputies like Alberti, Goodman, Stretch, Basse, Hester, and Umrein. Each of his deputies were required to ride along with San Francisco Police Department and California Highway Patrol officers. Paul and Assistant District Attorney Bernard Walter were principal forces behind the Student Intern Program which has benefited numerous law students and given 1000s of hours of free help to the office. He and Mr. Walter were also instrumental in organizing the Volunteer District Attorney Program by which large law firms would lend an attorney to the misdemeanor staff for up to 6 months to help handle the 20,000 cases that go through our misdemeanor courts each year.

According to Jack Cleary, the District Attorney's Chief Investigator, "Paul will always go to the scene of a crime before a trial and he always tries to meet the arresting or responding officer there. As a result, his trial presentation always evidences a meticulously thorough preparation and an extremely detailed knowledge of the facts."

In an eight-week period ending last month, Paul tried five major felony cases "back to back", i.e., as soon as one trial finished he started the next. As-charged convictions were



PAUL "ALL CITY" CUMMINS

secured in two murder cases, an attempted murder case, an arson case, and an armed robbery case. Most noteworthy were *People v. Commings* and *People v. Bloom*.

In *Commings*, a homicide case, the Inspectors were Frank McCoy and Jim Crowley. The defendant was initially caught burglarizing his former employer's business — Sunset Roofing at 55 Elmira Street. The burglary appeared to be a "dead-bang" case as Commings was captured inside the premises at night with gloves on after the burglar alarm went off. He was arrested by Officer George Fogarty. Two days later he was released on O.R. Four days later Commings robbed and murdered his former boss at Sunset Roofing who was described as "a wonderful gentleman named John Fitzpatrick". Inspectors McCoy and Crowley had what appeared to be the nearly impossible job of solving the case. There were no witnesses. No one heard the shots and no one saw anyone or heard anything suspicious. No motive was apparent and Commings had an alibi. Nevertheless, the investigation began and

slowly, determinedly, the Inspectors put all the pieces together. Even though the evidence was totally circumstantial, the jury rendered a verdict of first degree murder. Inspector McCoy was in court at every calling of the case and the jurors commented on the professional and expert manner in which the case was investigated and presented.

In *People v. Bloom*, the defendant set fire to the rear portion of a building formerly known as The Barracks. This fire rapidly spread and eventually turned into a conflagration. It eventually consumed 24 buildings and 18 vehicles. Paul was on the scene during the fire and later that evening was in the defendant's home while he was being questioned. Paul directed the taking of approximately three hours of tape from the defendant that night by Inspectors Jim Bergstrom and Bob Stone. The taped statements were extremely important not so much because they proved guilt but because those recorded statements were the key to destroying the defendant's plea of not guilty by reason of insanity. While the press was still at the scene, the Inspectors brought the defendant back to 17th and Folsom and asked him to point out where in all that destruction the defendant had started the fire. He did so. That point of origin was confirmed by San Francisco Fire Department Investigator, John Ricketts, a nationally recognized and respected expert in the field of arson. The defendant was tried, found guilty and sane. On April 30, 1982, Bloom was sentenced to seven years in state prison.

Presently, Paul is a head attorney assigned to the Career Criminal Section in which he says he prosecutes "people who seem to be doing life in state prison on the installment plan." Last week Paul sent Donald Ray to state prison for twelve years for the attempted murder of his girlfriend at high noon on Market Street. The next day Paul delivered Anthony Taylor, the defendant in the British tourist robbery case, a similar one-ticket for eight years.

Following in the footsteps (or perhaps better stated, cigar smoke) of Tom Crary, Paul prosecutes all the arson cases in San Francisco and can often be seen in his red fire chief's car at three or greater alarm fires. A member of the Arson Task Force, he is one of the first prosecutors to make use of the video tape cameras when taking confessions from suspects. This recently led to a murder conviction in an arson fire at The Alamo Club, 414 Grant in San Francisco.

Paul owns a home in San Francisco on "prosecutors peak" (Monterey Heights). He comes from a solid San Francisco/Irish background. His father Donal, who is now retired, was a widely respected and well-known Assistant Chief of the San Francisco Fire Department. Paul's outside activities include two terms as President of the South End Rowing Club. Paul is also an avid handball player and outdoorsman (he swims the Gate and to Alcatraz very year).

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CANCER AGENT LEGISLATION URGED BY POA

by Dan Linehan, Co. B

The Honorable Sally Tanner
California State Assembly

Dear Ms. Tanner:

Recently I had the pleasure to meet you during the endorsement process of our statewide organization, the California Organization of Police and Sheriffs (C.O.P.S.). It was at that time I queried you on the addition of law enforcement personnel to AB 3011. To date this measure, when passed would be exclusive to firefighters in the protection from carcinogenic matters that they would come into contact with during the scope of their employment. However, as a matter of routine procedure, at the scene of a fire, law enforcement agencies are called upon to provide major support services. As a result we share that same contact with these harmful vapors with the firefighters. We also have major concerns for the safety of our membership and wish to protect them as much as possible.

The San Francisco Police Department recently came into contact with a major toxic spill in the center of our

financial district. This spill involved a broken natural gas line lubricated with a widely known cancer causing chemical known as PCB. Due to the extreme potential of an explosion in a heavily populated area, several of our dedicated officers exposed themselves to this debilitating carcinogen for the protection of the public.

Thus at this time, I respectfully request a conference with you to present our documentation of the unfortunate incident I have described and to meet a fellow officer whose standard of life has been altered due to exposure to a causative agent during the performance of his sworn duty. I am sure that you can see it is very important that law enforcement be included under protective legislation such as AB 3011.

In closing I am happy to say that the California Organization of Police and Sheriffs is very proud to endorse your bid for re-election. It is comforting for me to know that the public's safety and that of society protectors is placed in the hands of one so wonderfully qualified.

SAN FRANCISCO POLICEMAN - Page 31 May 1982

GUY WRIGHT/ S.F. Examiner

Nobody said, 'No, dammit, no!'

Decent housing for the elderly poor is a desirable goal — but at \$700 a month for an apartment in the Tenderloin

It sounds crazy, I know. And the explanation is just as insane. Yet that is the brainstorm proposed by the Redevelopment Agency, approved by the Board of Supervisors and blessed by the Mayor's Office of Community Development.

Your role in this madness? Just shut up and help pay the rent.

Redevelopment is ready to issue bonds for \$19 million to refurbish three privately owned apartment buildings in the Turk-Eddy-Ellis neighborhood.

The landlords will pay off the bonds from the rents they collect from low-income tenants, mostly elderly pensioners.

The rents will not be cheap. One-bedroom apartments will start at \$690 and go to \$745. Studios will run from \$563 to \$630.

How will impoverished oldsters pay such high rents? They won't. They will pay only one-fourth of their income, whatever it is — about \$120 on the average. The landlords will collect the rest from you, by way of the U.S. Treasury.

There are several ways a suspicious person might look at this weird enterprise, but let's give all hands the benefit of the doubt.

Let's assume that the three buildings, totaling 163 smallish units, could not be refurbished for less than \$19 million. Let's assume the contractors clear only a modest profit. Let's assume the landlords pocket no excessive return.

Even if all those assumptions are true, it's still a stupid idea. Only a dingle-brained bureaucrat spending other people's money would regard \$700 a month as low rent in San Francisco.

The typical working person in this town cannot afford \$700 a month for rent. How in fairness can he be asked to subsidize higher rents for the indigent than he pays for his own family?

At the classic budgeting formula of one-fourth of income for shelter, \$700 rent assumes an annual salary of \$33,600; the median family income here is less than \$20,000.

What we are seeing is an epic foulup of urban planning — or lack of planning.

Many of us would like to have an apartment in the heart of the city, within walking distance of the office, entertainment, major stores. But few of us can afford it.

Did it make sense, then, to encourage and even coerce the low-income elderly to move into the Tenderloin just as downtown growth was driving up land values there?

The Redevelopment Agency was repeatedly beseeched to provide housing for these people on less expensive land south of Market. But except for a few token units, reluctantly granted, it refused.

It may well be that the present economics of downtown real estate make \$700 a month for a one-bedroom apartment the bottom line. If that is the case, then the candidates for this housing should be told they will have to settle for quarters elsewhere.

That is not so unreasonable. We all have dreams that we put aside because we can't afford them and can't honestly expect someone else to provide them for us.

As this screwball undertaking moved along the assembly line, there was a vague awareness that it didn't make sense.

"The economics are indeed questionable," said Supervisor Lee Dolson.

"Admittedly, the rates are ridiculous," said Bill Witte of the mayor's staff.

But sadly there was no one who stood up, banged the table and said, "No, dammit, no!"

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**WERE THE DAYS IN GENESIS 1
twenty-four hours or
a long period of time?**

An excerpt from "Answers to Tough Questions".
Permission to print given by Here's Life Publishers,
Inc., San Bernardino, CA.

Whether the six days of Genesis are solar days as we know them or longer periods of time is a debate with a long history.

Many scientists point to fossils and geological data as proof that the earth is millions of years old, so one of the views held is the age-day theory, which attempt to harmonize the Genesis account with current scientific theory, by holding that the six days were long ages of time, rather than literal days of 24 hours.

The arguments used to support the idea that the days were ages of perhaps millions of years are based on the fossil and geological evidence, which are assumed to be accurate as interpreted by evolutionary scientists, and on interpretations of the Genesis account itself.

The supporters of this view, which date back to the earliest Christian era, point out that a 24-hour-day meaning is impossible because the sun isn't recorded as created until the fourth day, so solar days couldn't exist the first three days.

This view also holds that since God is still resting from creation, the seventh day is not a solar day which means that the other likewise cannot be. Also, the Hebrew word for day, "yom", is used elsewhere in the Bible to indicate longer periods of time than 24 hours, such as in Psalms 90:4 and II Peter 3:8; also Zechariah 12-14.

Those who oppose the age-day view point out that the Genesis account doesn't need to be harmonized with science, but that science needs to be harmonized with the Scriptures. The geological and fossil evidence do not conclusively prove an earth age of millions of years, and can in large part be explained by the apparent age theory.

This is the theory that God created everything at full maturity, with the appearance of having gone through the normal development stages. Examples of this would be Adam and Eve, created fully grown, and the wine Jesus created in Cana, fully fermented in an instant of time.

This would explain the earth's appearance of millions of years of age, while in reality it was only recently created (6-20 thousand years ago). Some of the fossil evidence and geological data can also be explained by a universal flood depositing strata and fossils.

Regarding the meaning of "yom", those who oppose the age-day theory point out that when "yom" is used with a specific number, in this case six days, it always means a 24-hour day. Examples of this would be the 40 days Moses was on Mt. Sinai and the three days Jonah was inside the great fish.

Additional evidence is that Exodus 20:11 refers to the six days of creation apparently as 24-hour days. More than 700 times in the Old Testament, the plural of "yom" is used and always has 24-hour days in view. The burden of proof is on those who argue that the word "yom" cannot be understood in its plain and natural sense.

As for the argument that the first three days could not be solar days, God could have caused things to operate on the kind of plan He later would use in the solar days, in preparation for the sun's creation on day four.

The Genesis account clearly reports "there was evening and there was morning, one day". Even without the sun, there was an operation like that of the solar days shortly to follow.

While it is true that God is still resting from creation, the Scripture refers to the resting of God in the past tense, not the present. The seventh day does not continue, but was a specific time in the past when He "ceased creating".

Many who oppose the age-day theory hold to a solar day and recent creation view, along with a universal flood and apparent age theory to explain the fossil and geological evidence. As illustrated in this rebuttal to the age-day view, as well as other evidence, there is no compelling reason to abandon the solar day and recent creation view.

SFPOA Picnic Site 1982

A Moveable Beast: Cities Wooing Marine World

Reprinted S.F. Chronicle

By Allyn Stone

It's always tough to find a home in the Bay Area, and it can border on impossible of you own pets.

Yet Marine World-Africa USA, with a finned, furred and feathered population of about 500, is being swamped with calls proposing new sites for the Peninsula amusement park since word got out last December that it might have to move.

Marine World president Michael Demetrios said more than a dozen cities are courting the wild-life and entertainment park. The most likely prospects include Concord, Fremont, Mountain View, San Jose and Santa Clara. Pacifica and East Palo Alto are trying too, but are not top contenders.

Demetrios, who co-owns Marine World with a consortium of local investors, declined to name the park's other suitors. He hopes to pick a site by summer's end.

"We haven't gone out looking for any parcels — people have been calling us," he said. He said the park may pack up its creatures and move as early as fall 1983.

The park has been forced to think about moving from Redwood City because the Campeau Corp. of Canada wants to develop the land where Marine World sits. Land in the area goes for as much as \$500,00 an acre.

Campeau Corp. obtained development rights to the site in 1980 in exchange for a major loan that kept Marine World afloat after high costs on the \$1.6 million "Tiger Mountain Rapids" water slide left the park awash in red ink. The slide was supposed to cost only half that much.

Once in use, however, the water slide became a popular attraction, Demetrios said. It helped Marine World earn a profit last year, only its second in 13 years.

But Campeau Corp. is seeking permits to exercise its right to build offices on the 65-acre Marine World site, which the amusement park rents from a Boston real estate trust under a 99-year lease.

"It would be nice to be near salt water, but it's not necessary," he said. Marine World's tanks draw their water from the tidal slough that surrounds the park, but the water has to be purified — and its salt content artificially restored — before it is used.

"Ideally, I'd like a place with easy access and about 100 acres so we could grow. And I'd like it a little warmer than it is here," Demetrios added, as a frigid blast of wind off the bay bent the palm trees around the park.

He predicted that transporting the Marine World menagerie, which includes everything from aoudads (something like a mountain goat) to zebras, will be easier than it sounds. "We'll probably rent a special truck with fish tanks from Steinhart Aquarium," he said.

The Harvard business school graduate and former manager of the Ice Follies and Ontario Motor Speedway in Southern California said the move, which he expects will be to a leased site in the Bay Area, will cost about \$25 million.

"We want to stay in the Bay Area. He speculated that a truly eager host city might be willing to float bonds to help raise money.

City managers of Mountain View, Santa Clara, San Jose, Fremont and Concord all said their talks with Marine World had not yet touched on the question of financing. All see the amusement park as a welcome asset to their communities, in part because of the sales tax revenues and additional hotel and restaurant business it would generate.

Marine World employs 850 people during its peak summer months and about 175 during the winter, when it is open only on weekends. Nearly a million people visited the park during 1981.

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SFPD YOUTH PROGRAM

by Walt Scott & Tim Foley

A game of Russian Roulette and the death of their friend Calvin McBride, left a group of McAteer High School students without much hope for themselves of their future. Following the tragic incident, these students turned inward and dropped further out of the society of which they had barely felt a part of to begin with. A concerned and dedicated McAteer High School principal, Louisa Esquerro, asked the S.F.P.D. Youth Program to get involved and see if the situation could be improved.

A one day ropes course was planned with a four day backpack trip to follow in May. Ms. Esquerro got the word out to approximately 25 of Calvin McBride's friends and they came together for the ropes course meeting. Enthusiasm was high and the ropes course was set for the Tuesday during Easter vacation.

The day of the ropes course 18 of the youth arrived ready to go. Officers James Bosch and Ken Segrue and Inspector Jim Bergstrom were there to greet them and participate on the course. As the day progressed, the officers and the students became closer as the trust and cooperation needed on the course broke down any barriers that had existed.

At the end of the day we sat and talked about the day's experience. Much to our surprise was when the officers told about their prior "on the street" contact they had with several of the youth. The street situations were anything but positive but after talking about them and being together on the ropes course, both the officers and the youth involved ended the day with a better understanding of each other.

The first day of school after the ropes course brought us a call from Ms. Esquerro. She said that the students who participated on the ropes course were back, smiling and feeling better about themselves. Ms. Esquerro then said, "It's a miracle to see this improvement!"

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S.F.P.D.

RUN FOR YOUTH

The 1st Annual S.F.P.D. Run for Youth is off and running. Registration forms are now available from your P.O.A. Representative or in Room 553 at the Hall of Justice. Early return of registration forms shows a strong running contingent in the District Attorney's office followed closely by the Inspectors Bureau. What happened to the district stations?

Sgt. Mike Pera may have issued the first challenge of the race. He said he's going to wear a T-shirt which reads "You've Just Been Passed by Public Affairs".

Much thanks to the S.F.P.O.A. who just voted to be the main sponsor of the race. These funds will go to purchase the race T-shirts and other race necessities. Many main expenses are being donated.

So, let's get going SFPD and register now for this great event!

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RACE DIRECTORS: LEN WALLACH, RON MARKILLE & TOM BENJAMIN

4.5 MILES AROUND LAKE MERCED

START / FINISH: Sunset Blvd. Parking lot

REGISTRATION:

Registrations must be received in the mail by June 3rd. With your entry form include a check for \$5.00 (tax deductible) made out to "Friends of the SFPD Youth Program". Mail should be addressed to:

SFPD Run for Youth
850 Bryant St., RM 553
SF, CA 94103

You will receive your race packet on race day.

RACE DAY REGISTRATION:

Bring check or \$7.00 cash to registration table between 3:00 and 4:30 PM

NON - RUNNING SUPPORTERS:

We encourage those who don't run to join in the fun and support our program. You will be eligible for the prize drawing conducted on race day (need not be present to win). You should use the same registration form as the runners.

PRIZES:

Dinners for two at many of the San Francisco / Bay Area's finest restaurants, gift certificates to local sporting goods stores plus many other unique and interesting prizes.

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Make checks payable to "Friends of the SFPD Youth Program." Your cancelled check is your receipt.

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- ☐ 50-59
- ☐ 60 & over

In consideration of your acceptance of this entry I hereby for myself, my administrators, my heirs and assigns waive and release any and all rights and claims for damages I have against the City and County of San Francisco, the San Francisco Police Department, the Recreation and Parks Department, the Community Workshop and their associates and representatives, the Race Directors and their representatives, volunteers, or any other sponsors for all claims, demands, and costs arising out of my participation in or traveling to this event. I certify that I have been examined by a licensed medical doctor during the last six months and am physically fit enough to participate in this strenuous event.

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(PARENT/GUARDIAN IF UNDER 18)



For additional information
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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



TRACK AND FIELD

Several upcoming Track and Field Events have been scheduled. The PAL Junior Olympics for boys 7 through 18 will be held Saturday, June 12, 1982, 9:00 a.m. at McAteer High School. McAteer is located at 555 Portola Drive. The girls division will be held on Sunday, June 13, 1982, same time and place. Deadline for entry forms is May 28, 1982. Call PAL Headquarters for further information. In addition to the Junior Olympics, the PAL All Comers track and field events is scheduled for Saturday, June 19, and Saturday, June 26. Boys and girls between 7 through 18 years of age are eligible. Pre-registrations are unnecessary. Simply report to McAteer High School on June 19, and 26 at 9 a.m. Winners will receive Gold, Silver and Bronze Medals.



Pee Wee Baseball is in full swing as this fellow gave a mighty swing — and missed. (Photo by Herb Lee.)

LAW ENFORCEMENT

Thirteen PAL Law Enforcement Cadets were recently graduated from the Cadet Program. Chief Murphy conferred certificates of completion to Cadet Lieutenants Ronald Banta and Lorraine Perez, Sergeants Jeff Caranza, Troy Dangerfield, Patricia Leday, Jimmy Lee, Humberto Navarro, John Newman, Gary Paul, Annamaria Viglizzo, Michael Ziganti, Randy Williams, Howard Bentley. The Chief personally thanks the PAL Cadets for their many hundreds of volunteer hours that they devote to department related functions.

The First Annual PAL Law Enforcement Cadet Awards/Dance Barbecue is scheduled for Thursday, May 6, 1982 at the Bay View Boat Club. Commodore Lil Cowan has allowed the use of the facility to the PAL Cadets at no charge. Many thanks to her and head chef George Fromm, and members of the Club for their kind generosity. A full report of the event will be in next months column.

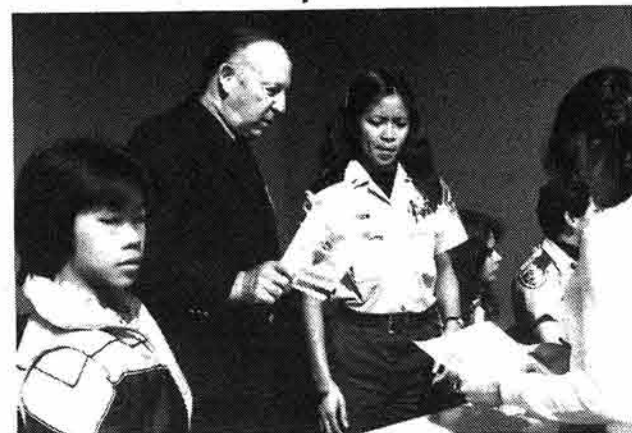
The PAL Cadet Inservice Training Program will commence on Monday, June 28, 1982, and ending 8 weeks later. Cadets will be assigned to various bureaus and details, and rotated after four weeks. The number of Cadets performing Inservice Training is limited. All bureaus and details interested in having a PAL Cadet assigned are to call Sgt. Herb Lee at PAL Headquarters (567-3215). The PAL Cadets will also be available to assist in the upcoming Police Olympics in July. Again call Sgt. Lee for signups.



Bench warmers waiting their turn at bat.

JUDO

PAL Judo Commissioner Off. Joe Mollo announces an expanded Judo Program. Sessions are held at the Police Gym located on the 5th floor of the Hall of Justice each Saturday from 11 a.m. to 1 p.m. All interested youths between 10 and 18 years of age are asked to report for signups the first Saturday of each month. NOTE: There will be no judo instructions at the police academy.



Police Commissioner Al Nelder assisting PAL Cadet Lt. Lorraine Perez in signing up future Cadets at a recent Mission High School Career Day.



Chief Murphy is shown here with PAL Cadet Sergeant Jimmy Lee. The Chief dropped in at the PAL Cadet Graduation/Awards Dinner Barbecue. Great time had by all.

SOCCER

The seventy-four (74) teams competing in PAL Soccer are approaching the season's half-way mark. One thousand one hundred sixty-five (1,165) youngsters are playing at Beach Chalet, Balboa Soccer Stadium, Crocker Amazon and Lowell High School. Field Coordinators, Chris McGarrigan, Sean McNulty and Al Sanchez are doing an excellent job. Likewise Con Keighran, the Referee Coordinator and last, but not least, Guy Milano, PAL Soccer Director. Great work, guys. Keep it up!!!

RIFLE

The PAL Rifle Program will continue through the summer. The team meets every Friday night from 5:30 p.m. to 7 p.m. at the Ft. Scott Indoor Range located in the Presidio. All interested youths between the ages of 12 through 21 are invited to call PAL Headquarters (567-3215) for signups.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



PAL Law Enforcement Cadets pose after a strenuous physical training day led by Director Ernie Galaviz. Great time had by all.



Certificates of Completion of the PAL Law Enforcement Cadet Program were conferred to 15 Senior Cadets recently by Chief Murphy. Chief Murphy thanked the Cadets for their voluntary assistance to the Department during the past year. Also at the presentation was Mr. Ernie Galaviz, Assistant Director of the Program. (Photo by Bill White).

SAILING

The PAL Sailing Program will begin in June. This is a program designed for beginning sailors who wish to learn all about sailing. Classes are held at the Police Pistol Range at Lake Merced. There are only a limited number of spaces available, according to PAL Sailing Commissioner Lt. Mario Tovani (Co. E). All youths between the ages of 13 through 18 interested in the program are to call PAL Headquarters on a first come first served basis.



Reggie Smith of the San Francisco Giants poses with members of the PAL Law Enforcement Cadets at Mission High. Reggie hit the game winning homer the next day. Congrats, Reggie.

BOXING

The PAL Boxing Program is in full swing with over 70 active boxers working out at the PAL Boxing Gym in the old National Guard Armory, 14th and Mission Streets. The Gym is open Mondays through Thursdays from 3:30 p.m. to 7 p.m. Workout equipment and facilities are provided at no charge. All interested youths between the ages of 8 through 21 are invited to call PAL Headquarters (567-3215) for signups.



Shown here with the Chief is Rick Carroll. Carroll is the Club Steward at the Bay View Boat Club who, with Commodore Lil Cowan and club members George Froom, George Stoneback, and Norm Egan, volunteered their place and services to put the Barbecue on.

FOOTBALL

PAL Youth Football tryouts are scheduled for Saturday, July 31, 1982 at 10:00 a.m. at the following playgrounds: Kimbell Park, Geary and Steiner; Crocker-Amazon, Geneva and Moscow; Portola Park, Felton and Holyoke; and Glen Park, Chenery and Elk. To be eligible, boys must be born between December 1, 1967 and November 30, 1971. Ninth graders are eligible PROVIDED they are not 14 years of age. The weight limits are between 95 and not more than 130 lbs. All football equipment is provided at no charge. Any person interested in volunteering as coaches are to call PAL Headquarters.



Time out during the middle of a game as a coach comes to the aid of a beginner Pee Wee Baseball Player.

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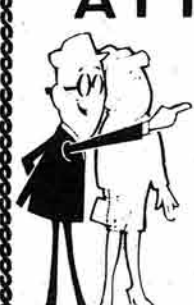
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SPORTS

HELP WANTED

The California Police Olympics are being hosted by San Francisco on July 10th through 15th of this year.

Help is desperately needed in the Registration Room. Any amount of hours you can donate will be greatly appreciated.

It will be a lot of fun, work is not that difficult, and you will have a chance to meet many people from different agencies.

San Francisco is known for its Olympics. Everyone looks forward to attending them. Long after your shoes have been kicked under the counter, your hairdo completely disheveled and your false eyelashes are somewhere under your nose, you can give thanks for a job well done.

The Registration Room is the first introduction the competitors have with San Francisco. With your help this will be the greatest Olympics yet. Won't you please give a few hours of your time?

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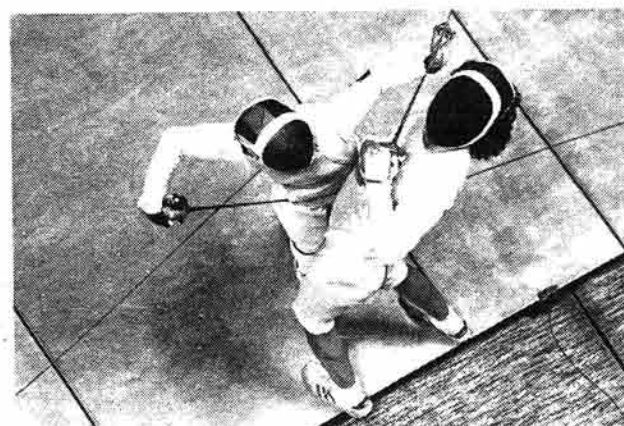
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CONNIE LOUIE, Fencing Champion

Connie Louie, three year veteran of the police department, is assigned to the Richmond Station and is currently on loan to the Tactical Division Decoy Unit. I recently learned that Connie is not only a very good cop, she is also an outstanding athlete and a possible candidate for the 1984 OLYMPIC Fencing Team.

Connie started fencing while attending Galileo High School; she was a varsity fencer and Captain of the fencing team when she graduated in 1971. She attended U.C. Berkeley where she again lettered in fencing and upon graduation in 1975, she again was made Captain of the fencing team. She then spent a year in France, competing with some of the world's best fencers.



Connie Louie, left, in combat defeating Vincent Bradford in the 1981 National Championships in Fort Worth.

Shortly after her return to the United States, Connie was coached by Robert Handelman who runs the Halberstadt Fencing Studio at 621 South Van Ness Ave. in the City. Two years later, they were married. In 1981 Connie finished fourth in the national standings. I might add that there are no weight classes in fencing; you compete against all comers of all sizes. Connie is not what you would call large, but fencing requires skill and agility, not strength. This year Connie has competed in three of the four national meets. In San Jose, she finished 24th out of 80; in San Mateo she placed 12th out of 80. In her latest competition, Connie placed 7th out of 101 in Philadelphia. Next are the national finals in Washington D.C. where I'm sure she will do quite well.

Next year, if Connie keeps up her current outstanding performances, she will be representing the United States at the Pan American games; then in 1984, she will be a member of the U.S. Olympic Team! We members of the police department salute you, Connie, as a fine example of a police officer and an outstanding athlete. Good luck in the coming competitions!

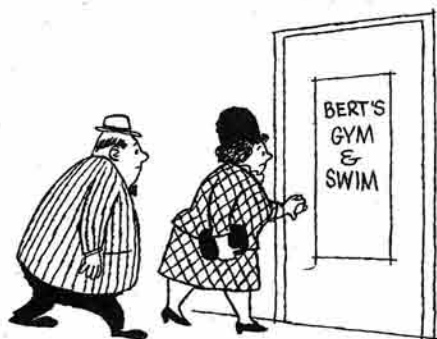
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SPORTS

Golf Club News

On Monday April 19, 1982 eighty-six members and guest of the San Francisco Police Golf Club went to Napa Muni Golf Course at John F. Kennedy Park in Napa for a fun day under the sun.

Once again we, as a group, humbled the golf course. I won't mention any names but two players had a total of 294 strokes which isn't even a decent score for four professional rounds.

I won't say the course was difficult but at last count, the eighty-six players had lost a total of 483 golf balls. Most of these were in the water which comes into play on fourteen of the eighteen holes. There were two players who had to borrow golf balls to finish the round.

The weather was great and the condition of the course was very good. The only problem were the scores. There were only three players who had net scores under par.

Dave Kranci of Co. F had the low score of the day, a fine seventy-nine. There was an eighty by Tom O'Connor and the next best score was an eighty-three.

The low net winner was Captain Ed Cassidy of Co. I who was surprised when his 102 minus 33 handicap for a net sixty-nine earned him that place.

The flight winners were: first, Tim Smith, George Gamble, Tom O'Connor and Jerry Cassidy; second,

Nick Eterovich Sr., Nick Eterovich Jr., Jim Skinner and Bill Mills; third, Mike Brady, Virgil Vandevort, Rene Del Carlo and Ed Pecinovsky; fourth, Lou Sevenau, Joe Allegro Sr., Steve Tacchini and Dick Sanden.

The guest flight was won by Ed St. Germaine followed by Ed Dullea, playing as a guest until establishing a handicap. He was followed by Bill Lee, Ray Gomez and Don Ritchey.

The hole-in-one winners were John McClelland at the 7th hole with a shot 15'11" from the hole and Tom O'Connor at sixteen with one 9'0" away.

The club year is approaching the half way mark. In May we play Tilden Park followed in order by Bennett Valley, The Reno Trip, Richmond Country Club, Santa Rosa Country Club, Palo Alto Muni, Las Positas, Mt. Shadows 'North' and Sunnyvale Muni.

We still are taking memberships. The dues are only \$5.00 and the club is open to all active and retired members of the San Francisco Police Department. As of this article we have one hundred and fifty-one members. Anyone wishing to join, send me a check payable to San Francisco Police Golf Club and I will send you a schedule and procedures for playing.

Jerry Cassidy, Co. K E&I Solo M/C
850 Bryant St., S.F. 94103 or
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Jim Curran
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LA's First Loss Ever!

CENTURIONS DOWN LAPD, 14-13

by Don Carlson

Following the example set by two pre-game skydivers who hit their targets with pinpoint accuracy, the San Francisco Centurions defeated the Los Angeles Police, 14-13, before 2,000 spectators at Kezar Stadium on March 20, with the winning margin coming on a two-point conversion at the end of the fourth quarter.

After losing their first two games of the 1982 season, the Centurions salvaged an immense degree of respectability by outscoring and outgaining their heavily-favored, more experienced opponents, providing Los Angeles with their first loss in twelve games.

Led by Bob Barbero (10 carries, 39 yards) and John Currie (10 for 27 yards), San Francisco attained a 105-82 yardage advantage on the ground. Joe Dutto and Gary Delagnes combined for nine completions in twenty passing attempts for 76 yards, edging LA's total of 71 yards in the air on 13 completions in 24 attempts.

Once again, however, the Centurion defense set the tone for the victory with two fumble recoveries (Mike Williams and Mike Puccinelli) and three interceptions (Al McCann, Bob Rasmussen and Robert Red) that consistently throttled a potentially explosive LAPD offense. The season seemed to be summed up when, in the game's last two minutes, the Centurion defense successfully protected a one-point lead as LA tried desperately to score from the Centurion 25-yard line. Pressure on that six-play drive was continually applied by Williams, McCann, Jim Deely, Harry Pearson, Jim Miller and Greg Suhr. The result? A 35-yard field goal attempt was hooked wide to the left by the LA kicker with just seconds remaining!

LA's scoring had been limited to a single TD on the ground, and a short pass for another TD on a mix-up in

assignments among the Centurion linebackers and defensive backs — a rare occurrence.

LA's thirteen points, all amassed in the second half, were preceded by two first half field goals by Al McCann, which left the Los Angeles team stunned as it headed for the locker room, trailing 6-0. LA came out smokin' in the third quarter, leaving the Centurions on the short end of a 13-6 count mid-way through the final quarter.

The Centurion offense, however, gathered itself together and began its final drive from its own 40-yard line. One key play during the drive was a third-and-eleven pass from Dutto to Andy O'Mahoney for a first down. The other important play was an obvious pass interference call against an LA safety, negating his interception of a pass intended for Tony LaRocca. Two plays later, Dutto passed to Joe Currie at the two-yard line, a lone LA defender between Currie and six points. It was no contest — Currie snared the pass and exploded into the end zone, leaving the LA player on his back.

The question now facing the Centurions was whether to go for a tie or the victory. Coach Jim Hickey, who, with his brother Jack, had announced his resignation as coach prior to the game, never hesitated in opting for the two-point attempt. The strategy called for two receivers, LaRocca and O'Mahoney, to run routes which would "stack" them in the end zone — LaRocca near the back line, O'Mahoney in the front, just inside the end zone — as Dutto rolled to his right. When O'Mahoney made his cut, the LA cornerback slipped; Dutto fired to Andy O', the Centurions went on top, 14-

13, and the San Francisco side of Kezar, which had been standing since the start of the 60-yard drive, went crazy!

What happened next temporarily silenced Centurion fans. LA ran the subsequent kick-off back to the SF 25-yard line, with their three time outs still intact. The LA returner had caught Curt Dowling's kick, started up the middle, then veered sharply to the right and down the sideline. As Bob Barnes chased from behind, Greg Suhr managed to get a piece of the LA runner and slowed him down. Somehow, the LA player stayed in-bounds, but other centurions were now closing in. Dowling made contact at the thirty, and then Jim Miller made a game-saving tackle at the twenty-five, setting up the Centurion defense's six-play stand leading to LA's missed field goal with eight seconds left. The initial meeting between two rival police football teams ended in a way that made San Francisco's 1982 season a successful one.

The Centurions owe a great deal to Jim and Jack Hickey, two brothers who coached voluntarily for three years, and built the program, from the ground up, to a point where the San Francisco Centurions are a major force in law enforcement football. As someone who has been involved in this program since its inception, I can confirm that there is an emotional "twinge" when someone else, someone who has been part of the creative process, leaves the program for whatever reason.

Jim and Jack, thank you for your various and considerable contributions of time, expertise, patience, experience and competitiveness. We all know that the program lives and will continue because of people like you.

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Give 'em the boot!

by Gale W. Wright

The San Francisco Police Department's Traffic Enforcement Bureau is looking to use a new device that brings chronic parking violators to their knees, at the street level. The device is a big metal boot that affixes to a vehicle's wheel and prevents it from moving.



THE SAN FRANCISCO BOOT

Actually, the boot is known as the Denver Boot since it was first introduced and used in Denver, Colorado in 1955. But San Franciscans are quick to adapt, and the boot will quickly be known as the "San Francisco Boot" (or the 'Frisco Boot to out-of-towners). The Police Commission has given its approval to Traffic Commander Gerald C. D'Arcy to ask the Board of Supervisors to approve the use of the boot. The media has reported that the State Vehicle Code will have to be amended, but perhaps all that is required is for the local traffic code to be amended.

Certainly the boot would draw attention. Anybody can get towed and usually the exercise lasts only a few minutes. But the big yellow boot will be a conversation piece for every neighbor, visitor and passing motorist. Drivers will keep using the same route just hoping to be there when the owner discovers he/she has been "booted". As more and more boots are selectively attached, TIME magazine will do a feature story. Other cities, and even a few callous unincorporated areas will quickly imitate the San Francisco boot.

Of course, new models of the boot will be developed with racing stripes, chrome rings, reflective paint, marker lights and more. Naturally, a whole new challenge to the underworld comes into play. Soon, very soon, a black market of keys will be made to sell for half-the-price of the legal boot removal fee. It will become known in certain circles that these keys are available, if you know the right person.

The boots, surreptitiously removed, will become prestige trophies, better than stolen "No Parking" signs or "One-Way" direction signs. Stolen boots will drive up replacement boot costs. Better and newer locks will have to be developed. The GMC plant in Fremont will maybe be reopened to produce more and more boots. A doubt shift is not unlikely.

The boot may be a good idea, but while the scofflaw's car is sitting at the curb with a bright yellow sore foot, that scofflaw is monopolizing curb parking space. At least towing his/her car would create another needed parking spot.

A POLICEMAN'S LOT/ Tom Flippin



KEEP THE TELETYPE SYSTEM

by "The Laughing Policeman"
— Anonymous

While it is possible that some changes are good for this department, the elimination of the present Teletype System is not. The Teletype System is one of the few things about this department that we can rely on. The Teletype machines are rarely out-of-order. They ensure prompt issuance of vital information; and the messages are easy to read. Using CABLE is a mistake. The CABLE is so frequently out-of-service that we cannot rely on it. Using CABLE interferes with other vital uses of the computer system, including checks on persons, vehicles, and property. Using CABLE for these queries now is frequently time-consuming because of the number of units trying to run people and things. Adding teletypes to the computer workload can only be detrimental.

Using CABLE provides messages which are printed lighter, and so close together, because of single spacing, that they are hard to read, increasing the time which must be spent in trying to read them. Any money saved by not having to pay for the electricity for the Teletype machines is spent keeping an entire watch in line-up while the platoon commander tries to make out what is printed on the CABLE messages. The money saved cannot be worth the disruption to the orderly provision of police service to the public. This change reduces our effectiveness.

If it is absolutely necessary for something to be eliminated at the Communications Division it might be better to get rid of those worthless call-box phones. I haven't found one that works well enough to understand what is being said in years. They are most often out-of-order, and of such low volume as to be worthless. Their only value may be as safe storage, perhaps a good place to keep a dime for use on a real telephone.

Whatever else happens, I urge the department to keep the Teletype System, and get rid of the call-box phones.

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Everyone tells me I must have a really exciting job. Next time, I'm going to ask them "Why? Is it:

Because I have to search pee-soaked winos so they won't blow my head off after I put them in my radio car?

Because I get scabies and lice when I search the winos?

Because I have to smell puke in my car for the next seven hours after chauffeuring the winos to Detox?

Because I always get subpoenas for my days off — when I have plans designed to take my mind off the job?

Because I hear parents tell their children: "That's a policeman! If you're a bad boy, he'll take you to jail?"

Because when the children grow older, they laugh at me and call me "Pig!"?

Because I work nights and weekends and my friends don't?

Because I can't sleep after seeing what a drunken father had done to his 18 month old daughter when she wouldn't stop crying?

Because I have to say "I don't know!" when an 80 year old woman asks me when I'll be able to return her stolen purse to her?

Because I became a policeman to help people and everybody accuses me of wanting to hurt people?

Because when I go to parties, everyone talks about what they see and do at their daily jobs — except me?

Because the party goers all have to tell me their experiences with cops?

Because I do good police work and get sued because of it?

Because I get a complaint from a citizen when someone gives me a free cup of coffee?

Because I have to tell a loving mother that her son won't be coming home tonight, or any other, and then in the next breath ask if she could come down and identify the body?

Because I "dine" in all night fast food joints in which I can never eat in peace?

Because I get stuck with dirty needles when I search junkies?

Because I see people walking out of jail before I finish writing the report which put them in there in the first place?

Because the defense attorney tries to make me look like a liar, when he is actually the liar (and knows it)?

Because it's cheaper to give me a bullet-proof vest than to take the criminals off the streets?

Because I find myself laughing at the criminal justice system that I'm so much a part of (it's laugh or cry)?

Anonymous

Deadline for articles to be submitted is the first Wednesday of each month. No exceptions.

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

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