

the San Francisco POLICE MAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

VOLUME 15

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NUMBER 10

DISABILITY RETIREMENTS: AT THE TURNING POINT

by Mike Hebel,
Welfare Officer

For the period of July 1, 1982 through June 30, 1983, 42 industrial disability retirement applications were presented to Retirement Board hearing officers; 18 (43%) were granted while 24 (57%) were denied. For this same period the hearing officers granted 53% (7 of 13) of the applications for determination (sick pay to disability pay) which were presented.

The fewer number of successful applications is due directly to the present availability of permanent light duty positions within the Police Department.

LEGAL TEST

The Charter of the City and County of San Francisco mandates the industrial disability retirement of a police officer who becomes "incapacitated for the performance of duty" due to an injury or illness received in the course of performing police duties. The courts have held that "incapacitated for the performance of duty" means the substantial inability of the applicant to perform his usual duties. The courts have demonstrated the need to look to the frequency of duties which the person cannot perform as well as the general composition of duties which the person can perform. Courts have not been impressed with the argument, frequently raised in disability cases, that occupational injuries and medical conditions create an increased risk that the employee will suffer some further injury or aggravation at a later time; they have rejected this assertion stating that the assertion demonstrates that the claimed disability is only prospective and speculative, and not presently existing.

Unlike Workers' Compensation benefits which are directly related to the percentage of disability, retirement benefits are an "all or nothing situation. For retirement purposes, the courts have recognized that retirement is not to be granted simply because the member suffers an injury. Rather the injury must significantly impair the person's ability to perform the range of duties normally expected from his or her classification.

LIGHT DUTY ASSIGNMENTS

Related to the concept of "usual duties" is the issue of "light duty" assignments. Frequently, an employer will relieve an individual from the normal duties of a position and assign him/her to light duties which conform to the medical restrictions placed on the individual by the treating physician.

The San Francisco Police Department does have a light duty policy (Commission Resolution 979-82 adopted on November 24, 1982; Information Bulletin 82-146). This policy provides for indefinite limited duty assignments for police officers who have sustained a disabling injury/illness and who have been certified by their treating physician and the police surgeon for a limited duty assignment consistent with their medical limitations.

The Police Commission policy further provides that: "the medical fitness and job performance of limited duty member shall be re-evaluated at intervals of not less than six months and upon a finding that said member has failed to convalesce as scheduled or has become permanently incapacitated for performance of normal duties, the Police Commission shall, if requested by the

continued on page 10

LEGISLATIVE COMMITTEE REPORT

By Dan Linehan
Chair, Legislative Committee

By now you have all received the preprinted post cards I sent to your homes. Please take a few minutes out of your day to fill them out and help us win Proposition "I".

As of this writing I have received several hundred cards. These cards, addressed to your friends and relatives with your signature, will have a tremendous effect. If we are to be successful this November, we must enlist the support from the people we know on a personal level.

Membership Responds

I have to note the wonderful help we have received from our retired members. Three members have made a great sacrifice by sending personal checks for the

campaign totaling three hundred dollars. These retired police officers, living on a moderate fixed income have all requested that their names be withheld. However I would like to thank them for their support and their wishes of luck on our campaign.

Our active membership has also performed above our expectations. The post cards will be delivered when they will have the greatest impact — a few days prior to the election. They are most directed towards the areas where the fate of Proposition "I" will be decided — the Sunset, Richmond, Lake Merced and the Marina.

Special Thanks to Those Who Worked So Hard

Regardless of the outcome of Proposition "I", I would like to thank all the members of the Legislative Committee for their outstanding efforts. Without the work of Reno Rapagnani, Phil Tumerillo, Kevin Hall, Don Woolard, Terry Collins, Nelson Lum and Paul Gossman Proposition "I" would have never gotten off the ground.

No thank you would be complete without expressing a debt of gratitude to the dedicated few who work so hard on the campaign. With the help and guidance of Bob Barry, Paul Chignell, Peter Maloney and Gerry Schmidt we placed a solid campaign before the voters of San Francisco.

These individuals went the extra mile so often, it became part of their daily routine. I learned a great deal about these people, most important is that they all share a great concern for our membership, our association and our police department. I am proud to have my name associated with these first class people. I consider myself lucky to have worked next to them and I look forward to standing with them as one in the winners circle this November.

VICE PRESIDENT'S COLUMN

by Paul Chignell

SUPERVISOR WENDY NELDER FRIEND OF THE POA



Supervisor Wendy Nelder has proved to be a proven vote getter and a true leader in San Francisco City Government after only three years on the Board of Supervisors.

San Francisco police officers should be proud of the fact as Supervisor Nelder has been an unfailing friend of the working police officer in San Francisco. It is rare to find a



politician who supports labor rights for officers but also gives us the tools we need to protect the public in San Francisco.

But how could Wendy Nelder miss?

The daughter of a popular Police Chief, an accomplished lawyer, a woman of common sense in the rough and tough political world of San Francisco. She is the kind of woman who accepts criticism as part of the "Game" but can meet that criticism with logical and well spoken responses.

Supervisor Nelder led the ticket in the election of Supervisors in November of 1982 to the surprise of many political observers but not to her friends and supporters in the community. Those friends and supporters know that Nelder is in the mainstream and has a knack for articulating the issues and concerns of the majority of San Franciscans.

Why do the police support Nelder?

She has consistently supported all of the labor measures that the POA has sponsored and is presently actively supporting our Proposition on the November ballot to change the salary formula to make it more equitable.

She was the driving force behind the recently purchased fingerprint computer and despite many obstacles was able to obtain full funding for this important law enforcement tool. The purchase of the com-

continued on page 3

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"COMMUNICATING OURSELVES:
PERSONAL AND
PROFESSIONAL RELATIONSHIPS"

Tuesday, November 15, at 8 pm
The Collins Center, 630 Vicente St.
Bring your spouse or a friend.
Admission and parking are free.

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San Francisco Veteran Police Officers Ass'n. Inc.

MEETING: The regular monthly meeting of the San Francisco Veteran Police Officers' Association will be held on Tuesday, October 11, 1983 at Forest Lodge, 266 Laguna Honda Boulevard, San Francisco, CA at 12:30 p.m.

PRESIDENT'S MESSAGE: Hopefully there will be increases in retirement allowances in November and December. One of the increases will be due to recently adopted salary structure. If you read last month's bulletin, I attempted to state the proposed increases by rank. The other increase, which will affect those who retired prior to 7/1/79, will be due to lawsuits of 1977/78 and 1978/79. I have no idea to the amounts each individual will receive. It depends on length of service at retirement, section under which you were retired, etc. Remember, I said that hopefully these increases will be in the November and December check. I will be in contact with the Retirement System for a firm date and will keep you informed.

For those of you living in the Santa Rosa area I have been contacted by Lieut. Dale Moore of the Sonoma County Sheriff's Department. They are looking for retired police officers to assist them in their civil division to act as keepers in civil judgments. If you are interested you may contact Lieut. Moore at (707) 527-2185 for further information.

I was informed at the last meeting that we were denied a non-profit status by the postal authorities so that we could mail our bulletin at the non-profit bulk rate. The reason given for this denial is that the postal department felt that we were a social organization. This is the first time I have heard this organization referred to as strictly a social organization. We have had to appear before various boards of this City on behalf of our members. We have had to seek out and discuss various retirement, medical and social security problems as they affect our members. These are definitely not social in nature. We will be in contact with postal authorities and get this matter settled. Using the logic of the postal authorities, any non-profit group that meets and during the meeting enjoys lunch or a cocktail is a social group. This sort of ruling could upset a few well-known charitable organizations. Incidentally, we have been granted non-profit status by both State and Federal governments. (IRS)

The San Francisco Police Officers' Association will be in need of help in the November 1983 election. For those of you who receive the S.F.P.O.A. paper there is an article in it seeking your help and a coupon to be sent in. If the S.F.P.O.A. is successful in November, we will benefit. If you are able to help, fill out the coupon or, contact the S.F.P.O.A. at 861-5060. The S.F.P.O.A. is asking the electorate to allow a change in the salary ordinance to provide for increases granted to a surveyed city after July 1st.

SECRETARY'S MESSAGE: Dues are due and payable on January 1st of each year. Check your dues card. If you move or have a change of address please notify your secretary. When remitting your dues it should be very helpful if you would send a self-addressed stamped envelope with your payment.

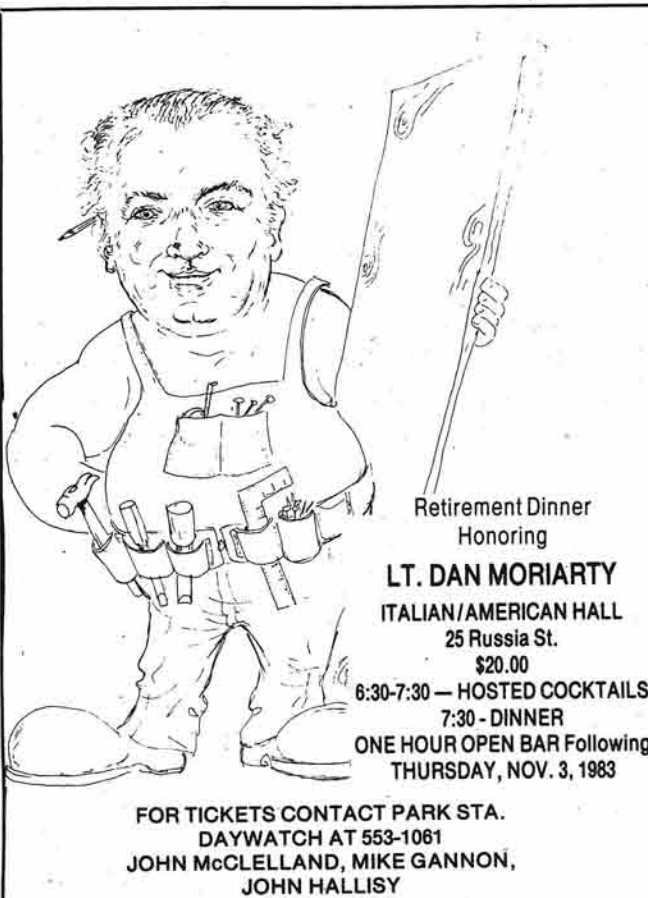
NEW MEMBERS: John A. Mahoney and Raymond Symington. Welcome aboard.

SICK CALL: Paul McGoran in Childrens Hospital, Ray Freeman in Kaiser Hospital.

IN MEMORIAM: William B. Hoch 8/24/83. Membership 786

Attendance last meeting 99

Sol Wiener, President
Ray Seyden, Secretary



Retirement Dinner Honoring
LT. DAN MORIARTY
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\$20.00
6:30-7:30 — HOSTED COCKTAILS
7:30 — DINNER
ONE HOUR OPEN BAR Following
THURSDAY, NOV. 3, 1983

FOR TICKETS CONTACT PARK STA.
DAYWATCH AT 553-1061
JOHN McCLELLAND, MIKE GANNON,
JOHN HALLISY

Widows & Orphans

The regular monthly meeting was called to order by Pres. W. Hardeman at 2:05 p.m. Wednesday September 21, 1983 in the Traffic Bureau Assembly Room, Hall of Justice. A sufficient number of members were present for the conducting of the usual order of business.

Secretary acknowledged a donation from Mr. & Mrs. T. Bragg in memory of their son, Allyn Bragg.

Treasurer Bill Parenti reported the following deaths:
JAMES B. DOWD — A San Franciscan born in 1904, Jim became a member of the Department in 1932 at age 27. Assigned to Traffic Bureau, he was there only a short time before being transferred to Headquarters Company. From there Jim went to Co B, City Prison, then Chinatown Detail. After the Chinatown Detail was transferred to Central, he worked at Central for a short while until being assigned to The City Prison in 1955. Jim evidently found this to his liking as he stayed there until his retirement for service in 1969. He was 80 at the time of his death.

WILLIAM HOCH — Born in San Francisco in 1917, he joined the Department, temporarily in 1939, becoming a permanent member in 1940 at age 22. Bill was assigned to Co K, Accident Prevention Bureau where he remained for 12 years. Was appointed a Temporary Sergeant in 1952 assigned to Richmond, then Northern, but in 1953 returned as a Patrolman to Co. K, staying there until his retirement for service in 1972 at age 55. Bill received the following awards: In 1948 2nd Grade for arrest of 2 men who held up a Luxor Cab; in 1951 a Captain's Comm. for assisting in the arrest of holdup men who had fired on an Officer. Bill succumbed to a massive heart attack at the age of 66. Visiting Committee reported that wakes of departed Brothers had been attended.

REPORT OF TRUSTEES: In absence of Senior Trustee M. Kemmitt, Pres. Hardeman reported the purchase of Stocks & Govt. Bonds had been approved by Trustees. Also Hibernia had a new assistant to Miss Minuth, James Elder.

UNFINISHED BUSINESS: Bro. Jeffrey reported he had talked to Retirement System re payroll deduction for retired members of W/O and they had no objection. Would be up to Controller.

Motion Hurely - 2nd Sturken that ART. VI, SEC. 1, By-Laws be amended by increasing the death benefit from \$7,000.00 to \$8,000.00 effective January 1, 1984. Approved. This is the second and final reading on this amendment.

GOOD OF THE ORDER: Pres. Hardeman set the next regular meeting for Wednesday October 19, 1983 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 2:45 p.m. in memory of the above departed Brothers.

Bob McKee, Secretary

POWA

The second meeting of the NOR-CAL Police Officers' Wives' Assoc. was held on Sept. 23rd at the Concord Police Station. We had a large turnout, and much was accomplished. We corrected and approved the proposed bylaws, and elected officers.

CONGRATULATIONS to WANDA MANINI, who was elected as Vice President of NOR-CAL, an excellent choice.

We have volunteered to help the POA in their upcoming issue, PROPOSITION I, on the November City Ballot. All those who wish to lend a hand, please contact us as soon as possible. This Proposition benefits all of us, please lend your support. A very special thanks to all those who worked in the booth at the Italian Festival. The proceeds from this booth are going to the family of Officer Pat Pfeiffer.

The POWCA convention in San Diego, October 21 & 22, was fabulous. Pat Barsetti, Wanda Manini, and Cathy Oberhoffer attended. This was the election convention, and we're happy to say that the attendance was great. The next convention will be held in Ventura, in April of '84.

Well, we are having another garage sale. The last one did so well, and we're hoping to do even better this time. Please see the separate ad for further details.

Our next meeting will be held on Tuesday, November 8th, at the Hall of Justice, 5th Floor, Commissioners Hearing Room, at 7:00 p.m. Anyone needing rides, please call Pat Barsetti (566-5985), Wanda Manini (566-1872) or Cathy Oberhoffer (334-9225).

HEADLINES

610 22ND STREET #244 SAN FRANCISCO, CA 94107 PH. 621-1981



POLICE POST #456 NEWS

This is the month when lots of people get confused with the time change. Looking back into the memory book I remember vividly one man in particular who used to come to work an hour late when you set your clocks ahead and an hour early when you set your clocks back. He was the proverbial Mr. Magoo. We used to make bets (did I use the correct term?) as to when he would show up for work during these times.

S.F. Police Post #456 has another first for which it can be justifiably proud. John Payne is coming up for Commander of the S.F. County Council and Walt Watson working his way through the chairs in the 7th District and soon to be Commander of the 7th District. Never in the memory of this scribe have we had two men running simultaneously for offices in both the Council and the District. You'll have to look far and wide to find anyone who even approaches the mark left by these two dedicated Legionnaires. This is why getting your dues in on time is so vitally essential. It shows support for your fellow Legionnaires and also shows the other Posts that S.F. Police Post #456 not only puts it's money where it's mouth is but is willing and able to furnish the men to get the job done. You do your part by paying your dues that enable us to keep all these worthwhile programs going which is the hallmark of any good Post.

I hope that Halloween leaves all the kids in good shape. There are lots of goof balls out there. Till next issue you had better keep smiling and may God hold you in the palm of His hand.

Your Scribe
John A. Russell

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ADDRESS ALL CORRESPONDENCE TO: Editor, S.F. Policeman, 510 - 7th St., San Francisco, CA 94103. No responsibility whatever is assumed by the San Francisco Policeman and/or the San Francisco Police Officers' Association for unsolicited material.

THE SAN FRANCISCO POLICEMAN is the official publication of the San Francisco Police Officers' Association. However, opinions expressed in this publication are not necessarily those of the S.F.P.O.A. or the San Francisco Police Department.

ADVERTISING

Nancy Huffaker
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Police News
(408)988-1676
(415)552-5957

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

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

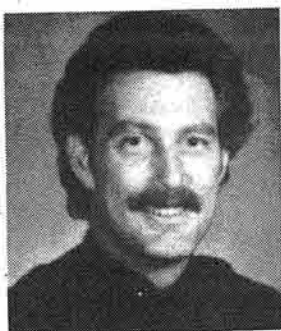
POSTMASTER, ATTENTION! P.O. Forms 3479 Notices should be sent to: S.F. Policeman 510 - 7th St., San Francisco 94103. 2nd Class Postage Paid at San Francisco, CA

USPS #882-320

Treasurer's Column

by Duane Collins

MONEY



POLITICAL CONTRIBUTIONS

Every so often someone brings up one of my favorite subjects, P.O.A. money. But, sometimes they misrepresent what's happening with our money. This happened in the last issue of the P.O.A. paper. Inspector Gerg Winters wrote an article stating that we spent \$200.00 last year on POLITICAL CONTRIBUTIONS, and another \$11,000 on income taxes because of it. Why would a Law school graduate and police department investigator print something on a subject without first doing some research? Why not ask the man who signs the checks to verify his figures? I will attempt to dispell any fears that have surfaced because of his misrepresentations. I might add ANY member who has a question about association money need only ask me; I believe in an open book policy regarding YOUR Money.

One of the first things we must do is distinguish between a POLITICAL CONTRIBUTION and our POLITICAL CAMPAIGN. Last year we gave (as in CONTRIBUTE) \$28,000 to various political figures throughout the state. We spent over \$150,000 on our Prop I & J CAMPAIGNS. (This \$150,000 works out to about \$80.00 per member. If you have worked two days overtime since July 1st, the "onehalf" in time and a half already has repaid you your \$80.00 and then some.) The way I see it, that was a very well invested \$150,000.

The next thing Brother Winters mentioned is that on top of all this money we are giving away, we are being taxed on it too!

Brother Winters obviously does not understand our tax structure. We are taxed at the rate of 46 percent

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION MONTHLY FINANCIAL STATEMENT AUGUST 1983

INCOME:		
Dues - Active	\$36,331.48	
Retired	94.50	
Policeman Income	3,865.72	
Interest Earned	662.82	
Misc. Income	72.00	
		\$41,026.52
DISBURSEMENTS:		
701 Accounting	1,505.00	
707 Bank Charges	15.12	
723 Dues Collection	207.24	
728 Equipment Rental	18.05	
730 Expense Account (Pres.)	400.00	
744 Insurance & Bonding	1,044.00	
753 Janitorial Service	180.00	
761 Maintenance (Equipment)	646.23	
771 Mailing	267.45	
772 Public Relations	605.45	
772A Picnic	2,035.00	
773 Rent	1,219.17	
776 Salaries - Office	3,609.84	
777 Salaries - Executive	300.00	
781 Supplies	513.03	
782A Administrative Expense	121.35	
785 Federal Payroll Taxes	1,602.90	
787 State Payroll Taxes	183.30	
Less Withholding	(1,313.20)	
789 Franchise Tax	5.00	
792 Utilities	956.57	
794 Building Maintenance	4,948.19	
805 Blood Bank	222.75	
810 Board of Supervisors	40.45	
820 Community Services	12,500.00	
830 Health Service/Retirement	1,527.00	
835 Insurance	(1,029.59)	
845 Legislative	3,093.45	
850 Labor Relations	311.00	
858 Legal Services Committee	10.28	
860 Screening	7,427.10	
860A Screening - Retainer	2,000.00	
863 Publications	3,620.80	
867 Uniform & Safety	57.05	
870 COPS	803.93	
872A Insurance - Life	1,116.91	
875 Federal Litigation	3,424.02	
880 Stress	219.31	
895 Sports	5,215.47	
896 Backpacking	587.49	
897 Run for Youth	400.00	
		60,595.11
Cash spent over receipts		19,568.59
Cash at beginning of period		
General Account	\$ 6,856.18	
Dean Witter Acct.	93,014.01	
		99,870.19
Ending Cash Balance		
General Account	\$ 4,085.89	
Dean Witter Acct.	76,176.83	
		\$80,262.72

The balance on hand at the commencement of the month was \$99,870.19. There was received from all sources during the month \$41,026.52; during the same period the expenses amounted to \$60,595.11, leaving a balance on hand of \$80,262.72.

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and if what he said is true, we would have paid over \$92,000 in income taxes! Instead he quotes \$11,000, which is correct, but it is based on our INVESTMENT INCOME, which was \$25,000 (46% X \$25,000 \$11,500). I wish he would have talked to the money man first, hopefully this will clear up the whole mess.

Next I would like to talk about this petition being circulated regarding future political contributions which wants recipients to state in writing what they can do for us before we give them any cash. Gentlemen, you can't do that! It's illegal! Currently, before we can give any money to a politician we must put the request on the agenda that's posted before the meeting. Then after the meeting we are required to again post a bulletin telling who got how much. Since February 1, 1983 we have given out \$2,650 in political contributions, and every figure who got money has supported this years' ballot proposition.

Anyone else who wants to write on money, please call me beforehand. I will be glad to help and get documentation to back-up your article.

VICE PRESIDENT'S COLUMN

continued from page 1

puter is a milestone in law enforcement in San Francisco as will soon become readily apparent to police officers and to the public. The number of unsolved cases from homicides to thefts will be diminished in incredible numbers when the computer goes "on line."

If you see Wendy Nelder around City Hall or the neighborhoods, tell her thank you for her efforts. We are lucky to have a legislator who supports our issues and the public at large is lucky as well!

PRESIDENT'S COMMENTARY

The two Progress articles reprinted below are glowing examples of how well our publication is followed by the general population.

As a result of the crossfire articles in our paper, investigative reporters have been checking into many of our P.O.A. activities and some people feel that this is an intrusion. I do not. I feel that for our organizational credibility the scrutiny should be welcomed.

Al Casciato

Submitted by Al Casciato

By E. Cahill Maloney

First of two parts

Political muscle-flexing by the Police Officers Association (POA) sometimes produces heated arguments around San Francisco precinct houses, as well as among the electorate in general.

Tuesday night a sparsely attended general membership meeting a 400-signature petition requesting a full membership vote on POA political procedures via mailed ballot was rejected. Al Casciato, the new POA president who is spearheading the reform drive, said he will start circulating a new petition within the next few days.

Casciato, who defeated former president Bob Barry by a scant 27 votes, told the Progress he is convinced his proposed changes in POA political practices will be approved if the full membership gets a chance to vote. The 31 people present when Tuesday's vote was taken don't speak for the department as a whole, he said.

Last year, the POA reported \$173,446 in political contributions, including several donations to out-of-county races.

Records on file with the Registrar of Voters show that most contributions to candidates were under \$2,000, a notable exception being the Tom Bradley for Governor campaign, which apparently received more than \$16,000 from the POA. Barry said most of the Bradley money actually went for Democratic voter registration drives.

Casciato said he plans to submit an amended expense statement as soon as accountants figure out precisely where the money went. "We spent about \$7,000 for a bank of phones that were used by volunteers, but we don't yet know on whose behalf the calls were made," he said. "We got a \$400 bill to cover a (Paul) Chignell mailer sent out by the firefighters, I don't see why we should pay for that."

The POA's generosity to Chignell's unsuccessful 1982 race against Marin Assemblyman William Filante provoked some resentment among the rank and file.

Chignell, a long-time member of the POA Board of Directors and the newly elected president of the Califor-

PRESIDENT'S MESSAGE

by Al Casciato



—HELP WANTED—

In just a few short weeks the election will take place and the voters will decide the fate of Prop. I, the salary standardization charter amendment.

All of you must help to make the proposition successful. You can — stuff envelopes, put signs up, call your family and friends, knock on doors, and generally campaign. Remember, our real political strength is measured by the willingness of our membership to work on campaigns. We can be strong only with your support and backing.

Get involved today to protect your tomorrows. To sign up for work call:

Gerry Schmidt

Mission Station 1900-0300

Dan Linehan

Southern Station 1500-2300

or P.O.A. Office 1300-1700

Special thanks to all of you who have called or written with messages of support. It is those kind words that give me the strength and motivation to continue in my work on your behalf.

POA battle: Muscle-flexing over the body politic

nia Organization of Police and Sheriffs (COPS), received a \$10,000 start-up contribution for his Assembly bid in November 1981. Another \$2,500 was contributed in October, 1982.

Barry said the POA backed Chignell because it would be an advantage to the association and its members to have a good friend in the state legislature. "Some people were angry we got involved in a Marin assembly race, but decisions on police benefits don't stop at the (City) border, they go right on to Sacramento."

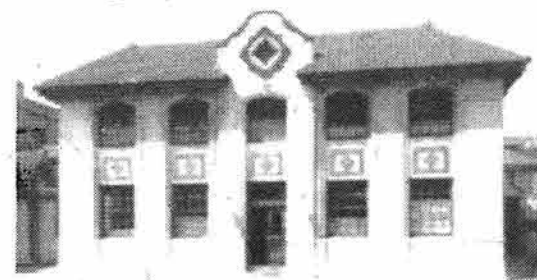
Casciato believes POA endorsements and contributions should be limited to San Francisco races and issues of direct concern to policemen, and that all political action should be cleared with the general membership.

(Reprinted from S.F. Progress Fri., Sept. 30, 1983)

Part two on page 8

Testimonial

Potrero Station



Roy Anderson Lebert Meyers
Don Miles Robert Kafku
D. Del Chair Eugene Fogarty
Vernon Ware Special Guest

Red Chimney - Stonestown
Nov. 11 '83 6 pm - 2 am
Compl. Roast Sirloin Dinner w/Wine
\$20. - Dinner/Gift/Grat.

Purchase Tickets:

Franklin's B&B

Co. C - Harbor, Bickol

Co. A - Gray

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SFPOA INSURANCE BENEFITS

by The Insurance Committee

Because you are an Active, full-time police officer, and a member of the SFPOA, you are provided with a Basic Life insurance policy in the amount of \$2,500. A fraction of your dues monies pay the necessary premium.

Because most members realize they need even more coverage for their young families, Group Term Life can be purchased separately at excellent rates via payroll deduction. Please read the billboard below which highlights all of the important features of this program.

The Group Term Life policy is a decreasing type of insurance which affords you \$25,000 through age 39 and then decreases during your career. And, your spouse and your children are also covered by this policy. The cost is only \$3.82 per pay period.

A Little History

Our previous insurance company wanted to raise the rates for this year for both the Basic and the Group Term Life plans, by hefty percentages. Even with big increases, they also wanted to cut the retired officers' benefits in half, regardless of the age of retirement. Obviously, the Insurance Committee was both shocked and dismayed. However, since many of the large insurance companies are not interested in associations or group businesses, our options were limited. Then the Robert L. Holman Insurance Services Company said they would like to have INA, the Insurance Company of North America, submit a bid on the rates.

INA did a super job and said they could handle the account at no increase in premiums for at least one year, while they have a chance to track our experience. Furthermore, they said they could make some changes in the existing policy which would not cost anything more, but would give better coverage. These new points are to give longer periods between the decreasing amounts of coverage and to increase the spousal protection from \$1,000 to \$2,500.

The potential problem which the Insurance Committee recognized a long time ago, had finally arrived. When almost any plan has more retirees in it than active members, the plan would have to face high premium rates to maintain the status quo. Something had to give. What we have worked out with INA is this:

- 1. The Holman Insurance Services will actively inform the Active members of the Group Term Life program.
- 2. The INA/SFPOA plan will not be sold to any retired members who were not enrolled in the former plan, prior to 10/1/83.
- 3. All benefits sold after 10/1/83 will terminate at the age of 70.

The actuary experience is not that bad, but it could get bad. All of the moves addressed above had to be made in order to keep the premium rates acceptable to both the Active members and of course, to INA.

SFPOA GROUP LIFE INSURANCE

Insurance Company of North America (INA)

Now Insures Our Membership

through the Robert F. Holman Insurance Services

INCREASED BENEFITS WITHOUT INCREASED PREMIUMS

To All Active Full-Time Members

When you receive your \$2,500 Basic Life Enrollment & Beneficiary card, promptly complete it, sign it and return it to the POA before November 4, 1983.

Additional Insurance at Group Rates

For those of you, who are not already enrolled in our Group Term Life program, read about this valuable coverage in your INA brochure. This coverage is immediately available. Select the plans which meet your needs and check them off on the Enrollment & Beneficiary card. Return it with a signed payroll deduction card (enclosed with the INA brochure) to your POA Station Representative. Your support is important to enable our program to grow and main-

tain reasonable rates. Supplemental Group Term Life and Accidental Death and Dismemberment coverages are also available. Just check off the appropriate boxes on the Enrollment & Beneficiary card.
REGARDLESS OF WHETHER YOU ARE CURRENTLY ENROLLED, WISH TO ENROLL, OR DO NOT WISH TO BE INSURED, YOU MUST COMPLETE AND RETURN THE ENROLLMENT AND BENEFICIARY CARD

Important Changes with INA

The insurance for your spouse is increased from \$1,000 to \$2,500 and the age group of 46 to 49 is increased from \$10,000 to \$15,000.

DESCRIPTION OF PLANS

Basic Life on Active members — \$2,500 is paid for by the SFPOA

- Group Term Life for all Active members (Includes Retired members previously enrolled)

Members' Age	Life Insurance
Under Age 40	\$25,000
Age 40-49	\$15,000
Age 50-64	\$10,000
Age 65 and over	\$ 3,500
Dependents: Spouse	\$ 2,500
Children 14 days to 6 months	\$ 100
6 months to 19 years	\$ 1,000

The cost is just \$3.82 per pay period - payroll deduction

- Additional Group Term Life for all members — \$5,000. Cost is \$1.50 per pay period - payroll deduction
- Accidental Death & Dismemberment (AD&D) for all members — \$10,000. Cost is 46¢ per pay period - payroll deduction
- Members retired prior to 1965 — \$1,000. Cost is \$1.39 per month billed annually

Members not previously covered, benefits shall terminate at age 70.

POA Station Representatives will have packets for all members. Please check very soon.
NOTE: INA enrollment and beneficiary cards are needed by each insured member.
For any member requiring larger individual amounts of insurance, contact Robert F. Holman Insurance Services directly at (415) 341-1936.

2031 In Attendance

PICNIC IV 1983

by Theodore A. Schlink III
Picnic IV Coordinator

It's now history, but on September 10, 1983, 2031 members family and friends attended a memorable event at Marine World - Africa USA, in Redwood City, California. The weather was warm, the beer and soda pop were free, and spirits were high. This picnic was the 4th annual in the history of the POA, and needless to say, this is the 4th time that I was suckered into coordinating the event. For those of you who have never ventured into the world of picnic planning mania, I will warn you in advance, that the event takes shape 10 months in advance of the date. Rather than bore anyone with the mundane details, I think that I will just jump into the unconfirmed, unverified, false, misleading and downright good gossip that surfaced at the picnic.

The first order of business was to address the honorable Board of Directors, and ask them for money. DUANE COLLINS, our frugal Treasurer, advised me that the only thing that I ever want is money, and that it was about time that I dug up one of my coffee cans in my back yard and finance the picnic myself. The picnic is subsidized by the POA to the tune of 50%, which means that everyone's ticket was half the actual cost to the POA.

PAUL CHIGNELL was admonished in advance regarding political activities, however, he was a scream in those shorts he wore at the event, however the attention he received was invaluable. Next year, FRANK LUTTICKAN and PAUL will exchange walking shorts, so that we can all determine who really looks best. MIKE CONWAY was seen cooing his new flame, while CHARLIE PERKINS was looking for the culprits who drank his private stash of vodka.

DENNIS SCHARDT looked cool with the youngster who was glued to his hand, while RENE LAPREVOTTE was looking for some place to put his hands. KATHY LAWSON bragged that her hair was red, while CHARLIE KEOHANE was attempting to get the red out.

CLINT EASTWOOD was a real draw to the dunk tank, however, TERRY COLLINS has been hit with several suits regarding false advertising. MIKE 'I like red meat' TRAVIS was observed making faces at a tiger, while CHARLIE BEENE slowly ate his chow so that his face wouldn't turn blue this year. DONALD GOAD volunteered for the dunk tank to get away from HANK FIKKERS, while KIRK BROOKBUSH talked to anyone who would listen. DAVE FONTANA was on his best, however he blew it by wearing his glasses upside down. GREG CASH brought his swim fins, but he should have taken them off.

STEVE SILVERS' wife DONNA was seen bribing the killer whale trainers, while EILEEN HUDLESTON was seen looking for a preacher. JOYCE 800X CHESTNUT was overheard telling JOHN that he looks good in feathers, while JOHN said that he was really a sailor. HENRY HUNTER was caught stealing ice cream from his children, while CINDY HUNTER arranged for a citizen's arrest.

LARRY MURDOCK was seen flexing his left ear, while BILL DARR snuck in MISSION STATION's tug 'o' war ringers from who knows where. AL CASCIATO was observed water skiing down the water slide, while CARL PETERS looked on in disbelief. STAN SHELD admitted that he was only 39 years old, while DALE ALLEN denied his identity.

MARK DONZELLI asserted that tigers are part of the dog family, as ED CALLEJAS'S girlfriend TOSH told ED to keep his paws to himself. DON WOOLARD smiled alot, while NELSON LUM snickered at the brave souls who volunteered their bodies to the dunk tank. PAM REED discovered water, as DONNA DAHLHAUSER was kissed by a creature from the water. I suppose that I could go on and on, but the time has now come to get on with this report.

Most of the committee chairpersons arrived at the park at 8:00 a.m. to prepare for the day's events. VALERIE MOTT, our security chairperson immediately set up shop at the entrance to the Lagoon Picnic Area in order to prevent anyone from taking beer into the park area. VALERIE has not done this before, so she was excused for initially setting up barbed barricades.

CHARLIE KEOHANE arrived bright and early with the shirts and hats, as did the rest of his hard working committee. For those of you that still want to obtain shirts or hats, they are on sale at the POA office. STEVE SILVERS and his water polo team that played in the killer whale tank were feared by the other civilian teams they eventually played. I was informed at the gate by one of the other team captains that he was sure that the SFPD team would be a bunch of monsters, but he did not think that the spear guns carried by our team were appropriate.

The tug 'o' war committee, chaired by VINCE CATANZARO is a risk taking group, when you consider the fact that each tug 'o' war team is probably a group of the biggest guys or gals that each station or detail has to put up. One thing for sure, is that you don't want to upset them. In any event, I wised up this year, and delegated the job of judge to DALE ALLEN, who stands 6'4". Everything was fine, except for the fact that DAN McDONAGH kept blowing the bull horn into the microphone. More on the tug 'o' war competition later.

This year's dunk tank committee was chaired by TERRY COLLINS, and I'm convinced that he could sell an ice cube to an Eskimo. The dunk tank raised \$299.73 for Brother PAT PFEIFER, in addition to another \$10.00 donated by MARY JANE FONTANA and LOUIS C. FONTANA after the picnic. My hat goes off to those who gallantly braved the cold water in the tank, and without further delay, I will now have their names printed in bold print. **THE HONORABLE POLICE COMMISSIONER DAVID SANCHEZ, DEPUTY CHIEF JAMES RYAN, CAPTAIN OF POLICE DONALD GOAD, LIEUTENANT OF POLICE CHARLIE BEENE, POA PRESIDENT CROCE CASCIATO, POA VICE PRESIDENT PAUL CHIGNELL, TIM FOLEY, KIRK BROOKBUSH, ED PECINOUSKY, MIKE SUGRUE, KEN SUGRUE, MEL FORTENBERRY, BILL ARIETTA, JOHN ROBINSON, DENISE DUFF.**

The day's festivities started at 9:00 a.m., when the water slide was opened up for our exclusive use for 2 full hours. As I observed the goings on, it was hard to tell who was having more fun, the children or the adults. As the goings on at the water slide progressed, the crew began the arduous task of preparing the coals in the BBQ pits, along with setting up kegs of beer and soda for our consumption, which was free of charge.

By 10:00 a.m. the temperature was close to 80 degrees, and in and about the BBQ pit area, the temperature was close to 100 degrees. I immediately put my right hand man MIKE CONWAY to work supervising the activities in our exclusive picnic area, and I proceeded to the main gate to greet the guests and participants. This year there were very few problems at the gate, so I quickly retreated to the picnic area for a friendly libation offered to me by the magnanimous CHARLIE PERKINS, the well known saloon keeper at the OLDE GAVEL, across from the Hall of Justice.

This year my disguise consisted of a POA/SFPD baseball cap pulled down close to my dark sunglasses, however, the clip board gave me away. BRIAN and PAT D'ARCY immediately recognized me, as did LEANN BEENE, CHARLIE's better half. Oh well.

LARRY MURDOCK immediately set up the MISSION STATION training camp near the dunk tank, which by the way, was within 50 feet of the rope that was delivered to the park by EDGAR CALLEJAS and his girlfriend TOSH. The beer and soda began to flow at 11:00 a.m., as the bruised and battered water slide jockeys returned to their families.

The women soon discovered, much to their dismay, that a toilet backed up in the women's restroom, however the problem was soon corrected by the staff at Marine World. Needless to say, it was the first time this season that the toilets acted up, and as Murphy's Law would have it, it had to happen at our picnic.

On the other hand, there were no reports of children being carried away by carnivorous ants, nor was anyone attacked by vicious squadrons of mosquitoes. The only reported act of bizarre nature was when the tiger who visited our picnic area, scared the daylights out of everyone when he decided to leave a little bit of himself behind. For those of you who witnessed the horrifying event, you will remember the animal stretching himself

out, as his trainer shouted for everyone to get back. One of my fears has always been, that one of our group would be eaten by a tiger, and it would not be someone who I deemed to be expendable. (only kidding LINDA)

It is impossible to be able to mention everyone by name, mainly because I have already forgotten. In addition, if I did try to accurately recall, I would probably be making up a pack of lies about them, as I probably have already done with those persons already mentioned. On the other hand, I do remember seeing MARY CATANZARO, JOANNE LIZINSKY, PATTY FOGARTY, EARL WISMER, MIKE FARNHAN, MELENA SCHMIDT, MARITZA CASCIATO, PAUL WETZEL, CURT FROM THE OLDE GAVEL, ED WEEVER, MISSIONS RINGERS, BUD DEL TORRE, PAUL & PATRICIA DE TIMOFEEV, DONNA, JOANNA & DAN DAHLHAUSER, JOJO SCHLINK, CAROL OWENS, GERRY D'ARCY and everyone else.

Lunch was served without any undue delays, and the chicken was fully cooked. We did have one case of a lost child, however we raffled him off to the highest bidder (no mom, I wouldn't do that).

The rest of the afternoon took shape, with everyone enjoying the pleasures of the park, however at 3:30, the tempo picked up with the closing of the beer stand, and the beginning of the tug 'o' war competition. CENTRAL immediately put forth their team and whipped the INSPECTORS. Last year, CENTRAL came in second in the competition, and they were the team to watch this year.

The INSPECTORS however, looked like one big tough team to beat, and the match was fierce. The combined team of POTRERO AND NARCOTICS banded together to beat TARAVAL, who two years ago nearly stole the show under the able direction of TERRY COLLINS and GEORGE GRANT. This year, TERRY COLLINS was probably too busy running the dunk tank to adequately spur his troops on.

The big bad NORTHERN team needed two tries to beat the RICHMOND team. I am not necessarily putting the digs to NORTHERN, however, this is the first year that RICHMOND has been able to get a team up, and they are clearly beginners. Oh well.

The heavily favored, respected, well liked, hard working TACTICAL team immediately, and without hesitation put the screws to the combined team of INGLESIDE and HEADQUARTERS (bias, what bias). MISSION, who had a by in the first round of pulls due

continued on page 6



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Mr. Pat Pfeifer
Member San Francisco Police Officers Association
Dear Pat:

On Saturday, September 30, 1983, the San Francisco Police Officers Association hosted its 4th Annual Family Day Picnic at Marine World - Africa USA. Each year we donate the money we receive from the Dunk Tank to a worthy cause, and by unanimous vote we hereby present you with \$299.73. In addition, please find enclosed a check we received after the picnic from Mary and Louis Fontana in the amount of \$10.00.

Terry Collins, from Taraval Station, was the Chairperson of the Dunk Tank Committee. Were it not for his efforts, we would not have been as successful as we were. In addition, his committee composed of Jack Cohen, Mel Fortenberry, Mike Block, James Bosch, David Tom, Jack Borne, Robin Nicholas, Nelson Lum, Bob Huegle and Jack Burne insured the subsequent success.

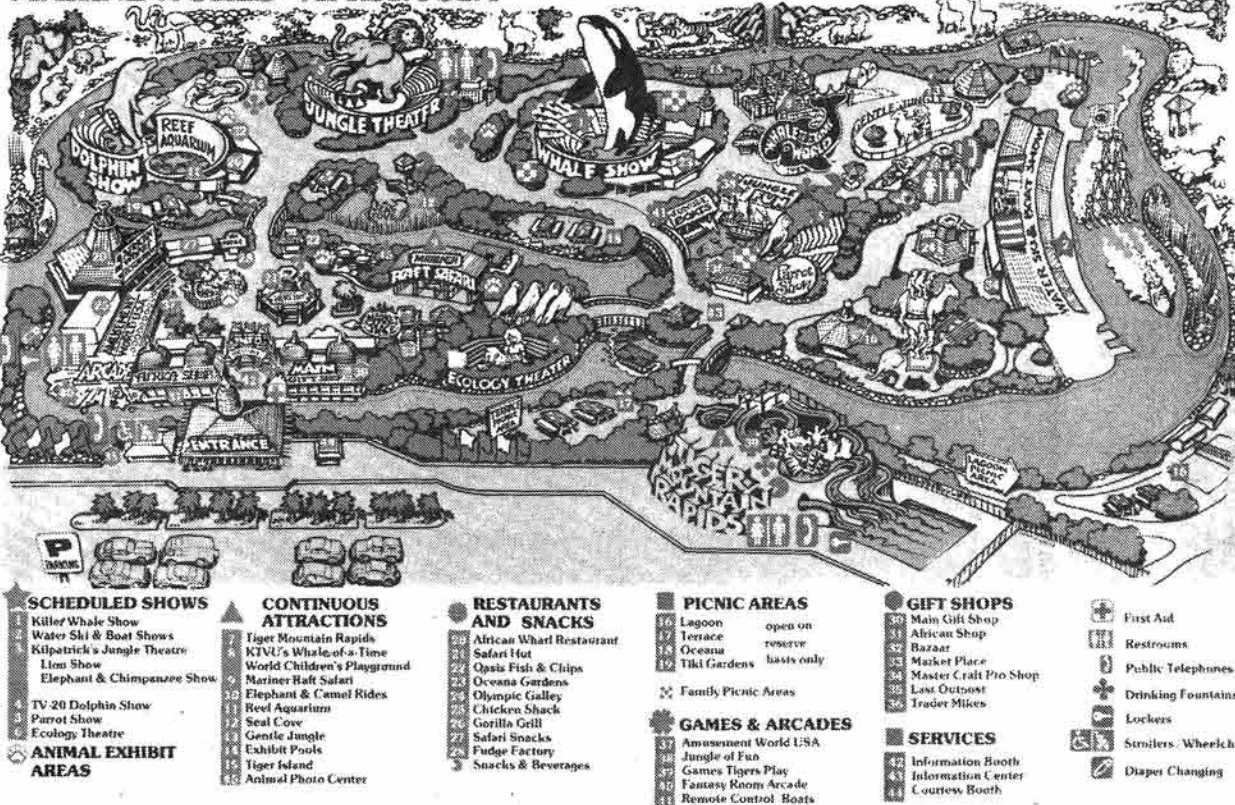
My hat goes off to the below listed brave souls who participated in this benefit, by donating their bodies to the chilling waters of the tank itself.

The Honorable Police Commissioner David Sanchez
Deputy Chief of Police James Ryan
Captain of Police Donald Goad
Lieutenant of Police Charles Beene
SFPOA President Croce Casciato
SFPOA Vice President Paul Chignell
Tim Foley
Kirk Brookbush
Ed Pecinovsky
Mike Sugrue
Ken Sugrue
Mel Fortenberry
Bill Arietta
John Robinson
Denise Duff

Take care Pat, and on behalf of the entire membership of the San Francisco Police Officers Association, we wish you a speedy recovery.

Fraternally yours,
Theodore A. Schlink III
Picnic IV Coordinator

MARINE WORLD - AFRICA USA



PICNIC IV

continued from page 5

to the fact they are the defending champions, got together and beat the combined team of POTRERO & NARCOTICS. The awesome TACTICAL TEAM then went on to cream NORTHERN, whereupon, MISSION saw fit to sneak in their ringers from some unknown galaxy.

What bothers me about the MISSION team, is that the Captain LARRY MURDOCK doesn't even pull. For those of you who know LARRY, he is one big strong fella, and when you consider the fact that everyone on the team is bigger and stronger than he is, a real problem exists. Well anyway, MISSION reportedly attached a John Deere tractor to the end of their side of the rope, and was able to secure a sure fire title away from TACTICAL.

I would never want to be accused of making up excuses, however, the TACTICAL team had been working ever so hard at the %c#cs* Embassy, and they may have been tired from many a hard day and night's work. In any event, the MISSION team won the competition fair and square.

I will say one thing nice about the MISSION TEAM. There is no doubt in my mind that the group of guys and gals is one tight knit group when it comes to this athletic competition. Just to set the record straight, this is MISSION's third consecutive title, and I regretfully tip my hat to their good sportsmanship.

The huge tug 'o' war trophy will soon be on display at MISSION, as soon as the engraving is completed. For those of you who did not get to look at the trophy, each and every participant of the winning title team, has their named engraved on the trophy, which I suspect will survive long after we have all retired. So, if you want to be memorialized in perpetuity, transfer to MISSION STATION, or next year, get together an unbeatable team.

Well, that is all I intend to write concerning this year's picnic, except for the fact that DAVE FEINGOLD and JOE GARRITY were the last ones to leave the park.

NEXT YEAR:

It has been proposed that we go some place else, or try something new at the 5th year Anniversary picnic. Marine World Executives have offered us a package that I think is worth looking into.

What would happen is that the picnic would commence at 3:00 p.m. and end at midnight. At 6 p.m. while we are having our dinner, the park would empty out, and by 6:30 p.m. the entire park would be ours. Yes, that's right, the entire park to ourselves.

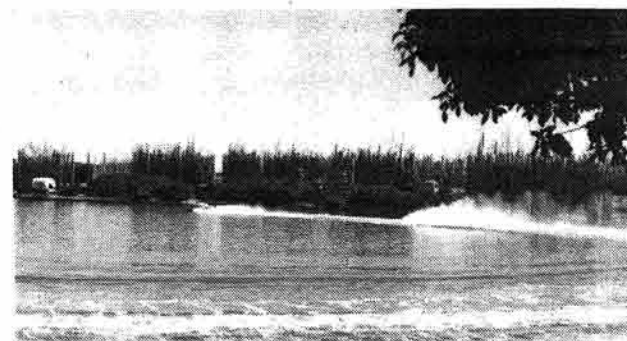
We would have the exclusive use of the water slide for a couple of hours until the sun went down, and then, the shows would be done under lights. Marine World says that the shows take on a new appearance when they are done at night, and there are not that many people around that have had the opportunity to view the events under such spectacular conditions. Next, a band to put vibrance into both young and old would play for

those of us who feel like dancing, and if you don't like dancing, how about a one-half hour fireworks display for your sole enjoyment?

Now you may say that a family picnic is traditionally held under the sun, and that we are forgetting the children when we have a twilight picnic. Marine World says, not so. As a matter of fact, the children go bonkers when they see the park at night, in addition to leaving little room on the dance floor for the adults. The water ski show is a real child pleaser due to the fact that the lagoon is lit up with clever contraptions that promise to amaze us all. Lastly, the park only has 4 or 5 twilight picnics each year, and they offered us one of the slots.

Please send me your comments or ideas regarding the aforementioned proposition and I will address your comments in next month's newspaper.

Thank you all again for making our 4th Annual San Francisco Police Officers Association picnic a success, and I look forward to serving the membership in the future.



Marine World Lagoon



Caught again.



Dunk Tank mania

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TUG O WAR RESULTS:

3:30 Central Station beat the Inspectors
 3:33 Potrero & Narcotics beat Taraval
 3:39 Northern beat Richmond Station (2 pulls)
 3:45 Tactical beat Co. H and Headquarters
 3:50 Mission beat Potrero & Narcotics
 3:55 Tactical beat Northern
 4:00 Mission puts in ringers
 4:05 Mission beats Tactical and takes Trophy

TUG O WAR COMMITTEE

CHAIRMAN: Vince Catanzaro
 Don Woolard
 Dan McDonagh
 Jere Williams
 James Hall
 Ken Sugrue
 Larry Murdock
 Al Martinez
 Dale Allen
 Mark Donzelli

JUDGE: Dale Allen
ROPE BEARER: Ed Calledas and Tosh

DUNK TANK COMMITTEE

CHAIRMAN: Terry Collins
 Jack Cohen
 Mel Fortenberry
 Mike Block
 James Bosch
 David Tom
 Jack Borne
 Robin Nicholas
 Nelson Lum
 Bob Huegle
 Jack Burne

DUNKEES:

Tim Foley
 Captain Donald Goad
 Deputy Chief Ryan
 Kirk 'Ambush' Brookbush
 Ed Pecinovsky
 Honorable Police Commission President Sanchez
 Mike Sugrue
 Ken Sugrue
 Lieutenant Charles Beene
 Mel Fortenberry
 Bill Arietta
 Vice President Paul Chignell
 President Croce 'Al' Casciato
 John Robinson
 Denise Duff



BBQ Time



Everybody was a little kid



Water Ski Show.

PHOTOGRAPHER:

Galen Scott & Associates/Investigative Services

ADMINISTRATIVE STAFF:

Theodore A. Schlink III, Picnic IV Coordinator
 Linda Cook
 Cynthia Murphy
 Mike Conway
 Alejandro Serrano
 Laverne Pettrucci
 Ethel George
 Yvonne Huey
 Louise Wright
 Dennis Schardt
 Nelson Lum
 Frank B. Luttickan
 Charlie Perkins
 John 'Chipmunk' Hennessey
 Mike Pera

DOOR PRIZE DRAWING WINNERS

Honorary Chairman: Charlie Perkins/The Olde Gavel Saloon
 ALISIA CASH - Grand Prize Winner - Weekend Condo at Lake Tahoe donated by Jeanne and Lee McVeigh
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 Cherisse Morish - Tickets to the Golden State Warriors
 Mike Johnson - 4 tickets to the Oakland A's
 #454 Co. D Mids - (Gabe Gallery) - Carl's Junior passes
 Bob McFarland - Red & White Fleet Cruise
 Shannon McMackin - Wax Museum, Fisherman's Wharf
 Henry 'Heat On' Hunter - Winchester Mystery House passes
 Vince Puccetti - Bay Meadows Turf Club passes
 Nancy Roy - Santa Cruz Boardwalk passes
 Carolyn Herran - Marine World-Africa USA Gold Card pass
 Lita Cartrejon - Golf pass
 Calvin Kwan - Blue and White Fleet Cruise
 Jerry Heffernan - Malibu Gran Prix passes
 Rita Grove - Passes to Great America
 Joe Reilly - Tickets to the San Francisco Giants

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 Donna & Gary Reynolds
 Mike Stasko
 Mary Milen
 Joyce and John Chestnut
 Theresa & Dave Fontana
 Mike Travis
 Eileen Huddleston (soon to be Travis)
 Linda & George Stasko
 Rene LaPrevotte
 Kathy Lawson
 Cindy & Henry Hunter



Rusty Hunter playing volleyball



Another brewski please.



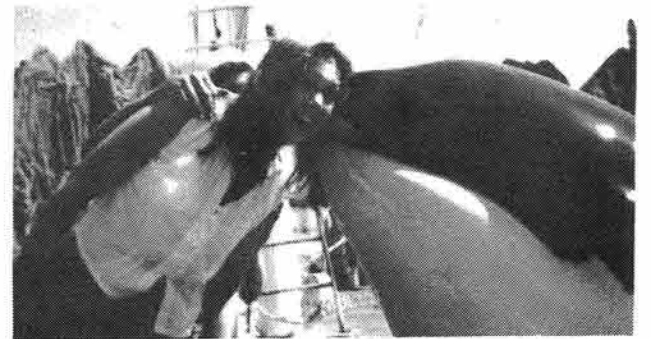
My best angle.

KILLER WHALE WATER POLO TEAM:

CHAIRMAN Steve Silvers
 Michael Travis
 Greg Cash
 Mary Heffernan
 Charlie Gretton
 Lynn Gretton

SECURITY COMMITTEE

Chairperson Valerie Jean Mott
 Ed Callejas
 Mark Felber
 Bill Darr
 Michele Pryal
 Marilyn O'Malley
 Deborah Bunge
 Mary Pat Marshall
 Rhonda Michelson
 Mike Lujan
 Pam Reed
 George Perry
 Fred Public Defenders Investigator
 George Fogarty



Donna Dahlhauser being kissed during SFPOA picnic show.



Hello, your honor.



A friend of Schlinks. is a friend of mine.



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AN OPEN LETTER TO THE MEMBERS OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

In the near future you will be asked to vote to accept or reject reaffiliation with the International Union of Police Associations (IUPA). Today's IUPA is not the same IUPA of two years ago. It does not have the same leadership and it no longer fails to respond to its members. To quote an often used phrase, "We have come a long way!"

At the IUPA's 1981 Chicago Convention, David Baker of Memphis, Tennessee replaced Jack Hawkonsen of Chicago as First Vice President. At the IUPA's 1982 Las Vegas Convention, David Baker replaced Bob Gordon of New York as Secretary-Treasurer and Bob Kliesmet of Milwaukee, Wisconsin replaced Baker as First Vice President. At the IUPA's 1983 St. Thomas, Virgin Islands Convention, Bob Kliesmet replaced Ed Kiernan of New York as President and O.C. Lee of Las Vegas, Nevada replaced Kliesmet as First Vice President. At that time, the IUPA established the position of Executive Vice President which was filled by John Flood of Wheeling, Illinois. The present IUPA leadership, which first began to establish itself in Chicago in 1981, has become responsive to the needs of our membership and is mov-

ing forward, establishing the IUPA as the major force in the law enforcement labor movement in the United States...a potential we always had but which we rarely took advantage of.

As with any association, organization or union, the IUPA faced financial problems. These financial problems were even evident at the 1983 convention. However, major decisions by the IUPA's Board of Directors, on which I am proud to serve, have caused the retirement of a major debt and the potential of retiring all debts by the 1984 convention in Memphis. This has not been easy. But it has been made easier by the talent and dedication of our leadership and Board of Directors.

The IUPA, while maintaining an office in Washington, D.C., will be moving staff and officers into a regional office in Wheeling, Illinois. This move will save the IUPA a considerable amount of money which will be earmarked for debt retirement. Additionally, we realized an increase in membership of nearly four-thousand (4,000) almost over night. That increase includes five (5) new California locals with a potential of many more as we begin to move ahead with concerted

effort.

I have been privileged to work with the San Francisco Police Officers Association since 1976. I have established many friendships and have come to respect the fact that the San Francisco Police Officers Association has always been in the forefront of the police labor movement. The problems which faced your association, and those who caused those problems, have been eliminated. As you know, those problems caused your association to withdraw from the IUPA. At a time when the IUPA has, within itself, gone through major changes, and at a time when the IUPA is meeting its goals as it progresses, through new leadership and dedication, it is important that the members of your San Francisco Police Officers Association again vote for affiliation and again become actively involved in the future of the national law enforcement labor movement. It is important not only to the IUPA but to yourselves as well.

As you already should know, the International Union of Police Associations is the only union representing law enforcement officers whose leadership is made up entirely of law enforcement officers.

Representatives of many large and small law enforcement associations from throughout the United States and Canada, dedicated to obtaining better benefits for their members through affiliation with organized labor, met in Phoenix, Arizona in December of 1978 to form the International Union of Police Associations. A formal application for a charter was submitted to then AFL-CIO president George Meany, now deceased, who assigned a committee of three to investigate the application. In January, 1979, this committee, composed of Paul Hall of the Seafarers International Union, Howard McClennan of the International Association of Firefighters, and Jerry Wurf of AFSCME, reported favorably to president Meany. Upon receipt of this favorable report, the AFL-CIO Executive Board, meeting in Bal Harbor, Florida on February 20, 1979, voted to extend a charter to the IUPA. This historic event marked the first, and only, charter ever issued to a police union, and once and for all allowed law enforcement officers to become part of the American Labor Movement.

Basically, the IUPA is a union of law enforcement associations working freely and spontaneously together in the best interests of the members, with a constant view toward the advancement, promotion and upgrading of the police service through affiliation with the AFL-CIO and its 14 million members. The president of the IUPA is a member of the Public Employees Department Executive Board, which represents over 2 million public employees all working for our common goals.

Strength through united action, guided by intelligence, is the hallmark of the trade union organization. Believing such unity essential for the mutual protection and advancement of the interests and general welfare of the law enforcement officers throughout the United States and Canada, the IUPA has formed the objectives of which are: to organize all law enforcement officers; to secure just compensation for their service and equitable settlement of their grievances; to promote the establishment of just and reasonable working conditions; to place the members of the union on a higher plane of skill and efficiency; to promote harmonious relations between law enforcement officers and their employers; to encourage the formation of local unions, state and provincial associations and joint councils; to encourage the formation of sick and death benefit funds; to encourage the establishment of schools of instruction for imparting knowledge of modern and improved methods of law enforcement and crime prevention and labor relations, and to cultivate friendship and fellowship among our members.

It is our contention that when the standards of recruiting, training and integrity of the police service, along with salaries, benefits and working conditions, have advanced to their proper strata in our society, then, and only then, will some of our objectives be realized. The attainment of our objectives is only possible through the coordination and cooperation of all participating law enforcement associations and with the effort of these associations, properly channeled through organized labor, where individual desires will be subjugated, and the wishes of the members will prevail.

I invite you to become an active part in the attainment of those objectives. Vote "yes" on the question of reaffiliation.

Sincerely and fraternally,

Al Angele

General Manager, COPS, IUPA State Council
Regional Director, Region 20, IUPA, AFL-CIO

POA chief moves to end 'love-hate' relationship with politicians

continued from page 3

By E. Cahill Maloney
Second of two parts

The Police Officers Association (POA) is a visible political force in San Francisco, but the organization's endorsements and campaign contributions frequently go to left of center candidates whom the general membership probably wouldn't support.

If Al Casciato, the new POA president, has his way, future requests for political contributions will be made to the board of directors in writing. The written material, including statements of what specific benefits would accrue to police as a result of an endorsement or contribution, will be circulated among the membership for 30 days before the board of directors brings any political matter to a vote.

Former POA president Bob Barry believes tying endorsements to direct POA benefits presents "serious legal and ethical questions." He points out that the purpose of political action is not to buy votes, but to insure access to those people who can help you.

At present 12 aye votes from the 22-member POA board authorizes a contribution. The political funds come out of regular union dues, assessed at 1 percent of an officer's annual salary. Membership in the 1,921-member association is voluntary, but members don't have much of a say in how political funds are doled out.

Casciato concedes it would be too cumbersome and time consuming to put every contribution request to the membership, but he believes his proposed information sharing procedures would "open the lines of communication" between POA directors and the rank and file. He feels POA political action should steer clear of political personalities and remain issue oriented. According to Casciato, POA activity on behalf of Congresswoman Barbara Boxer needlessly alienated her primary rival Supervisor Louise Renne. "I don't think we should have a love-hate relationship with politicians," Casciato said. "We can deal with everybody if we keep our relationship with the politicians formal, professionals and focused on specific issues."

Former POA president Bob Barry says it's "naive" to assume that personalities can be separated from the political process. "We have to support the people who assist us. If we go to them for votes, they are going to come to us for endorsements and contributions," he said.

Barry said the political stance of the POA membership is moderate to right, while the candidates endorsed by the association lean toward the left. The reason for that, he explained, is because it is the liberal officials on both the state and local level who vote yes on benefits for police officers.

"If Republicans were in the majority up there (in the state legislature), we would be losing benefits every week. The law and order stuff happens on its own. As a lobbying organization our main issue is to see that our benefits are preserved," Barry said.

Casciato would prefer not to have any involvement in campaigns outside San Francisco county. "We contribute \$1,000 a month to the California Organization of Police and Sheriffs (COPS), and they should be our voice on state issues," he said.

A recent independent audit of POA books "showed we spent too much money last year," Casciato said. "If we paid everything we owed, we would deplete all our (\$100,000) reserves."

The association receives about \$50,000 a month in dues. Last year its political activities cost almost \$175,000. This year Casciato has budgeted \$77,000 for the salary standardization measure on the local November ballot, and plans to limit all other contributions to a total of \$20,000.

He intends to press forward with a petition to require input from the general membership before endorsements and contributions are made.

Casciato claims the POA endorsements are becoming "meaningless" because the rank and file "has not done leg work and not gotten involved" in campaigns.

Barry maintains that if the POA board can't respond swiftly to political requests, it will lose some of its clout. "You have to be where the power is, where the visibility is," he said. "That's what assures you are going to be listened to. For us to step out of that process would be a mistake. We would have our benefits slashed dramatically!"

According to Casciato, if his reforms pass, "the main thing that is going to occur is that the membership will be more willing to get involved." He said, "I think this change will strengthen us (the POA), and that politicians will become more concerned about the wishes of the general membership."

Reprinted from S.F. Progress
Submitted by Al Casciato

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AMERICAN LEGION COMMENDATION

Dear Editor,

Thought I'd share this award that Bob Peterson and I shared at the Pol. Commission meeting on 9/28/83. As you can see it's a FIRST TIME FOR THE SF POLICE DEPT. And maybe you might have some room to insert the speech read to the Pol. Comm. in the Policeman paper. I feel very humble about the award but Herman and Bill now 86 and 96yrs old are doing fine and that's what count.

Dave Toschi

Mr. President, Members of the Commission:

It is with extreme pleasure, as chairman of the Law and Order Commission of the American Legion for the State of California, to be here today to honor two San Francisco police officers.

To these officers — Inspectors David Toschi and Bob Peterson goes the distinct honor of being the first members of the San Francisco Police Department to receive such recognition from the American Legion.

Although investigating crime is their job, it is our belief that these officers, along with others who also worked on this case, far exceeded their normal duties in showing compassion for two elderly victims who otherwise may have become just numbers in the annals of San Francisco crime. They also displayed excellent cooperation with their fellow officers to bring this case to what may be termed a "happy end."

To refresh your memory, Inspectors Toschi and Peterson were instrumental in solving the assault and robbery of William Konig and his brother, Herman.

It was December 4...a time when most people are looking towards the happiness that usually surrounds the Christmas holidays...that the Konig brothers were the victims of their third robbery/assault within a week's time.

At that time, William, 95-years old, blind and partially deaf, and Herman, 85, were brutally beaten by two men who broke in the door of their Bayview District home and escaped with the Konigs' life savings of \$800.

Both victims were hospitalized briefly from the injuries they received, but it was the judgment of Inspector Toschi that they should be kept in the hospital for their own safety. I quote Inspector Toschi from an interview he had with a member of the news media: "Sending them back is like sending them a death warrant."

The plight of the Konigs attracted statewide attention and moved people to donate \$32,000 to them as a way of saying that "we're sorry this had to happen to two nice old men."

And it was also thru these officers' efforts, while continuing to work on this case along with others assigned to them, that the Konig brothers, both veterans of World War I, were able to gain admission into the California Veterans Home in Yountville.

The repeated attacks on the Konigs shocked San Franciscans, and Mayor Feinstein offered a \$5,000 reward for information leading to the arrest of the two assailants.

Through continued hard work and probing, Inspectors Toschi and Peterson succeeded in making arrests in the case in April. One 18-year old youth is now serving six years in state prison. His accomplice, a 30-year old ex-convict, was sentenced to nine years.

To these officers, the American Legion says "Thank You" for a job well done.

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AROUND THE DEPARTMENT

by Don Carlson

A 9-to-5 JOB IT'S NOT....One night last month, Co. C's Al Baldocchi was driving near the Bayshore's 3rd Avenue overpass in San Mateo when he saw a man and woman struggling near some bushes; as Al got closer, he saw the man drag the woman into the bushes. Al stopped immediately and found the man attempting to rape the woman; she had been followed by the suspect as she left a small grocery store in the area. The cavalry arrived after someone phoned San Mateo PD re: a "221" (All) in the area, and the suspect was carted away. Another "ho-hum" example of a cop in this Department being more concerned about others than about his own safety.

R. SALTSMAN, HONORARY Q-2....The POA's attorney, Ralph Saltzman, was pressed into service by Al Casciato and Greg Winters recently as the trio was returning to the POA via 6th Street. When some poor citizen on that thoroughfare was beaten and robbed, the three sprang into action and captured the suspects after a foot-chase. It's only a rumor that Ralph was last seen at Herb's being fitted for a "blue suit." Anyway, the commute would kill him.

WHERE ARE YOU, LITTLE STAR?....Ask a certain Training Sgt. if Silver & Mission still looks like Silver & Revere to him. He had back-up units scrambling around during a 213 arrest he and Board member Pete Maloney made last month.

DOUBLE JEOPARDY?....Not legally, but certainly in reality. I'm talking about the campaign waged by liberal politicians to get the U.S. to prosecute Dan White based upon alleged civil rights violations. Valid arguments can be made on both side of the question of whether Dan White was justly punished for his actions. What bothers me is that the self-indulgent group fighting for further prosecution is doing so primarily because the victims were common members of the "inner circle" that supposedly runs this town. They're focusing on only one issue of the case, totally disregarding the far-reaching effect the verdict itself had: Proposition 8.

I'm sure that, if you asked them privately, none of these people would admit even latent support for Prop. 8's provisions, most of which were directed toward establishing a formal recognition of the rights of victims. Did any one of these people who are so "concerned" about Moscone's and Milk's civil rights publicly attack the process that let Archie Fain out of prison? Did any of them publicly decry the fact that, as yet, the two "men" who kidnapped and abused Tara Burke haven't even been brought to trial? Did any of them lend any support to Frank Carlson's mother when she testified before the Board of Prison Terms against the early release of Angelo Pavageau, her son's murderer?

The lives of Fain's and Pavageau's victims are worth no less than the lives of the mayor or a supervisor, and the futures of Tara Burke or Mrs. Carlson and her daughter-in-law Annette should be of no less concern. Unfortunately, the group behind this campaign has chosen to fight for White's continued prosecution because two of their own were victims, because they are

outraged that their own liberal system "betrayed" them, and, ultimately, because they each believe they could have been a victim instead of Moscone or Milk.

When do they get around to being concerned about us, or, more importantly, about all those people out there just waiting to be victims?

BENEFIT

John Ellis, a former San Francisco Airport Policeman, has been living in Pittsburgh, Pa. for the past three months. On October 3, 1983, John checked into Presbyterian University Hospital in Pittsburgh, Pa. for a series of tests that could change his life.

John's jaundiced condition, the yellow skin, yellow eyes and sores about his entire body have marked him as a victim of a fatal liver disease. His only hope is a liver transplant, a high risk, experimental operation.

John Ellis is the son of retired San Francisco police captain, Charles Ellis. His brother, Charles, is a patrolman at Mission Station. He also has an uncle, sergeant-inspector James Griffin, in the Department working in the Juvenile Bureau.

John has three children, one from a former marriage; a girl, who is nine and a half years old. The children are presently staying with his in-laws, while John and his wife, Joanne, are living in Pittsburgh, Pa.

John took sick leave from the San Francisco International Airport in June of 1981. He resigned in August of 1981 on advice from his physician to get away from the stress of city life.

John, who was born and reared in San Francisco, moved to Marysville, Ca. Though nine months later, his health problem required surgery resulting in the discovery of Crohon's disease, SCLEROSING CHOLANGITIS, a very rare and fatal complication of Crohon's, and an undiagnosed form of inflammatory bowel disease. Fourteen inches of his intestine, his gallbladder and half of his colon had to be removed, but the bile duct of John's liver could not be repaired.

SCLEROSING CHOLANGITIS is the narrowing of the bile duct, an opening in the liver. In John's case, the bile duct has shrunk from its normal pencil width to that of a thread.

At this time, the Crohon disease has flared up and because of his critical condition, a medical red alert has been put out for a donor.

The surgery alone (not including the hospitalization) could range from \$95,000 to \$150,000 and what help they will receive from Joanne's insurance is uncertain at this point.

A raffle is being started by friends of John's brother. The tickets will be \$5.00 each with a dinner held at the Police Athletic Club (Hunters Point) on December 10, 1983, where the drawing will take place. Contact Willis Garriott of Central Station, Dan Hallisy of Mission Station or Mark Hurley of Muni, regarding raffle and dinner.

A liver trust fund has been set-up at United Bank located at 130 Montgomery Street for John Patrick Ellis.

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MEMORANDUM RE POLICY OF THE POLICE OFFICERS ASSOCIATION REGARDING REPRESENTATION

1. Upon application to the SAN FRANCISCO POLICE OFFICERS ASSOCIATION Screening Committee for representation in matters relating to charges brought by the San Francisco Police Commission, criminal defense, and/or investigation by the District Attorney's Office, the Police Department, the Federal Bureau of Investigation, or any other criminal investigative body, it is the policy of the SAN FRANCISCO POLICE OFFICERS ASSOCIATION, to provide defense upon the finding by the Screening Committee, that one of the following factual bases exists:

a) If the requested defense and representation stems from activities alleged to have been performed by the officer while on duty in the performance of his or her official duty;

b) If the requested defense and representation stems from activities alleged to have been performed by the officer while off duty, but while performing police duties;

c) The decision as to whether or not representation and defense will be provided shall be the sole and exclusive purview of the SAN FRANCISCO POLICE OFFICERS ASSOCIATION Screening Committee.

2. If representation and defense is provided, the choice of attorneys shall be made solely and exclusively by the Screening Committee of the SAN FRANCISCO POLICE OFFICERS ASSOCIATION, and the ASSOCIATION shall not pay or be liable for any fees and/or expenses incurred for representation of any of its members by any attorney not selected by the SAN FRANCISCO POLICE OFFICERS ASSOCIATION.

3. If representation and defense is authorized in criminal cases, the ASSOCIATION will not provide representation for appeal. If the officer wishes such representation, he or she must reapply to the Screening Committee, and the determination of whether or not representation will be provided shall be made on a case-by-case basis, at the sole discretion of said Screening Committee.

4. If representation is authorized in matters relating to Police Commission hearings, the ASSOCIATION will not provide representation for appeals or writ of mandate to the court. If the officer wishes such representation, he or she must reapply to the Screening Committee, and the decision of whether or not representation shall be provided shall be determined on a case-by-case basis by the Screening Committee, with the determination being at the sole discretion of said Screening Committee.

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ASSISTANT D.A. FAZIO

Through the grace of your Editor, I have been invited to bring back the column that has appeared in the *Policeman* on a somewhat hit and miss basis. I hope to establish a line of open communication and exchange of ideas and increased understanding between members of the Department and our office, the San Francisco District Attorney.

Commencing in the next edition will be a column devoted to your questions, comments and observations regarding the criminal law, procedure, case analysis and interpretation and workings of the District Attorney's Office. In order to effectuate this goal, I will need your cooperation in the form of questions and suggestions. PLEASE mail the same to 880 Bryant, Room #322, or call me at 553-1210. I will be waiting.

This month I would like to take time out to address myself to an important proposition appearing on the November ballot.

Proposition E will allow certain Peace Officers to make application to join and become part of the Public Employees Retirement System (Safety Program) (California Highway Patrol Plan) at no additional cost to the taxpayers of the City and County of San Francisco. Locally only members of the Sheriff's Department are currently in the program. The passage of Proposition E would allow District Attorney Investigators, Probation Officers, Airport Police and Institutional Police to make application to join the State Retirement Plan if they can do so at no additional expense to the City and County.

Under the current plan, the 500 above designated Peace Officers are lumped into the same retirement system as all other miscellaneous employees. Proposition E makes it possible to become part of a plan which recognizes the uniqueness of being a Peace Officer and the stresses inherent with the job.

Prior to making it to the ballot in its present form, Proposition E was subjected to the usual bureaucratic machinations of the political structure. Remarkably, Proposition E seems to appeal to everyone and offends no one. It has the unanimous support of the entire Board of Supervisors, the Mayor and virtually every elected public official who has taken the time to read it; local, state and federal.

Please join us in your support of Proposition E. Additional information may be obtained from District Attorney Investigators, Bruce Austin or Joe Long and Probation Officer, Rich Perino.

William L. Fazio
Assistant D.A.

Disability Retirements

continued from page 1

member, recommend that the member be retired, when the Department is within 97% of the budgeted strength."

However, since 1971 the California Courts of Appeal have held that where there are permanent light duty assignments, a person should not be retired if he or she can perform in one of those assignments. The public safety officer (police or fire) need not be able to perform any and all duties performed by a police officer or firefighter; public policy supports employment and utilization of the handicapped.

So where, such as with the Police Department, assignments have been formally recognized as light duty, this assignment becomes the member's usual duties for determining eligibility for the industrial disability retirement. If a light duty assignment is not permanent, then a broader range of duties must be used to determine eligibility.

A recent Court of Appeal decision has indicated that a permanent light duty police officer was not entitled to an industrial disability retirement where the officer received all other employee benefits, including promotional opportunities, as did officers performing in unrestricted duty assignments. In San Francisco, the Police Department has adopted the position (partially based on City Attorney opinion 82-36) that limited duty police officers cannot promote for failure to meet department medical standards for promotive classifications. This is a critical factor in industrial disability retirement hearings.

To date, six members have received recommendations for retirement from the Police Commission. Their cases await calendaring before Retirement Board hearing officers.

CONCLUSION

Disability retirement is a benefit program. It is not a program to compensate for injuries; that is the province of the workers' compensation program under the Labor Code. Because of this distinction, it is not sufficient for an employee to simply suffer from an occupational injury to qualify for retirement benefits. Rather, than injury must substantially impair the ability to perform the usual duties of the employee's classification.

Resolution of the permanent light duty assignment/lack of promotional opportunity issue will be before the hearing officers within the next two months.

POLICE TALK

By Rey Ibay

This week, I will talk about the type of people, who for personal reasons or motives decide to separate and live their own respective lives. When something like this happens and children are involved, it is common that the mother keeps custody over the children. Usually, the father supplies the financial needs.

In some cases, the father simply moves away without worrying about the well-being of his children, without giving them any financial or moral support without worrying if his kids get sick or in need of medical attention, etc. In this case, the father completely relinquishes his responsibilities towards his children over to the mother.

Officer Harry Soulette, my partner, and I had responded to incidents, on numerous occasions, where both the parents decide that they want custody of the children.

One incident that I remember is the one in which the husband was separated from his wife for about three days. The father wanted to take his two children, but the mother thought that she was the one who had the right to keep them. Naturally, she refused to relinquish her children over to her husband.

One evening, the mother went on an errand and left the children in the house. When the mother returned, she realized that her children were gone.

The husband phoned the wife and advised her that he took the children with him and that he would keep them. The wife called the police.

When we arrived, the wife accused her husband of kidnapping their children. Sadly, we had to advise her that her husband has as much right to custody as she did.

In this incident, neither the husband nor the wife reached the court, yet, for any legal remedy. Therefore, since the husband had not violated any court order — because there was none in existence — and had not committed any crime, we were not able to intervene.

Unless there are any violations of the law, or when certain circumstances are present, etc., the police cannot do anything other than to preserve the peace.

According to the law, both parents of any child possess the legal rights of custody, unless it has been determined otherwise by a competent court of law. So if you're having marital problems, it is a good idea to obtain a court order for custody of the children. This court order will establish the rules on who will have custody and when visiting rights will be set, etc. While there is no existing court order of custody, both parents have exactly the same custody rights. Neither can be accused of stealing the children absent a valid court order. Additionally, you must be able to show us, the police, the court order if you request police intervention.

If you find yourself in this type of situation and your spouse has taken your children with no existing court order and the children were left with a third party (such as friends, babysitters, grandparents, etc.) you have the right to call the police.

The police will stand-by while you remove your children from the third party's house; although, the police can only act as a peace preserver during this time.

If the husband (or wife) is present or shows up when you arrive to remove the children, you cannot take them without your spouse's consent.

Since all I have mentioned here has civil case connotations and because this subject is too delicate for me to give explicit details, I advise you to contact a lawyer and ask for his professional advice about the steps to take in a legal way.

(Reprinted from Philippine News, Aug. 10, 1983)

LARRY LIEBERT ON POLITICS

Podiatrists 'Pay to Play'

By Larry Liebert S.F. Chronicle
Political Correspondent

Dr. Tilden H. Sokoloff had only a few minutes to chat before hurrying off to perform surgery on somebody's ankle.

"If you want to really get something accomplished in the legislative arena," lectured the San Leandro podiatrist, "you have to get the attention of legislators."

"There is only one way to get attention of legislators in a turf fight — financially. The political process is one that requires dollars, large amounts of dollars for campaigns."

Sokoloff is an expert on politics as well as ankles because he is president of the California Podiatry Association, representing about half the state's 1600 foot doctors.

His group provided the most vivid experience this year that money talks — perhaps all too loudly — in Sacramento.

Year after year, the podiatrists had pleaded with legislators to enact a measure writing into law their right to perform ankle surgery of just the sort Dr. Sokoloff was rushing off to do the other day.

The podiatrists' right to work above the foot had been under a legal cloud. Podiatrists are not medical doctors, but they are trained and licensed to treat feet.

Until this year, the foot doctors depended on persuasion, not cash, to make their case for ankles. They seldom gave contributions to speak of, and they certainly were no match for their rivals in the ankle battle — the politically formidable California Medical Association, representing physicians.

In an 18-month period in June 1982, for instance, the podiatrists gave a piddling \$8475 to political campaigns.

This year all that changed. The podiatrists' political action committee contributed \$90,025 during the first six months of 1983, making it second among all interest-group contributors behind the free-spending California State Employees Association.

The podiatrists' contributions were targeted to legislative leaders (with \$7500 to Assembly Speaker Willie Brown, \$13,000 to then-Senate Republican leader Bill Campbell and \$5000 to Senate majority leader John Garamendi) and to members of the Legislature's health committees.

Not coincidentally, it seems, the podiatrists got results.

The Legislature finally passed a measure allowing the podiatrists to inch upward from the foot to the ankle, and Governor Deukmejian allowed it to become law without his signature in July.

The podiatrists' spending spree is getting a lot of attention because it happened just as more and more reformers are urging limits on big-money contributions to campaigns for the state Legislature.

What's so discouraging about the podiatrists' little exercise in the literal costs of democracy?

"They definitely felt they had to pay to play," said Dan Stanford, chairman of the state Fair Political Practices Commission. "They're giving contributions to

obtain access or attention from the Legislature.

"Access is essential to the legislative process," said Stanford, "and it doesn't take a genius to figure out there's only so much time in a legislator's day. I don't think access should be on the auction block anymore than votes should be."

The podiatrists say they're taking a bad rap in all this. They note they merely were trying to go toe-to-toe, if you will, with the massive contributions made by the California Medical Association every year for generations.

The podiatrists say they won their case on the merits — once they got a foot in the door of the Legislature.

Would their bill have passed without their splurge of contributions? "Possibly not," said Sokoloff. "You never buy a vote and you don't buy credibility. But without the attention of the legislative body, they're not going to listen as well. You're a non-entity."

"I don't control who gives me contributions," snapped Assemblyman Johan Kiehs, D-San Leandro, who received \$1300 from the podiatrists. "I vote my district and I vote my conscience."

Assemblywoman Jean Moorhead, D-Citrus Heights, discussed the issue more coolly. Moorhead, a former nurse who sponsored the ankle bill, received \$3000 from the podiatrists.

"I didn't have to call them" for a contribution, she said. "They were in my office every day working on this bill."

Moorhead said she resents the assumption that money bought the ankle legislation, what with all her hard work to win its passage on the merits.

"I think what the podiatrists learned is that if they went into a member's office and started talking about the merits of this bill, the member would put them on the mailing list for who to invite to their next fund-raiser."

"That's well-known around here — that if somebody attends your fund-raiser and then the following week wants to come in and see you, then you're going to have them in. The reverse is not necessarily true — if someone wants to see me, I'm not going to say, 'You can't come until you come to a fund-raiser'."

Perhaps Moorhead won't say that. But legislators and lobbyists privately agree that pressures are enormous on legislators to raise ever-larger campaign treasuries — and that the legislators are becoming less shy about pressuring interest groups for funds.

Critics of reform argue that campaign spending limits would only stifle free speech, create bureaucracy and inspire increasingly ingenious ways to sneak around the limits. They make a strong case on each of those points.

At least for now, as FPPC chief Stanford put it, you have to "pay to play" in Sacramento. And that won't change unless voters — by pressuring legislators or qualifying an initiative — can invent some fair and effective way to curb the Sacramento arms race in campaign spending.

Reprinted from
S.F. Chronicle, Fri., Sept. 30, 1983

FAVORITISM OF INCOMPETENCE AND POLICE EFFICIENCY

by L. Davis Almand

I definitely applaud the POA's continuing fight against the government-enforced favoritism of incompetence which threatens to destroy the morale and efficiency of modern police agencies.

The idea of placing minorities in "protected" classes is nonsense. Officers are supposed to protect society, not the other way around. If people are so incompetent they have to be "protected" they certainly don't belong on the police force. Of what use will they be in the continuing struggle against crime?

By placing minorities in such classes, what the Government is saying is that they actually are inferior,

that they do not have what it takes to compete with competent white males. Personally, if I were a minority person and someone wanted to put me in a "protected" class I would feel downright insulted.

What's going to happen ten or fifteen years from now, when our police force is overloaded with incompetent do-nothings who are virtually useless when it comes to performing police work? Such people will be an enormous financial drain on the City treasury, yet will produce little or no worthwhile work in return. I realize that this is often standard procedure for most government organizations, but it has to stop somewhere.

My own boss is a black male with a high level of competence and ability (as well as patience). Why can't the department hire more people like him, instead of these "quota dopes" who are little more than social parasites?

In order to have females and minorities on the police force standards do *not* have to be lowered. There are thousands of intelligent blacks and other minorities who can pass written tests; there are thousands of strong, robust women who can pass physical tests. By forcing the department to hire inadequate people, the Government is seriously crippling the department's ability to combat crime.

What the Government should do is develop tests that are not biased against any one group, yet will ensure that only the best and most competent individuals from each group are chosen.

L. Davis Almand
October 5, 1983

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SFPD WILDERNESS ADVE

THANK YOU TIM FOLEY REFLECTIONS ON THE SFPD WILDERNESS ADVENTURE YOUTH PROGRAM

by Walt Scott, Community Relations

Thank you, Tim.

You gave a large part of the last 2½ years of your life to the building of understanding between cops and kids in San Francisco. You did a fantastic job!

Backpacking, rockclimbing, sailing, cross-country skiing, river rafting, dancing, singing, cheering, laughing, crying, **communicating** — these have all been shared by over 150 San Francisco Police Officers and 1500 teenage boys and girls involved in the SFPD Wilderness Adventure Youth Program.

Why do we do it? To experience life, to participate fully, to express love and joy — to "go for it."

What are some tangible benefits from this program? Officers and kids have opened their minds in place of old stereotypes, and have practiced initiative and hard work together. Many officers have found or refound hobbies in the outdoors.

On our week-long backpacking trips officers get a chance to develop skills listed in our Department General Orders as required of a Sergeant of Police. These include being responsible for training, morale, discipline, and motivation of their groups. Learning to "bear-bag" food, bringing up spirits during a particularly rainy and cold day, making sure everyone does his or her share of work around the campsite and on the



trail, and getting the whole group to the top of that 10,500 foot peak together are examples of challenges officers face daily on these trips. Of course, sometimes the students teach the officers.

This program is a resource for officers on the street. If you know a student on your beat who has problems, get him or her in touch with us. We may not change their lives; but we do offer the opportunity to share unique, exciting, and unforgettable activities with San Francisco's finest.

Both physical and human resources have been developed and utilized. We have one van, and will soon have two, both donated by the San Francisco Police Officers' Association. We own 45 full sets of some of the best backpacking equipment in the world. We have first class rockclimbing equipment for over 20 people at a time. We have numerous officers who own sailboats they are willing to share. We have positive relationships with many schools, community organizations, parents, teachers, and students.

We are just beginning. School clubs are starting at Washington, Lowell, McAteer, Wilson, and Mission High Schools. We have been requested in other schools,

and are preparing for them. Police officer rock climbing instructors, ropes course leaders, winter mountaineers, sailing instructors, bicycle touring enthusiasts, and officers with no actual outdoor skills but who are willing to learn along with the kids are our most important resource.

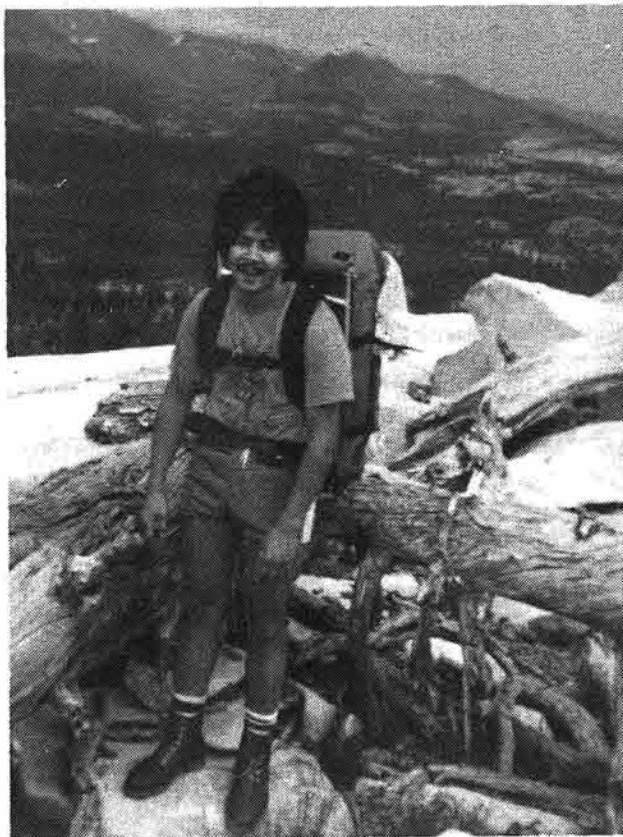
The consistent support over the past 2½ years of the SFPOA Board of Directors has been a highlight of cooperation during these difficult and challenging times for our SFPOA. The presence of one van, soon to be two, sporting the sign, "Donated by the San Francisco Police Officers' Association" is a clear symbol to the people of this city and state that the SFPD, San Francisco police officers, and the SFPOA have a big heart and are ready to help where needed. We all know this is true, despite the tough layers of cynicism and anger some of us have chosen to wear.

We are the only police department and police officers' association in the country to contribute such extensive support to a program such as this. We have been given local television, newspaper, and radio coverage and also national coverage in the 300,000 circulation Sierra Club magazine and numerous airline magazines with an article and pictures by world famous mountaineer, author, and photographer Galen Rowell. Fellow officers, don't be afraid to broadcast this good news to people you meet — tell them what positive works we do when given the opportunity.

Our goal is to provide the best system and equipment possible to allow these challenging and cooperative activities to occur with the maximum in planning, coordinating, and decision-making exercised by the officers and students in the program. This is learning by doing, the best way to remember.

I can guarantee that these experiences have been unforgettable for me, and I know they have been for the other officers and students as well.

Thank you, Tim, for helping to make this all possible.



Dear Tim and Walt,

When my mother told me she wanted me to go backpacking with the police department I had a very negative attitude. However once the trip began my whole attitude changed. On the way down I met a lot of nice people from all sorts of other ethnic backgrounds. I had many good experiences but with the good you accept the bad. When a bad experience occurred it gave me great pleasure to be able to overcome it. I learned how to tolerate things I didn't agree with. Many times in this case the police would talk to me and make me understand that they expected more from me than others. The feeling also made me feel very positive about myself. It strengthened my belief that no matter what the situation I can cope with it. I really appreciate the police office, the department, and all others who made this possible. In conclusion I'd like to say "for ten dollars, you can't beat it."

Sincerely,
Vincent Price

Dear Walt and Tim,

I would like to thank you for a wonderful experience in life. For ten dollars I was able to walk hand in hand with nature. Thank you.

Although at times everything and everybody got on my nerves I loved it. I learned that people whatever occupation, race, or color we all have to learn to trust. No one person can survive alone. Maybe if countries and individuals in politics took and practiced some of the things I learned on this trip there would be no wars.

Trust...this word has been thrown around so many times by so many people. This week I have truly learned its meaning. It is the one element that has helped civilization grow the one thing that can help an individual grow.

My letter is coming to an end. I would once again like to say thanks. You not only helped my character but helped everyone, although some in very minute ways. This was the best camp program I've ever been in.

Mary Norman

Dear S.F.P.D. Youth Program

It is wonderful to start a program that allows adolescents to develop a certain feeling about an officer. This way us teenagers would think better of Police Officers and vice-versa. Through this trip I met wonderful people and have better thoughts about them. This type of adventure will always be successful so there's no need to say good luck.

Sincerely,
Amanda F. Lopez

Yosemite Institute

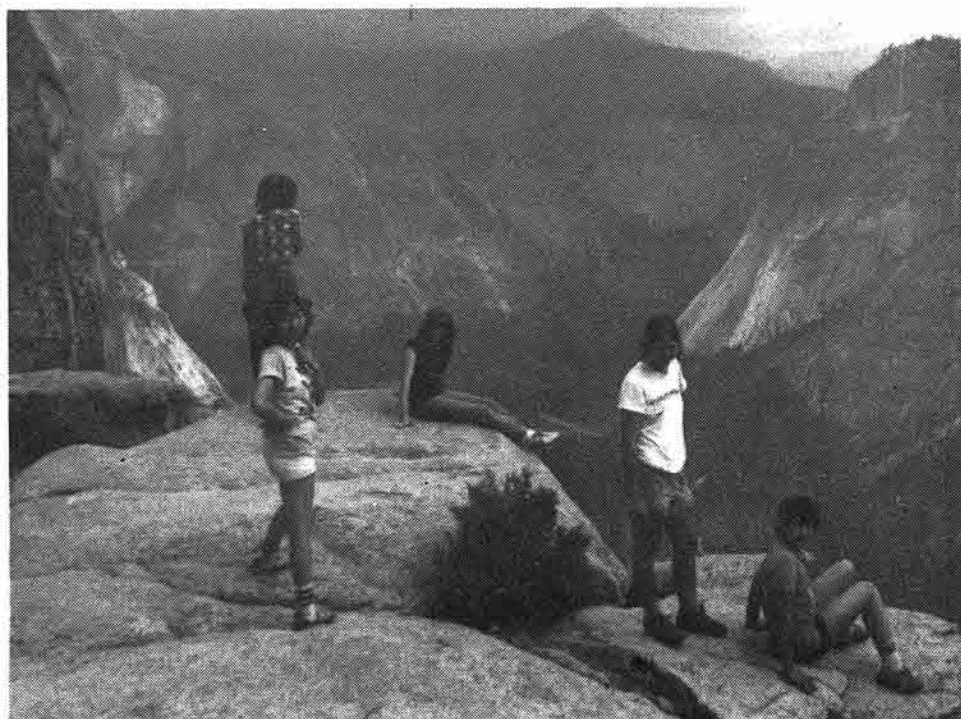
Dear Walt and Tim

Thank you for giving me this opportunity to be able to go to Yosemite and to be able to learn to backpack on such a low budget. I know many kids may or may not want to go because it's sponsored by the San Francisco Police Department and the people's image of cops but I know for a fact that many kids on this trip at the beginning felt bad about cops but now they don't. They thought it was fun too. I hope you get more people to give you money so this program can go on and some other kids, maybe less fortunate than I, can experience this too. It's nice to be able to go to the mountains and to know you are in good hands and being able to afford it.

Thank you again!

Sincerely yours,
Nancy Morales

P.S. special thanks to Bob because he's a great person!



NTURE YOUTH PROGRAM



Dear S.F.P.D.

I thank you all for having this camping trip. Without it I think most people would be on the street. Or some people might be stealing & cursing & fighting. This trip has taught me to love. I trust people not to fight & steal. I have learned about flowers, trees & animals. On our trip (Mike's trip) none of us had any problems. There was no racial fights. We got along like everyone was family, and we didn't have a mother. Because no one bossed us around. I'm so glad I got to go. This is the first trip I ever went on without my parents. And it is the bst trip I ever went on. Please keep the camp going because I want everyone to see what I see.

Love Dolores Fontenor

Dear Walter - Tim - Elaine - John - Al - Justin

I like Yosemite because is very nice place.

I came here to see a beautiful mountain.

I like Yosemite because I never see something before.

I like to see a beautiful mountain and waterfall.

Phonsavank
Refugee from
the Mountains of
Laos in her first
year in the U.S.

Dear Walt & Tim

I want to thank you and the Department for letting me experience your wonderful program. Words can't express the excitement and fun I had. Strangers turned into lifelong friends. the experience I had in the snow, crossing the creek, the boulder field, campfires, sleeping in a tent for the first time, going to the bathroom in the woods for the first time, mushroom bulgar and everything else will be memorable in my mind for the rest of my life. I am so glad I went, I had a wonderful time. Thanks again. Oh yea, I have never felt so bad (the time in the snow) but felt so good about myself in my whole life.

Love,
Jeanne Quan

Yosemite, August 15th, 1982

Dear Walt & Tim,

With my English, I can't tell you how much I feel about the Program. But I can tell you how much I enjoy the trip.

This was my first time to really join the American friends. Before I came here, I never had a good feeling about them. I didn't feel secure to go out with them. But during the trip, I finally understood them more than ever. They were the honest friends. And they're willing to help others in the group. We worked together as a big family. It was my pleasure to be part of them.

Yours truly,
Lu, Nhi Tue

P.S. I would like to have a special thanks to Officer Walt, who separated me from my sister. It gave us the opportunity to know more friends.



Dear Tim and Walt

I would like for this program to keep going on because I think that this will keep some youths out of trouble and maybe give them a chance to turn their faces to the right side of the sun.

Lamont Jones



To whom it may concern:

I feel that this youth program is very rewarding and worth while. Just the very thought of organizing a group of young individuals to experience the outdoors is great. To share stories, wilderness skills and learning from one another is the key to life. This is the best opportunity to teach the kids friendship, trust, physical challenges, and teamwork. Not only the kids but the officers too. Thanks for having such a program around.

Keith Lai
S.F.P.D.

To whom it may concern:

The Recreation Center for the Handicapped and the San Francisco Police Department on several occasions have worked cooperatively providing Outdoor Environmental Education Programs for individuals.

The Recreation Center for the Handicapped is presently developing a year round Outdoor Environmental Program and one of our main goals is to mainstream nondisabled and disabled populations through nature awareness activities. The San Francisco Police Department has provided us with opportunities to involve our participants with their "Community Youth Program." We have successfully implemented overnight camping and backpacking trips in addition to a cross country skiing adventure.

Through our shared outdoor environmental experiences we feel that the benefits have been overwhelming. Combining populations through group interaction activities and projects provides unique experiences for the disabled and their nondisabled peers. It sensitizes the nondisabled to the needs and the behaviors of the disabled. These trips also familiarize those who are uninformed, the capabilities of the disabled.

Without the financial support, assistance and sincere generosity of the San Francisco Police Department our disabled individuals could not have had the opportunity to develop an appreciation for the outdoor environment. I fully support the San Francisco Police Department in their efforts to continue their Outdoor Environmental Program and look forward to working with them again in the near future.

Sincerely yours,
Michele Mannix
Outdoor Environmental Education
Program Coordinator

Dear Walt and Tim,

It is with great pleasure that I put in writing some of my thoughts about the Police Youth Program that we have begun to develop at the high school level since last year.

It is very apparent that many of our youth need and want more positive attention, leadership, and direction than they can get in a typical school setting. Many of these students miss classes, are under-achievers, and lack direction.

Ever since we have involved some of these students with your program we have seen a marked difference in their behavior. They are more respectful of each other, they are less suspicious of police officers and of adults in general, and they have begun to relate to school more positively. There is improvement in attendance and school work.

I believe that we need more direct contact with police officers both in the school setting and in the outdoor program activities such as you have arranged with the Yosemite Institute. We will establish a McAteer High School Police Youth Program Chapter; and set up an organized calendar of activities which will continue to enhance the youngsters' sense of worth, achievement, and direction.

We look forward to working with you and fine organizations such as the Yosemite Institute in ongoing, year-around programs.

Sincerely yours,

Luisa E. Ezquerro, Coordinator: Bilingual Program

To Tim/Walt:

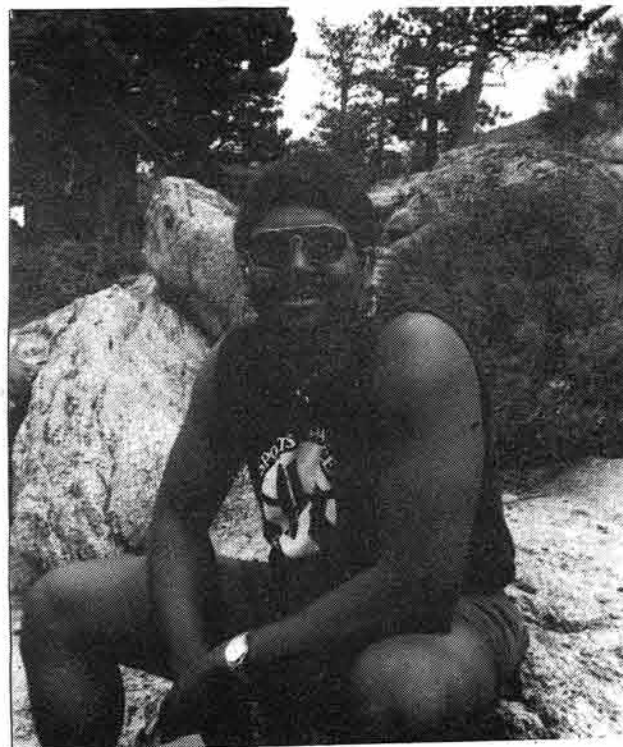
The S.F.P.D. Youth Program is one of the greatest programs I have experienced that actually go out into the communities, recruit youths to participate with other children (minorities) and police officers.

The program brings youths together and teaches kids how to work together with one another, to make new friends, to learn about other ethnic groups, and trust in others. The program opens alot of young minds towards police officers. Youth learn to talk to & respect police officers and individuals, and with a personal touch teaches youths right and wrong.

I learned about working with all of our youth and fully support this program(s).

Sincerely,

Rowland Wing
S.F.P.D. (Co F)



September 6, 1983

Board of Directors Meeting

The meeting was called to order at 5:10 p.m. with the pledge of allegiance.

Present were Lum, Linehan, Dempsey, Parenti, Novello, Maloney, T. Collins, Doherty, McAlister, Rapagnani, Hebel, Dito, Huegle, Schmidt, D. Collins, Chignell, Casciato and Flippin.

Absent were Keys and McKee.

Excused were Connolly and Ballentine.

Brother Chignell then requested that the agenda be moved to Special Items 1 and 2; those being a proposed office staff contract and an I.U.P.A. reaffiliation proposed respectively.

A series of amendments were then adopted to a four-part motion by Hebel which was seconded by Schmidt. The original motion was: 1. To grant a 10% wage increase to the staff effective 7/1/83 to the end of this fiscal year. 2. That in succeeding years the percent increase granted to office staff employees would be tied to the percent increase granted fourth-year Q-2 police officers with a minimum increase of 7%. 3. That IRA contributions in behalf of office staff employees made by the POA would be made directly to the trustee of an institution of the employee's choice. 4. That items 2, 3, and 4 of page two be adopted. (See file)

The first amendment; M/Chignell S/Maloney was to delete the underlined language in item No. 2 of page 2. The motion passed: voting yes were Lum, Linehan, Dempsey, Parenti, Novello, Maloney, T. Collins, Doherty, McAlister, Rapagnani, Dito, Huegle, D. Collins, Chignell and Flippin. Voting no were Hebel, Schmidt and Casciato.

The second amendment; M/D. Collins S/Novello was to eliminate the underlined language in item No. 4 of page 2. The motion passed. Voting yes: Lum, Dempsey, Parenti, Novello, T. Collins, Doherty, McAlister, Rapagnani, Dito, D. Collins and Flippin. Voting no: Linehan, Maloney, Hebel, Huegle, Schmidt, Chignell and Casciato.

The third amendment; M/Huegle S/Hebel was to bring Yvonne Huey into parity with the level of compensation provided for Louise Wright, effective immediately. This motion passed unanimously.

The fourth amendment; M/D Collins S/Parenti was that this fiscal year increase for office staff employees would be set at 5.4% with an additional 15% to be provided for Laverne Petrucci as office staff manager. This motion passed with Hebel voting no and Casciato abstaining.

The fifth amendment; M/D. Collins S/Flippin was to eliminate the 7% floor. The motion passed. Voting yes were Lum, Linehan, Flippin. Voting no were McAlister, Hebel, Schmidt and Chignell. Abstaining was Casciato.

The original motion by Hebel was then adopted as amended with Casciato abstaining.

It was then M/Chignell S/Maloney that the Board of Directors recommend to the membership in the upcoming ballot that they support reaffiliation with the International Union of Police Association. (I.U.P.A.) And that the recommendation be sent out in the form of a bulletin as soon as the upcoming ballot is certified by the President and furthermore that Board members ac-

tively campaign in favor of reaffiliation.

It was then M/Schmidt S/Dempsey to table the motion pending receipt of a report from our accountants on the financial status of the IUPA. The motion to table failed. Voting yes were Lum, Dempsey, Novello, Doherty, Dito, Huegle, Schmidt and Casciato. Voting no were Linehan, Parenti, Maloney, T. Collins, McAlister, Rapagnani, Hebel, D. Collins, Chignell and Flippin.

The original motion was then voted on and passed. Voting yes were Linehan, Novello, Maloney, T. Collins, McAlister, Rapagnani, Hebel, Huegle, Schmidt, Chignell, Casciato and Flippin. Voting no were Lum, Dempsey, Parenti, Doherty and Dito. Abstaining was D. Collins.

It was then M/Hebel S/Chignell to rescind an earlier Board motion stipulating that a vote of the entire membership regarding IUPA reaffiliation take place in September and that instead it be held the week of October 10 through the 14th. The motion passed on a voice vote.

It was then M/Hebel S/Chignell that no material appear in the September POLICEMAN newspaper unless it's submitted to the Editor no later than mid-day, Monday, September 12, 1983. The motion passed on a voice vote.

An endorsement day pertaining to the November 8, 1983 elections was then scheduled by President Casciato for Saturday, September 24, 1983 to begin at 10 a.m.

It was then moved by Casciato S/Schmidt that items 1 through 11 of the agenda be put-over until after the endorsement function. The motion failed. Voting yes: Schmidt, Casciato and Flippin. Voting no: Lum, Linehan, Dempsey, Parenti, Novello, Maloney, T. Collins, Doherty, McAlister, Rapagnani, Hebel, Dito, Huegle, D. Collins, Chignell.

It was then M/Rapagnani S/T. Collins to purchase 10 tickets to Item #1. President Casciato then moved to table, however failed to receive a second on the motion. The original motion then failed with nobody voting yes.

It was then M/Chignell S/Maloney to purchase 10 tickets to Item #2. The motion failed. Voting yes: Linehan, Maloney, Rapagnani, D. Collins, Chignell. Voting no: Lum, Dempsey, Parenti, Novello, T. Collins, Doherty, McAlister, Hebel, Dito, Huegle, Schmidt, Casciato and Flippin.

It was then moved by Linehan, S/Chignell to purchase 2 tickets to Item #2. The motion passed. Voting yes: Linehan, Parenti, Novello, Maloney, McAlister, Rapagnani, Huegle, Schmidt, D. Collins, Chignell. Voting no: Lum, Dempsey, T. Collins, Doherty, Hebel, Casciato and Flippin.

It was then M/Hebel S/Schmidt to purchase 4 tickets to Item #3. After a brief discussion the number of tickets was increased to 10. The motion passed unanimously.

It was then M/Linehan S/Hebel to purchase 5 tickets to Item #4. The motion passed. Voting yes: Linehan, Dempsey, Parenti, Maloney, T. Collins, Doherty, McAlister, Rapagnani, Hebel, Huegle, Schmidt, D. Collins and Chignell. Voting no: Lum, Novello, Dito, Casciato and Flippin.

It was then M/Linehan S/Maloney to purchase 10 tickets to Item #5. After a lengthy discussion it was

continued on page 15

Meet and Confer Session

Croce A. Casciato, President
San Francisco Police Officers Assn.
510 Seventh Street
San Francisco, CA. 94103

Subject: Your Demand of September 30, 1983
for a Meet and Confer Session

Dear Mr. Casciato:

Your demand that the Chief of Police meet and confer with you with regard to the appointment of temporary lieutenants was received on the 4th of October, 1983.

In the letter of September 22, 1983 addressed to Professor Nathaniel Trives informing him of the plan for the temporary appointments, the parties to the Consent Decree were invited to direct any objections to the plan to the Auditor/Monitor. These appointments are being made in connection with the terms of the Consent Decree.

The department has been advised by counsel that because of the nature of this specific situation, the meet and confer process is inappropriate. As you well know, the promotion process within the uniformed ranks is governed by a Consent Decree entered into in the Federal District Court. The entire process is supervised by the Auditor/Monitor. It is therefore suggested that you direct any objections you may have to the Auditor/Monitor.

Sincerely,
George Eimil
Acting Chief of Police

Protest

October 4, 1983

Mr. John Walsh
Civil Service Commission
Room 151, City Hall
San Francisco, CA. 94102

Dear Mr. Wash:

May this serve as formal protest to the scoring of the October 1st writing test for Q35 and Q50 on behalf of all candidates who are members of the San Francisco Police Officers' Association.

Details of said protest will be outlined subsequent to the scoring of the exam. Such details are unascertainable until that time.

Sincerely
Croce A. Casciato
President
Patrick White
Candidate

Police Commission Defense Subpoenas

October 4, 1983

Mr. Croce Casciato, President
San Francisco Police Officers' Assn.
510 Seventh Street
San Francisco, CA. 94103

This letter is to advise you that the police department will not honor compensation requests for members who are subpoenaed to appear at the Police Commission as defense witnesses.

The Chief allowed a test period of six months for the purpose of accepting compensation requests to determine the impact and/or potential costs of changing a long standing traditional policy of not honoring such requests. That period is now over and it is the Chief's decision to maintain our policy of not honoring compensation requests for Police Commission defense subpoenas.

Sincerely yours,
Cornelius P. Murphy
Chief Of Police
By: Richard H. Trueb
Commander
Internal Operations Bureau

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Board of Directors Meeting

continued from page 14

M/Dempsey S/Flippin to table. The motion to table failed. Voting yes: Lu, Dempsey, Casciato and Flippin. The original motion was then amended by the maker to purchase 5 tickets to Item #5. The motion was then amended by Hebel S/Parenti to purchase 2 tickets. The motion failed. Voting yes: Parenti, Hebel, Casciato and Flippin. The motion was then amended by T. Collins S/Chignell to purchase 10 tickets to Item #5. The motion failed. Voting yes: Linehan, Dempsey, Maloney, T. Collins and Chignell. Voting no: Lum, Parenti, Novello, Doherty, Hebel, Dito, Huegle, Casciato and Flippin. The original motion to purchase 5 tickets to Item #5 then failed. Voting yes: Linehan, Maloney, T. Collins, Doherty, Rapagnani, Schmidt, D. Collins and Chignell. Voting no: Lum, Dempsey, Parenti, Novello, McAlister, Hebel, Dito, Huegle, Casciato and Flippin. It was then M/Hebel S/Chignell to purchase 3 tickets to Item #5. The motion passed. Voting yes: Lum, Linehan, Parenti, Novello, Maloney, T. Collins, Doherty, Rapagnani, Hebel, Schmidt, D. Collins, Casciato and Flippin. Voting no: Dempsey, McAlister, Dito, Huegle and Chignell.

It was then M/Schmidt S/Rapagnani to purchase 1 ticket to Item #8. The motion passed. Voting yes: Lum, Linehan, Dempsey, Parenti, Novello, Maloney, McAlister, Rapagnani, Huegle, Schmidt, D. Collins, Flippin. Voting no: T. Collins, Doherty, Hebel, Dito and Casciato.

It was then M/Rapagnani S/T. Collins to purchase 10 tickets to Item #9. The motion failed with nobody voting yes.

It was then M/Huegle S/Dito that the Board of Directors adopt a policy whereby it would issue a bulletin on the day following any Board meeting

wherein political contributions were made articulating who the contributions were made to and in what amount. The motion passed unanimously.

It was then M/Dempsey S/T. Collins to approve the Treasurer's report. The motion passed unanimously on a voice vote.

It was then M/Linehan S/Dempsey to approve the minutes as printed in the August POLICEMAN newspaper, with the stipulation that the title of the Board meeting held on 7/5/83 be amended appropriately. The motion passed unanimously on a voice vote.

OLD BUSINESS

It was then M/Parenti S/Linehan that the POA send a letter calling for Ray Won's resignation by Tuesday, September 13, 1983 which would be released on the following day. The motion passed unanimously.

It was then M/Linehan S/Dempsey that a copy of the press release from the POA regarding the vote of no confidence by distributed to members of the Board by the close of the next business day. Motion passed unanimously on a voice vote.

It was then M/Linehan S/T. Collins to solicit an opinion from the State Attorney General, through our attorneys, as to whether or not City Attorney George Agnost had exceeded his authority pertaining to his testimony before the Civil Service Commission regarding the Q-35/Q-50 examination. The motion passed unanimously.

The meeting was then adjourned at 9:54 p.m.

Respectfully,
Gerald J. Schmidt
Secretary

September 16, 1983

Board of Directors Meeting

The Board of Directors meeting of September 16, 1983 at 1:00 p.m. was cancelled due to a lack of a quorum.

Present were Keys, T. Collins, Doherty, McAlister, Hebel, Dito, Huegle, McKee, Schmidt, D. Collins, Chignell and Casciato.

Excused were Linehan, Connolly and Ballentine.

Absent were Lum, Dempsey, Parenti, Novello, Maloney and Rapagnani.

Respectfully,

Gerald J. Schmidt
Secretary

BULLETIN

Please Post
Read To All Watches

OCTOBER 4, 1983

TO: ASSOCIATION MEMBERS

FROM: DUANE COLLINS, TREASURER,
CHAIRMAN BUDGET COMMITTEE

I will be holding Budget Committee meetings starting in early November. The budget MUST be ready for the Regular Board of Directors Meeting in December for approval.

Any member who has a special project he/she wants funded by the POA MUST submit a written budget and timetable by November 1st. All future non-budgeted requests will be closely SCRUTINIZED, as our funds are limited.

Please submit your budgets to me at the POA Office, 510 - 7th Street.

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PAC'S TIME HAS COME: Stop The \$\$ Drain

by Don Carlson

At the POA's General Membership meeting of Sept. 27, a petition co-authored by Roy Sullivan and me which would have substantially altered how our organization disburses political contributions was introduced. The motion to put this issue before the full membership was, for a number of reasons, soundly defeated in the form in which it was presented. While we and the other POA members who helped circulate the petition admit we've lost a battle, we also refuse to withdraw from the war.

What we are now proposing, along with Greg Winters, is the formation of an autonomous Political Action Committee charged with the designated responsibility of accepting and disbursing donated funds for the purpose of political contributions.

The PAC, as proposed, will provide a greater degree of control over both the generation and release of funds for political purposes. We feel that POA members should be able to choose how much they want to contribute to various political causes, and that any such funds should not be lined to the dues structure of POA membership. This contribution process could still, of course, be tied to payroll deduction. It will also allow a separation of power by providing for balanced input from both the President and the Board of Directors based upon the methods of appointing PAC members.

While we are recommending that participation in national campaigns be eliminated, the SFPOA, through its PAC, would still be able to influence a full spectrum of issues and races. Control, however, would be the cornerstone of the PAC's operations. As an example, while the Board could provide the PAC with some minimum administrative "start-up" funds, and while the Board could also contribute additional funds to the PAC, no such funds could have any strings attached (i.e. the Board could not designate a specific purpose for such funds).

In light of a rather dismal picture painted by the POA's own accountant at that same Sept. 27 Board meeting, and in light of the POA's potential involvement in elections from now through November 1984, it makes sense for you to exercise more control over how YOUR money is being spent in the political arena. This proposed Political Action Committee will provide that control.

A PETITION TO AMEND THE CONSTITUTION AND BY-LAWS OF THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

We, the undersigned members of the SFPOA, believe, as is stated in Article II, Section 6, of the SFPOA Constitution, that it is advantageous and imperative for this Association, to either endorse or oppose candidates seeking public office, dependent upon the potential of such candidates to provide some benefit for this Association's members. The indiscriminate contributing of Association monies to these candidates, however, is a process which should not be allowed to proceed unchecked. Therefore, we request that the following be amended into the Constitution and By-Laws of this Association after ratification by a majority of the members voting in a Special Election as described in Article VII, Section 1, of this Association's Constitution.

CONSTITUTION OF THE SFPOA

ARTICLE IV OFFICERS AND BOARD OF DIRECTORS

2. The President shall:

"g. Appoint to the Board of Directors of the San Francisco Police Officers' Association Political Action Committee a chairman and four (4) directors from the general active membership of the San Francisco Police Officers' Association. No such appointee shall then, nor during the course of his term as a director of the SFPOA PAC, be a member of the Board of Directors of the San Francisco Police Officers' Association. Such appointees shall serve at the pleasure of the President."

"7. The Board of Directors shall:

e. Appoint to the Board of Directors of the San Francisco Police Officers' Association Political Action Committee a Treasurer and three (3) other directors from among the general membership who shall not then, nor during their term as a Director of the SFPOA PAC, be a member of the Board of Directors of the SFPOA. SFPOA PAC directors appointed by the board shall, with the exception of the treasurer, serve at the pleasure of the Board and may be removed by a majority vote of said Board."

ARTICLE I FINANCES

"8. Political Contributions

a. All requests for political contributions, whether in the form of the purchase of fund-raising event tickets, direct contributions, or otherwise, and whether to be used by an individual or group, shall first be submitted to the Board, in writing, by the candidate, individual, or group seeking said contribution, accompanied by a clear statement of the use to be made of such contribution.

b. Said requests shall be submitted at least thirty (30) days prior to the need for the contribution to be made; no retroactive contributions may be made by the Board of Directors.

c. All requests submitted must be accompanied by a policy statement as to how the Association members will be affected by the endorsement. This determination shall be stated by the Board as a factual finding. Such finding shall be a prerequisite to an affirmative vote by the Board on said endorsement.

The Board will use as parameters for evaluation of endorsements those state and federal statutes in effect at the time of request.

d. All requests shall then be prominently published in the Association's official publication in some form other than within the regularly published Board minutes to allow all members the opportunity to voice their concerns to their elected representatives on the Board of Directors.

e. All of the above conditions (i.e. 8a, 8b, 8c, 8d) shall be met before the Board of Directors may further consider any such request. Any further consideration shall be conducted at the next regularly scheduled Board meeting, or at a duly noticed special meeting."

f. Upon satisfaction of the terms and conditions set forth in subsections a through e above the Board may, by resolution adopted by a majority of those members present, request the San Francisco Police Officers' Association Political Action Committee to take the appropriate steps to disburse funds from its accounts for such contributions. Each such contribution shall be the subject of a separate and individual resolution of the Board to which shall be appended the original written request set forth in subsection a, above."

ARTICLE II PERMANENT COMMITTEES

1. The Permanent Committee of the Association shall be:

"o. San Francisco Police Officers' Association Political Action Committee."

"15. San Francisco Police Officers' Association Political Action Committee

a. The San Francisco Police Officers' Association Political Action Committee (hereinafter SFPO PAC) shall consist of a nine (9) member Board of Directors (hereinafter PAC Board) selected from active members in good standing of the Association. The PAC Board shall have three (3) executive officers designated as the Chairman, the Treasurer, and the Secretary, who, along with the other members of the PAC

Board, shall vote on all requests for political contributions duly received by the SFPOA PAC.

b. The Chairman of the PAC Board shall be appointed by the President of the Association and shall serve at the President's pleasure.

c. The Treasurer of the SFPOA PAC shall be appointed by the Board of Directors of the Association and shall serve in such position for a period of one (1) year from the date of his appointment and shall not be removed from office without his consent except for cause and by a vote of three quarters (¾) of the full membership of the Board of the Association.

d. The members of the PAC Board shall be appointed by the President of the Association and the Board of the Association as set forth in Article IV section 2 and section 7 respectively, and shall select from among themselves a Secretary who shall keep accurate minutes of all SFPOA PAC proceedings and cause such minutes to be published in the official publication of the Association.

e. The SFPOA PAC shall meet on the third Wednesday of each month and shall meet on the day following any duly noticed special meeting of the Board of the Association.

f. The SFPO may meet at any other time as it shall deem appropriate, and in any event shall conduct business if five (5) PAC Board members are present.

g. The Chairman shall attend all regular and special meetings of the Board of the Association as the representative of the SFPOA PAC. He shall make a report to the Board of the Association of the activities of the SFPOA PAC and shall convey the resolutions and requests of the Board of the Association to the SFPOA PAC.

h. The Treasurer, within ten (10) days of his appointment to office, shall prepare and submit any and all applications, reports, notices, statements, declarations, accountings and disclosures now or hereinafter required by the laws and ordinances of the United States, the State of California and the City and County of San Francisco. The Treasurer shall, during his term of office compile, maintain, preserve, and authenticate the financial records of the SFPOA PAC and shall, as required by law, prepare and file financial statements.

i. The SFPOA PAC shall solicit and receive donations from the membership of the Association for the purpose of furthering the political interests of the Association of its membership.

j. Upon receipt of donations the Treasurer shall open and maintain such bank deposit and checking accounts as required to conduct the business of the SFPOA PAC.

k. Funds held by the SFPOA PAC shall not be disbursed except over the signature of the Treasurer and Chairman.

l. Upon receipt of a properly enacted request of the Board of the Association the SFPOA PAC shall consider and by majority vote act upon such request for a political contribution. Each request received from the Board of the Association shall be voted upon separately and no request shall be combined with any other request.

m. The SFPOA PAC may adopt as presented, reject or modify any request for political contribution presented to it by the Board of the Association.

n. Upon adoption of a request for a political contribution the Treasurer shall prepare a draft drawn on funds of the SFPOA PAC for signature by himself and the Chairman and upon the affixing of both signatures the Chairman shall transmit such draft to the person designated to receive such funds.

o. The SFPOA PAC may recommend to the Board of the Association requests for political contributions. Any such recommendation shall be subject to the provisions of Article 1 section 8 of the By-Laws of the San Francisco Police Officers' Association.

p. The SFPOA PAC shall, from funds received, purchase and maintain such bonds, sureties and policies of insurance as required to discharge from liability the San Francisco Police Officers' Association for any debt, default, breach, or violation of law arising from the operations and activities of the SFPOA PAC.

q. The SFPOA PAC is authorized to accept, through payroll deduction contributions from members of the Association except that no such contributions shall be received from dues required as a condition of membership in the Association.

r. Notwithstanding subsection q, above, the SFPOA PAC may accept contributions to itself that result from a duly enacted resolution of the Board of the Association, provided that such donation shall not, in any manner, be segregated nor earmarked for any purpose save and except administrative operations of the SFPOA PAC.

s. The SFPOA PAC is expressly prohibited from appropriating or disbursing any funds for any election in which any person who is not a qualified elector in the City and County of San Francisco may be eligible to vote; except that contributions may be made to advance the election of persons to the legislative, executive and judicial branches of the government of the State of California; or where the subject matter of the requested contribution touches and concerns the Constitution of the State of California.

t. The Treasurer of the SFPOA PAC shall, no later than the 5th day of December of each year prepare and submit to the Board of the Association an accounting and recapitulation of all actions taken, political contributions made and current financial status of the SFPOA PAC."

The foregoing proposed amendments to the Constitution and By-Laws are subject to the initiative process of the SFPOA as set forth in Article VIII-section 1 of the Constitution and are further subject to amendment to conform to law.

Gregory W. Winters
Chairman, Legal Services Committee

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LETTERS

SFPD Youth Program Praised

Dear Chief Murphy:

The San Francisco Juvenile Court Probation Officers' Association has had numerous contacts with Police Community Relations Recreation Program Director, Walt Scott, and Tim Foley, over this last year. We have had meetings with Officers Scott and Foley over establishing a relationship between our two programs. These meetings included training sessions at the Hall of Justice and at Juvenile Probation Department, where administrative staff were informed of the details of the Community Relations Recreation Program including insurance coverage, liability releases, equipment available and compensation time. In February, we participated with three officers from Community Relations in a snow trip to Lassen National Park; in June, we participated in ropes course at Fort Miley; and most recently, Officer Scott accompanied 32 staff and youngsters from Juvenile Hall on a six-day camping trip to Camp Caniya, Sierraville, CA.

We have met with Walt on many occasions and are developing a Juvenile Court Recreation Program because of his cooperation and services. We would like to thank Walter Scott and Tim Foley for their services to the wards of San Francisco County.

We hope to continue our partnership with Community Relations Recreation Program and look forward to forthcoming meetings and programs.

Best regards,
Joseph J. Botka
Chief Probation Officer
By: Mel Askins
Probation Officer

Job Action

To the customers of Union Health Services Center:

Why are we on strike against one of the Bay Area's most anti-Union, racist employers?

We have approximately 90 members working at Union Health Services Center who have no health or dental insurance for their dependents. Can you imagine these parasites who feed from your insurance programs and get to be millionaires, not having insurance for their workers and families?

Terry Olsen, Union Health Services' administrator and labor's supposed friend, drives scabs through our picket line.

In solidarity, we will remain on strike.

We ask for your support!

Vern A. Duarte
Financial Secretary

Thanks

Officer Ted Schlink
Picnic Coordinator
S.F.P.O.A.
510 Seventh Street
San Francisco, CA 94103

Dear Officer Schlink,

Just a note to thank you, the P.O.A., and the 140 members of the Picnic Committee for delivering what was promised: "A fulfilled, knee-slapping, rooster tooten memorable day." Your hard work and effort is greatly appreciated.

My husband has been retired for two years; however, we were made to feel very welcome. So a special "Thanks" for fulfilling the promise of the name, "San Francisco Police Department Family Picnic Day." We are very proud to be included as part of that family.

Looking forward to next year.

Sincerely,
Mary Jane Fontana

Peter Maloney, Editor
S.F. Policeman
510 - 7th Street
San Francisco

Dear Pete:

Many thanks for your prominent coverage regarding my committee on "Humor in Police Work." I was happy to have an opportunity to show both sides of the issue.

I am currently enclosing two more items of interest to your readers (both active & retired).

I am hoping the Annual Police/Fire Memorial Mass article will appear in the next TWO issues in anticipation of drawing a crowd.

The second item announces the winners of our recent Sgt. Jack Young Memorial Day Raffle.

Thanks again for your assistance

Capt. Frank M. Jordan
Community Services Division

Officer

George Pamfiloff
San Francisco Police
510 Seventh Street
San Francisco

Dear George:

Thanks so much for mentioning me in your column about the San Francisco Police Pistol Team Tournament held last month.

It certainly was a thrill for me to participate in your tournament and an even bigger thrill to shoot well enough to win a rifle!

I look forward to participating in a bigger and grander tournament next year.

Sincerely
Michael Hennessy
Sheriff

15 Sept. 83

Dear friends of the P.O.A.:

Thank you most sincerely for your generosity.

Carol Ruth Silver

Thanks

Dear Sgt. Casciato:

The members of the Recreation and Park Commission were very pleased to formally accept an audio speaker and a deluxe master kit donated to the children and staff of Silver Tree Day Camp by the San Francisco Police Officers' Association.

The Commissioners and Department staff expressed their grateful appreciation to the members of your organization for this latest example of public service.

Warmest best wishes, with many, many thanks.

Sincerely,
Eugene L. Friend
President

Future Officer

Sept. 24, 1983

Dear Sir,

My name is Jeff Henn. I am 10 years old, and in 4th grade. I am real interested in police work and would like to be an officer when I grow up. My uncle is a police officer in Mt. Vernon, Ill. He helped me start a real neat hobby. I collect police uniform shoulder patches. I am trying to get patches from different cities from all 50 states. Tonight on T.V. we watched "Hardcastle and McCormack." I saw a police officer with a San Francisco Police Department shoulder patch. I thought your city would be a nice place to write to for a patch. Do you think you could be able to send me a uniform shoulder patch from the San Francisco Police Dept.? I would really like one for my collection. Also, if you could tell me any interesting facts or information about your patch or dept. of San Francisco itself. I really like learning about the places I write to. I find out lots of neat stuff from departments that I get letters from.

Thanks alot for your help, and I hope I can hear from you soon about my San Francisco patch.

Your Friend,
Jeff Henn
167 New Durham
Mall Est.
Westville, Indiana 46391

P.S. My dad told me about a place called "China Town" in the San Francisco area, do you know if there is a "China town" Police Dept. I could write to about a patch? Also, I'm thing to collect a patch from each of the 50 states State Police or Highway Patrol. Do you know anyone in the California Highway Patrol I can write to about a patch?

Thanks again,
Jeff

An Open Letter to Eugene M. Swann Director, Office of Citizen Complaints

Dear Mr. Swann,

Thank you for the "Guest Editorial" you wrote to our publication expressing your desire to work cooperatively with our association in implementing the policies of your newly established office. Your article may serve to ease some of the tension and apprehension that many officers harbor about the impact of the O.C.C. on their careers. However, some of the things you said in the article have left me with certain doubts and cause me to question the objectivity of your organization.

You wrote that you felt it "important to recognize that this office came into being as a result of citizen's support..." Yes, there was a mandate from the voters, but wasn't that support rallying behind an idea posed to the voters by the San Francisco Bar Association and their political bed-fellows? And if that is correct is it then just a small coincidence that the O.C.C. is headed by an attorney and staffed by persons who are also attorneys, or who have been closely associated with the field of Law, or who have had close ties to Law colleges?

"The judgmental process," you wrote, "...should be exercised by fair-minded, well-balanced, objective inquiries into police activities." Can an office disproportionately staffed with legal minds be truly considered as "well-balanced" or "objective"? How many of your investigators were barbers, carpenters, truck drivers, or the like prior to your hiring them?

To a legal mind a tort is a tort! Will your staff be able to totally disregard civil remedy considerations in lieu of objective in-

vestigation?

If you argue that persons with a legal background are best suited to deal with the investigation of the complex world of criminal law and justice doesn't that seem to contradict your premise that one group need not, indeed, should not be judged solely by its peers? Do you agree, then, that errant attorneys should not be reviewed by other attorneys or that bad doctors not be reviewed by medical boards?

Please understand that I do not fear the creation of a civilian review board per se. Any San Francisco police officer who conducts himself in a professional manner has little to fear from any inquiry, be it "citizen" or "peer-group" in nature. My only fear is that it will not be the agents of the citizenry that is reviewing my conduct but rather it is agents of the local Bar association.

Yours truly,
Officer
Raymond Shine #523

Promotional Tests

Civil Service
Commissioner
City Hall
San Francisco,
CA 94102

Dear Commissioner:

I would like you to know the majority of the citizens in San Francisco don't buy your article on the Police Tests. What the average should be is 100%.

We don't want people in that Department who enter just to have the glory of carrying a gun.

As for the prior Commissioners and Administrations, what they did in the 60's and 70's doesn't hold up for the 80's because at that time we didn't have all these turkeys roaming the streets of San Francisco. Furthermore, the majority of these cops were from the military and knew how to take orders, etc.

We want cops that look and act professional and do the job.

Sincerely,
Mary T. Kelly

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POA chief collars his man

Submitted by Al Casciato

Two men are behind bars for attempting to rob a disabled man in the South of Market largely because of the work of San Francisco Police Officers Association leader Al Casciato.

Casciato said he and POA legal committee chairman Greg Winters and POA attorney Ralph Saltsman were returning to their POA headquarters at Seventh and Bryant streets Friday at noon when they saw a robbery unfold as they were in their car on Sixth Street between Howard and Mission streets.

A disabled man was attacked from behind by one man, later identified as Robert L. Haggin, 44. Moments later three other men attacked the victim.

Spotting the assault, Casciato and Winters quickly got out of their car and chased after the suspects who fled into a thrift shop, but suddenly ran out when they apparently realized they would be unable to escape the two police officers because the store had no rear exit.

Just as Casciato and Winters were about to enter the

shop, the suspects dashed out of the store.

Captured were Haggin, who was booked for robbery and violation of parole, and Harry Ross, 35, who wasn't connected in the robbery, but was booked on outstanding traffic warrants.

Three other suspects were able to flee.

Reprinted from S.F. Progress

37th ANNUAL POLICE AND FIRE MEMORIAL MASS

SUNDAY, NOVEMBER 20, 1983
9:30 A.M.

ST. PATRICK'S CHURCH
756 Mission Street

The San Francisco Police Department has been designated as "host" for the 1983 Annual Police/Fire Memorial Mass.

Police Chief Cornelius P. Murphy and Fire Chief Emmet Condon cordially invite all active and retired employees of both departments, their families, and friends to attend. Sworn members are encouraged to be in uniform if possible. The principal celebrant will be Archbishop John R. Quinn.

Both Departments are also anxious to welcome and encourage city-wide citizens participation in this very meaningful service.

Our memorial service date has been changed from the early part of each year to the month of November since this time is more closely associated with the spirit of Thanksgiving.

The Memorial Mass is our way of honoring all members who have been killed in the line of duty and to remember all deceased members who have served in the San Francisco Police and Fire Departments. This is our opportunity to pause and reflect in memory of personal friends and associates who have worked with us through the years.

Coffee and danish served by P.A.L. Cadets, will be provided in the lower church hall immediately after services, compliments of the combined Police Officers and Firefighters's Associations.

Please participate with us on this very special day.



SAN FRANCISCO

Fellowship of Christian Peace Officers

by Jim Higgins

The eye saw it and the hand grabbed it.
A shiny yellow metal, circa 1848.

The harbor of San Francisco once alone in its beauty Became a water next for every class of ship And spilling over the sides were the fortune seekers; Pick, axe, grubstake, and off to the hills with bags of gold dust dancing in their heads.

Strike, bonanza, hit it rich, bone weary, empty belly, pockets full of nuggets, destination Bagdad by the Bay. A quiet, hilly boomtown being shaped by greedy hands. Leanto's, saloons, gambling halls, bordellos Performing like a human vacuum to remove what bulging pockets held. Squanderers of fortunes, makes of wealth Men lived and died for the yellow metal; And through it all THE CITY was born.

Printed in the "Examiner" July 7, 1983, police recruits are to see a video about the gay community. The video opens with a brief history of San Francisco beginning with the Gold Rush era when single men and very independent women populated the hills. Many of these early residents were homosexual according to the script.

A pathetic gesture and an attempt to give a colored origin to the City which emerged from God's family of all races. Not from a non-productive subculture.

The "Promised Land" needs no explanation; but just in case it does it means a land promised by God to the Israelites who were led out of Egypt by Moses. Very simply put, the promised land and the kingdom of God are synonymous in the Judaic Christian world.

Now coming to light is another interpretation of the 'promised land' created by our Police Department and approved by our Police Commission. The image makers are again consistent in their philosophy to sway the minds of the principled. The recruits will view the so-called 'inheritors' of the promised land stepping lively through modern routines even to the tune of pulsating disco beats for the gay senior citizens. Again they reach out for acceptance and respectability; and once again they will strike out in the minds of the many. Attempting to pull together an illusion of acceptance is a priority of their social structure. Time will erase their champions and their life style will continue to fill hospitals with their special penalty; a thrust in futility will be their reward, a historical repeat of the destiny of decadence.

Winners Winners Winners

Sgt. Jack Young Memorial Day Raffle Results

1st Prize — 1 Case, I. W. Harper. Officer Philip J. Tummarello, Mission Police Station

2nd Prize — 1 Case, Red Wine. Inspector John McKenna, Gang Task Force

3rd Prize — 1 Case, White Wine. Ret. Sergeant Edward Cosgrove, S.F.P.D. Retired Officer's Assn.

4th Prize — 1 Case, Beer. Mr. Jack Daly, Private citizen.



Phone: 752-5927

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POA asks court to reinstate higher exam requirements

By Tom Hall
Examiner staff writer

The San Francisco Police Officers Association will take its fight to raise the cutoff scores in promotional exams to a federal appeals court today.

The organization's plan was announced by its attorney, Ralph Saltsman, shortly after U.S. District Court Judge Robert Peckham again yesterday rejected the association's attempt to block any candidate for sergeant or assistant inspector who scores less than 70 percent on the first phase of the exam from taking the second part on Saturday.

Saltsman said the appeal will be filed today with the U.S. 9th Circuit Court of Appeals.

The association is intervening in the hiring and promotion discrimination civil rights lawsuit brought by the largely black Officers for Justice. The suit resulted in a 1979 federal court consent decree aimed at getting more minorities and women as police officers.

Against the advice of Police Chief Cornelius Murphy, Mayor Feinstein and the Police Commission, the San Francisco Civil Service Commission earlier voted 3-2 to set low cutoff scores for the first test. The action provoked strong opposition and criticism from the POA.

It complained that the commission had adopted an exam that is "inaccurate, unfair and inequitable...and may inject incompetent officers into the job of protecting our society. The integrity of the entire examination process is jeopardized."

The cutoff score of 50 percent on the June Phase I sergeant's exam eliminates only 24 of 697 officer candidates who took it. The 55 percent for the assistant inspector's exam eliminates only 24 of 637 who took it.

The POA brought its objections to the cutoff scores to Peckham because he approved and oversees implementation of the consent decree reached in 1979 by the OFJ, The City, the police department, Civil Service Commission, U.S. Justice Department and the POA.

So far Peckham has refused the POA's pleas and declined to interfere with the cutoff scores set by the commission.

Yesterday the judge explained why, emphasizing "there is a disturbing degree of misunderstanding" about the role of the federal court in supervising the selection and promotion of police officers.

"My role is not one of 'super' Civil Service Commission, and I emphasize as emphatically as I can that I do not perceive myself to be a replacement for the San Francisco Civil Service Commission," Peckham said.

He stressed that the decisions to give the test in three phases and to set the cutoff scores on Phase I "were properly within the domain of the Civil Service Commission and it would have been improper for this court to usurp any of those decisions."

Federal law, he said, limits him to assessing employment tests and decisions for their "adverse impact" on minorities and women.

"If an interested party can successfully demonstrate that the tests constructed by the Civil Service Commission unit within the police department or the passing scores approved by the commission itself have this adverse impact, then — and only then — can the legal authority of this (federal) court be invoked," Peckham said in a statement from the bench.

Anyone who complains about other aspects of the take them to the commission or state court, Peckham said.

Peckham said that if at the end of the three-phase exam someone challenges the exam's impact on minorities, "the court then can consider that issue."

Peckham did grant the POA's request for an order that all secret records of the Phase I exam be kept intact and available for scrutiny by the POA when Phase II and III are completed.

The exams were designed by sergeants, inspectors and captains, who subsequently took the exams, evaluated the scores and determined what they felt was a "minimum competency score."

The 50 percent and 55 percent cutoffs, according to Ray Wong, the coordinator of the consent decree division in the police department, were what those who

designed the exams determined to be the lowest acceptable scores.

Reprinted from
S.F. Examiner, Tues., Sept. 27, 1983

GET READY FOR THE NEW, IMPROVED DABOR

by Greg Winters
Legal Services Committee

The third version of General Order R-1 "Vehicle Accident Involving Members" will be appearing soon in your mailboxes.

The order, as it is now, carries some important procedural safeguards for members. These safeguards include mandatory 14 day notice to appear at DABOR and notice of the right to examine the materials that DABOR bases its decision on.

Other new facets of R-1 include: expansion of the Board to five (5) members; a provision that requires the Board to hold a hearing when their reviewing group can't come to a decision as to whether or not the case should be heard; and, due to the expansion of the Board, hearings can be held in the absence of the Board Chairman — Deputy Chief Cordes.

While the notice and examination aspects go a long way toward curing some of the surprise problems experienced in the past, they do the member no good unless he or she acts immediately and contacts a station representative or the Legal Services Committee.

If you want help, your representative or Legal Services needs to know almost as soon as you do.

We need time to review the accident report; time to obtain the Sergeant's and Captain's investigations and time to preface an adequate defense of YOU!!!

DABOR can recommend that your driving by the subject of a Chief's Hearing and the Chief can suspend you. In fact, he has ordered suspensions in four (4) cases that I am aware of. The Chairman of DABOR at a Chief's Hearing has recommended termination and the Chief can refer to the case to the Commission for trial where termination could be the result.

In case you missed the point — the Department is serious in dealing with improper driving.

DABOR is also looking at officers' conduct and making findings of violations of other General Orders that deal with Code 3 and Pursuit Driving. While I think it's improper, they recently found an officer responsible for an accident because he didn't tell Radio that he was responding to a run Code 3.

You are the one person who can help yourself the most. FIRST: Drive defensively and follow the rules. SECOND: If you are involved in a collision, make sure the Accident Investigator makes an accurate report. THIRD: When DABOR comes calling, contact your representative and Legal Services immediately.

Your Association has, when given enough time to prepare, achieved good results for members appearing before DABOR. With enough time a proper investigation can be made and the true facts of a collision can be presented.

Our job is to help you but, you have to ask for it.

FBI ACADEMY NOMINEE

District Attorney Arlo Smith announced today that Bruce Austin, the District Attorney's nominee to the F.B.I. National Academy, has been accepted. Austin, a senior investigator, will attend the 135th session of the National Academy in Quantico, Virginia.

The National Academy curriculum consists of studies in Forensic Science, Law Enforcement Management, Behavioral Science, Education and Communications Arts, and Criminal Law. Candidates for the National Academy are selected from law enforcement agencies throughout the United States based upon their experience, training and other qualifications. Austin has served the District Attorney's Office for eleven years, working on consumer fraud, criminal and psychiatric investigations.

Smith said, "I am pleased that Bruce Austin is the first member of the District Attorney's Office to be selected to attend the National Academy; and I know this training will benefit the entire office, not only in the course curriculum, but also in building rapport with other law enforcement agencies throughout the nation."

Love is a Game

by Carl Decker

Love is a game, you play to win
It's fun to play, but you often loose!
Cupid's his name, he shows the way
He laughs at sin and breaks the rules.
Just when you think you've got it made
He'll pull the barb and love'll fade.
Don't let him tear your broken heart
You'll find he'll show you when to start.
For every love that's gone astray
There'll be a looser wants to play!
Though you may feel you've lost it all
You swear no more, no more to fall.
He'll catch you on his pointed shaft
And smile, you think you've won at last!

For Saggie from Saggie

RECONCILIATION AND/OR THE SPLENDOR AND THE GLORY

THERE ARE BURDENS THAT WEIGH HEAVILY ON THE HUMAN HEART — AND NEARLY BREAK THEM TOO.

THERE ARE WORRIES THAT AGE AND LINE THE FACE AND STOOP THE BEST OF THIS SORRY RACE — THAT LINE THE FACE AND STOOP THE BEST OF THIS SORRY RACE —

THERE IS DYING FOR ME AND DYING FOR YOU — BUT THE GREATEST TRAGEDY THAT CAN THE MAN BEFALL, IS A LOSS OF FAITH OR THE FALLING OUT WITH A ONCE SWELL PAL.

AGAIN THEN: THE GREATEST TRAGEDY THAT CAN TO MAN BEFALL IS A LOSS OF FAITH IN THE HUMAN RACE OR THE FALLING OUT WITH A ONCE SWELL PAL.

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RETIREMENT SYSTEM WAGE ADJUSTMENTS

The Retirement System is presently computing the wage adjustments as a result of the Police and Fire Salary Suit for fiscal year 1977-78 and the five month retroactive payment for 1978-79.

We expect that payment of the two retroactive increases (1977-78 and 1978-79) mentioned above will be issued to you on your November 30, 1983 check.

The following month, your December 31, 1983 check will include your regular (1983-84) cost-of-living allowance along with your **new adjusted monthly pension**. Over 3200 cases are affected by these two retroactive payments. All cases fall into three categories dependent on the member's Charter Section at the time of retirement.


1. "Fluctuating" Members (Charter Sections 166 or 169):

385 cases have been identified. These who retired prior to July 2, 1977 under Charter Section 166 (police) or 169 (fire) will receive a cost-of-living adjustment (COLA) for the period affected by the wage agreement (July 1, 1977 to November 30, 1978) as follows:

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Q80, Q63		938.50
	H32	904.00
Q60M		799.50
Q60, H30		799.50
	H22, H24	788.50
Q50M		697.50
	H6, H4	722.00
Q50, 0380, Q35X	H20	697.50
Q2M(4)		601.50
	H10	658.00
Q2, Q20	H2(4)	601.50
Q2, Q20	H2(3)	578.00
Q2, Q20	H2(2)	548.50
Q2, Q20	H2(1)	527.50
½(Q60	H30)	399.75
½(Q50	H20)	348.75
¼Q2(4)		300.75
¼Q2(4)		451.21
¼Q50		523.21
¼Q80		703.96
with 5.98% increase		332.26

FIRE	
O140	\$3006.00
O150	2,532.00
O155	1,992.00
H50	2,052.00
H40	1,776.00
H30	1,482.00
H20	1,296.00
H18	1,296.00
H10	1,218.00
H32	1,674.00
H22	1,464.00
H24	1,464.00
H6	1,338.00
H4	1,338.00
H2	1,116.00
H110	1,482.00
H20	1,482.00

There is no COLA payment for the period July 1, 1979 to June 30, 1983 because the 1979-80 COLA for Proposition M retirees was already correctly paid.

Members under the above Charter Sections receive a COLA equal to **one-half of the increase or decrease** of the salary of the rank upon which they retired. A member who retired as an H2 firefighter or Q2 police officer (top step) received, effective July 1, 1983, the following COLA:

H2, Q2:	1982-83	Salary	-	\$2,395
	1982-82	Salary	-	\$2,258
		difference	-	\$137
	COLA	½ difference		\$68.50

Exceptions to the above include 333 cases requiring hand calculation because of the following events.:

1. Retired
2. Continuation to spouse upon the member's death.
3. Reaching QSR date (date at which the member would have qualified for service if retired on industrial disability).
4. Split account due to divorce.
5. "Inactive" continuation.

From December 1, 1978 to June 30, 1983 both your monthly pension and regular COLA amounts have correctly been paid.

Members under the above Charter Sections receive a pension equal to **one-half of the current salary** of the rank upon which they retired. A member who retired as an H2 firefighter or Q2 police officer (top step) for example, is now receiving a monthly pension of one-half of the 1982-83 H2 or Q2 salary.

½ (\$2395) - \$1,97.50
Exceptions to the above include 25 cases requiring hand calculation because of continuation to spouse upon the member's death.

II. "Proposition M" Members (Charter Sections 8.559 or 8.585)

1,192 cases have been identified. Those who retired prior to July 2, 1977 under Charter Section 8.559 (police) or 8.585 (fire) will receive a cost-of-living adjustment (COLA) for the period affected by the wage agreement (July 1, 1977 to June 30, 1979) as follows:

POLICE		TOTAL
RANK		
0390		\$3,006.00
0400		2,532.00
0488		2,052.00
Q80		1,740.00
Q63		1,740.00
Q60		1,482.00
Q380		1,296.00
Q50		1,296.00
Q35X		1,296.00
Q35		1,200.00
O520		1,116.00
Q2		1,116.00
Q20		1,116.00
Q60M		1,482.00
Q50M		1,296.00
Q2M		1,116.00
O485		2,058.00
O490		1,866.00
O420		2,058.00
O470		2,058.00
O360		2,538.00
O480		2,538.00

III. "Proposition H" Members (Charter Sections 168.1 or 171.1)

1,643 have been identified. Those who retired under Charter Sections 168.1 (police) or 171.1 (fire) will receive the following COLA:

COLA - (0.49980) x (current pension)
Exceptions to the above include 329 cases requiring hand calculation because of the following events:

1. Continuation to spouse because of member's death
2. Reaching QSR date (date at which member would have qualified for service if retired on industrial disability).
3. Split account due to divorce
4. "Inactive" continuation.

Sincerely,
Employees' Retirement System
NOTE: Questions regarding this notice should be made to the retirement system first. If they are unable to help contact the welfare officer of your respective ass'n.

Al Casciato
President



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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



Officer Mary Petri (Community Services) is shown explaining to PAL Cadet Sean Divarco how to fingerprint youngsters in the recent SFPD and Imperial Savings and Loan Assn. sponsored Children's Fingerprinting Project. The program calls for the voluntary printing of children to be used in case the child is missing. The fingerprint card is kept by the parent. No duplicates are made. Also shown is Imperial Savings Vice President/Branch Manager Bob Bennett. PAL Cadet volunteered their services throughout the whole week. The project had the wholehearted support of Captain Frank Jordan, Community Services.

(photo by Herb Lee)

PAL BASKETBALL

PAL Youth Basketball Begins. The PAL Basketball will be in full swing when this article is published. PAL Basketball Commissioner Sgt. Tom Bruton (Auto), reports another banner year with over 100 teams signed up. Boys and girls teams will be in the 6th, 7th, and 8th grade divisions, with over 1,000 players and coaches. The season kicked off October 7th, and will end in November with playoffs and finals. A complete wrapup of champions will be reported later.

PAL JUNIOR RIFLE TEAM BEGINS

Boys and girls between the ages of 13 and 17 interested in beginners indoor rifle program are to call PAL Headquarters for signups. The Program meets every Friday night from 6 to 7:30 PM at the Ft. Scott Indoor Range located in the Presidio from October through June. Trained instructors will teach the student firearms safety, range rules, basic rifle nomenclature, dry fire, and controlled range program, all at no cost to the student. The Jr. Rifle Commissioner is Sgt. Tom Morris (Ret.), ably assisted by a volunteer staff. Rifles used are Anshultz Model 1413 and Winchester.

PAL LAW ENFORCEMENT CADET PROGRAM BEGINS

The Fall Term of the PAL Law Enforcement Cadet Program will begin with an open house on Tuesday October 18, 1983 6:30 P.M. In the event that this publication does not reach you in time, the program will continue to accept signups each Tuesday night for one month. Classes are held at the Hall of Justice 6th floor auditorium under the direction of PAL Law Enforcement Cadet Director Ernie Galaviz. The semester will end in May 1984. All high school students in the 10th through 12th grades either residing or attending school in San Francisco are eligible to participate.

Included in some of the many activities of the PAL Cadets are assisting the San Francisco Police Department in anti-crime programs, assisting in children's and senior citizens' programs, and involvement in civic sponsored programs. Guest speakers well versed in specialized fields of law enforcement will address the Cadets each Tuesday. Social activities include parties, dances, deep sea fishing, boat cruises, picnics, etc.

Highlights of the winter for the Cadets include the annual show trip and physical training days. Tours of county jails, coronor's office, etc. round out the year. This program has the wholehearted support of Chief Murphy and the Department.

This is the time for all police officers, sheriffs, and civilian employees of law enforcement departments to introduce your youngster to a progressive and exciting pro-enforcement program. Who knows, your child may be a budding police officer, deputy sheriff, or other law enforcement representative when he or she is eligible. While the program is free, each student will have to provide their own basic uniform which costs approximately \$65.00. The PAL will provide the rest at no cost. Call PAL Headquarters (567-3215) for signups. Signups are limited. First come, first served.



Members of the Pee Wee Baseball team Seahawks with part of their catch of striped bass. The boys also caught a bunch of rockfish in their outing with the PAL Fishing Program.



Pee Wee Baseball Coach Stan Chiarucchi with one of the striped bass he helped catch for his team.

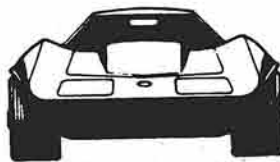
SUMMER PAL FISHING PROGRAM ENDS

Members of the PAL Pee Wee Seahawks Baseball Team took advantage of the last fishing trip of the 1983 season, and did they catch fish! Striped bass, lingcod, blue cods, sharks, and bolinas cods were the order of the day. Most of the 9 and 10 year olds never went fishing before and all caught fish. Coach Stan Chiarucchi states that this PAL Fishing Program is outstanding. Stan, by the way, felt a little queasy during the four hour long trip to mile rock and the rockpile off of Alcatraz, while none of the kids got seasick. All hook, line, sinker, bait, boats, crew, are provided AT NO CHARGE. Fish worth hundreds of dollars are taken home by the kids who caught them and provide meals for their families. The program is sponsored entirely by the PAL who maintains three vessels for the program with a volunteer staff of 30 persons. Any donation to the PAL will provide these fishing trips as well as our 14 other programs. Contributions may be made by sending your check to the PAL Headquarters, 2475 Greenwich Street, San Francisco, CA 94123. These tax deductible monies will go toward programs for the youths of San Francisco.

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New PAL Boxing Director Angel Rodriguez. The very pretty and ebullient Director loves working with kids. Rodriguez is also a professional woman's boxer and is currently ranked #1 in California.



Another photo of Angel Rodriguez. Angel already has a staff of 7 persons who also volunteer their time to the PAL Boxing Program. "The San Francisco PAL Boxing Team will be on of the major Teams in Northern California in the near future," states Angel. There is no reason to doubt her.

PAL BOXING

Angel Rodriguez is new PAL Boxing Director. Angel Rodriguez has been named as the new PAL Boxing Director. Angel, no stranger to boxing, has been an assistant coach with the PAL for the past two years, and succeeds Bill Mateo. Angel is also a women's professional boxer ranked #1 in the State of California in her division. She also founded the East/West Womens Boxing Association as well as the San Francisco Womens Boxing Team. "We will have more emphasis on amateur boxing with the youth of San Francisco both boys and girls. Our facilities at the old National Guard Armory located at 14th and Mission Streets will be open 3:30 PM to 7 PM Mondays through Fridays throughout the year." Anyone interested in boxing should call 431-4933 for signups.

PAL BOXING AND JUDO OFFERED

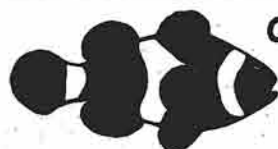
PAL Boxing and Judo are being offered at the PAL Armory Recreation Center located at 14th and Mission Streets. Officer Joe Mollo is in charge of the Center and also teaches beginners and advanced judo. PAL Boxing Director Angel Rodriguez heads a staff of volunteer Boxing Coaches in the program. All youths (boys and girls) interested in signing up are to call Officer Mollo 552-7495 for Judo, and Angel Rodriguez (or boxing instructors) at 431-4933 3 PM to 7 PM daily Monday through Friday. Again, as with all PAL sponsored sports, there is no charge of any kind, but participants will have to belong to the Judo Association or Pacific AAU ABF Boxing Federation at nominal fee.

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POLICE ACTIVITIES LEAGUE

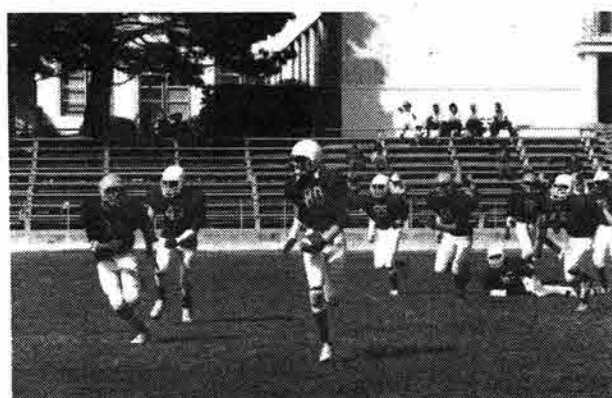
by Herbert P. Lee
Director of Activities



PAL FOOTBALL

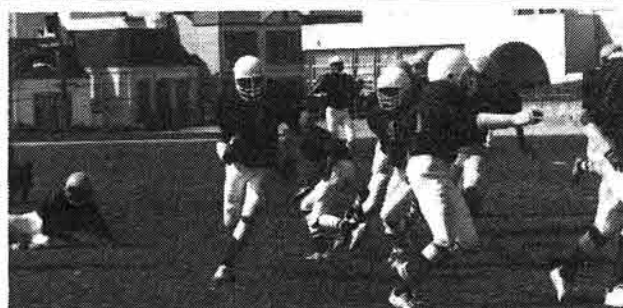
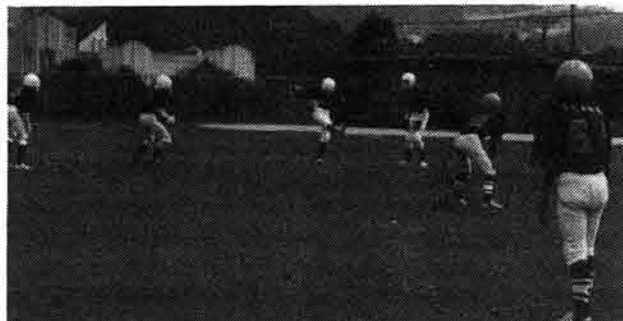
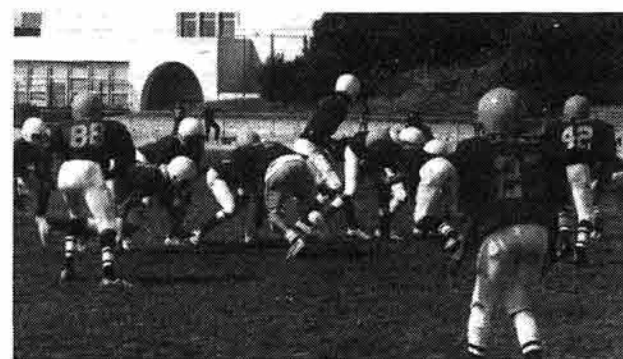
PAL Football kicked off September 25th at Washington High School Field. In the first game of a double header, Head Coach Rodney Garrick's Hawks came through with a bruising 12 to 0 win over the Portola Playground Charger's. After a series of downs on both sides, Fullback Dwayne Miller took a pitchout to the right and ran 60 yards untouched for the first TD. Maurice Harrison's attempted PAT was off to the left. When the Hawks again took possession, Quarterback Ron Bolden tossed a sideline pass to Tight End Dante Collins who then took it 40 yards for a TD. The attempted PAT was no good. The PAL Chargers had the ball on the Hawks 2 yard line with 2 minutes left to play and were unable to punch it in. Final score PAL Hawks 12 PAL Chargers 0. In the second game of the doubleheader, Head Coach Mike Wright of the PAL Raiders of Glen Park topped the PAL Trojans of Crocker Amazon by a score of 26 to 0. Raider halfback Kerey Johnson took a pitchout from QB Steve Aranda around left end good for a 9 yard touchdown run. The PAT kick was blocked.

In the second quarter, Raider fullback Theotis Brown took the ball and ran 13 yards for a score. In the 3rd quarter the Trojans kicked off but quickly gave the ball up to the charged up Raiders. QB Steve Aranda struck quickly with a screen pass to the right to a streaking halfback Kerey Johnson for a touchdown good for 72 yards, making the score 18 to 0. The Trojans were marching down the field relentlessly hoping to score when a slashing blitz by middle linebacker Steve O'Boyle of the Raiders threw the QB for a ten yard loss from which they never recovered. In the final quarter the Trojans attempted a screen pass which was intercepted by outside linebacker Ivan Grady of the



Raiders who ran it back 42 yards for the final TD of the day. The PAT kick by Dan Ross was good making the final score 26 to 0.

All PAL Football games are double headers and will be played each Sunday 11 AM and 1 PM for the next 5 weeks. Come out and enjoy youth football. There is no admission charge.



PAL Football action.

(photos by Ed Collins)

SPORTS

SOCCER BENEFIT FOR SPECIAL OLYMPICS

In what is expected to become a yearly tradition the SFPD Soccer Team will face their counterparts from the SF Fire Department on Saturday, November 5th in the first annual Special Olympics Benefit. The game, to be held at Balboa Stadium (adjacent to Ingleside Station) at 12:30 PM will feature a star-studded Fire Department team including Tom Harvey and Bill Magee of the SF Major Division Glens, taking on our own "Kickers" who won the California Police Olympics the last two years. Besides a high caliber soccer game, spectators will also be treated to performances by the Fire Department Piper Band and the Riordan High School marching band. The SFPD Mounted Patrol will provide a color guard and your admission ticket will also enter you in a half-time raffle. Tickets are only \$2.00, and can be obtained from any member of the Police or Fire Dept. team or P.O.A. office.

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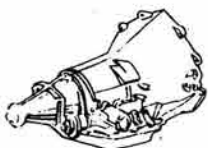
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SAN FRANCISCO POLICE RUGBY FOOTBALL CLUB

by Dale Allen, TAC

With a signup of 50 plus, the S.F.P.R.F.C. is beginning to roll. With officers from all the stations signed up, both social and players, as well as several family members the club is proving to be a popular idea. A second letter has been received from Off. Bob Pettit (included below) of the London Metropolitan Police as our plans to travel to the British Isles continue, and several local teams have agreed to matches in the near future. On Oct. 6th a club meeting was held to elect club officers with the results to be published in the next issue. That about wraps up the news for this month but stay tuned as things will be breaking rapidly in the next couple of months. So until then we're still recruiting. Cheers.

Excerpts from letter from Officer Bob Pettit, London Metro. Police

....On the question of the Rugby Tour. I have been making enquiries on your behalf and I have arranged hosting for 30 or so players during your visit with us. There will not be any problems with fixtures whether you decide to travel to England, Scotland or Wales. I have spoken to many of my contacts in the Rugby community and all are keen to help out.

Send us a rough itinerary and we will make enquiries as to cheapest travel, accommodations etc. (Some police forces may also supply accommodations.) With regard to international tickets (National matches) I see no problem obtaining the tickets you need.

Our season is just starting and I have been spreading the word about your tour and the response has been excellent. We all are going to show you a good time so tell your lads not to forget their hang over cures.

GOLF CLUB NEWS

September 30, 1983 — "OH YEE OF SO LITTLE FAITH" I hope that sounds familiar — it should because it is out of the bible.

I awakened on the aforementioned date to hear the sound of rain pounding down on my roof. This was at 4:30 a.m. At 6:30 a.m. I got up and it was still raining — It rained all the way to Sonoma Golf Course — It rained while I was having breakfast.

At about 9:00 a.m., about an hour after we were supposed to start it stopped and we went out and played eighteen holes of golf. What was truly surprising was that thirty-nine players showed up and everyone finished without getting wet. I wouldn't have taken 10-1 Odds that this would happen.

The low gross winner was, once again: Tom Gordon with an 81. Low net winner was Joe Allegro Jr with a net 66.

Flight winners were: first, Vic Macia, Jerry Cassidy and Paul McGoran; second, Bill Groszard, Bill O'Connor and Mike Mahoney; third, Earl O'Brien, Emmet Cooney and Ray Michelis; fourth, George Jeffery, John Newlin and Joe Allegro Sr. The hole-in-one was won by Bob Lall with a shot 11'4" away and Bill Lee one inch further away at the seventeenth hole.

The Guest flight was won by Ray Gomez followed by Mike Sansome and Bill Lee.

Now that I have exposed some of the crazy people who come out to play golf when the weather apparently is not permitting I should also name some of those who are not crazy (those of so little faith). Homer Hudelson, Ronny Rhoades, Larry Minasian, Nick Eterovich Sr & Jr, Gordy Hendrickson, Mike Brady, Harvey Harrison, Bobby Ryan and Wally Jackson. I'm glad that there are some sane policemen.

The year is winding down; In October we play Sunnyvale, In November we play Benet Valley and December we play Los Positas.

Anyone interested in the club contact me, Jerry Cassidy at Co K E&I Solo's (553-1245) or at 237 San Marin Dr, Novato, CA 94947 (897-0226).



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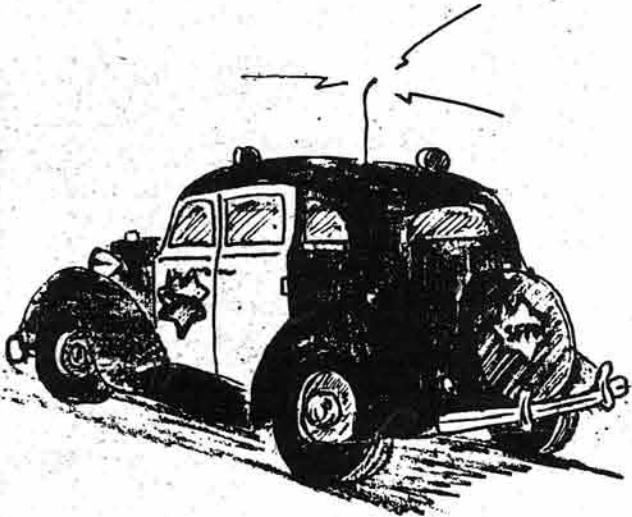
Introducing the 1943 De Soto Police Cruiser designed by COTLA.

This vehicle is a prototype radio car that has passed all stringent performance standards set forth by Taraval Police Station Radio Car Consultant Joe Cotla. (Also available for gardening and painting jobs at reasonable prices.)

After years of exhausting research and testing, radio car expert Joe Cotla has determined that the 1943 De Soto is best suited to the police departments needs. De Sotos 20 ga. steel body makes it VIRTUALLY INDESTRUCTABLE!

The flathead six cylinder engine is capable of speeds up to 57 MPH! No more will the press decry the hazards of high speed chases, yet the night watches will find this speed suitable for patrolling neighborhood streets.

Equipped with a Du Mont one way radio, officers are



able to monitor all police broadcasts, but are unable to acknowledge calls. This feature is of particular interest to the day and swing watches, who never answer the radio anyway.

The vehicles spacious and lavishly appointed interior featuring bench seats by Sealy offers comfortable "lounging" the midnight watch will cherish.

A roomy 8.3 cubic foot trunk is more than ample to carry supplies, and is especially appreciated around the Christmas holidays.

In short, if you are old enough to remember when Van Ness Avenue was known as "Auto Row", and (Joe Cotla was able to play ball without pulling a hamstring), a catchy jingle said it best..... 'It's de-lightful.... It's de-lovely..... It's De Soto!

Submitted by Al Casciato

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TERRORISM - THE POLICE RESPONSE

NOVEMBER 30 & DECEMBER 1 & 2, 1983

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Some of the nation's most experienced law enforcement experts will teach methods of preventing, containing & combating terrorist attacks. The instructors will emphasize the practical "how-to" approach, with subject matter of benefit to uniformed officers, non-uniformed officers, investigators & command personnel. Most of the course will deal with how law enforcement officers can respond to a terrorist threat or attack, & will include detailed instruction on OFFICER SURVIVAL (including an analysis of the Nyack, New York armored car robbery & execution); BARRICADED SUSPECTS; HOSTAGE NEGOTIATIONS; BOMB RECOGNITION (including disguised explosives); EXECUTIVE PROTECTION; HOSTAGE SURVIVAL (how to survive if you are the hostage); PRE-INCIDENT INDICATORS; & TRENDS, TACTICS & TECHNIQUES of certain terrorist groups. Approximately 50% of the course will deal specifically with terrorism, with the remainder having equal application to officers facing otherwise motivated armed men-counters.

LAW ENFORCEMENT IDENTIFICATION WILL BE REQUIRED, AND RECORDINGS MAY BE PROHIBITED DURING PARTS OF THE PROGRAM.

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NOTE: Upon specific request, we will delay billing to meet your needs.

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FACULTY: JIM STINSON, C.A.C.I., Inc., Newport Beach, Calif. (specialized consultant to government agencies involved in direct counter-terrorist activities); JERRY MCCARTHY, Intelligence Officer, San Francisco Police Dept.; MIKE HILLMANN & AL PRECIADO, L.A.P.D.; DENNIS MADER, Calif. Dept. of Justice, Sacramento; GEORGE ALBERT PALMER, L.A. Co. Sheriff's Dept.; RONALD BALL, L.A.P.D.; & TIMOTHY HILL, Calif. State Police, Sacramento.

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THE LAST WORD

by Pete Maloney
Editor



by Pete Maloney

Opposition to political endorsements, contributions and the purchase of tickets to fund raising events in general have been much debated. Some of the most vocal opponents now want to form a special committee of the Association to administer these activities. This "PAC" (political action committee) would serve at the pleasure of the president and effectively remove the elected Board of Directors from a responsibility the membership selected them to perform. It would seem then that they don't really object to the fact of our political involvement as much as they cannot elect a board that would serve their own political agenda. The proposed change in the bylaws would isolate our president in the sole responsibility for all these decisions and the membership would have no input as to the directions of these efforts. All this without mentioning that portions of the changes are patently illegal with specific regard to political donations. The treasurer has indicated that our financial commitment in this area is less than five percent of all expended funds and I can only believe that this percentage would substantially increase.

By now every one is aware of the plight of Pat Pfeifer. Vic Assia, Nick Rubino, Jerry Sarin and Perry Morris have made tremendous efforts to try and provide financial assistance to Pat and his family and have been very successful thus far. Next month I hope to have the photos and a story in this paper about the golf tournament and raffle they organized and that went so well. I also hope to be able to tell you about several dozen members who donated their time over the Columbus Day weekend when the organizers of "Festa Italiana" generously joined the efforts in behalf of Pat which was arranged by Mickey Giraldi. I will never be able to adequately praise the contributions of the Police Officers Wives Association in making the "Festa" sponsored benefit booth a success nor the fact that Chief Murphy gave up his weekend and helped draw attention to the booth. Please don't forget that there is still one more raffle scheduled for drawing on the 21st of October and plenty of tickets are still available at Ingleside Station.

Dan Linehan, chair of the Legislative Committee, is working hard toward another successful campaign effort and is distributing "Dear Friend" postcards for all of us to send to our family and friends who vote in San Francisco reminding them to support Proposition I in November at the polls. Each of us must know at least five people that we can send these personal requests for support to. Since the voter turnout is expected to be small every little bit we can do may affect the outcome in our favor.

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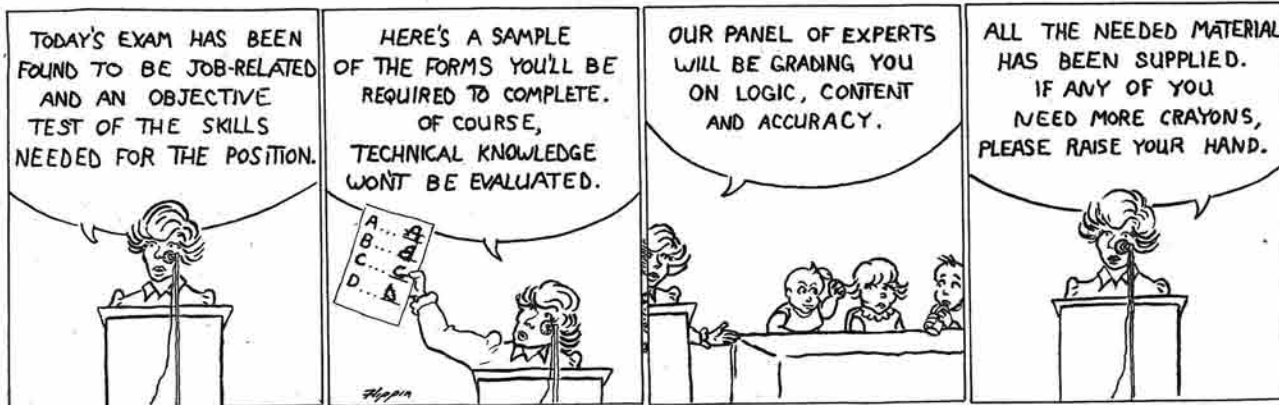
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ON THE STREET/ Tom Flippin



PACIFICA POLICE OFFICERS' ASSOCIATION JOINS COPS!

by Paul Chignell
Vice-President

The forty (40) members of the Pacifica Police Officers' Association have voted to join the California Organization of Police & Sheriffs marking the first time that the Pacifica POA has affiliated with a statewide police labor organization.

After representatives of COPS spoke to the Executive Board and the General Membership, a vote was taken to affiliate on October 6, 1983.

The entry of Pacifica into COPS means that the San Bruno POA, the San Mateo POA, the Half Moon Bay POA and the Daly City POA are now all COPS members in San Mateo County. Recruitment is now continuing on the Peninsula for other police associations who are either unaffiliated or members of other statewide labor organizations.

Pacifica POA Treasurer Eric Ruchames stated that COPS legal defense plan was the main reason for their decision to affiliate along with assistance for negotiations next year in their City.

The recruitment of Pacifica follows quickly upon the recent decision of the San Francisco District Attorney Investigators to join COPS.

Along with Eric Ruchames, the other Executive officers of Pacifica are Bob Delisle, President and Joe Fava, Secretary.

The California Organization of Police & Sheriffs along with the San Francisco Police Officers' Association congratulate Pacifica on their decision to join a growing COPS organization.

GARAGE SALE

The San Francisco Police Officers' Wives' Association is having a garage sale on November 12th & 13th, from 10:00 a.m. to 5:00 p.m., at 2435 27th Avenue, (btwn Taraval & Ulloa) San Francisco, CA.

All proceeds are to benefit the Scholarship Fund. Hope to see you all there!!!!!!!!!!

Special Note

Anyone who has items to donate for the sale, please contact Pat Barsetti at (566-5985)

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NOVATO RESIDENTS URGED TO VOTE FOR TERRY WALLACE FOR RE-ELECTION TO NOVATO FIRE BOARD

By Paul Chignell, Vice-President

All residents of the City of Novato are urged to vote for the re-election of Terry Wallace to the Novato Fire Board in the election of November 8, 1983.

Terry Wallace is a San Francisco firefighter who is currently the President of the Novato Fire Board. He has been a friend to hundreds of San Francisco police officers and firefighters.

Terry has already been endorsed by San Francisco Firefighters Local 798 and the Marin County Labor Council. He credits his previous election to the many San Francisco police officers and firefighters who voted for him and requests their vote again in November.

I know Terry Wallace well. He is an excellent public servant and a true friend of the public safety personnel in Novato.

If you live in Novato, be sure to vote for Terry Wallace for re-election to the Novato Fire Board.



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