

the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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



Member of COPS - California Organization of Police & Sheriffs

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NUMBER 11

QUENTIN KOPP - NEW FRIEND OF POA



by Paul Chignell
Vice-President

Like a butterfly emerging from a cocoon, Supervisor Quentin Kopp recently changed his tune and supported a Police Officers' Association labor issue on the November ballot.

Welcome back Quentin!

Despite the narrow loss of the Police-Fire Salary measure, Proposition I (53-47%), the support of the senior member of the Board of Supervisors was significant. Many judgments will be made on why the measure went down to narrow defeat (and those include the low voter turnout), but without Kopp's active support we would have lost by a wider margin.

The varied leadership of the San Francisco Police Officers' Association over the past several years has been cool to Quentin Kopp, because he had consistently opposed our labor measures whether on the ballot as charter amendments or by ordinance at the Board of Supervisors. But November 1983 was a significant month in the relationship between the cerebral Supervisor and our organization. It is a welcome sign.

Prior to 1975 Supervisor Kopp was a supporter of many of our labor measures and could be counted on for a vote in a time of crisis. But then Kopp turned to the right side of the political spectrum and the relationship strained for some time.

Quentin Kopp, for all his faults, perceived or otherwise, should be complimented for supporting Proposition I. He will always be a force in San Francisco politics whether at the Board of Supervisors or in another office.

If you see Quentin, say hello and thank him for supporting our measure. I believe that a stronger relationship between the POA and the good Supervisor is at hand.

APPEAL COURT UPHOLDS PENSION RIGHTS

by Mike Hebel, Welfare Officer

The Second District Court of Appeal ruled on October 13, 1983 that the City of Pasadena may not reduce future pension benefits of current police and fire employees, even though the reduction applies only to retirement benefits based on future service.

The Court struck down a 1981 Charter Amendment stating that the modifications to the Retirement System impair the employee's vested contract rights.

CITY OF PASADENA

In 1969 the voters approved a Charter Amendment providing its police officers and firefighters with a cost of living adjustment (COLA) pension benefit. Monthly pension benefits were to be fully adjusted, either up or down, based on the annual changes in the Consumer Price Index.

During the 1970's, a period of rapid escalation in the Consumer Price Index brought about modifications in the Retirement System. Pasadena police officers and firefighters agreed to increase their retirement contributions. Police officers and firefighters hired by that City after 1977 were placed in the less expensive (to the City) Public Employee Retirement System.

Even with increased employee contributions, the City of Pasadena failed to properly fund the COLA benefit. A Charter Review Committee proposed a measure to eliminate the unlimited COLA for all future service of active members and to replace it with a COLA benefit

capped at 2%. This measure was placed on the June, 1981 ballot and was passed by the voters.

The Pasadena police and fire employee organizations brought suit claiming that the amendments impaired their vested pension rights and are invalid. The Superior Court sided with the City of Pasadena.

APPEAL COURT DUMPS PASADENA

"By entering public service an employee obtains a vested contractual right to earn a pension on terms substantially equivalent to those then offered by the employer. On the employee's retirement after he has fulfilled pension conditions an immediate obligation arises to pay pension benefits earned."

The Court also discussed the long established rules regarding vested pension rights:

1. A public employee's pension constitutes an element of compensation;
2. The right to pension benefits vested upon acceptance of employment;
3. Once vested, such a pension right may not be destroyed without impairing a contractual obligation of the employing public entity; and
4. Reasonable modifications can be made to a Retirement System to maintain its integrity.

The court's keyholding was: "Changes in a pension plan which result in disadvantages to employees should be accompanied by comparable new advantages."

Pasadena's 1981 modification to the COLA was in-

continued on back page

THE NEW PAYROLL SYSTEM = ONE LESS PAY CHECK

by Pete Maloney, Editor

Mon., 11-7-83, in the Board of Supervisors Committee Hearing Room John Molinari, Supervisor-Chairman of the Civil Service and General Administration Committee convened a special meeting. The subject was the implementation of the new payroll system and specifically why it is necessary to eliminate an employee pay period to get the benefits all parties agree are worthwhile.

City Comptroller John Farrell steadfastly refused to admit or even consider what Supervisor Molinari calmly and clearly posed as the central question: "Your plan, however beneficial, will take a pay check away from city workers who have a basic need and right to be paid. How can we fix this error?"

Vice Chair, Supervisor Doris Ward called the timing of the 'short check' procedure insensitive before the holidays and like Supervisor Molinari insisted Mr. Farrell suggest a remedy, without receiving an answer.

Supervisor and Committee member Bill Maher attempted, reluctantly and fruitlessly, to have Mr. Farrell explain how and why the conversion from an 'anticipated' to a 'positive' payroll system required a seven day deficit favoring the city to work. The deficit means that when you're paid the city will owe you seven unpaid days until you retire or terminate employment, when under the new system you will receive a severance check making up the deficit. The practical effect means the city skips one of your checks and keeps the money just before Christmas.

Marilyn Smulyan, of Supervisor Nancy Walker's staff, introduced SEIU Business Agent Bud Dougherty, Local 390/400, who offered a method to avoid 'short checking' us. Mr. Farrell tiringly repeated his non-answers.

Mr. Dougherty's alternative would have the city offer employees the option of receiving a full pay period check when the deficit was to be enacted by waiving the severance payment. Employees could also opt to skip the pay period as planned by the comptroller and receive the severance payment.

Enter the City Attorney's office in the person of Ms. Judy Teichman who backed Mr. Farrell's objection that an Administrative Code section prohibits paying an employee for, or before, pay has actually been earned. Ms. Teichman could not say whether the plan was legal or not only that it 'might not be legal.'

Supervisor Molinari challenged Mr. Farrell to explain why that would be any more illegal than the anticipated system we are currently using when in actual-

continued on back page
"The Last Word"

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Widows & Orphans

The regular monthly meeting was called to order by Pres. W. Hardeman at 2:10 P.M., Wednesday, October 19, 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.

The following donations were received and acknowledged by the Secretary: VINCENT HOFMAN, a constant contributor. CALVIN CHARLES, for help by members of Co. A.

Treasurer Bill Parenti reported NO DEATHS for this month. Treas. Parenti presented the regular bills which were approved for payment.

REPORT OF TRUSTEES: Sr. Tr. Mike Kemmitt reported that the book value of our portfolio had decreased, due to the fall in the market. However, our income was remaining the same, or higher, and there was no reason for concern.

UNFINISHED BUSINESS: Bro. Jeffery reported progress on payroll deductions for retired members. Has a meeting set.

NEW BUSINESS: Members were advised that Nominations for Officers would be held at the November meeting.

GOOD OF THE ORDER: Secretary stated that Hibernia Bank would try to get the dues payment slips to retired members around the early part of December to avoid any confusion with Christmas mail.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:40 P.M. in memory of all departed Brothers.

Fraternally,
Bob McKee, Secretary



POLICE POST #456 NEWS

It's hard to accept what is happening in the world today especially when it involves our own men who are undergoing such a severe baptism of fire. This, when the only purpose as a multi-national peace keeping force is to prevent such a thing from happening. We can take comfort in the fact that world opinion is shocked and our national leaders will take appropriate steps to combat this horrible act. We can certainly do all in our power to pray for guidance and not be misled by certain segments of our citizenry who believe that they are acting in our best interests when they behave as they do. It's a free country and everyone is allowed their own opinion but let's not be led down the wrong path by well-meaning people who don't have the wisdom to realize that they are being used. Pardon the use of this column for what appears to be waxing political but I can assure you that as veterans and as policemen, being patriotic is the only aim that is intended.

The Retired City Employees Bulletin which was distributed a few issues back has very thoughtfully compiled a list of important things to do in the event of a loss of a loved one. This pertains in particular to retired city employees. It is similar in large part to the list that we initiated several years ago to assist the families of policemen who died. It lists all the necessary steps to be taken and the proper order that should be followed in the time of need. The folks who put this together are to be commended for their timely article. For those to whom it applies we suggest that you tape it behind the medicine cabinet for easy access when it is needed.

We do not wish to keep repeating ourselves but for those who for some reason or other have not paid their dues for the current year, would you please make that extra effort and get your dues in? This allows us to participate in all the worthwhile endeavors that S.F. Police Post #456 is involved in and it shows support for your corps of officers. If they can give of their time and effort it is very little to ask of ourselves so our officers can do their best to follow the creed of the American Legion that states in part "by our devotion to mutual helpfulness".

One of the nicest things I happened to read recently goes like this. "He had such a sunny disposition, you could get a tan just listening to him." I wonder if we could all try emulating this person, whoever he is?

Till next issue, keep smiling and may God hold you close in the palm of His hand.

Your Scribe
John A. Russell

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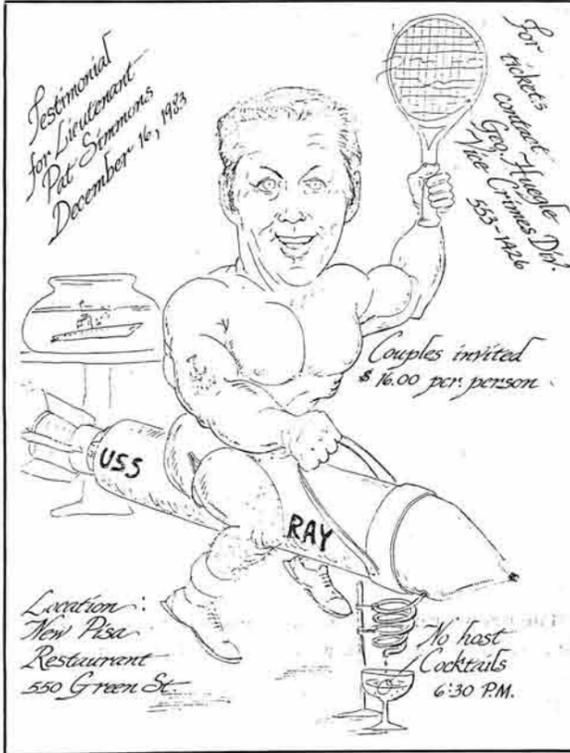
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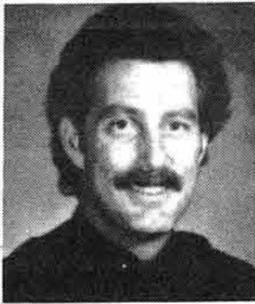
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- Address letters to the Editor's Mail Box, 510 - 7th St., San Francisco, CA 94103
- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or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

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Treasurer's Column

by Duane Collins



PRESIDENT'S MESSAGE

by Al Casciato



MONEY

POLITICAL CONTRIBUTIONS II/PAC

Now that everyone has seen how little we spend on POLITICAL CONTRIBUTIONS (less than one-half of one percent of our annual budget), I would like to explain how we spend it.

First, a request must be made for money. This is usually made to the President who then instructs the Secretary to place the request on the agenda for the next board meeting. This agenda is posted at all stations and units for your review. At the board meeting, the request is discussed by the full board where it can be increased, decreased, or left as submitted. It then is voted on and must get a majority of votes (*never* less than 9 (nine)). Next, a bulletin is posted showing who got how much. If someone does not like the way it went, they need only ask their Rep. After all, he is the person they elected to vote for them, and who took on the responsibility to keep you informed. This seems like a good system to me, especially the minimum 9 vote requirement.

Last month a proposal for a P.A.C. (Political Action Committee) was printed in the paper. I will highlight a few interesting points I found in the proposal.

The first thing I noticed was that the President picks the Chairman, and four (4) Directors, (that's five (5) votes!). Then the Board of Directors picks a Treasurer and three (3) Directors, (that's four (4) votes). This means the President automatically controls how the P.A.C. votes, since all that is needed is a simple majority vote. The President hand picks five votes — a MAJORITY! It gets better, the P.A.C. can hold a meeting with as few as five members present. Now a majority can be three, THREE VOTES! Yet the proponents of this P.A.C. tell us this is an improvement over the way things are done?! I have several other problems with the proposal, but these are the most noteworthy. I personally don't want nine people whom I did not have a chance to vote for, deciding how to spend my money, do you?

The people pushing this measure will have a difficult time convincing me that a vote of three appointed members is more representative than a vote of nine elected Reps. I can hardly wait to hear their arguments.

Suggested reading:

P.A.C. Proposal: Article IV, 2,g and 7,e
Article II, 15,f and L

Remember, every time you read Board of Directors, it means the nine member Board, not your ELECTED BOARD OF DIRECTORS.

This month I'm going to try to give you information on the variety of issues which are occurring and presently in negotiations with the Department, Police Commission and the City.

The first issue is the firearms policy. As you know there was a new proposed firearms policy distributed last month to all the members of the Board of Directors for review by you in the stations. On Wednesday, November 2nd a meet and confer was held between the POA and the Department. At that meeting I was able to present arguments relative to the new proposed order. These arguments were in the nature of safety arguments about the order, in particular, your safety while on patrol. I want to thank Don Woolard at Tac who helped prepare those arguments. I also want to take the opportunity to thank Dave Herman of Northern Station who circulated a petition in opposition to the new proposed order. This petition helped me immensely in the negotiations because I was able to point out to the Department that their own committee members who had prepared this new order were in fact signatories on the petition. When presented with this information the Department decided that it was best to take the order back to the drawing board. They will reconvene their committee to discuss the order. Meanwhile the POA's Uniform and Safety Committee will also reconvene as well as all members of the Board of Directors to discuss and come up with counter proposals to the order. On November 8th a proposed MOU will be distributed to all members of the Board of Directors. The members of the Board of Directors will spend the next month soliciting your comments in the stations as to this proposed MOU. After that one month's period, the MOU will be met and conferred with the Department and with the Police Commission and to see if we can eventually have a Memorandum of Understanding, since we have not had one since 1977.

The Lieutenant's Litigation: Lieutenant's litigation at this point is an ever changing issue. Trial is set for November 28th on the issue of validity. On the issue of limited tenure appointments or like work/like pay appointments the information changes daily. Will they be made or will they not be made? Yes, no, maybe, maybe not! Confusion runs high on this issue. Legal actions are being pursued in a variety of state Courts, and discussions are in progress at the federal level, no for-

mal action has been taken as of this writing; November 2, 1983. If you are extremely interested in this issue, I urge you to call the POA office on a regular basis and we will give you the latest information. The latest information is always subject to change because the minds of the City Attorney and Department change on a quite frequent basis.

The Sergeant's Exam Process: Presently the information we have is that the Sergeant's oral process will commence on December 5, 1983 and run for a two (2) week period through December 16, 1983. On November 23rd after research work done by Officers Vince Neeson and Sherman Ackerson of Central Station I was able to petition the Civil Service Commission to ask that the results of Phase I and Phase II grading be released to the candidates prior to the Phase III oral exam portion. As of this writing, (November 2, 1983), we have had no response from the Civil Service Commission because as we understand the tests for Phase II are in the process of being corrected and all will not be completed until November 11, 1983. We are hoping for a Civil Service Commission hearing sometime shortly thereafter and hopefully the gradings of Phases I and II will be out to you substantially prior to the December 5th date.

Also on November 2nd we've met with the Police Commission to discuss a proposed general order T-1 (Secondary Employment). During the meeting it was determined that there were some conflicts with the order. The order, which has been in hands of your representatives for quite some time to solicit comments, has some confusing language and at this point we have not been able to agree with the Chief on the language. Therefore the Commission referred T-1 back for review and also back for further negotiations between the Department and the POA. I urge you to take another look at this order and submit your comments on it.

Distribution of information and feedback is critical to the efficiency of the POA. Therefore it is extremely important that the information that goes out to members of the Board of Directors be posted on the POA bulletin boards which are in each and every station. It is also important that you the member read this information and submit comments. It does no good for you to read an order after it has been adopted other than to follow the letter of the law. It is important that you read it while it is in the proposed language stage, in draft stage I can negotiate changes if you feel they are necessary. Also it is important that you submit your comments in writing. If I do not have your comments in writing; I do not have back-up material. With good comments I can run a good negotiation, a successful negotiation, a negotiation that will benefit you.

You make the negotiation, take the time, read the proposed materials and make the effort to submit comments. Urge your representative to maintain the POA bulletin board, make him or her share the information with you and all the members at your station and solicit your written comments.

Thank you very much! Happy Thanksgiving.

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION
MONTHLY FINANCIAL STATEMENT
SEPTEMBER 1983

INCOME:		
Dues - Active		\$36,470.28
Retired		22.50
Policeman Income		914.32
Interest Earned		493.02
Gifts/Donations		100.00
Misc. Income		46.00
		\$38,046.12
DISBURSEMENTS:		
701 Accounting	200.00	
709 Board of Directors	86.05	
723 Buses Collection	209.99	
728 Equipment Rental	194.30	
730 Expense Account (Pres.)	400.00	
744 Insurance & Bonding	404.00	
753 Janitorial Service	180.00	
761 Maintenance (Equipment)	303.00	
771 Mailing	1,006.44	
772 Public Relations	(420.71)	
772A Picnic	9,930.75	
773 Rent	1,219.17	
776 Salaries - Office	4,244.05	
777 Salaries - Executive	300.00	
782 Supplies - Administrative	78.80	
782A Administrative Expense	133.97	
	(1,453.92)	
792 Utilities	782.94	
820 Community Services	1,384.50	
830 Health Service/Retirement	2,028.50	
835 Insurance	918.20	
845 Legislative	3,172.52	
845D Prop 1	10,896.33	
850 Labor Relations	(7.00)	
855 Political Contributions	900.00	
858 Legal Services Committee	63.90	
860 Screening	7,132.17	
860A Screening - Retainer	2,000.00	
863 Publications	3,736.33	
867 Uniform & Safety	49.65	
870 COPS	1,000.00	
872A Insurance - Life	1,116.91	
875 Federal Litigation	6,366.75	
880 Stress	285.05	
895 Sports	852.40	
896 Backpacking	168.50	
897 Run for Youth	258.52	
		60,182.78
Cash spent over receipts		22,136.66
Cash at beginning of period		
General Account	\$ 4,085.89	
Dean Witter Acct.	76,176.83	
		80,262.72
Ending Cash Balance		
General Account	\$ 2,717.94	
Oct. Adj.	728.27	
Dean Witter Acct.	54,669.85	
		\$58,126.06

The balance on hand at the commencement of the month was \$80,262.72. There was received from all sources during the month \$38,046.12; during the same period the expenses amounted to \$60,182.78, leaving a balance on hand of \$58,126.06.

SURVEY FOR THE PRESIDENT

I intend to formally propose to the Board of Directors next month that we pursue 6.5% night differential on the June '84 Primary Ballot, and the upgrading of Tier II on the November '84 Presidential Ballot.

DO YOU AGREE?

YES

NO

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COMMENTS: _____

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New Wrinkle in White Case

By Maitland Zane

San Francisco District Attorney Arlo Smith complained yesterday he is getting the brushoff in his efforts to persuade the Justice Department to prosecute Dan White on federal charges in connection with the murders of Mayor George Moscone and Supervisor Harvey Milk.

Amid rumors that federal prosecutors will make a decision this week, Smith has been asking them to consider an unconfirmed report that questions the credibility of one of the homicide inspectors who investigated the case and was a witness in the White trial.

But the district attorney said yesterday that Assistant

November 3, 1983

Personal and Confidential

Inspector Frank Falzon
San Francisco Police Department
Homicide Detail
850 Bryant Street
San Francisco, California 94103

Dear Frank,

I saw the item in today's newspaper where Arlo Smith has asked an investigator to look into the possibility of your presence at the Board of Supervisors on the day of the Milk/Moscone assassination.

Speaking for myself, and I am sure the entire Public Defender's Office, we are chagrined at what has happened. We know your reputation as a public officer is impeccable and that your truth and veracity is unassailable. We might be on the other side of the case, but we have had nothing but the highest respect for your character.

Please feel assured that on this one, we're on the right side of the table.

Best personal regards,
Jeff Brown
Public Defender

November 9, 1983

Inspector Frank Falzon
Homicide Section
Hall of Justice
850 Bryant Street
San Francisco, California 94103

Dear Frank:

I am pleased to see that the question raised about your credibility in a Chronicle article of November 3 has been retracted in the November 9th issue. But as we know, you can't "unring a bell."

Therefore, I want to go on record, explicitly and in writing, to say that I have the utmost confidence in you as a person, a police officer, and an investigator; and that your credibility stands, as it always has, above reproach.

You have honored the Police Department with your service.

Sincerely yours,
Cornelius P. Murphy
Chief of Police

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U.S. Attorney General Lowell Jensen, chief of the Justice Department's criminal division and his classmate at Boalt Hall law school, has not responded to his phone calls this week.

"There's been no movement in the case," Smith said yesterday. He has been urging federal officials to prosecute White under federal civil rights laws.

In frustration, the district attorney yesterday sent a telegram to Attorney General William French Smith, asking for consideration of a report from a former City Hall aide, who said she saw a homicide inspector view Harvey Milk's body at the scene, although he testified to the contrary at the White trial.

The inspector, veteran homicide Detective Frank Falzon, has denied the claim by former City Hall aide Gale Kaufman that she saw him at the Milk death scene shortly after the shooting on Nov. 27, 1978.

The statement I gave on the witness stand was true and factual and I stand behind it," Falzon said yesterday. "I never saw Milk's body until I saw him on the slab in the coronor's office.

It is unclear what effect the allegation, if true, might have had on the White trial, other than to raise questions about Falzon's credibility as a witness. The district attorney has assigned one of his own investigators to look into the report.

If White is not indicted on federal charges by November 27, the five-year statute of limitations will have run out and he must be freed from Soledad Prison on January 6.

Kaufman was Supervisor Quentin Kopp's aide at the time of the City Hall assassinations and now works in Sacramento as a consultant to Assembly Speaker Willie Brown.

Reprinted from
S.F. Chronicle, Thurs., November 3, 1983

Dan White Case Witness Upheld

District Attorney Arlo Smith said yesterday he is satisfied that a veteran homicide inspector was telling the truth when he testified during the 1979 murder trial of Dan White.

The issue arose last week, when a former City Hall aide said she saw Inspector Frank Falzon at the death scene of Supervisor Harvey Milk shortly after Milk and Mayor George Moscone were killed on Nov. 27, 1978.

Falzon, who played a key role in the investigation of the shootings by White, said he had never seen Milk's body in the supervisor's City Hall office.

Yesterday, Smith issued a statement that said Falzon's version "has been corroborated" through interviews with eyewitnesses.

"The declaration of Ms. Gale Kaufman, who stated that she saw Frank Falzon come into the area and view Milk's body, has been reviewed with Ms. Kaufman and eight other persons as the scene," Smith's statement said.

"Mr. Kaufman now states she saw Falzon in the corridor before Milk's body was removed but did not see Falzon view the body of Supervisor Milk.

"It is our belief that Ms. Kaufman was confused about seeing Inspector Falzon in the supervisors' offices area on the morning of Nov. 27, 1978."

Falzon responded yesterday, "I am hurt by the way Mr. Smith handled this whole affair. I feel I was used as a political ploy for Mr. Smith to gain further support in the gay community.

"Why did he fire off a telegram to the U.S. attorney general saying that he was 'investigating new evidence' (in the Dan White case) without ever contacting me after he announced the investigation."

Reprinted from
S.F. Chronicle, Wed. November 9, 1983

DEFINITELY A POLITICIAN AND NOT A PROFESSIONAL

by Insp. Bob Huegle

Four years ago Arlo Smith ran for the office of District Attorney of the City under the slogan: "A Professional, Not A Politician", against an incumbent with a record that made it resoundingly effective with the voters. Now with an incumbency of his own to defend, Mr. Smith is running unopposed and will by this printing have been reelected despite as difficult record to defend as his predecessor.

Several incidents have surfaced over the past four years that question Mr. Smith's ability to make sound decisions. Substantial doubt has been cast on his effectiveness as a leader in the role of the top law enforcement official in the City by those who previously welcomed his arrival on the scene.

On Tuesday, November 1, 1983, Mr. Smith met with Maitland "Sandy" Zane of the San Francisco Chronicle and John Wahl, attorney for the estate of the late Supervisor Harvey Milk. Following this meeting an article appeared in the Thursday morning Chronicle titled "New Wrinkle in White Case". In this article Mr. Smith admitted sending a telegram to Attorney General William French Smith, urging federal prosecution in the Dan White case because he had "new evidence". The new evidence was a statement by a then Supervisor aide and a now Assembly Legislative aide, Gail Kaufman, that she had seen Inspector Frank Falzon standing over the body of Supervisor Milk at the City Hall on November 27th, 1978. The Inspector had testified that he never saw Milk's body that day until late in the afternoon when he and Coroner Boyd Stephens made an examination determining the number of bullet wounds suffered by the two victims.

On the surface one would suspect that Mr. Smith had a responsibility to answer these allegations made by Zane, Wahl and Ms. Kaufman. However, our incumbent District Attorney saw an opportunity to get a little ink just prior to an election and court the gay community on an issue they take most seriously. Never mind that he would be doing so by soiling the professional reputation of Inspector Falzon without having given the most cursory examination of the facts available; this seemed an easy decision to make. Making sure that he got the most out of the currency of Inspector Falzon's career Mr. Smith then went on radio and television callously stating that if the allegations were true the bottom line of the ledger sheet would read perjury charges against the Inspector.

Mr. Smith knew that the charges were not true but his personal agenda motivated him to take these ac-

tions. Next Mr. Smith assigned the investigation to his Chief Investigating Officer, Jack Cleary. If Mr. Smith had had any interest in the truth of the matter from the onset all he would have had to do was ask Jack Cleary who had been Inspector Falzon's partner in the Homicide Detail for seven years. Mr. Cleary was not consulted and the reason is becoming more obvious. Mr. Cleary properly delegated the investigation to two of his staff members.

When Inspector Falzon learned of Mr. Zane's impending article and its content he went to the Chronicle City Editor, Jerry Burns, to explain that he, and only he, had documentation the day of November 27th, 1978, minute by minute, including photos of the scene.

Mr. Burns told Inspector Falzon: "I put no credence into the Zane article and I believe you but WHY is Arlo Smith giving it such credence? WHY did he fire off a telegram to Washington without even consulting you, his Chief Investigator on the case?"

Twenty years in the Department, thirteen years in the Homicide Detail with the responsibility for handling the City's most sensitive cases didn't impress Mr. Smith, but his groundless attack on a good cop shook the Bureau of Inspectors, indeed the whole Department. Mr. Smith far from covering himself with glory had shown himself to be just what he ran against "A Politician But Not a Professional."

When the article was published, reaction was swift. In addition to the Bureau of Inspectors, many judges, attorneys and even the staff of the District Attorney's office united behind Inspector Falzon shocked at the mishandling of this issue. Public Defender, Jeff Brown, an arch rival on many cases, came to the support of an adversary driven by respect for his integrity and dismay for a fellow attorney's ill-conceived behavior. Himself an elected official, Mr. Brown must have been truly horrified.

Embarrassed members of Mr. Smith's office apologized to Inspector Falzon for something they had no part in, one attempting to mollify him referring to the incident as a joke. Frank Falzon isn't laughing. A good police officer's reputation for integrity, good judgement and veracity are tools without which he can't do his job. And while it is gratifying that professional members of the law enforcement community know, believe in and support Frank Falzon, it can't completely erase the private anguish that those of us who know Frank best watched him suffer.

Mr. Smith will win the battle for his election but will lose the war of public opinion. It isn't believable that the gay voter to whom he seems to be pandering would appreciate being lied to.

Maybe Mr. Smith was used in this also. After all Maitland Zane has been trying to find a publisher to take his manuscript on the case. Unfortunately it is no more credible than Mr. Smith's allegations against Frank Falzon and no one will touch it.

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THE O.C.C. SURVIVAL MANUAL

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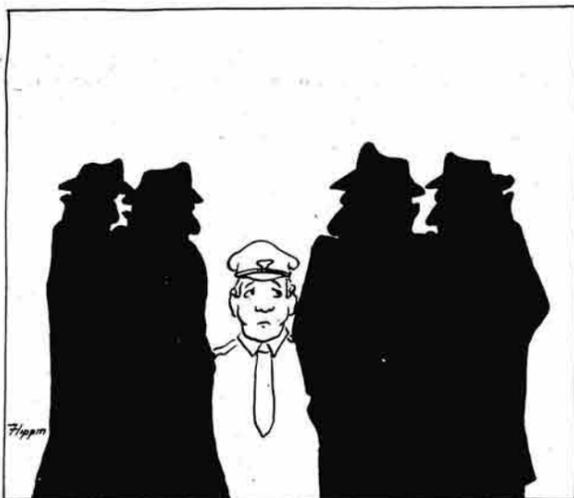
This is the first in a planned series of articles dealing with how you, a San Francisco Police Officer, can increase your chances of surviving an interview with the Office of Civilian Complaints.

While most officers have, at one time or another, appeared before Internal Affairs to answer allegations of misconduct the "game" and its rules have changed considerably. The police officer investigators of the I.A.B. knew departmental operations and asked those questions required to explain your conduct or determine what actually occurred. The civilian staff of O.C.C. is literally working in the dark as they have no police experience and little, if any, local government work in their past. They tend to ask questions that search the manner in which you did a specific act, rather than asking if you simply did whatever act is in question. O.C.C. investigators have also tended to ask "do you always..." or "Is it your practice to..." questions.

Another problem concerns the quality of the training given these "babes in the police woods". The training in the Public Safety Officers' Bill of Rights (Gov't Code sec. 3300, et seq.) given these people was both inadequate and frequently just plain wrong. The O.C.C. were given instruction by current and former I.A.B. personnel who, themselves, had little, or no, understanding of your rights and who frequently didn't give a damn even if they did know.

In succeeding issues I'll review the procedural steps followed by O.C.C. and your rights at each step. We'll also look at the traps for the unwary inherent in O.C.C. procedure, what you can do to avoid them, and the rights and remedies available to you through the Bill of Rights.

Let me remind you that your best defense remains thorough and active representation by the P.O.A. you pay your dues to. The help is there and available to you twenty-four hours a day, seven days a week if you ask for it. We can't help you if you don't ask for it, and the quality of that help depends on how quickly you call for help. Last minute calls tend to get last minute representation and last minute results.



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October 13, 1983

Community Services Committee

The Community Services Committee encourages all members to let us know about any particular charity you would like for us to make a gift to for the Christmas season. Just drop a note or call the Association and leave a message.

Present: C. Canepa, G. Wright, W. Frazier, M. Petrie, H. Friedlander

New Business: Friedlander reinstated as committee member, to replace Bob Mahoney

Next Meeting: Thurs. Nov. 10

Donations:

- 1) Louise Lombard School for the Handicapped (Contact: Maureen Oshea) 741 30th Avenue SF 94121 M) Canepa 2nd) Frazier \$400.00
- 2) SFPD vs SFFD soccer game to benefit Special Olympics (Contact: Tom Bruten)

For expenses to play the game, matching funds from Fire Department

M) Friedlander 2nd) Canepa \$200.00

Check: To San Francisco Police Dept. c/o Tom Bruten

3) Special Olympics

741 30th Ave SF 94121 c/o Executive Director (Contact: Dennis Schardt) to help pay for the equestrian team

M) Friedlander 2nd) \$500.00

4) Shriners East/West Football Game

Shriners Hospital c/o East West Football Game, 1700 19th Ave. SF

M) Friedlander 2nd) Canepa \$150.00

5. Robert Saucedo Memorial Labor Studies Scholarship Fund

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M) Wright 2nd) Canepa \$40.00

6) YMCA 220 Golden Gate San Francisco

M) Frazier 2nd) Friedlander \$50.00

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Benefit Organizers: Vic Aissa, Perry Morris, Nick Rubino



Pictured above are three of the five men responsible for the tremendously successful benefit effort that will go to help Pat Pfeiffer and his family. It's hard to face tough times alone and if this is the only way we have a chance to show it then let the message read no member of the police family is ever alone.

The golf tournament was a rousing success and though the golf could probably stand improvement, everybody seemed to have a good time. Better than the

tournament itself was the dinner at **Dago Mary's** with a raffle. Still better everyone who went got a door prize and not a booby prize in the bunch.

As if their efforts to that point weren't enough another separate raffle just as successful as their previous efforts was pulled off: and we have five reluctant heroes to thank for their efforts. (Vic Aissa, Nick Rubino, Jerry Sarin, Perry Morris and Jack Jordan).

There are, I'm sure, a couple thousand more to thank for participating and particularly the businesses that donated prizes and services. I hope to get a list of them so that we can show them our appreciation with patronage.

Nick and Vic want to especially thank the people who sold the raffle tickets for their unselfish efforts.

The Editor



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DRUGS AND LAW for The Street Cop

by Gary J. Miller

Coordinator, Central Coast Counties Police Academy
Gavilan College

DRUGS AND LAW FOR THE STREET COP



GARY J. MILLER

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ABOUT THE AUTHOR

Gary Miller is the Coordinator of the Central Coast Counties Police Academy and the Administration of Justice programs at Gavilan College.

His interest and expertise began some years ago when he was working as a Narcotic Agent with the Bureau of Narcotic Enforcement.

Since that time Mr. Miller has been actively involved in police education and training. He continues to teach Narcotics and Drug Abuse, Controlled Substance, and Substance Abuse courses for law enforcement in-service officers, police recruits and college students.

AROUND THE DEPARTMENT

by Don Carlson

IRONBABY CONTESTANT? . . . that would be **Robert Leland Gerrans**, born on August 11, 1983, to **Carolyn and Art Gerrans** (Vice Crimes), and weighing in at 8 lbs., 3 oz. The Ironbaby events? That would be: (1) seeing how much of your fist you can stick into your own mouth; (2) messing your clean diaper in the least possible time right after you've been changed; and (3) bouncing a rattle off a strategic part of either parent's head.

ONE LEAVES, ONE CARRIES . . . Op. Center's **Dennis Schardt** won't soon forget October 3, 1983; his father, **John**, died on the very day that Dennis' wife, **Barbara**, gave birth to their new son at Children's Hospital. **John David Schardt** (7 lbs., 3 oz.) carries with him not only his grandfather's name, but also that of his maternal uncle who died recently, the victim of a street robbery.

HAVE THE FLEAS FLED? . . . **Mike Gonzalez** and **Frank McDonough** of Co. D have their doubts. It seems that an infestation of fleas visited Mission last month with a vengeance, discriminating against neither race, creed, nor rank, as Frank and Mike can attest. An exterminator was called in, but the results may not be known for some time. Does this mean the Mission is still an FTO station — Flea Training Officer?

WANNA BUY A MUSEUM? . . . Crime Lab's **Bob Fitzer** is coordinating the creation of an SFPD Museum to be housed, tentatively, at the Academy. Part of that effort entails soliciting donations from the public for restoration and maintenance of antique items (and, no, I'm not referring to old patrolmen!). If you know anyone who is also interested in preserving our Department's heritage, or if you have any items to contribute, phone Bob at Ext. 1508. And, Chief, Bob has been trying to get this project off the ground for three years — maybe we could arrange to get him a bit more official encouragement and recognition?

DID ROBIN WILLIAMS REALLY START LIKE THIS? . . . For those of you who like to spend your off-duty hours on the North Peninsula, the Taylor Street Bar & Grill in San Bruno, at El Camino and Taylor St. (where else!), now has an "Open Mike Comedy & Talent Showcase" every Tuesday at 8:00 P.M.

QUESTION AUTHORITY

by Theodore A. Schlink III

You are probably familiar with the bumper sticker that reads, "QUESTION AUTHORITY", however, have you ever given much thought beyond its obvious connotations as to what it means?

In your career, you will be, or may already have, been confronted with the question as to whether or not it is proper for you as a Police Officer to question the authority of your supervisors or the employee organization that represents you? I will begin my answer with a synopsis of our duties, which are, to protect life and property, and to preserve the peace. In order for us to perform the aforementioned duties, it is incumbent upon us to see to it that the citizens of the City and County of San Francisco get their money's worth of preservation and protection of life, property and peace. On the other hand, does a breach of our duty occur when the basic mission is thwarted by acts that tend to compromise or inhibit those stated goals?

Members should be respectful to superior officers at all times, however, a superior officer should also consider the time, place and manner of an exchange with a subordinate officer. What does this all mean, simple, those that do the work and those that supervise the work should share the overall responsibility due the department and the citizens it serves. In order to avoid alleged breaches of duty, it seems to be elementary that acts or ideals that tend to compromise or inhibit our goals can be worked out in meaningful dialogue with supervisors who otherwise would balk at the very idea of having their decisions questioned by a subordinate. If there is a conflict, then the question arises as to who is owed the greater duty of loyalty, the department or the citizens it serves? In the first place, the department is the vehicle through which the citizens place their money and trust to have law enforcement duties carried out. On the other hand, our system of government allows the same citizens to regulate the conduct of law enforcement officials in the performance of their duties. Police Officers are in fact citizens, and to a great extent they have an obligation of loyalty as members of a Police Department to conform their conduct to Department rules and procedures, with a concomitant obligation to conform their individual conduct to societal norms, desires and values. Dual status, yes; Dual loyalty, yes; Dual obligation, yes.

We are bound as agents of two masters, one master signs our checks, and the other we live within. The master we live within is of paramount concern, due to the fact that they give the master who signs our checks the money and authority to do so. In order to maintain the delicate balance between the department and society, we look to our employee organization to maintain and encourage a free exchange of ideas between those that tend to continually clash on legal, professional and philosophical concepts. For example, if a law enforcement goal is traffic enforcement, then the reduction of accidents, rather than the imposition of ticket quotas is proper. A police goal to patrol or investigate assigned areas with reasonable diligence to discover or prevent crime is a legitimate goal. On the other hand, a police officer or investigator is not expected to abuse the power or discretion conferred upon him by the State to satisfy departmental desires or societal mandates that are contrary to what the officer or investigator knows to be accepted and proper and lawful conduct.

What then is accepted and proper and lawful conduct? Is it what your supervisor tells you to do? Is it what special interest groups expouse? Is it City Hall, or the court rooms adjacent to it? Since all of the aforementioned groups have a competing role in controlling our work place, who should we look to for the guidance necessary to effectively and lawfully protect and serve the public. Obviously, we look first to our supervisors, because they represent the view that ultimately signs our checks. On the other hand, what if your supervisors are wrong, or what if their motives and reasoning are contrary to what you know to be proper and responsible conduct? As an individual, one's voice will carry as far as the ear will reach, but the voice of many resounds in the consciousness of all those who are not able to perceive what they otherwise would not hear.

That my fellow officer is what the San Francisco Police Officers Association is all about. You have a duty to yourself, the department and the public to make known your thoughts, feelings and desires as they relate to effective law enforcement. On the other hand I do not recommend that you compromise an investigation or prosecution of a criminal offense, and do not divulge any information that is made confidential by law or department orders, however, don't be afraid or timid when addressing your concerns regarding the proper or improper operation of this department to your superiors. Likewise, do not hesitate to address your concerns to your station, unit or detail representative to the POA when you have exhausted meaningful dialogue with your superiors.

FAMILIAR ATTITUDES HAVE CAUSED NEWSPAPER TO BECOME STALE

by Theodore A. Schlink III

Every month I read articles submitted by familiar names, who discuss familiar topics in familiar tones, and the net result is a limited exchange of familiar ideas, concepts, and attitudes.

Our newspaper is an in house organ that is meant to keep the membership informed as to current events, trends and attitudes. Have you ever wondered if there was anyone else out there who shared your feelings on issues that never seem to be addressed by your traditional lineup of newspaper contributors? If so, maybe it's time that you put your thoughts into written form, so that we may all benefit from those topics that are relevant to your career as a Police Officer.

In order for a democracy to exist, there must be a free and open exchange of ideas, without fear of reprisal or ridicule. The same holds true in our organization, due to the fact that our livelihoods are at stake each and every time our elected representatives or supervisors act. Sometimes, we take the advice of those that are nearest to us, simply because the greatest amount of verbal exchange is with people that share our own values, ideals and traditions. When our values, ideals and traditions begin to bore us, we look to other sources of stimulation to keep us interested in life itself. Whatever the recreation, the general motivation is to experience a change from the routines that we like to avoid but inevitably establish. In my opinion, our

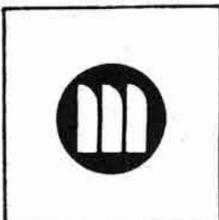
membership has established a routine of silent protest that can be remedied by the responsible utilization of this newspaper to publish your views. Please take the time to write for this paper, so those like me, who really care, can act in accordance with views we know exist, but never seem to be articulated.

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RECEPTIVITY IS KEY TO RECOVERY

by Ed Donovan
Retired Boston Police Officer

Shock evokes in most of us a feeling of fear. It reminds us of a state we have been in at various times of our lives that made us feel helpless and out of control.

I can't help but feel that police officers think fear is an illegitimate feeling for our profession. Fear is a healthy mechanism, an alarm bell to impending danger.

Yet, we live in an occupation that is constantly in death's shadow. We see sick people all the time. We

Cops troubled by drugs, drink may get help

By Beth Hughes
Examiner staff writer

By month's end, San Francisco police officers with a drug-or alcohol-abuse problem could have a departmentally sanctioned alternative to suspension or termination: treatment.

A draft proposal outlining a course of identification for substance abusers is now under consideration by the Police Commission, Chief Cornelius Murphy and board members of the Police Officers Association.

The commission, departmental representatives and the POA have already had one work session on the proposal. A final version could come before the commission for a public hearing as early as next week.

Departmental regulations currently call for automatic dismissal for drug-related offenses and a three-month suspension for the first on or off-duty alcohol-related offense, unless an officer is intoxicated while on duty, which is a firing offense.

Because training and paying an officer for the first 18 weeks at the Police Academy costs \$24,000, proponents of the detoxification alternative say it will save the department money.

"I think it's time the public sector recognizes what the private sector has known for a long time," said the Rev. John Heaney, the department's senior chaplain. "Every corporation recognizes that there's no sense in writing off an alcoholic."

As head of the stress unit, which operates independently of the department, Heaney, with Officers Joe Engler and Mickey Shea, had been instrumental in developing the treatment program.

"Alcoholics usually are above-average intelligence," he said.

Treated for their disease, he said, "they're very effective not only in their work but also in counseling and as an example to guys who can see not to be afraid of admitting they have a problem."

The stress unit now assists many officers with drinking or drug problems as part of its counseling program.

"They come in here because they can come in without being recognized, and there's no parking problem," Heaney said of the unit operating from the Apostleship of the Sea, 399 Fremont St.

The proposed detoxification program would cost about \$3000 and be paid for by the participating officer, according to Engler.

"It's important that the officer be held responsible for this," Engler said, adding that accepting responsibility is integral to the treatment.

Paying for the treatment would also be cheaper for the officer than losing pay through a suspension, Engler said.

POA President Al Casciato also favors passage of a diversion program for officers.

Consideration of the proposal, which would consist of a 28-day out-patient program of medical treatment and counseling, does not indicate a softening of Chief Murphy's hard-line position on substance abuse.

"One of the things that separates a police officer's job from other jobs is that you sometimes must use force, sometimes deadly force," Murphy said. "There's no room for any compromise."

"I'll go along with all these programs. Sure I want to help the guy, get him into the treatment programs, but it's got to come before an officer violates department regulations."

If there is any battle over the proposed program, this is where it will emerge.

Proponents of the detoxification program have presented the department with a plan that would go into action when an officer came before the Police Commission on suspicion of violating departmental regulations.

The officer, in person or through an attorney, could ask the commission to refer the case to a five-member evaluation committee.

After a thorough physical examination by a doctor expert in substance dependency, for which the officer would pay, the committee would weigh the physician's report and the officer's work record.

have even at times watched them die in their homes, cars, or on the way to a hospital. We are confronted by suicides, murders, drownings, accidental deaths, deaths on the highways, deaths in our own personal relationships, neighbors, and even our fellow officers.

But in the midst of life, there is little talk of death except to occasionally make light of it by some joke or other means of denial.

It is not until after some traumatic event, like a shooting, that we are forced into the realization that life is finite. It makes you pause and think, dying is a part of living and we have to come to terms with this.

Up until this time, we never paid much attention to our own death, we acted as though we were going to live forever. You have to deal with the pain of death. We don't like to talk about death although in police work it hangs over us thickening the air with tension and fear.

You cannot deceive yourself by telling yourself these fears will go away, they will take care of themselves in the long run. You have to confront life's fears and tragic events.

There are various stages a police officer goes through when involved in trauma. The warning stage usually comes by way of the radio call. It may relay a holdup in progress, a child struck by a car, a sudden death, a family disturbance, man with a knife or any other calls that are so familiar to the working police officer.

This automatically sends the body into what is known as the alarm stage. This is the stage Dr. Hans Selye describes as the "Fight or Flight" stage. It prepares the body for whatever emergency is ahead. We are all familiar with the term; the "butterflies", the shakes, choking, up-tight, etc. These are all part of the fight or flight syndrome and all living human beings will respond to the alarm.

Then there is the impact stage where you may be involved in a physical fight, a domestic dispute with a lot of yelling and screaming, picking up a mutilated torso off the highway, trying to breathe life back into an infant, and of course, being involved in a shooting. In most cases the officer responds to his training and life's experience in handling such stress. We usually respond to the best of our abilities and maintain our "cool" throughout the immediate event.

Then there is the after stage, the coming down stage. This is the period when the body will shake, inside or outside, and you will try to hide it. You may notice your hands sweating and your stomach in knots and here most officers question what is happening to them. Here again the value of training in stress awareness to show that this is a normal stage that everyone experiences, not just police officers.

Then there is the delayed action stage. This is the stage where the numbness of the event is wearing off, there is no one around, and you may start to second-guess what you did or what your partner did or didn't do. You may realize that you could have been killed or you may very well be in what is known as the denial stage. Here the officer will say to himself and others, "It didn't bother me," and believe it. In some cases this may be true. In many cases it may be the officer's way of coping with a very traumatic event. If, in fact it isn't bothering him he will go on with life in a business as usual manner. But, if the officer is rationalizing, it is only a matter of time before there will be serious changes in his behavior. He may suffer insomnia, agitation, on and off the job injuries. He could become less aggressive or more aggressive, impotent, have pounding headaches or just become a very withdrawn, lonely man.

We police officers do a lot of quiet suffering. The 'macho' image keeps us from admitting this. Family and friends see it but don't always know what to say. Getting through the traumatic event, you will have to use all your energy and use your truest instincts and give into your real feelings.

DEPARTMENT SUPPORT

Many police departments tend to neglect an officer who has been involved in a shooting incident. This neglect generally includes the officer's assignment, the availability of psychological services, legal set vices, counseling services, personnel and family services. This type of treatment often places the officer in self-imposed isolation.

An officer involved in the use of deadly force can be subjected to several areas of criminal and civil jeopardy as well as being vulnerable to departmental discipline. These potential legal actions and litigation place a great strain on both the officer and the department. Litigation arising out of police use of deadly force can occur many years after the incident. This necessitates the preparation to defend such action and use of force by the officer immediately after the incident.

Since the department gave the officer the necessary equipment to perform assigned duties, the department should support the officer for his use of that equipment in the furtherance of his duties and responsibility to the general public. This departmental support should be established at the earliest stages of post-shooting investigations and, when appropriate use of deadly force is established, remain firm despite outside press, media, federal government, or civil litigation pressures.

There also are moral considerations for departmental support for officer-involved shootings. The early demonstration of such support may help relieve labor problems within a department and assist in establishing credibility between administration and line personnel. Officer moral will also be enhanced by such departmental support.

The constitutional guarantee that a person is innocent until proven guilty by a court of law must of necessity be extended to a police officer, particularly in view of the additional pressures and burdens that officer use of deadly force invokes. Oftentimes, police officers are burdened with having to prove innocence rather than the converse. In order to assure this guarantee, the department should provide legal services to its officers.

Psychologists who work with police officers indicate that almost all officers indicate that almost all officers who become involved in fatal use of force incidents have similar reactions.

The officer becomes less aggressive in his work, other officers treat him with a fascination, city officials are likely to keep their distance from him publicly, the officer's relationship with his family may become strained, the officer will probably experience flashbacks and nightmares, a very high proportion of officers involved in fatal shootings ultimately leave their departments because of the stress disability.

Many officers have been awarded "stress disability" retirements based on a finding of being emotionally unfit for continued police work following the trauma of a shooting incident.

The family of the involved officer is faced with similar moral and ethical strains following a shooting encounter. More times than not, the family is completely forgotten, not only by the department but also by the officer himself.

Following a shooting incident, the department and the officer are usually subjected to community and media pressures. These pressures and the need to have time to confer and reflect on the incident mean that the department is under some obligation to temporarily relieve the officer from the rigors of police duties. Some departments have recognized this need but have stigmatized the officer by placing him on "suspension," which is usually associated with negative discipline. While an officer may be exonerated of all liability and returned to full duty, the original "suspension" remains ingrained in the public eye.

To overcome this stigma, and yet provide the officer with a few days of paid time off, the department should use "administrative leave." Also, when the officer is psychologically prepared to return to work, the department may consider a more lengthy period of "light" or "administrative" duty where the officer is provided with an opportunity to continue doing real police work but off the street for a short while.

The integrity of the police is never so critiqued as during and following the investigation of an officer-involved shooting. Commissions have been formed as oversight committees in an effort to determine the best way to investigate such incidents.

If deadly force is to be used, the officer must exercise the highest degree of care, proficiency, mental and physical calmness, and unflinching determination to achieve the immediate objective to stopping a life-threat.

This very complex process may be completed in a matter of seconds. The consequences of the final action have grave legal, physical, emotional implications that extend far beyond the moment of action for all parties involved.

For the officer, the action could result in lifelong psychological trauma; severe administration sanctions such as suspension, dismissal, criminal or civil action in state or federal courts. For the officer's family, the action could result in mental strain, trauma from waiting for legal and administration rulings, threat of physical retribution. For the city, the action could result in liability damage suits, riots. For the victim, the result is end of life or serious injury. For the victim's family, the result could be loss of a loved one, or a family provider.

RECOVERING

The key to recovery is receptivity. Be open to something new. Be willing to move on, to turn the corner and get on with life.

It is extremely important that in these initial stages that the officer be afforded every support the police organization can give such as the opportunity at counseling.

Peer support groups gives officers the closeness and emotional support to work through the especially traumatic episode. The support systems act as a buffer for the individual or individuals against the overwhelming stress of the event.

When you begin to understand your feelings, you begin to see things more clearly. This is the first step to believing in life again; to healing yourself.

The Chinese character for the word 'crisis' is made up of two parts. One is the symbol for danger, the other is the symbol for opportunity. A crisis can be an opportunity for growth. An officer can emerge feeling stronger and more capable than ever before.

LETTERS

Response to Ray Shine's Open Letter

October 26, 1983

Police Officer Raymond
Shine #523

Dear Officer Shine:

I appreciate your letter to the *San Francisco Policeman*. I shall try to respond to the questions you have raised. Your first concern was that the public rallied around an idea that was proposed by the "San Francisco Bar Association and Their Political Bed-Fellows." All ideas that are generally put to public vote start with a small group of people, who then try to convince the larger group that their ideas are valid. This is true for the San Francisco Bar Association as it is true for the POA and "Their Political Bed-Fellows" in their attempt to muster public support for their ideas as expressed in Proposition I in the upcoming election. Such was also the case in the last election on Propositions I and J.

Your second concern seems to be directed to the fact that O.C.C. is headed by an attorney and staffed by people who are also attorneys. May I give you a brief background of the personnel in O.C.C. The two senior investigators are not attorneys and have had no legal training. One has been a private investigator for a number of years and the other has been a member for the Berkeley Police Department also for a number of years. The remaining staff of seven consists of two investigators, who are licensed to practice in California. One of the remaining five investigators has no legal training. The remaining four investigators have attended law school, but are not practicing attorneys. As an aside it is interesting to note, that at least two of POA representatives who attend interviews so far have the same background as the aforementioned investigators, i.e. graduates of law school.

I do not believe that the office is disproportionately staffed with legal minds. As a matter of fact one investigator prior to his hiring, was a cab driver, another one was a retailing mens clothing store clerk, another was an investigator for the District Attorney's Office. Another one worked as a Director in an agency trying to obtain employment opportunity with those people who had difficulties finding employment. This office has tried to assemble a group of people with varied background and perspective, so that we may draw upon one another in sights and strengths.

I do not agree that the world of criminal law and justice is so complex that it should only be judged by

peers. Errant attorneys, doctors, business persons and police officers can and should be judged by the average ordinary citizen. In the final analysis that is what the jury system provides.

Rest assured that I share your confidence that any San Francisco Police Officer who conducts him or herself in a professional manner has little to fear from any inquiry, be it "Citizen" or "Peer Group" in nature. You may also be assured that we will strive very hard to represent the citizens of San Francisco and not to become the agent of any one particular group or ideology.

Very truly yours,
Eugene M. Swann
Director
Office of Citizens
Complaints

COP's Sweetheart Deal For Tahoe Dream

Dear Sir,

I am a Police Officer with the City of Chula Vista, California. I am writing to acquaint you

and the members of your agency with an idea about a Lake Tahoe vacation. My wife and I have a condominium on the North Shore of Lake Tahoe which we rent to law enforcement personnel.

I have enclosed an information bulletin about our unit at Tahoe. We would appreciate it if you would allow the bulletin to be placed on a permanent bulletin board which has wide accessibility to the members of your agency (but not accessible to the general public or suspects).

We believe that there are probably members of your command who would be eager to take advantage of this opportunity for a very inexpensive vacation at Lake Tahoe during the upcoming seasons.

I would like to ask one other favor of you. If you decide to display my bulletin to your personnel, I would appreciate an acknowledgement. Would you please have a member of your staff drop me a card indicating that the bulletin will be utilized?

This would greatly assist us in planning reservations for the coming seasons.

Sincerely yours,
Keith Hawkins
467 Berland Way
Chula Vista, Calif. 92010

Thanks

Paul C. Chignell
Vice-President
S.F. Police Officer's
Association
510 Seventh Street
San Francisco, Ca. 94103

Re: Grievance 35-83

Dear Paul:

Just a short note to thank you and the Association for your assistance in the filing of my grievance. Special credit should go to Brother Linehan for his tireless efforts in this matter.

If I am named as a plaintiff in the lawsuit concerning time and one half legislation, please be sure to advise me prior to the filing date so that I can notify the Department as required in General Order D-1, 12/30/81, Section I, Subsection A, Paragraph 33.

Sincerely,
John R. Goldberg

Thanks

October 17, 1983

Al Caciato, President
San Francisco Police
Officers' Ass'n.
510 - 7th St.
San Francisco, CA 94103

Dear Al:

The officers and

members of the San Francisco Veteran Police Officers' Association wish to thank you and the San Francisco Police Officers' Association for your untiring efforts in pursuing the 1978/79 and 1979/80 retroactive pay suit. The favorable decision rendered by the court, in our favor, is sincerely appreciated by all our members.

With every best wish for the continued success of the San Francisco Police Officers' Association in the future.

Very truly yours
Sol Weiner, President
per
Raymond P. Seyden,
Secretary

Banks Bite The Float

Dear Friend:

At long last the Senate has, by a vote of 38-0, passed AB 1723, my float bill, and the Governor has signed it into law.

The bill, which goes into effect January 1, 1984, contained the original disclosure requirements that banks, savings and loans and credit unions notify customers of their hold policies at the time an account is opened, when a deposit is made and when an individual hold is placed.

The bill requires the regulators of the banks, savings and loans and credit unions (Department of Banking, Savings and Loan Commission and Department of Correc-

tions, respectively) no later than July 1, 1984, to adopt regulations governing the maximum amount of time checks can be held. These regulations must be based upon the following criteria:

1. The actual time for processing and transport between the depository and payor institutions.

2. The fastest air transport time between depository and payor institutions to be used for purposes of setting the reasonable time for transport.

3. The most expeditious route and means for processing of returned items.

In practical effect, in most instances, the maximum hold will probably be five days or less.

With this piece of landmark legislation, California joins the State of New York which also passed into law this year a bill which attempts to reduce hold periods in much the same manner.

Moreover, this issue continues to gain momentum and support nationwide. You should be proud that you took the time, trouble and expense to express your views on this issue. The float bill is truly an example of a grass roots movement by the people that proves that the democratic system works.

Thank you for bringing this issue to my attention and for your support along the way.

Sincerely,
Willie Lewis Brown, Jr.
Speaker of the Assembly

LAKE TAHOE

1983-84

CHULA VISTA POLICE OFFICER HAS A CONDO FOR RENT TO PUBLIC SAFETY PERSONNEL. DURING THE UPCOMING YEAR WE WILL BE RENTING OUR CONDO BY THE WEEK (SUNDAY NOON THROUGH SUNDAY NOON) TO MEMBERS OF YOUR DEPARTMENT. OUR UNIT IS NEAR KINGS BEACH, JUST 2½ MILES FROM NEVADA NORTH SHORE CASINOS AND 45 MINUTES FROM RENO AND SOUTH LAKE TAHOE.

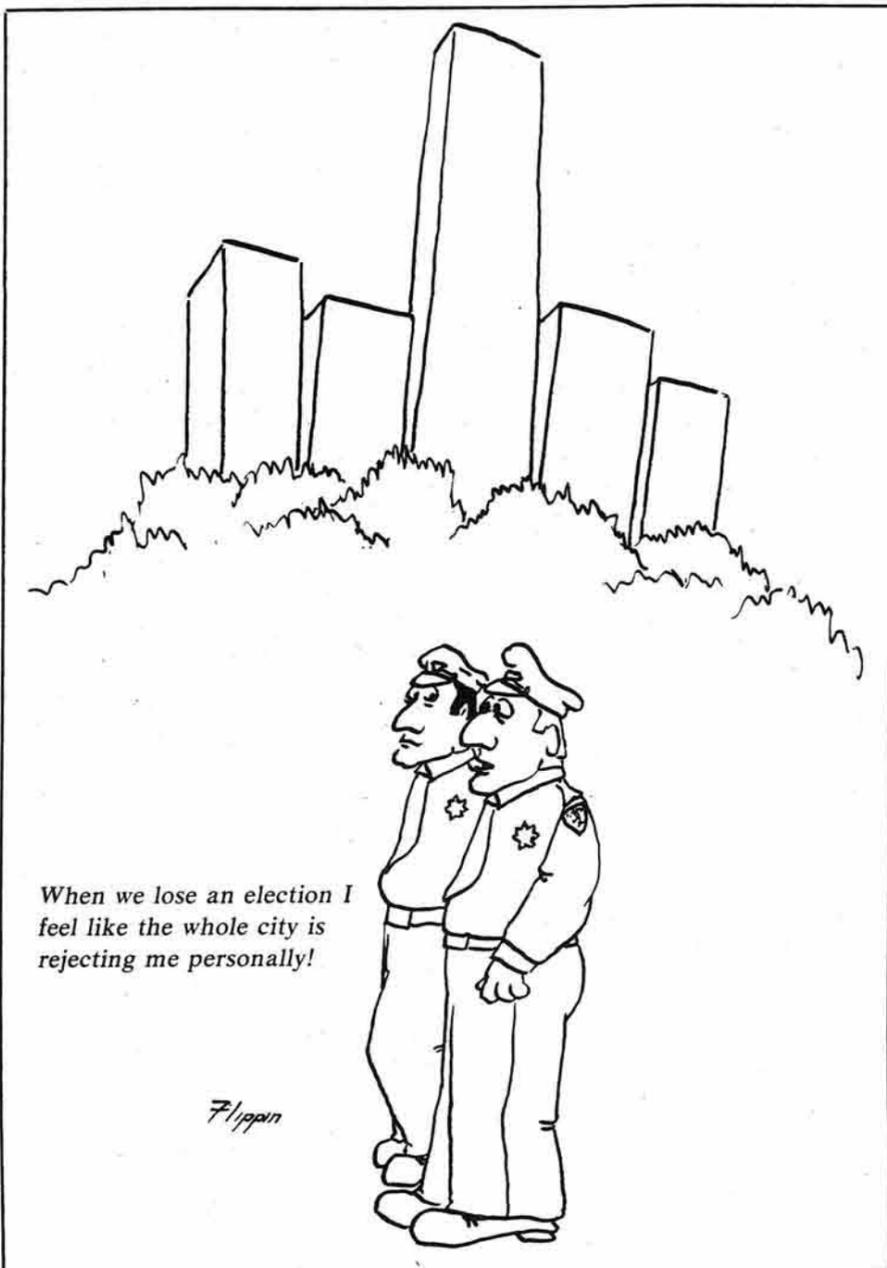
TAHOE IS A YEAR-ROUND PLAYGROUND — WINTER FEATURES SKIING & TOBAGGANING AT NUMEROUS RESORTS, INCLUDING NORTHSTAR, SQUAW VALLEY, ALPINE MEADOWS, MT. ROSE, TAHOE DONNER, SKI INCLINE, POWDER BOWL, SUGAR BOWL, ETC. SUMMER FEATURES BOATING, SWIMMING, FISHING, HUNTING, HIKING, RAFTING, HORSEBACK RIDING, WATER SKIING AND MORE. PUBLIC MARINAS ARE AVAILABLE FOR LAUNCHING YOUR OWN BOAT. GOLFERS MAY ENJOY ONE OF SIX NEARBY COURSES. SIGHTSEERS WILL ENJOY THE PONDEROSA RANCH (SITE OF BONANZA FILMING), EMERALD BAY BOAT EXCURSIONS, AND OFF-SEASON EXCURSIONS UP THE HEAVENLY VALLEY SKI LIFTS. BABYSITTING SERVICES ARE AVAILABLE FOR THOSE WHO ENJOY THE CASINO NIGHTLIFE.

THE STUDIO CONDO WILL ACCOMMODATE 4 ADULTS AND 2 CHILDREN MAXIMUM. THERE IS A DOUBLE SIZE BED, TWO TWIN BEDS, AND BUNK BEDS FOR CHILDREN ONLY. THERE IS AN ALL ELECTRIC KITCHEN (INCLUDING REFRIGERATOR, RANGE AND OVEN, DISHWASHER, COMPLETE COOKWARE AND UTENSILS, AND ACCESSORY APPLIANCES), FIREPLACE, WALL-TO-WALL CARPETING, PATIO BALCONY, WASHER AND DRYER, ICE MACHINE, AND A RESIDENT MANAGER ON PREMISES. THERE IS ALSO A RECREATIONAL ROOM WITH LOUNGE, FIREPLACE, AND AN EXERCISE ROOM, OUTDOOR JACUZZI WHIRLPOOL BATH, SWIMMING POOL, AND LARGE SUNDECK AND OUTSIDE PATIO. ALL YOU HAVE TO PROVIDE ARE TOWELS AND BED LINEN (BLANKETS ARE PROVIDED).

THE RENT IS \$200.00 FOR ONE WEEK (SUNDAY NOON TO FOLLOWING SUNDAY NOON).

IF YOU HAPPEN TO BE FAMILIAR WITH WAYNE AND MIRIAM SIMMONS' UNIT (THEY ARE NOW RENTING THEIR UNIT TO PUBLIC SAFETY PERSONNEL), WE ARE IN THE SAME COMPLEX AND PROVIDE THE SAME OPPORTUNITY FOR AN INEXPENSIVE TAHOE VACATION.

FOR ADDITIONAL INFO AND/OR RESERVATIONS, PLEASE CALL KEITH OR SANDY HAWKINS IN CHULA VISTA, CA., AT (619) 421-2949.



F/1983

September 6, 1983 (Amendment)

Board of Directors Meeting

SPECIAL ITEMS

It was then M/Rapagnani S/T Collins to purchase 10 tickets to an event celebrating Dianne Feinstein's 50th birthday party on 9/1/83. (\$100.000 per person) 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 the Third Annual Moscone Dinner to be held at Moscone Center on 9/15/83. (\$150.00 per person) The motion failed, voting yes were: 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 M/Linehan S/Chignell to purchase two tickets to the Third Annual Moscone Dinner. The motion passed. Voting yes: Linehan, Parenti, Novello, Maloney, McAlister, Rapagnani, Huegle, Schmidt, D. Collins and Chignell. Voting no: Lum, Dempsey, T. Collins, Doherty, Hebel, Casciato and Flippin.

It was then moved Hebel, S/Schmidt to purchase four tickets to a dinner in recognition of Assemblyman Art Agnos on 8/20/83. (Benefit Potrero Hill Neighborhood House - \$40.00 per person) 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 five tickets to a luncheon in behalf of Supervisor Quentin

Kopp to be held on 8/11/83. (\$100.00 per person) 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 a function in behalf of Supervisor Carol Ruth Silver to be held on 9/9/83. (\$50.00 per person) After a lengthy discussion it was M/Dempsey S/Flippin to table. The motion to table failed. Voting yes: Lum, Dempsey, Casciato and Flippin. The original motion was then amended by the maker to purchase 5 tickets to the function. 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 20 tickets to the function. The motion failed. Voting yes: Linehan, Dempsey, Maloney, T. Collins, McAlister, Rapagnani, Schmidt, D. Collins and Chignell. Voting no: Lum, Parenti, Novello, Doherty, Hebel, Dito, Huegle, Casciato and Flippin. The original motion to purchase 5 tickets to the function 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 the function. After a brief discussion the motion was

NOTE FROM THE SECRETARY

As directed by a motion of the Board of Directors at the meeting of September 6, 1983, the title of the POA Board meeting held on July 5, 1983 is hereby amended to read: **INFORMATIONAL MEETING OF THE BOARD.**

Respectfully submitted,
Gerald J. Schmidt
Secretary

withdrawn. It was then M/Lum S/Flippin to purchase 2 tickets to the function. 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 M/Schmidt S/Rapagnani to purchase 2 tickets to a function in behalf of John Vasconcellos - Chair, Assembly Ways and Means Committee on 9/18/83 (\$100.00 per person). 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 a buffet dinner honoring San Francisco City Attorney George Agnost on 9/14/83. (\$250.00 per person) The motion failed with nobody voting yes.

Gerald J. Schmidt
Secretary

September 27, 1983

Board of Directors Meeting

The meeting was called to order with the pledge of allegiance at 4:17 p.m.

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

A discussion then ensued pertaining to negotiations between the City and County of San Francisco and the POA regarding a potential detail for President Casciato. After a lengthy discussion it was M/Linehan S/Parenti that the Board of Directors send the original proposal to the general membership for approval or rejection, if no agreement is reached as a result of ongoing negotiations within 30 days and furthermore that whatever agreement exists at the end of 30 days will be sent to the membership. The motion passed. Voting yes: Lum, Linehan, Dempsey, Parenti, Connolly, Maloney, Rapagnani, Huegle, D. Collins, Chignell. Voting no: Keys, Novello, T. Collins, Doherty, McAlister, Ballentine, Dito, Schmidt and Flippin. Abstaining was Casciato.

It was then M/Chignell S/Schmidt to take Item #6 of the agenda out of order. The motion passed unanimously by voice vote. After a brief discussion it was moved by Linehan S/Schmidt to authorize an additional \$1,000 expenditure to the Public Pension Investment Proposal, assuming the criteria as outlined in an earlier motion by the Board had been met. The motion passed unanimously on a voice vote.

SECRETARY'S REPORT

It was then M/Chignell S/Maloney to approve the minutes as printed in the September issue of the POLICEMAN newspaper. The motion passed unanimously on a voice vote.

TREASURER'S REPORT

It was then M/Schmidt S/Lum to approve the Treasurer's report. The motion passed unanimously on a voice vote.

Treasurer Collins then gave a status report with recommendations as to the spending priorities of the Association.

At Treasurer Collins' invitation, certified public accountant Mike Keiser gave a report on his analysis of the financial status of the International Union of Police Association. It was then M/Chignell S/Schmidt to table the IUPA general membership election pending more input from the IUPA. The motion passed unanimously on a voice vote.

Attorney Ralph Salzman then gave a lengthy Federal Litigation report.

The regular Board meeting was then recessed at 6:45 p.m. to allow for the September General Membership Meeting.

The September General Membership Meeting was then called to order at 6:46 p.m.

The discussion pertaining to Federal Litigation was then continued. It was M/Parenti S/Rapagnani to go to Special Item #2 of the General Membership Meeting Agenda. Motion passed unanimously on a voice vote. It was then M/Lum S/Rapagnani that the POA formally demand a list of names of those individuals who had

passed Phase I of the Q-35/Q-50 examination and who would be taking both Phase II and Phase III. Motion passed unanimously on a voice vote.

It was then M/Dempsey S/Lum to demand that the Consent Decree Unit publish a passing cut-off score for Phase II and Phase III at 70%. After a brief discussion the motion was withdrawn.

It was then M/Parenti S/Wright that the POA formally request a meet and confer with the department pertaining to the Chief's proposed temporary Q-60 appointment criteria. The motion was then amended by T. Collins S/Connolly that the POA will not endorse or agree to any form of discrimination pertaining to temporary appointments at any level. The amendment passed unanimously on a voice vote. The original motion then passed unanimously on a voice vote.

It was then M/Linehan S/Chignell that each signature submitted on petitions pertaining to by-laws amendments regarding political donations be verified as that of a bonified POA member and furthermore that no vote of the membership take place until such time as the POA attorneys investigated the legality of the provisions contained in the petition. It was then M/Rapagnani S/Connolly to table the motion. The motion to table passed 25 to 6. It was then M/Hebel S/D. Collins that the petition articulating the political donation proposals be defeated and not sent to the membership. The motion passed on a voice vote, 28 to 2.

The General Membership Meeting was then adjourned at 7:52 p.m.

The regular Board meeting was then reconvened at 7:53 p.m.

It was then M/Schmidt S/Linehan that the expenditures pertaining to the purchase and renovation of Crime Lab equipment as well as the fingerprint computer be investigated to determine whether or not the expenditures were made in violation of the original agreement wherein the POA donated monies to the fingerprint computer fundraising effort. Motion passed unanimously on a voice vote.

It was then M/Novello S/Connolly that the POA communicate to the Civil Service Commission its feeling that John Walsh should be replaced as General Manager based on his letter in support of Consent Decree Unit Director Ray Wong. After a brief discussion the motion was withdrawn.

SPECIAL ITEMS

It was then M/Schmidt S/Dito to remain neutral in the upcoming mayoral election. It was then moved by Linehan S/T. Collins to table. The motion to table failed. Voting yes: Linehan, Connolly, Ballentine and Flippin. Voting no: Lum, Keys, Dempsey, Parenti, Novello, Maloney, T. Collins, Doherty, McAlister, Hebel, Dito, Schmidt, D. Collins, Chignell and Casciato. The original motion then failed. Voting yes: Lum, Keys, Dempsey, Doherty, McAlister, Hebel, Dito, Schmidt and D. Collins. Voting no: Linehan, Parenti, Novello, Connolly, Maloney, T. Collins, Ballentine, Chignell, Casciato and Flippin.

It was then M/Ballentine S/Collins to endorse Mayor Feinstein for re-election. The motion failed. Voting yes:

T. Collins, Ballentine and Casciato. Voting no: Lum, Linehan, Keys, Dempsey, Parenti, Novello, Connolly, Maloney, Doherty, McAlister, Dito, Schmidt, D. Collins, Chignell and Flippin.

It was then M/Chignell S/Linehan to endorse District Attorney Arlo Smith in his bid for re-election. The motion passed. Voting yes: Linehan, Keys, Parenti, Maloney, T. Collins, Ballentine, Schmidt, D. Collins, Chignell, Casciato and Flippin. Voting no: Lum, Dempsey, Doherty, McAlister. Abstaining were Novello, Connolly and Dito.

It was then M/Chignell S/T. Collins to endorse Sheriff Michael Hennessey in his re-election bid. The motion passed. Voting yes: Lum, Linehan, Keys, Dempsey, Novello, Maloney, T. Collins, Doherty, Ballentine, Dito, Schmidt, D. Collins, Chignell, Casciato and Flippin. Voting no: Parenti and McAlister. Abstaining was Connolly.

It was then M/Chignell S/Schmidt to endorse Proposition B. The motion passed unanimously on a voice vote.

It was then M/Schmidt S/Maloney to endorse Proposition C. The motion passed unanimously on a voice vote.

It was then M/Chignell S/Maloney to endorse Proposition E. The motion passed unanimously on a voice vote.

It was then M/Schmidt S/Linehan to endorse Proposition D. The motion passed unanimously on a voice vote.

It was then M/Schmidt S/Ballentine to endorse Proposition F. The motion passed unanimously on a voice vote.

It was then M/Schmidt S/Linehan to oppose Proposition O. The motion passed. Voting yes: Linehan, Keys, Dempsey, Parenti, Novello, Maloney, T. Collins, Doherty, McAlister, Ballentine, Dito, Schmidt, Chignell and Casciato. Voting no: Lum, Connolly, D. Collins.

It was then M/Chignell S/Connolly to oppose Proposition P. After a brief discussion the motion was withdrawn. It was then M/Linehan S/Dempsey to support Proposition P. The motion passed with Connolly voting no.

It was then M/Chignell S/Flippin to support Proposition J. The motion passed unanimously on a voice vote.

It was then M/Chignell S/Maloney to purchase 5 tickets to a function on behalf of Assembly Speaker Willie L. Brown, Jr., to be held on 10/27/83 (\$100.00 per person). The motion passed. Voting yes: Linehan, Keys, Parenti, Novello, Maloney, T. Collins, Doherty, Schmidt, D. Collins, Chignell and Casciato. Voting no: Lum, Dempsey, Connolly, McAlister, Dito and Flippin.

It was then M/Linehan S/Schmidt to authorize a supplemental expenditure for the legislative budget in the amount of \$4,000.00 for the funding of 50 telephones in the basement of the Police Officers' Association Building, the use of which would be donated to those issues that we are in support of. The motion passed unanimously on a voice vote.

It was then M/Chignell S/Schmidt to purchase 2 tickets to a function in behalf of District Attorney Arlo Smith to be held on 9/28/83 (\$150.00 per person). The motion failed. Voting yes: Keys, Maloney, T. Collins, Schmidt, D. Collins, Chignell and Casciato. Voting no:

September 27, 1983

continued from page 10

Lum, Linehan, Dempsey, Parenti, Connolly, Doherty, McAllister, Dito and Flippin. Abstaining was Novello.

It was then M/Chignell S/Schmidt to donate \$200.00 to the re-election campaign of Sheriff Michael Hennessey. The motion passed. Voting yes: Linehan, Keys, Parenti, Maloney, T. Collins, Doherty, Dito, D. Collins, Chignell, Casciato. Voting no: Lum, Dempsey, Novello, Connolly, McAllister, Schmidt and Flippin.

It was then M/Maloney S/Dempsey that Brother Chignell resolve his financial matters pertaining to Firefighters Local 798 and that the POA Screening Committee be directed to resolve all other financial matters pertaining to Firefighters Local 798.

M/Chignell S/D. Collins to approve the proposed Memorandum regarding Policy of the POA pertaining to legal representation of members and furthermore that it be printed in the next edition the POLICEMAN. Motion passed unanimously on a voice vote.

It was then M/Dempsey S/Doherty to authorize Brother Wright to pursue new insurance coverage as discussed by members of the Board on 9/16/83. Motion passed unanimously by a voice vote.

It was then M/Schmidt S/Casciato to adopt the underlined language in Item #4 of the proposed office staff contract (see file). Motion failed. Voting yes: Keys, Parenti, Connolly, Doherty, Dito, Schmidt and Casciato. Voting no: Linehan, Dempsey, Novello, Maloney, T. Collins, McAlister, D. Collins, Chignell and Flippin.

IT was then M/Schmidt S/Flippin to adopt the new items 8 and 9 of the proposed office staff contract (see file). The motion failed. Voting yes: Doherty, Schmidt, Casciato and Flippin. Voting no: Linehan, Keys, Dempsey, Parenti, Novello, Maloney, T. Collins, McAlister, Dito, D. Collins and Chignell.

The meeting was then adjourned at 10:39 p.m.

Respectfully,
Gerald J. Schmidt
Secretary

Dr. David Sanchez
President, Police Commission
Hall of Justice
850 Bryant Street
San Francisco, CA 94103

RE: TEMPORARY APPOINTMENTS: LIEUTENANTS

Dear Dr. Sanchez,

May this letter serve as a formal request on behalf of the San Francisco Police Officers' Association to meet and confer relative to the proposed formula for appointments to the rank of temporary lieutenant.

As I'm sure you are aware the Chief of Police has heretofore refused to meet and confer on this issue.

The San Francisco Police Officers' Association has filed for and received an Alternate Writ of Mandate and a hearing on the Preemptory Writ of Mandate is set for November 11, 1983. The appointments are scheduled to be effective November 16, 1983. We have filed a Writ in the Court of Appeals to prohibit the city from making this appointment.

I look forward to your response.

Very truly yours,
Stephen Warren Solomon, Inc.
Ralph B. Saltsman, Inc.

BULLETIN

Please Post
Read To All Watches

November 1, 1983

TO: ALL ASSOCIATION MEMBERS
FROM: GERRY SCHMIDT, SECRETARY

At the Special Board of Directors meeting today, November 1, 1983, the following motion was made by Mike Hebel, seconded by Ron Parenti:

"That the Board direct the Federal Litigation Committee to not pursue Federal Court action re: proposed Q-60 appointments, pending further direction from the Board or upon exhaustion of all state remedies, up to and including the State Supreme Court."
Motion Passed.

At 1700 hours Judge Ertola denied the request for stay. The POA will now pursue a stay in the Appellate Court.

SAN FRANCISCO
POLICE OFFICERS' ASSN.
861-5060
510 - 7th St., 8/4 P., M/F

October 20, 1983

Board of Directors Meeting

The meeting was called to order at 4:13 p.m. with the pledge of allegiance. Present were: Lum, Linehan, Keys, Dempsey, Parenti, Novello, Connolly, Maloney, Doherty, McAlister, Rapagnani, Ballentine, Hebel, Dito, Huegle, McKee, Schmidt, D. Collins, Chignell, Casciato and Flippin. Excused was T. Collins.

The Board then heard a presentation from San Francisco Firefighter Terry Wallace who is seeking the POA endorsement in his re-election bid as a member of the Novato Fire Board.

It was then M/Parenti S/Schmidt to endorse Terry Wallace. The motion passed unanimously on a voice vote.

The Vice President's report was deferred to the Report of Committees

SECRETARY'S REPORT

It was then M/Maloney S/Schmidt to delete the paragraph in the Board Meeting Minutes of 9/27/83 pertaining to Old Business, in its entirety. The motion passed unanimously.

Brother Schmidt then indicated that he would amend the minutes of September 6, 1983 to include information pertaining to whom financial contributions were made.

TREASURER'S REPORT

It was then M/Schmidt S/Linehan to approve the Treasurer's Report as submitted to the Board. The motion passed unanimously on a voice vote.

It was then moved by Ballentine S/Maloney to defer the second payment of variety show monies to the Community Services Committee. After a brief discussion it was amended by Huegle S/Ballentine that deferment would take place until the monies were requested by the committee chairman. The motion passed unanimously on a voice vote.

COMMITTEE REPORTS

Vice President Chignell gave a COPS Committee report wherein he indicated that the San Francisco District Attorneys Investigators have recently joined COPS, along with the Pacifica and Burlingame Police Associations.

It was then M/Hebel S/Schmidt that within 30 days, President Casciato announce the date and time of an Internal Affairs Seminar wherein a complete discussion regarding the Office of Citizens' Complaints would take place. The motion passed unanimously on a voice vote.

President Casciato then scheduled the meeting for November 12 at 9:00 a.m.

Brother Chignell then informed the Board of ongoing negotiations with the City pertaining to Civil Service Rule 34.

Brother Hebel then gave a Welfare report wherein he commented on his front page article in the October POLICEMAN newspaper, as well as a recently conducted retirement seminar by the San Francisco Retirement Board.

Brother Linehan then gave a Legislative Committee report wherein he indicated that eight separate pieces of direct mail would be going out shortly in behalf of Proposition "I."

It was then M/Rapagnani S/Maloney to keep

political commentaries, the nature of which are internal, off of the front page of the POLICEMAN newspaper; that henceforth such commentaries would appear on the interior under the heading of Political Commentaries. The motion failed. Voting yes: Keys, Connolly, Rapagnani and D. Collins. Voting no: Lum, Linehan, Dempsey, Parenti, Novello, Maloney, McAlister, Ballentine, Hebel, Dito, McKee, Schmidt, Chignell, Casciato and Flippin.

OLD BUSINESS

A discussion pertaining to the POA's contribution toward the purchase of a fingerprint computer on behalf of the San Francisco Police Department then took place.

President Casciato then indicated that his leave of absence from the department would take place beginning November 1, 1983.

Negotiations with the City and County of San Francisco pertaining to his detail will continue.

A discussion then took place pertaining to a proposed contract involving the Wang Word Processors.

It was then moved by D. Collins S/McKee to send Louise Wright to computer school and also to grant her an additional 5% wage increase. The motion failed. Voting yes: Linehan, Rapagnani, Ballentine, Hebel, McKee, Schmidt, D. Collins and Casciato. Voting no: Lum, Keys, Dempsey, Parenti, Novello, Connolly, Maloney, McAlister, Chignell and Flippin.

Brother Chignell then submitted a response from the International Union of Police Associations pertaining to its financial status to members of the Board.

It was then M/McAlister S/Parenti to oppose Mayor Feinstein in her re-election bid, to generate a bulletin, and to send a letter to the membership, assuming the motion passed. The motion failed. Voting yes: Lum, Linehan, Dempsey, Parenti, Connolly, McAlister and Flippin. Voting no: Keys, Novello, Rapagnani, Ballentine, Hebel, McKee, Schmidt, D. Collins, Chignell and Casciato.

It was then moved by Linehan S/Parenti to invoke Article VI, Section 9 of the S.F.P.O.A. Constitution and By-Laws pertaining to the petition appearing in the October issue of the POLICEMAN newspaper. After a brief discussion the motion was withdrawn.

NEW BUSINESS

Brother Schmidt then made a proposal that a formal meet and confer be requested with the San Francisco Police Department for the purpose of generating a policy pertaining to complaints filed with either the Internal Affairs Division of the Office of Citizens' Complaints which are subsequently withdrawn. The item was referred to Labor Relations.

SPECIAL ITEMS

It was then moved by Rapagnani S/Schmidt to purchase two tickets to a function in behalf of "Friends of Louise Renne" to be held on October 20, 1983, \$35.00 per person. The motion carried. Voting yes: Linehan, Dempsey, Rapagnani, Ballentine, McKee, Schmidt, D. Collins, Chignell, Casciato and Flippin. Voting no: Lum, Keys, Parenti, Novello, Connolly and McAlister.

It was then moved by Schmidt, S/Rapagnani to purchase 10 tickets to the Sixth Annual Alice B. Toklas Lesbian/Gay Democratic Club Awards Dinner to be held on November 1, 1983, \$40.00 per person. The motion passed. Voting yes: Linehan, Keys, Dempsey, Parenti, Novello, Rapagnani, Schmidt, D. Collins, Chignell and Casciato. Voting no: Lum, Connolly, McAlister, Ballentine and Flippin.

It was then M/Linehan S/Rapagnani to purchase one ticket to a reception honoring Supervisor Richard Hongisto held on October 13, 1983, \$125.00 per person. It was then M/Ballentine to table. The motion to table failed. Voting yes: Connolly, Ballentine and Flippin. Voting no: Lum, Linehan, Keys, Dempsey, Parenti, Novello, McAlister, Rapagnani, Schmidt, D. Collins, Chignell and Casciato. The original motion was then voted on and it failed. Voting yes: Linehan, Keys, Rapagnani, Schmidt, D. Collins and Casciato. Voting no: Lum, Dempsey, Parenti, Novello, Connolly, McAlister, Ballentine, Chignell and Flippin.

The meeting was then adjourned at 7:38 p.m.

Gerald J. Schmidt
Secretary

Fellow Footprinter! — The next couple of months hold in store some very enjoyable gatherings:

November 9, 1983

Prime Rib Dinner

Highland House — Santa Rosa

Guest Speaker

Sonoma County District Attorney

Gene Tunny

6:30 - cocktails

8:00 p.m. - dinner

\$13.00 per person



December 13, 1983

Christmas Party

Elks' Club - San Rafael

\$12.00 per person

January 19, 1984

International Footprinters' Association #15

Chapter Dinner

Deer Park Villa - Fairfax

Guest Speaker

Doug Miller

Chief of Police - City of Ross

Contact I.F.A. #15 Board of Director

Member Gerry Schmidt

553-1544/431-3063

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MEDAL OF VALOR AWARDS 16 SEPTEMBER 1983

The Awards Committee met in Room 551, Hall of Justice, Friday, 16 September 1983, at 0930 hours, in regular session.

PRESENT:

Commissioner Alfred J. Nelder, Chairman
Deputy Chief George Eimil
Commander Raymond J. Canepa
Commander Gerald C. D'Arcy
Commander Richard H. Trueb
Commander Diarmuid J. Philpott
Captain Michael A. Brush
Captain Keven J. Mullen
Captain Richard J. Shippy
Captain Lawrence A. Gray
Captain Kenneth A. Foss
Captain Richard D. Klapp
Captain Frank J. Jordan
Captain Robert M. Forni
Captain Paul A. Kotta
Captain Michael Lennon, Jr.
Captain John J. Jordan
Captain Donald Goad

ABSENT:

Chief of Police Cornelius P. Murphy
Deputy Chief James A. Ryan
Deputy Chief James P. Shannon
Deputy Chief Stanley F. Cordes
Captain Henry W. Eidler
Captain Joseph T. Lordan
Captain Daniel J. Murphy
Captain Thomas L. O'Donnell
Captain Willis A. Casey
Captain Victor Macia
Captain Charles A. Schuler
Captain Lloyd A. Crosbie
Captain John A. Damon

Commissioner Nelder presiding

The application of the following named members of the Department was approved for Medal of Valor Award (GOLD) under the provisions of General Order 0-5, Sections I-A and I-C of the San Francisco Police Department:

GOLD MEDAL OF VALOR

POLICE OFFICER MICHAEL F. STASKO

For services rendered on Thursday, May 13, 1982, at 5:35 p.m. at the Safeway Store located at 29th Street and Mission Street, when he had his attention drawn to a male suspect threatening a female with a gun. Officer Stasko immediately approached the suspect and in doing so, he observed the suspect place a chrome plated hand gun in his right jacket pocket. The officer drew his service revolver, identified himself as a police officer and ordered the suspect to place his hands above his head.

The suspect ignoring the officer's order, reached into his pocket and pulled out the gun. At this time an elderly woman pushing a shopping cart, walked between the officer and the suspect. The suspect given momentary cover by the woman fired one shot at close range narrowly missing Officer Stasko. Officer Stasko immediately pushed the elderly woman out of danger, checked her for injuries and then pursued the fleeing suspect out of the store onto 29th Street. During this pursuit the suspect fired four (4) rounds at Officer Stasko, again narrowly missing the officer. Due to the extreme danger of possibly hitting innocent pedestrians, Officer Stasko held his fire. The opportunity arose for an exchange of gun fire when they reached 29th Street and San Jose Avenue, where Officer Stasko fired three rounds wounding the suspect who fell to the pavement. The suspect laying on the pavement, with his gun still in his hand was ordered by

Officer Stasko to drop it. The suspect responded by firing another shot at the officer. Officer Stasko immediately took cover behind a parked car and once again ordered the suspect to throw the gun away. The suspect reluctantly complied and Officer Stasko took him into custody. The courageous actions of Officer Stasko exemplified the highest tradition of the San Francisco Police Department. The Awards Committee with great pride and pleasure and by unanimous acclaim granted Officer Michael F. Stasko the Department's highest honor, a Gold Medal of Valor.

SILVER MEDAL OF VALOR

The application of the following named member of the San Francisco Airport Police was approved for Medal of Valor (SILVER) under the provisions of General Order 0-5, Sections I-A and I-C of the San Francisco Police Department.

AIRPORT POLICE OFFICER ROBERT V. SHEEHAN

For services rendered, when on Friday, December 24, 1982, while off-duty and driving in the north easterly lane toward the Golden Gate Bridge on Park Presidio Bypass Drive near Fulton Street, he observed a vehicle ahead of him in the north west lane crash into the cement divider and burst into flames. Officer Sheehan immediately stopped, got out of his vehicle and ran through traffic with his fire extinguisher. The vehicle's interior was also filled with smoke and flames and as he approached he heard agonizing screams for help coming from inside. The Officer then used the fire extinguisher to break the window on the driver's side and found the driver with his hair and clothing on fire. After spraying the driver with foam he endeavored to pull him through the window, but he was unable to do so as the driver was pinned in. Officer Sheehan sensing the imminent probability of an explosion leaped over the center divider into on-coming traffic and with a desperate effort, forced open the door and dragged the 200 pound driver out of the vehicle and for 200 feet thereafter to safety. Because Officer Sheehan displayed outstanding courage and super human efforts in saving the victim from a horrible death he was awarded a Silver Medal of Valor.

BRONZE MEDAL OF VALOR

The application of the following named members of the Department were approved for Medal of Valor Awards (BRONZE) under the provisions of General Order 0-5, Sections I-A and I-C of the San Francisco Police Department:

SERGEANT FRANK J. HARRINGTON INSPECTOR ALEX E. FAGAN POLICE OFFICER PAUL F. MAKAVECKAS

For services rendered when, as members of the Narcotics Detail, they presented themselves at 63 Beatrice Street #6, armed with a search warrant for the premises. The suspect within the apartment had no intention of opening the door, and Inspector Fagan attempted to force the door with a sledge hammer. The suspect, who had been arrested twice for murder, attempted to leave by a side window with a balcony below, but was prevented from doing so by Officer Makaveckas who was covering that side of the building. The suspect pulled a .22 magnum deringer and pointed it at Officer Makaveckas as he approached. Officer Makaveckas shouted a warning to the other officers and then dove head first onto the balcony floor and was momentarily stunned. The suspect was about to administer the "coup de gras" to Officer Makaveckas when Sergeant Harrington and Officer Fagan from different locations ordered the suspect to drop the weapon. The suspect, in his attempt to cover all three officers, realized that he had no chance in an exchange of gunfire as Officer Makaveckas had recovered and had also drawn his weapon when the suspect's attention was diverted from Officer Makaveckas by the other officers. He then threw down his weapon and was taken into custody. The suspect had in his possession nearly

twenty-eight grams of cocaine and thousands of dollars of stolen property previously taken in burglaries throughout San Francisco. For taking a vicious criminal out of circulation under extremely hazardous and life threatening conditions they were granted Bronze Medals of Valor.

POLICE OFFICERS DANIEL M. CURIEL AND RICHARD L. CORRIEA

For services rendered on Monday, October 18, 1982, at 8:15 p.m. when they responded to a call of a possible suicide attempt, female jumper on the roof at 323 Willard North and upon arrival observed numerous fire department units and ambulance crews on the scene. Due to the lack of affirmative action by any of the other agencies on the scene, the officers ran to the roof and there engaged the woman in conversation endeavoring to dissuade her from jumping. While conversing with her, they moved closer and when she turned away from the officers and advanced within inches of the edge of the roof, the officers grabbed her. After a frantic struggle where she nearly pulled the officers over the edge with her, they were finally able to subdue her and bring her to safety. The heroic and life saving efforts of these officers earned for them Bronze Medals of Valor.

POLICE OFFICERS WILLIAM W. MURPHY AND DAVID W. HORTON

For services rendered on Saturday, August 7, 1982, at 10:30 p.m., while on patrol near 24th and Mission Streets, they observed a suspect wanted on a criminal warrant. The officers parked their vehicle and approached the suspect on foot and ordered him to stop. The suspect turned towards the officers, reached into his waistband and drew a .25 caliber automatic. The officers drew their weapons but realized that if they fired, innocent citizens on foot and in autos would be endangered, so instead they rushed head on into the suspect and a violent struggle ensued. The suspect was disarmed and thereafter taken into custody. Because they risked their lives to bring this armed and wanted criminal to justice they were granted Bronze Medals of Valor.

POLICE OFFICER DOUGLAS J. McCONNON

For services rendered on Tuesday, December 7, 1982, at 12:13 p.m. when he was dispatched to 4052 Balboa Street on a call of an insane man with a meat cleaver. Upon arrival a man came running out shouting that a crazy man with a meat cleaver had broken into the house and was tearing it apart. The officer entered and he came near a small kitchen in the rear of the premises he was confronted by the suspect who had a wild look in his eyes. The suspect advanced upon the officer making aggressive gestures and waving a large cleaver in a threatening manner. Officer McConnon drew his weapon and ordered the suspect to drop the cleaver, but the suspect did not comply. Officer McConnon surmising that the suspect was more mentally ill than criminal, held his fire. After several warnings to the suspect to drop the cleaver, the suspect complied. But as the officer approached him he attempted to retrieve the cleaver. Officer McConnon then had to engage the suspect in a vicious struggle for control of the cleaver. The suspect was finally subdued and taken into custody. Because he did not hesitate at risking his life to disarm a mentally deranged person and did so without injury to himself or the suspect he was awarded a Bronze Medal of Valor.

POLICE OFFICERS MARK C. DONZELLI DANIEL A. McDONAGH RONALD D. MORRISON AND JERE M. WILLIAMS

For services rendered on Monday, December 6, 1982, at 1:45 a.m., when they responded to a fire in the 1600 block of Mission Street, a three story apartment building. The officers entered the smoke filled premises and commenced warning and searching for residents who may have been trapped, overcome by fire and/or smoke inhalation. The officers, while searching, had to crawl on their hands and knees because of the density of the smoke. Their combined efforts led to the safe evacuation of twelve tenants from the building. These officers entered a burning building and accomplished their mission of rescuing terrified and trapped people. Because they risked their lives with full and unquestionable knowledge of the danger involved, they were awarded Bronze Medals of Valor.

NOTE: Police Officer David Gin received a Police Commission Commendation for his part in this incident.

POLICE OFFICERS RICHARD B. PARRY AND RICHARD J. Van KOLL

For services rendered on Tuesday, December 14, 1982 at 1:00 a.m., when they responded to a trespassing complaint in a hotel at 663 Valencia Street, and were confronted by a hostile berserk woman who was

continued on page 13

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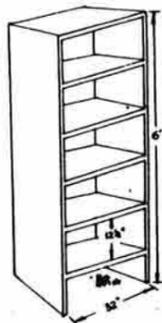
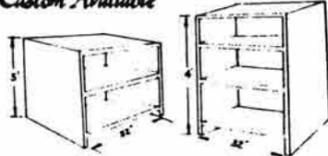
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MEDAL OF VALOR AWARDS

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brandishing a butcher knife with an eight inch blade. When the officers approached her she placed the knife against her throat screaming and yelling and threatening to kill herself, and drawing the attention of other residents who then gathered in the hallways endangering their own safety by getting too close to the hysterical woman. The officers realizing the increasing danger to all involved made their move at the first opportunity and pounced upon the woman. During the struggle that ensued one of the officers sustained severe lacerations to his hands, but they subdued the woman, took her in to custody and eliminated the danger to others in the hotel. The unquestioned bravery in this highly dangerous and volatile situation earned for them a Bronze Medal of Valor.

POLICE OFFICERS MICHAEL D. BECKER AND RICHARD P. JANESE

For services rendered on Friday, December 10, 1982, at 2:40 a.m. when they were dispatched to a serious disturbance at 3050 24th Street, and observed a male suspect hurriedly leaving the scene. The officers called to the suspect but he ignored their orders and continued onward. The officers overtook the suspect and as they reached for him, he whirled raising a machete with a 24" blade and with both hands clenching the weapon, swung at Officer Becker's neck. The officer ducked and kned the subject pushing him off balance and safely from another decapitating swing that followed. Both officers then wrestled the suspect for control of the weapon and were finally able to subdue him and take him into custody. It was later determined that the suspect had been attempting to chop down the door of a tavern which the owner had locked to protect himself from the suspect. Because they expertly handled this perilous encounter, they were awarded Bronze Medals of Valor.

HOUSING POLICE OFFICER JOHN E. BAIN

For services rendered on May 29, 1982, at 9:17 p.m. when he and his partner responded to 1727 Page Street on a report of a cutting. Upon arrival they were confronted by a suspect wielding two 12" butcher knives. Back-up assistance also arrived and an attempt was made to get the suspect to voluntarily drop the knives. The suspect ignoring the officers orders launched an all out attack against the officers. Having knowledge that the suspect had attempted to kill a civilian by viciously stabbing him twice, Officer Bain with his shotgun drawn, and exhausting all means to get the suspect to break off the attack, was forced to shoot the suspect. The point blank shotgun blast did not immediately stop the attacking suspect as he continued towards Officer Bain, bent on stabbing him with the knives. He advanced within a few feet from the officer and fell at the officer's feet fatally wounded. This suspect had been on a rampage all morning and more than likely would have killed other innocent people in the area. Because this officer's patience and forbearance went far beyond which is reasonably expected, he was awarded a Bronze Medal of Valor.

NOTE: Police Officer Lloyd A. Ritter and William J. McGee, and Housing Police Officer John Tompkins received Police Commission Commendations for their efforts in this incident.

POLICE OFFICERS PHILIP M. FLECK, STEVEN J. RAVELLA, DAVID P. KUCIA AND DANIEL J. MAHONEY

For services rendered on Sunday, October 31, 1982 at 2:30 a.m., while on patrol and passing near a multi-

ple set of flats at 2139 Lincoln Way, they were flagged down by a person who ran from the garage at that location screaming for help. The officers were advised that the residents inside had become mortally ill. Some were dead and some were on the brink of death from carbon monoxide poisoning. With full knowledge of the danger of this deadly gas, they entered the premises hoping to save lives. One person was found dead and five others including a baby were found unconscious and carried to safety by the officers. A family in the top flat was also led to safety.

Medical authorities later stated that if the victims had remained inside the premises for two more minutes all would have perished. Because they manifested outstanding bravery in risking their lives to save others they were awarded Bronze Medals of Valor.

MERITORIOUS CONDUCT AWARD

The applications of the following named members of the Department were approved for Meritorious Conduct Award under the provisions of General Order 0-5, Section I-C of the San Francisco Police Department:

INSPECTOR ROBERT L. PETERSON

For services rendered beginning in September of 1981 and continuing through August of 1982, a period of almost a year, had assigned to him 31 cases where two (2) youthful suspects would seek out elderly persons and by using some form of deception, gain entry to the victim's home and ransack the premises. During this period, Inspector Peterson took to the streets questioning known informants and developing several sources of information. Finally his diligent and painstaking efforts led to the positive identification of the suspects and they were located and taken into custody. This classic example of a determined inspector at his best, earned Inspector Peterson a Meritorious Conduct Award.

POLICE OFFICERS ROBERT J. DeTORRE AND RONALD ROTH

For services rendered beginning Friday, September 3, 1982 and continuing three weeks thereafter, these officers conducted an outstanding investigation of a victim's report of grand theft of Persian Rugs from the Persian Rug Shop at 559 Sutter Street. The officers, during their spare time developed leads from several witnesses and via the Department's Computer, identified the suspect who was also wanted on three felony warrants. The suspect was subsequently located and arrested. Because of these officers' determination, tenacity and investigative thoroughness in bringing this criminal to justice, they were awarded Meritorious Conduct Awards.

POLICE COMMISSION COMMENDATION

The applications of the following named members of the Department were granted Police Commission Commendations under the provisions of General Order 0-5, Section I-D of The San Francisco Police Department:

POLICE OFFICER DAVID GIN

For services rendered on Monday, December 6, 1982, at 1:45 a.m. when he and fellow officers responded to a Communications broadcast of a fire at 1672 Mission Street and assisted in leading 12 tenants of the building to safety.

NOTE: Police Officers Mark C. Donzelli, Daniel A. McDonagh, Ronald D. Morrison and Jere M. Williams received Bronze Medals of Valor for their efforts in this incident.

POLICE OFFICERS LLOYD A. RITTER AND WILLIAM J. McGEE & HOUSING POLICE OFFICER JOHN TOMPKINS

For services rendered on Saturday, May 29, 1982, at 9:17 a.m. when they assisted in the termination of the criminal activity of a suspect who had stabbed another person at 1727 Page Street with two butcher knives.

NOTE: Housing Police Officer John E. Bain received a Bronze Medal of Valor for his efforts in this incident.

POLICE OFFICERS ROBERT M. RAMOS AND JEREMIAH M. HOLLAND

For services rendered on Tuesday, January 18, 1983, at 11:02 p.m. when they were informed by Communications that a female suspect was making anonymous bomb threat telephone calls and had made several in a period of 11 minutes wherein all calls were traced to pay phones within several blocks of Geary and Arguello Boulevards. These officers discerned a pattern being established by the suspect and arrested her at Geary and Masonic Avenue.

POLICE OFFICERS MICHAEL J. FURUSHO AND MICHAEL REGALIA

For services rendered on Thursday, February 10, 1983, at 2:30 a.m. while on patrol near the Beach Chalet at Ocean Beach, apprehended two suspects in a stolen vehicle. A search of the suspects and vehicle revealed a blue steel ruger revolver secreted in a shoulder bag in the back seat. Follow-up investigation revealed that one of the suspects was being sought by the homicide detail and the ruger revolver was most likely the murder weapon.

POLICE OFFICER JOHN GRIZZEL

For services rendered on Monday, February 21, 1983, at 5:55 p.m. when he assisted in the apprehension of one of two suspects who had shot and robbed the security guard at Tower Record Store, at Columbus and Bay Streets.

POLICE OFFICER JAMES S. GERVASI

For services rendered on Tuesday, February 15, 1983, at 4:10 p.m. in the apprehension and arrest of a male suspect armed with a large butcher knife at the intersection of Silver and Bayshore Avenues, where the suspect had been chasing and swinging the weapon at numerous children who had been waiting for the bus at that location.

POLICE OFFICERS WALTER CHAN AND KAN W. CHIN

For services rendered on Friday, December 30, 1982, at 2:45 p.m. when they observed a man swiftly run from the Bank of America at #1 Powell Street, remove an overcoat and a pair of glasses. Officer Chin recognized the man as a felon with an attempted murder arrest record. The officers immediately pursued him, stopped him and upon further investigation it was revealed he had just robbed the Bank at #1 Powell Street. The officers took the suspect into custody and recovered the money taken in the crime.

HOUSING POLICE OFFICERS JOHN S. TOMPKINS AND LUCIAN M. VANCE

For services rendered on February 2, 1983, at 11:40 a.m. when they on-viewed a male suspect knock a woman down, snatch her purse and flee north on Buchanan Street from Eddy Street. The officers immediately pursued the suspect on foot, and quickly apprehended him. They recovered the victim's purse containing \$700.00 and several diamond rings.

The meeting was then adjourned
Willie E. Frazier
Secretary
The Awards Committee

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OUR HERITAGE

San Francisco P.D.'s Star Detective

by William B. Secrest
Submitted by Sgt./Insp. Nelson

Lees Suspended

SUSPENSION OF OFFICER LEES.—The Police Commissioners met again yesterday afternoon and concluded the examination of witnesses in the case of Marshal North against I.W. Lees. The additional evidence of Capt. McDonald and others, corroborated the testimony that Lees had drawn a pistol and knife on the City Marshal. After hearing the witnesses the Board took a recess of ten minutes to consult on the verdict. When they returned into the room, the following resolution was offered and unanimously adopted:

Resolved, That the suspension of officer I.W. Lees be and is hereby continued until the 22d day of April, and that he be deprived of his pay from the date of his suspension by the Marshal during the continuance of the same.

After the resolution had passed, Mayor Van Ness addressed Mr. Lees in the following words: "The Board gives you all credit for being a good officer, one of the best in the department; but it is necessary that insubordination should be discountenanced. The Board must sustain the Marshal in suspending you for improper conduct.

Some ill-natured words then passed between the Marshal and Mr. Lees, when Marshal North remarked that he could not recognize Mr. L. as a member of the police force. He then left the Board.

Adjourned till Tuesday next at 3 P.M.

Isaiah Lees was suspended without pay after he threatened a U.S. marshal with a knife and his service revolver in 1856.

Detective officer Lees knew he was running out of time. Shouldering his way through the passengers on the crowded steamer deck he was alert to any unusual sight or sound. The *Orizaba* was getting up steam for its Panama run and was chugging motionlessly on San Francisco Bay. Lees knew also that he might very well be on the wrong boat.

Suddenly the flicker of a passenger's white handkerchief caught his eye. Edging closer the officer heard a whispered "There they are," and moments later spotted a small boat leaving a North Beach pier.

Charles Stovall brought his young black slave, Archy Lee, to California from Mississippi. Archy knew that California was a free state and disappeared at the first opportunity. Stovall had him arrested several times under fugitive slave laws, but the state supreme court finally ruled that he was indeed free in California. The ex-slave had no sooner left the San Francisco courtroom, however, when he was kidnapped by Stovall who planned to spirit him out of the state. In any other California city Stovall might have escaped, but not in old San Francisco.

Chief of Police James F. Curtis put his best men on the case. Isaiah Lees, head of the department's detective police, had been on the force for five years and was as handsome as he was brilliant. Two of his men, Henry Johnson and Henry Ellis, were skillful sleuths also and the trio had solved dozens of crimes together.

When undercover work indicated that the *Orizaba* or the *Golden Age* were the most likely means of escape for Stovall, the detectives watched the two steamers for several days. On March 7, 1858, it was learned the fugitives would try to board the *Orizaba* by small boat after it had left the wharf. Just before the tugs began easing the sidewheeler out into the bay, Lees, Ellis and a deputy sheriff slipped aboard and began prowling the deck. It was then Lees had seen the signal and watched as a Whitehall boat approached from North Beach.

As the small craft came alongside, Lees was recognized. "Look out," someone shouted, "there are officers on board!"

The detective didn't hesitate a moment. Leaping over the side Lees landed on the guard housing the huge paddle-wheels, then jumped again directly into the rowboat. Ignoring the threats of Stovall and several friends, he grabbed Archy and passed him up to Ellis like "a sack of potatoes," noted a newspaper account. With the black man in custody, the detective next colared Stovall and herded him quickly aboard the ship, also.

As the officers and Archy returned to the Market Street wharf, crowds of black people let out a ringing cheer. They had spent large sums of money fighting Ar-

chy's case and were delighted with his rescue. For the pragmatic Lees, it was merely the successful conclusion of another investigation.

Although the "Archy Case" was a noted cause celebre of the time, San Franciscans were used to seeing Lees' name in the local press. They had been reading for years about the dashing, plain-clothes officer who would later be called "the greatest criminal-catcher the west ever knew." And with good reason. His story is perhaps without parallel in police history.

Born in Lancashire, England on Christmas Day, 1830, Isaiah Wrigley Lees was brought to this country when he was nine months old. His parents settled in Patterson, New Jersey, and when his father died Isaiah was bound out to learn the machine trade. In 1849 he came to California but quickly learned that few made a living at mining. He was employed at the Donahue Iron Works for several years, then went into the tugboat business, but was dissatisfied with his work.

As a private citizen he helped investigate a murder in late 1852 and it was an experience he never forgot. On October 28, 1853, he joined the San Francisco police force, "to take a rest" he once commented. He was still "resting" in 1900.

In the early 1850's San Francisco was as tough a city as could be found in the west. Bursting with adventurers, thieves, thugs and disappointed miners from the interior, the town could have used twice the fifty policemen who were expected to keep order. Lees soon learned that some of the police were as rough-edged as the toughs they sought to control. A few days after joining the department, Isaiah heard that Captain James McDonald had been wounded in a pistol duel between two other policemen in a Dupont street whorehouse.

Although appointed the city's first police detective, Lees discovered his brawn was as important as his brain. In early 1854 he had helped quell a political riot and was singled out for punishment by local thugs. He was enjoying a cup of coffee in a small cafe one morning when "Wooley" Kearney and several friends entered and looked around. Lees knew Kearney as a New York brusier and ballot box stuffer. "He was the homeliest, ugliest mortal I ever saw," penned a contemporary. Lees knew him also to have been the winner of a grueling, 25 round prize fight held locally in 1850.

When the trio of thugs began breaking cafe crockery, Lees jumped up and took them all on. His years as an iron worker had made him firmly muscled and tough as nails. Two of the thugs took to their heels, but Lees managed to hang on to Kearney. He hauled him off to the station house much to the amazement of the other officers.

Lees briefly walked a beat, investigated robberies and con-games and chased highwaymen. He was appointed an Assistant Captain in late 1854 and in July of 1856, at the height of the great vigilante uprising, he was named Captain of Detectives.

When a saloon owner named Chieto threw acid in the face of an ex-mistress, Captain Lees quickly followed up a string of clues. A discarded bottle and handkerchief were traced to Chieto's saloon where laundrymarks established him as the owner. A careful search of the saloon turned up a cork that fit the bottle, while a container of vitriol was discovered beneath a pile of rubbish. Acid burns on Chieto's trousers and other evidence resulted in Chieto's arrest and conviction. It was a classic case of following clues to their inevitable conclusion.

"I assemble the clues," Lees once remarked, "and if they don't provide the right answer it usually means I have put them together incorrectly. I then reassemble them until they point to the criminal." The system was basic and seldom failed.

In 1863 the Civil War was raging and California was ablaze with rumors of Confederate plots and Copperhead activities. Despite large Union rallies in San Francisco, the rumors persisted. In mid-March city residents were made aware of just how close they were to the war.

For some time it had been known that rebel sympathizers were trying to buy a schooner with which to prey on coastal shipping. Asbury Harpending had acquired a naval commission from Jefferson Davis for just such a venture. When port authorities concluded that the *J.M. Chapman* was the vessel, Lees was brought in on the case. The detective captain and his men watched the *Chapman* for several days at the Jackson street wharf. After noting crates being loaded in the dead of night, they surmised the ship would be sailing that morning.

At 5:30 A.M. the *Chapman* let go her lines and set sail for the Golden Gate. A boarding party from the U.S.S. *Cyan* headed for the departing schooner, just as Lees and his men joined the pursuit on board the tug, *Anashe*. The rebel craft was quickly boarded and everyone aboard made prisoners. Crates marked "machines" were found to contain cannon, guns, powder and other arms. Holstering his pistol, Lees went below to look for other evidence. As he crawled about on his hands and knees he discovered minute bits of pulpy matter which he carefully saved. The rebels were

then deposited at the federal prison on Alcatraz.

In October Harpending and his crew were tried for treason and piracy. Lees was an important witness and displayed the pulpy clues discovered in the hold. Restored, they proved to be chewed-up bills of lading and letters of instruction. This and other evidence resulted in the principal rebels being sentenced to 10 year prison terms and \$10,000 fines. Lees was busy at the time wrapping up the Lercari murder case and several forgery trials.

The 1860's were busy years with Lees also serving as a deputy U.S. Marshal. When a vicious murder was committed in nearby Visitacion Valley, Lees and his men followed up the clues identifying the principal suspect, then utilized even scantier clues to track him to Virginia City, where he was apprehended. In investigating the murder of William Lameet, the king bolt fell out of his buggy and Lees' ankle was badly broken in the resulting accident. He was crippled for a year afterwards, but managed to subdue and capture a criminal on the street one day while still on crutches.

Even at this early period Lees found himself utilizing new technologies in a rapidly changing world. He and Chief James F. Curtis were taking daguerreotypes of prisoners by the mid-1850's, although finances didn't always allow such frills. Lees had used the Pony Express to exchange information on eastern criminals and in July of 1862 he had met with a New York detective who was in pursuit of an absconding New Jersey harness maker. The officers had utilized the new telegraph service across the country and Lees was able to aid in the culprit's arrest in San Francisco.

The 1870's saw a succession of exciting cases. When Lees captured a pair of forgers named Brotherton, they were tried three times then escaped from jail and had to be recaptured. He traveled to New York to help convict another forger and was noted as an expert in this field of criminal work. "The forte of Lees and Ellis," penned Mark Twain while working as a local newsman, "is the unearthing of embezzlers and forgers. Each of these men are the best in one particular line, but at the same time they are good in all."

Lees' most noted investigation during this period was the "Elaine" kidnapping in 1875. When a trio of burglars stole an expensive painting from a local gallery, Lees put his clues together and had "Elaine" back in the gallery the next day, ready for exhibition. The detective captain was so acclaimed over the affair that his own portrait, in a large gilt frame, was placed beside the reclaimed painting.

Lees was nearly 65 years old when the "Crime of the Century" startled San Francisco in 1895. A young girl named Blanch Lamont disappeared and she was at first assumed to be merely a runaway. Theodore Durrant, a medical student, was questioned as the last person to be seen with her, but he could offer no information. Three weeks later Minnie Williams was found murdered and raped in a local church. In searching the premises for clues, the police discovered Blanch Lamont's nude and battered body in the belfry. Lees quickly arrested Durrant who trapped himself in several lies. The old captain then went to work.

Gathering testimony and all the physical evidence available, Lees assembled a damning collection of circumstantial evidence. Even the noted private detective Harry Morse couldn't stem the tide that flowed against Durrant during his three month trial. Lees constructed a scale model of the belfry enabling him to show in great detail how Lamont had been murdered, dragged up the stairs and jammed between the timbers. The crowds were crushing in and around the courthouse the day Durrant was convicted in what was considered to be the detective captain's most noted triumph.

At the retirement of Patrick Crowley in 1897, Lees was appointed the new chief. It was the fulfillment of a long-held ambition for the old detective, although he was deeply saddened that his wife hadn't lived to see it. She had passed away only three months before.

When he retired in 1900, Lees didn't feel frustrated at those few, stubborn crimes which had defied his abilities. He had worked tirelessly at his job and knew he could do no more. The old chief could honestly rest on the laurels of a 47 year career.

Isaiah Lees passed away in December of 1902. He had seen San Francisco grow from a collection of shacks and tents scattered over the sand hills to a great port and financial center of the west coast. He had been an important part of this growth. Despite the laudatory newspaper obituaries at his death, however, few could really appreciate the long years and endless hours of his life devoted to the protection of the city.

"He is a man," a reporter once wrote, "entirely unostentatious in manner; though sometimes taciturn . . . yet never haughty nor distant. He is a detective, nothing more, nothing less — thoroughly a detective."

Bill Secrest is an art director for a California advertising agency and the author of numerous historical articles on western American history.

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September 1983

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Duo's war on the pimps who prey on kids

Vice crimes cops take to the streets with savvy, patience and keen investigative sense

By Beth Hughes
Examiner staff writer

For the past seven years, San Francisco cops Sgt. Art Gerrans and Officer Sue Pavloff have taken on the city's mean streets, waging a single-minded war on pimps, especially those flashy figures who prey on runaway teenagers.

Their investigations sent Wesley Howell, the jockey pimp, to prison earlier this year. Before that came the arrest of Frank Green, the Aptos Junior High School guard who launched youngsters onto the streets, and Dutch D'Amico, who pleaded guilty on June 6, 1982, to pimping.

To combat pimps, Gerrans and Pavloff combine "rational intelligence with street smarts, patience, commitment and keen investigative methods. Perhaps unexpectedly in the context of Vice Crimes, they both maintain a magnetic warmth that inspires trust, honesty and renewed hope for the future," wrote Bernard Walter, the assistant San Francisco district attorney in charge of vice crimes prosecution.

Walter, who has worked with Gerrans and Pavloff since 1981, wrote the four-page, single-spaced letter to Mayor Feinstein praising the partners.

Amidst the scruffy three-day-old beards of the undercover narcs, the stylish 39-year-old Pavloff stood out recently in the vice squad's kitchenette as a beige beacon of elegance.

Across the table, a shirt-sleeved Gerrans did most of the talking for the two. A 20-year veteran of the department, Gerrans' saddle-leather shoulder holster seemed as much a part of him as his shoes.

They concede their work is misunderstood by the public, which often views prostitution as a victimless crime.

It's easy to believe otherwise, listening to their tales of pimps who beat prostitutes with wire hangers, of gang rapes inflicted to demonstrate a pimp's power or of the psychological damage inflicted by the sex trade.

Prostitution is violent and the victims many. "People are always going to think it's a victimless crime," Pavloff said. "Hollywood glamorizes it — rich call girls being taken on trips. Or they think it hits only the ghetto," she added.

Wrong, according to Pavloff, who argues prostitutes often come from middle- or upper-class homes.

She and Gerrans arrested one pimp who "turned out" a policeman's daughter. Several years later, she is in law school, he is in prison.

Gerrans and Pavloff began working together in 1977. Pavloff had been in the department a year on patrol in the Taraval District. Gerrans, 42, arrived from narcotics, where his reputation as the officer most detested by Haight-Ashbury hippies preceded him.

Both of them are native San Franciscans whose grandfathers were in the police department together.

When Pavloff and Gerrans first teamed up, she "worked decoy" as a prostitute. When potential customers solicited her, Gerrans arrested them.

Sometimes they reversed roles, with Gerrans posing as a potential customer. When a prostitute solicited him, Pavloff arrested her.

Soon after they began working together, Capt. Dairmund Philpott assigned them to all cases that involved juveniles.

Their mother and father image "put these kids at ease," Gerrans said. Within a year, they were working all the pimping cases that came into the department, as well as all child pornography cases.

Since then, they have been "the outreach which intervenes between the young prostitutes and the pimps' street life of drugs and sex for sale," Walter said.

"They are the last hope of salvaging these young victims of an unstable modern society in flux," he said. "They are the ones who pick up the psychological pieces fragmented by pimps and 'tricks' and try to put them together again, hopefully into healthy young people with some prospect for happiness."

For Gerrans and Pavloff, this means a heavy caseload, an erratic schedule that can go 'round the clock during an investigation or plod through a succession of court appearances.

Theirs is a world of unending details — making plane reservations to bring a victim-witness back to testify in San Francisco, interviewing defendants, talking with probation officers and working the street.

For them, the satisfaction of putting kids back on the right track makes the job.

The kids Pavloff and Gerrans work with are usually runaways who arrive at a local bus station.

Often the first person they meet is a sympathetic pimp, "who's almost like a psychologist. They listen to them for five or six hours," Gerrans said. "They want to find out what the weaknesses are."

Pimps solidify this first impression with the offer of shelter and affection followed by a job proposition — selling sex for him.

When Pavloff and Gerrans step in, the pimps' vic-

tims are often beaten and psychologically terrorized.

In between the pimp's arrest and trial, there may be months of delay. These legal maneuverings often demand the in-court presence of the victims. Victims have been known to prefer that a case go unprosecuted rather than face their former oppressors once they are free of them.

"The worst thing is to have people care as much as these two and have (a case) fall apart," Walter said.

But in seven years, Gerrans and Pavloff have never lost a jury trial. Their one case with a hung jury occurred this year. The district attorney refiled the case and the pimp pleaded guilty.

"You get involved in the emotional experience," Gerrans said. "We spend lots of time with (the victim witnesses). They develop a lot of attachment to us and they might say 'I hope we can be friends forever.'"

The cops learned early to protect themselves emotionally. "There's a fine line you can't go over," Pavloff said. "We don't make any promises."

Both Gerrans and Pavloff maintain a strict separation between their jobs and home lives.

"I may be a police officer but I'm a wife and mother first," Pavloff said. Her refuge is her flower garden.

"I work in the garden rain or shine. The phone can't reach me there."

Gerrans, the father of six and grandfather of one, works out and jogs. "Mentally, it makes you a lot better." Physically, it helped him take first place in the department pentathlon.

Often after the duo makes their case against the pimp and his victim is back home, they hear from the folks they've helped.

"We always tell them to call us if they have problems," Pavloff said.

"It's reassuring to have cases where, six months later, the juvenile will write you a letter saying they're getting good grades," Gerrans said.

Reprinted from

S.F. Examiner, October 12, 1983

Outstanding officers applauded by peers

By Beth Hughes
Examiner staff writer

With bonhomie and backslaps, the San Francisco Police Commission awarded two outstanding officers the department's highest awards.

Officer Michael Stasko, 32, a San Francisco policeman for three years, received a gold medal last night for subduing an armed man in a crowded Mission District supermarket last May.

Airport Officer Robert Sheehan, 27, with two years in the department, received a silver medal for rescuing a man from a burning car last Christmas Eve.

Last night's ceremony before a standing-room-only crowd of well-wishers in the Police Commission Room also honored 24 other officers whose actions merited bronze medals or commendations.

"This is truly a selective group," said Police Commissioner Al Nelder. "These are outstanding efforts. The work they have done makes this city a little bit better and safer for others."

On May 13, 1982, while Stasko was working at his off-duty job in the Safeway at 29th and Mission streets,

a man whose wife had been threatened by an armed man asked him for help.

Stasko approached the armed man and saw him put a chrome-plated handgun in his pocket, according to a report prepared by Capt. Victor Macia.

Stasko did not know that the man was 34-year-old Leon Williams, free on bail after his arrest 12 days earlier on a charge of assault with a deadly weapon.

After drawing his gun and identifying himself as a police officer, Stasko ordered Williams to "freeze and place his hands above his head."

Just as Stasko was repeating his order, an elderly woman pushed her shopping cart between the officer and his quarry. Using her as cover, Williams shot at Stasko four times, narrowly missing.

When his line of fire was clear, Stasko returned the shots and chased Williams near San Jose Avenue and 29th Street. Stasko wounded Williams in the exchange.

Williams ignored Stasko's order to throw away his gun, instead firing off another round at the officer before Stasko arrested him.

Williams was eventually convicted of attempted murder and being an ex-felon in possession of a firearm. He is now serving an 11-year, 8-month sentence in state prison.

Sheehan saved the life of Ichiro Yamasaki last Dec. 24 after Yamasaki's car crashed into a cement divider on Park Presidio Bypass Drive and burst into flames.

Lugging his fire extinguisher, Sheehan sprinted 200 feet to the car, broke a window and sprayed foam on Yamasaki, whose hair and clothes were ablaze.

Then Sheehan freed the 200-pound Yamasaki from the car moments before it exploded.

"It is quite apparent that Officer Sheehan displayed an utter disregard for his own safety while saving this driver from a horrible death while others either fled the scene or stood by and watched from a safe distance," the report said.

The following officers received bronze medals:

Sgt. Frank Harrington, Inspector Alex F. Fagan, Housing Police Officer John E. Bain and officers Michael D. Becker, Richard L. Corriea, Daniel M. Curiel, Mark C. Donzelli, Philip M. Fleck, David W. Horton, Richard P. Janese, David P. Kucia, Daniel J. Mahoney, Paul F. MAKaveckas, Douglas J. McConnon, Daniel A. McDonagh, Ronald D. Morrison, William W. Murphy, Richard B. Parry, Steven J. Ravella, Richard J. Vankoll and Jere M. Williams.

The following officers received meritorious conduct awards: Inspector Robert Peterson and officers Robert DelTorre and Ronald Roth.

Reprinted from

S.F. Examiner, October 13, 1983

Police officers combine to bag 3 theft suspects

Three sets of San Francisco police officers combined early this morning to arrest burglary suspects.

The sequence started at 2:51 a.m. when a man walking near the corner of 12th Avenue and Irving Street was robbed. Officers Jean Powers and Bryan Watkins of Taraval Station, following up the report, pulled over a black-over-green car with the trunk tied down and took the license number, name of the driver and description of the three occupants.

The car was allowed to go on its way, since the occupants' descriptions did not match those in the robbery.

At 3:48 a.m., a 50-year-old man getting ready for work spotted a black-over-green car in front of Consumers Distributing at 445 Taraval St. The occupants of the car were banging on the front door with a chunk of concrete, but left after smashing only a small hole in the door.

Officers Dick Lannom and Jennifer Thompson linked the report with the earlier robbery, and the description of that car, license plate and occupants, was broadcast at 3:53 a.m.

At 4:04, Officers James Pearson and Thomas Feledy of Southern Station pulled over a car answering that description going south on Market Street. Arrested on charges of attempted burglary were Roy Fletcher, 34, Denny Burton, 27, and Allad Granger, 23, all local residents.

Police are investigating a possible connection between this morning's arrests and a burglary three nights ago at Consumers Distributing at 3800 Geary Blvd., where burglars smashed through a front window and made off with \$12,000 worth of gold chains.

reprinted from

S.F. Examiner, October 6, 1983

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SAN FRANCISCO POLICE DEPARTMENT WILDERNESS ADVENTURE YOUTH PROGRAM

THE ROPES COURSE



by Walt Scott, Community Relations
and Chris Andersen, Urban Outdoor Adventure Center

Picture yourself leaping from a little square platform on top of a 30 foot tree in an attempt to reach a distant trapeze bar, or falling backward from a five foot tree stump into the arms of strangers. Can you imagine doing these? This is the Adventure Ropes Course, an integral part of the SFPD Wilderness Adventure Youth Program.

Built and maintained by Jim Brenner and his San Francisco/San Mateo county 4H program, and Wayne McDonald and his students of the Urban Pioneer Program of McAteer High School this course provides physical, mental, and emotional risks in a safe setting along with a lot of fun. Here we experience challenge but not competition. Each person is supported in realizing his or her maximum effort. There is no failure, only success.

Participants in the SFPD Youth Program can normally expect this to be their first Youth Program activity. Here officers and youth can get to know each other, cooperate, and meet individual and group challenges. A well-trained volunteer staff, including many police officers, develops a plan for each group. Each day is different.

A typical day begins with playful exercises and warm-ups. Play hard, act silly, have fun, use our imaginations. Shared laughter and adventure quickly bring people together who had before been strangers. A series of activities builds trust. Together we expand our limits and discover all the things we can do within the safety of group support.

Officers and youth share the responsibility of each others' safety through "spotting" learned early in the

day. "Awake and aware" becomes our motto. Clear signals and communication are stressed.

The low elements, those close to the ground, provide the testing ground for the trust and support needed for the high events later in the day. Our imagination gets exercised too as we try to figure out how many different ways there are to tackle an event. There are no "right" ways-any way that works will do.

You will experience moments of doubt, frustration and fear. It's like looking in a microscope and seeing yourself clearly for the first time. You face yourself and gradually learn to listen to the "I can" voice inside. Time flies by as you concentrate on the challenge of the moment. For that brief time nothing else matters. Cares of your everyday lives are forgotten as you strain every muscle, heartbeating, and then collapse in relief. There is no greater feeling than a challenge faced as you score a personal victory and the group shares your happiness.

Throughout the day eyes look up to the high events — cables, nets, and ropes 30 feet off the ground. Anticipation and excitement mount as you wait your turn to get off the ground.

As the moment comes to go up fears of falling, height, and failure are met face to face. You hear the "I can" voice and your body moves. You are in charge. The leaders and group are there to support you in attaining your own success. You accomplish something you thought impossible, and you feel great.

As the day progresses people get closer and begin to really care about each other. We all experience satisfaction, pride, and joy. The day ends with a quiet sharing.

The ropes course is a metaphor for the adventures and challenges we face in everyday life. It offers risks, tension, and excitement. It also provides a consistent

safety net with strict safety rules, the best safety equipment, and a well-trained staff.

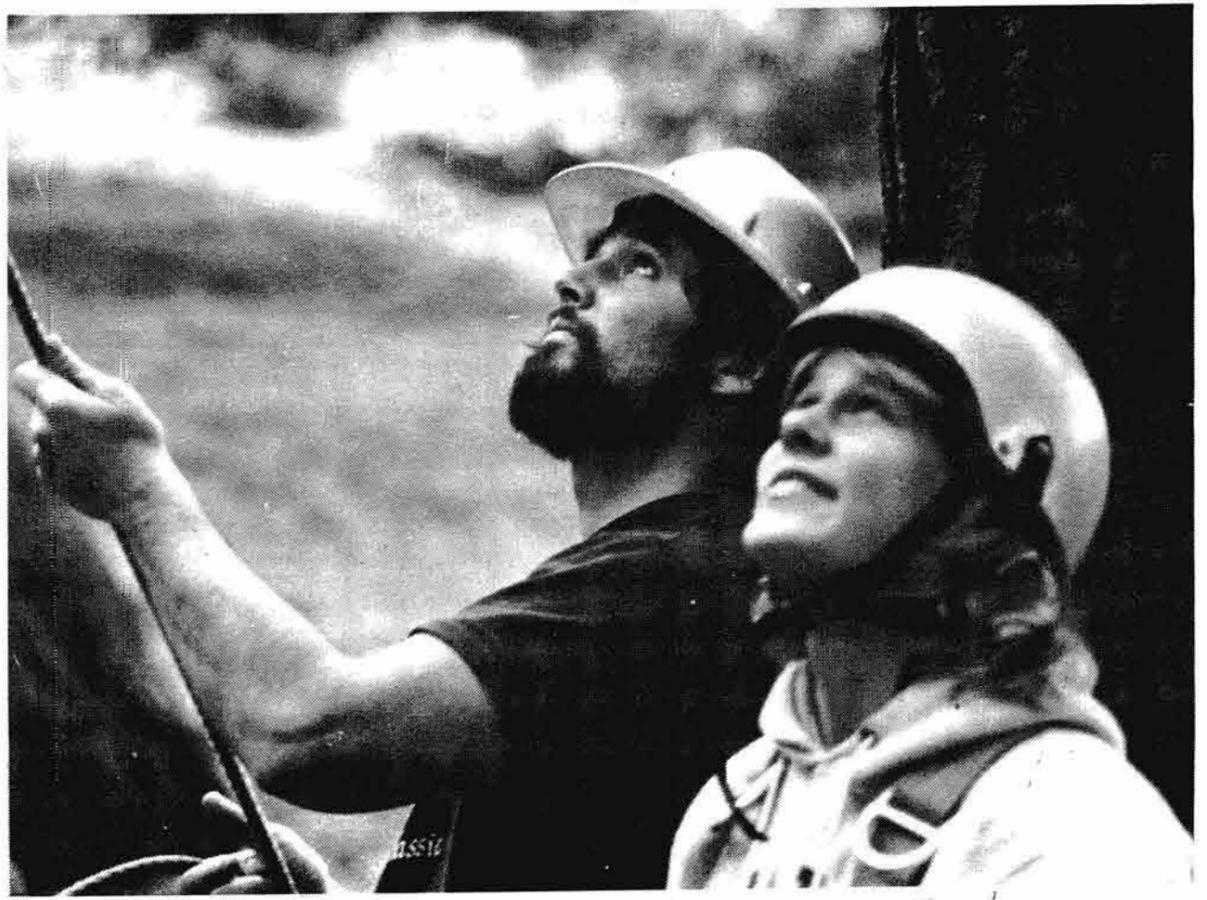
So what is it all about? It's people. It is learning to take pride in your improvement to matter how small. It is exposing feelings and with that our true selves. It is excitement and enjoyment.

The ropes course is a people course. It is not only a place, but a process of personal growth and exploration, and it exists through the efforts of people from all ages and all walks of life who share a belief in the value of adventure.

Now give yourself a chance, join the SFPD Wilderness Adventure Youth Program on the ropes course, and "go for it!"

NOTE: Officers interested in participating in the Youth Program please send a brief note to Officer Walt Scott, Community Relations, Room 553, at the Hall.

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Dear Friends:

Every best wish to you, good friend, in this time of good will. May this message add to your joy of the season. Happily we present our Annual Report on St. Anthony Dining Room and Foundation, so that you may share the satisfaction of knowing the effectiveness of your charity throughout all the year.

Back in 1950, when our Founder, Father Alfred Boeddeker, began serving free meals at 45 Jones Street, many doubted that we could continue without help from City, State, Federal or Church Funds. But we determined to depend on voluntary gifts of funds, food, merchandise and services. Soon people began to talk of "The Miracle of Jones Street". Now, 33 years and 15½ million free meals later, the "Miracle" has expanded amazingly, having grown into the St. Anthony Foundation, sponsoring works of mercy and love.

One offspring is St. Anthony Farms, Sonoma County. Once homeless men volunteer for farm labor, living healthfully and upgrading their lives. Another is St. Anthony Clinic, 55 Jones Street, now affiliated with major hospitals. Coordinator of services is Dr. Francis Curry, former Chief Medical Officer for S.F.

City and County. There's Spring Gardens Center for ladies and gentlemen over 45 and the beloved Madonna Residence where ladies over 60 with modest income live in safety and dignity.

Still most widely known is the Dining Room itself, with new services too: barber shop, laundromat, shoe repair, and more, all free to the needy. Guests for the daily well-balanced meals average 2,000, many homeless and jobless, but none hopeless. Turkey feasts draw double the usual number or more on Thanksgiving and Christmas.

Every St. Anthony Foundation charity is part of a commitment to all people in need of food, clothing, housing and healing. In all our work, we respect the human dignity of all, without exception. You share in whatever credit is earned. No matter which is dearest to your heart, any gift you send goes to the charity you favor. When using the enclosed return envelope, feel free to specify which project you wish to support. Your generosity will do effective work in the spirit of universal good will and charity. Again we thank you.

May your gift to the needy through our services add to your own happiness this holiday season and in the coming year.

Gratefully,
Father Floyd A. Lotito,
O.F.M.
Director of St. Anthony Dining Room
Chaplain of St. Anthony Foundation

37th ANNUAL POLICE AND FIRE MEMORIAL MASS

**SUNDAY, NOVEMBER 20, 1983
9:00 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

THE STORY TELLERS

by Jim Higgins, Robbery Detail

A pastime of policemen — old as the Star itself — is the telling of stories by the bards of the stations on the physical powers of man. From the days of the sawdust floor saloons to sparsley lit bars of today, or wherever policemen gather. It starts out "I remember the time" — years have no preference, only the feats of the giants of strength. They are the reflections of images which strengthen the backs of us all; and the macho spirit marches on. Of the athlete that could have been a puncher who had the Tools of a champion, the gentle bear, until pushed too far. Those men: past and present, are part of our heritage bringing us together in a bond of comradeship.

The watch was over, the night was warm, time for a wet one — off to the local pub. Favorite call in hand, settling back, attentive ears listen to "can you top this?" — stories of our heroes in blue. As tales unravel and then conclude, the words "Wow" what an animal "what's his name again?" — and so it goes on into the night.

Then — a voice overrides others "speaking of tough guys and saving your hides — what about Jesus?" Heads turn, drinks dulped, a bewildered silence is met by the name Jesus. The voice continues and another story unfolds:

"It goes like this: A Man praying in a garden; suddenly the sound of voices and a glare of torches. From the crowd emerges the villain of history with his betrayal kiss. The Man is placed under arrest. He is guilty of nothing, but He is brought before Pilate, the Procurator of Palestine, who could find no fault in Him. Only the voices of the crowd echoed in his ears — "Crucify Him!" Publicly washing his hands he gave this Man over to them.

Jesus, his skin torn loose by the lash, a crown of thorns driven into His head, struggling under the weight of the cross along the Via Dolorosa to Calvary. Laid upon the cross. His body fastened to it with nails. He hung on the cross while the jeering crowd mocked Him. A spear pierced His side and it was finished.

This sacrifice was done for all of us to cover every wrong thing we have ever done. To believe this is not a religious act, but an act of faith! A hand pushes an empty glass toward the bartender — refill, or call it a night — we will never know. Or whether you believe or not will remain unanswered; only your heart makes that decision.

The "Heroes in Blue" were put to rest that night and the victory belonged to one JESUS CHRIST!

**ST. ANTHONY FOUNDATION
FINANCIAL REPORT**

ST. ANTHONY FOUNDATION, a California Not-for-Profit Corporation. Extracted from statement of income and expenses for the twelve months ended June 30, 1983.

INCOME		
Donations	\$4,270,061	67.3%
Bequests	380,675	9.1
Investment Income	348,515	5.5
Farm Sales	946,951	14.9
Madonna Residence Rental Income	91,164	1.4
Rental Income	48,607	.8
Program Revenue	64,366	1.0
TOTAL INCOME	\$6,350,339	100.0%

PROGRAM SERVICE EXPENSES		
St. Anthony Dining Room	\$446,088	7.0
Madonna Residence	312,332	4.9
St. Anthony Clinic	162,262	2.6
St. Anthony Essential Goods Exchange	76,031	1.2
St. Anthony Drop-In Center	114,837	1.8
St. Anthony Employment Office	46,385	.7
Adult Benevolent Association	384,519	6.0
Jacob's Well Rehabilitation	197,502	3.1
St. Anthony Farm and Rehabilitation Charity	1,001,465	15.8
	152,078	2.4
TOTAL PROGRAM SERVICE EXPENSES	\$2,894,499	45.5%

GENERAL AND ADMINISTRATIVE EXPENSES	\$519,220	8.2%
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FUND RAISING EXPENSE	\$184,675	2.9%
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	\$2,751,945	43.4%
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CAPITAL EXPENDITURES		
St. Anthony Farm & Madonna Improvements	\$1,052,701	16.6%
Dining Room Improvements - Phase I	610,308	9.6
Furniture and Fixtures	22,225	.4
Equipment	95,563	1.5
TOTAL CAPITAL EXPENDITURES	\$1,780,797	28.1%

SURPLUS	\$ 971,148	15.3%
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Once a year the United Way comes to all of us seeking support for agencies whose services reach out to the needy people in the Bay Area.

Everyday the United Way helps people.....sick and lonely older people, handicapped people, Camp Fire Girls, Boys' Clubs and many many more.

This year, as in years past, the San Francisco Police Department has committed itself to helping ensure the success of the United Way Campaign.

If I missed you at your station, and you want to contribute to the United Way, please contact me at 553-1578.

Thanking you in advance for your generosity,
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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



PAL Law Enforcement Program Director Ernie Galaviz explaining the Program to a new class of Cadets. The Program meets each Tuesday night at the Hall of Justice 6th floor Auditorium through May, 1984



Helping move furniture (including pianos) is a small part the PAL Cadets played in the Festa Italiana.



Attentive PAL Cadets in class. The Cadets will be involved in many PAL and SFPD Departmental related activities. Literally thousands of manhours are volunteered by the Cadets each year.



More PAL Cadets in the Festa Italiana. Officer Mickey Guraldi stated that the PAL Cadets performed admirably.



Three new PAL Cadets during indoctrination classes. They will be in full uniform in the next few weeks.

PAL LAW ENFORCEMENT CADETS

The 1983-84 PAL Law Enforcement Cadet Program class began recently. To date, over 60 youngsters have signed up. The classes meet each Tuesday night 6:30 p.m. to 9 p.m. in the 6th floor Auditorium through May 1984. While there may be a waiting list, all interested youths in the 10th, 11th, or 12th grades are asked to call PAL Headquarters for signups. The Program involves inviting guest speakers from the Department and outside enforcement agencies to address the Cadets. Tours of county jails, coroner's office, and courts are planned. Social activities include boat cruises, picnics, parties, and tours. Some of the many and varied activities that the Cadets participate in are: assisting the Department in anti-crime programs, assisting in children's and senior citizen sponsored programs, and assisting in civic related programs. The Cadets give willingly of their volunteer hours to the above projects, and in the thousands of manhours each year. Some of their activities in recent months include: Assisting in the Super Senior Sunday Program (6/30/83); Clement St. Fair (8/7/83); Senior Citizen Flea Market (8/12/83); Festa Italiana (10/7 thru 10/10/83); PAL Boxing Show (10/8/83); No. Calif. Asian Peace Officers Assn. Luau (10/14/83); BMX Championship, Stonestown Fair (9/18/83), and the San Francisco Children's Fair (10/29 and 10/30/83). In addition, 8 Cadets assisted in the Noe Valley Halloween Parade 10/31/83. Congratulations to all the PAL Cadets who volunteered their services, especially for the children of San Francisco.

PAL BOY AND GIRL OF THE YEAR WESTERN BARBECUE

Y'all Come, Hear? Something new has been added. The traditional PAL Boy and Girl of the Year Awards Dinner will be a WESTERN BARBECUE to be held Thursday, January 26, 1984 at the Police Athletic Club located in Hunters Point Naval Shipyard. All participants and guests must come in jeans and western attire. A full course dinner to include salad, beans, potato salad, barbecued steak, and dessert will be offered ALL for the price of \$6.00. For tickets, call PAL Headquarters. Tickets are limited. First come, first served. Prizes for best costume. In all, 28 outstanding young boys and girls will be honored.

PAL JUNIOR RIFLE TEAM BEGINS

The Police Activities League is looking for boys and girls between the ages of 13 and 17 who may be interested in beginners riflery. .22 cal Winchesters are used by Sgt. Tom Morris (Ret.), Director, to teach the fundamentals of gun safety, nomenclature, dry fire, and competitive action. For signups, call PAL Headquarters 567-3215.

"DIRTY HARRY" IS BACK!

Clint Eastwood, the "Dirty Harry" of movie fame, is back with another movie entitled Sudden Impact. Normally, this column would not be interested in premieres or movies. This time, however, the Variety Club Blind Babies of America and the San Francisco Police Activities League are co-hosts of the world premiere to be held on Thursday, December 8, 1983 at the Palace of Fine Arts. All proceeds to benefit both organizations. A champagne cocktail is scheduled for 7 p.m. with the movie shown at 8 p.m. The \$25.00 per person ticket may be purchased by calling PAL Headquarters (567-3215) or the Variety Club Blind Babies Foundation (776-4846). In addition, BASS tickets are available at all BASS outlets, including the Liberty House and the Record Factory. Charge by phone calling (415/893-2277). To those members of the San Francisco Police Department and civilian employees who attended the original Dirty Harry Premiere on December 21, 1971, this will bring back a lot of memories. Come join the festivities, and meet some of the stars in the production. All tickets are tax deductible. Bring your family.

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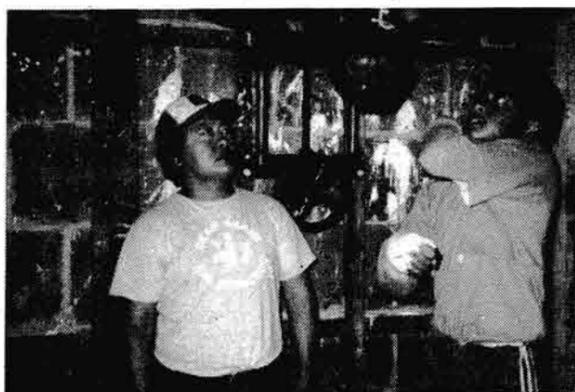
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POLICE ACTIVITIES LEAGUE

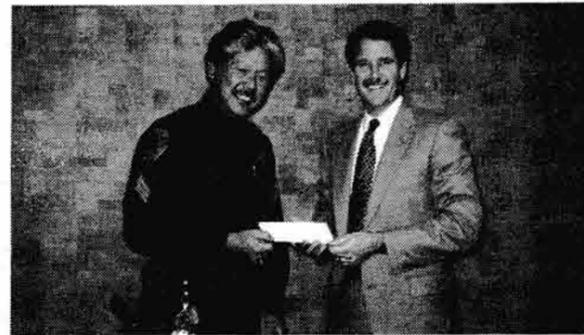
by Herbert P. Lee
Director of Activities



The members of the PAL Hawks Football Team posing for a team shot.

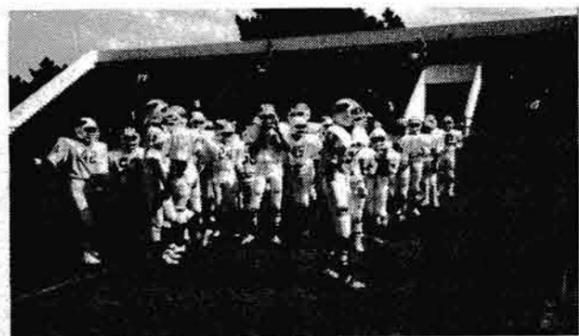


Joe Ah Kiong (left), one of the newest PAL Boxing Coaches, casts a keen eye on his son Tuese while working the speedbag. Tuese, a promising youngster, is deeply committed to PAL Boxing.



Sgt. Herb Lee, Executive Director of the PAL, is shown receiving a check for \$1,000 from Mr. Robert Furek, President of Heublein Wines. The unsolicited donation will be used to buy equipment and uniforms for the youth of San Francisco.

Photo by Lynn Tracey



Warmup calisthenics prior to a game. The Hawks are leading the league with the Sgt. Joe Lacey Memorial Bowl coming up in November. (Full story next month's column).

Photos by Herb Lee

PAL FOOTBALL

The PAL Football Program winds up with the PAL Hawks as one of the assured participants in the Sgt. Joe Lacey Memorial Bowl Game to be held on Sunday, November 6, 1983 at City College Football Field. The Hawks earned this distinction by going undefeated in the shortened season marred by two head coaches who failed their teams by not doing a good job in fielding their respective teams. It is a sad commentary because, of all the PAL sponsored Programs, the youth tackle football program, which carries a tradition spanning two decades, is in danger of being dropped due to the lack of coaches. Perhaps the best way of putting this is that the PAL will continue to support and sponsor youth tackle football if reliable, knowledgeable, and responsible coaches can come forward to help. If the football program is dropped, there will be no youth tackle football program offered in the entire City. So, anyone interested in coaching youth tackle football, please contact PAL Headquarters (567-3215) immediately. A complete report on the Joe Lacey Bowl and post season games will be published in next month's column.

PAL BASKETBALL

PAL Basketball Commissioner Sgt. Tom Bruton (Auto) reports that the season is halfway through. All divisions (6th, 7th, and 8th grade boys and girls), are in tight races, with no one team running away with the league. The season will end in another month. A complete wrapup will be published at that time.

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PAL BOXING

PAL Boxing is offered Mondays thru Fridays 3:30 p.m. to 7 p.m. at the former National Guard Armory located at 14th and Mission Sts. PAL Boxing Director Angel Rodriguez has a staff of seven assistant coaches to assist. There are a limited number of openings available. All equipment, uniforms, etc. are provided at no charge. The Pacific AAU-ABF (American Boxing Federation), charges a fee of \$15.00 annually. There are no costs to the Police Activities League. So, anyone interested is to call the Boxing Gym (431-4933) for signups.



Officer Joe Mollo teaching a Judo class in the National Guard Armory. Mollo has renovated and cleaned up the Armory for PAL sponsored sports. Anyone interested in Judo, Boxing, and general exercises is to call him at 552-7495.

PAL JUDO

PAL Judo is being offered at the PAL Armory Recreation Center, 14th and Mission Sts. For signups, call Officer Joe Mollo (552-7495). PAL Judo continues to be offered at the Hall of Justice (5th floor Gym) on Saturdays at 11 a.m.

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SPORTS

BASKETBALL PREVIEW

by Tom Del Torre
Crime Prevention Unit

The S.F.P.D. intramural basketball league 83-84 season is underway. The leagues 8 team lineup in 1984 has doubled to 16 teams this year. In addition to many veterans there are a variety of new players in the league.

Unlike our promotional process the playoffs will consist of the most qualified teams and players.

Two weeks ago the coaches were asked to submit their teams roster and comments.

CENTRAL STATION: Rookie Coach BILL PETRIE has taken over the position from JIM DEIGNAN. PETRIE has combined the 7/3, 8/4, 10/6, 3/11, 4/12, 11/7, and 12/8 watch into one loaded team. With 17 players on Company A's club this year they intend to win the Championship hands down. Scoring will come from EDDY and TONY RODRIQUEZ, STEVE VENTERS, MARK PORTO, and JIM DEIGNAN. Rebounding by 5 time MVP JERRY CALGARO and DON ROSS.

POTRERO STATION: Coach FRANK WALKER intends to surpass their 3 win season last year. JERRY LANGFORD now playing in featherweight category will be the nucleus of the team. MIKE JAMISON as usual is running MACH 7 at both ends of the floor and will be a scoring threat. Rookie CHET BANKS will be the defensive player that may make the difference. Coach WALKER is also involved in contract negotiations for new players with Commander CANEPA on a daily basis.

MISSION STATION: Lost their first game to Southern however HARRY SOULETTE led the scoring, 18 pts and STEVE ORTIZ with 8 pts. LARRY MINASIAN, DAVE ZINARDI, and JERRY BELL should bring this team together in a few games.

PARK II: STEVE GIESEKER is the only veteran of the team (82-83 season). DAN GALLAGHER at 6'2" will provide the height and ERIC HIPPO the play making responsibilities. Rookie MATT GARDNER vowed to be celibate during the season and play with intensity.

PARK I: JOE CURTIN, BOB BARNES, and ERNIE HALREN are returning this year to provide a possible playoff team. JOE CURRIE presence should intimidate the normal ball players on the court.

INGLESIDE STATION: MVP CHARLIE MAHONEY and JOHN SCHMOLKE will be the main ingredients to their success this year.

VICE/NARCOTICS: ED CHOW, DAVE AMBROSE, TOM CLEARY, TOM O'CONNOR, and JIM DRAGO have already shown they will be in the playoffs. DON CLYBURN has recovered totally from a previous ankle injury. His shooting, rebounding, and aggressive style will benefit this club.

AIRPORT POLICE: FRED SPENCER and COMPANY flew in with only 5 players the last 2 games and a bench is definitely needed.

FBI: With its ability to recruit nation wide for this league the FBI are definite contenders.

CHP: Led by MIKE PETERSON they barely lost to Northern a few weeks ago. The CHP's zone defense will prove hazardous to most opponents.

TACTICAL DIVISION: Coach BOB PUTTS again has JERRY DONOVAN, DALE ALLEN, and shooting forward ED DULLEA. MIKE LAWSON and BOB DEL TORRE will provide the aggressive defense and passing game. Both DEL TORRE and LAWSON were runner ups in the recent IRON MAN contest so says the note left in my office last week?

INSPECTORS: BOB HUEGLE scored 10 pts against TAC last week with help from PHIL DITO. BRUCE LORIN, VIGO, and BRUTON will have to shoot more to provide this team with the points needed to win.

HEADQUARTERS: This team was developed just one week prior to the league. Coach ANDY O'MAHONEY along with KURT BRUNEMAN, JEFF BARKER, MATT HANNLEY, TIM DEMPSEY, and TOM DEL TORRE are starting. The teams first year hopes to break with a .500 season.

The following have requested to this writer that their names be mentioned in this article: JACK MINKEL...

WIN/ LOSS RECORD as of 10/28/83

	Win	Loss
Headquarters	2	0
Ingleside	2	0
FBI	2	0
Central	2	0
Tactical	1	1
Northern	1	1
Southern	1	1
Potrero	1	1
Park I	1	1
Airport	1	1
Vice	1	1
Inspectors	1	1
Park 2	0	2
Mission	0	2
Northern 2	0	2
CHP	0	2

Jerry Cassidy
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or
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GOLF CLUB NEWS

There is an old saying, "All good things must come to an end." I started this article on Saturday, October 29th and that was the day that the good weather ended. It's raining and the weatherman says it will continue through Tuesday.

After a bad start the year finally dried out and from May thru October we had really nice weather.

The October Tournament was held at Sunnyvale Muni on Friday, October 7, 1983. We had fifty-two players and once again the low score of the day was shot by Tom Gordon who had a two over par seventy-two. Other players in the seventies were Pete Alarcon and Jerry Cassidy with seventy-fives, Ray Gomez with a seventy-six and Dave Kranci and Joe Buckley with seventy-sevens.

The low net winner was Rene Aufort who had an 83 and with his 24 handicap had a net 59.

The flight winners were: first, Pete Alarcon, Jerry Cassidy and Joe Buckley; second, Joe Allegro Jr, Ed Dullea and Wally Jackson; third, Dick Sanden, Emmet Cooney and Ed Preston; and fourth, Joe Perrone, Ed Cassidy and Rich Barber.

The guest flight was won by the Petaluma Flash, Ray Gomez with Jim Levesque, of French Brothers Furniture second.

The hole-in-one competition was won by Tom Gordon with a shot 3'6" from the cup at the seventh hole. Dave Kranci was a close second at 4'11" away.

By the time this article is in print we will probably have played the November Tournament at Bennett Valley. With only the December Tournament left on the schedule we are looking forward to next years schedule.

We will play most of the courses we played this year. One new addition will be our May Overnighter which will be played at Plumas Lake County Club in Marysville. From all reports this is a really fine golf course. We all play there two days in a row. This will give those who don't play well the first day to get revenge.

The S.F. Police Golf Club is open to all active and retired sworn members of the S.F. Police Department. Anyone interested, regardless of ability, is welcome and encouraged. The dues are \$10. per year. I am accepting the 1984 dues now. Send me a check made out to S.F. Police Golf Club and I'll send you all pertinent information, including a schedule. If you have any questions call either myself as below or Captain Vic Macia at Co D and we will answer any questions you have.

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23 S.F. Cops Win Awards For Bravery

By Bill Wallace

Medal of Valor awards were presented last night to 23 San Francisco police officers, including a tactical unit undercover officer who dodged bullets to capture a gunman on a crowded Mission District street and an airport policeman who dragged an accident victim from his car moments before it exploded.

Police Commissioner Al Nelder, a former San Francisco police chief, lauded the award recipients during a ceremony in the San Francisco Police Commission's hearing room.

"These are outstanding efforts and outstanding performances by the officers who are being commended," he told a standing-room-only crowd of the officers' friends and family members.

The commission's highest award, the gold Medal of Valor, was given to Michael F. Stasko, 32, a former Belmont policeman who now does undercover work in the department's Tactical Division.

Stasko earned his gold medal on May 13, 1982, while he was off duty, moonlighting as a security guard for a Safeway supermarket in the Mission District.

After learning that a man brandishing a pistol had threatened a female customer, Stasko spotted the suspect, Leon Williams, and ordered the man to surrender.

Instead, Williams pulled his own weapon from a jacket pocket and fired a shot at the police officer, then fled, firing four more shots at the officer as he ran. Stasko, fearful of hitting one of the many pedestrians on the busy street, held his own fire for several blocks until Williams ran into a clear area.

There the officer squeezed off three quick shots, wounding Williams and knocking him to the ground.

Williams was not yet ready to surrender, however. He fired a final round at Stasko, who jumped behind a truck parked nearby, trained his service revolver on his quarry and ordered Williams to throw his gun away. Reluctantly, the wounded fugitive complied.

"Due to the extreme danger of possibly hitting innocent pedestrians, Officer Stasko held his fire," Lieutenant Willie Frazier said during the award ceremony last night.

Receiving a silver Medal of Valor was Airport police officer Robert V. Sheehan, 27, a former San Francisco deputy sheriff who joined the airport police two years ago.

Sheehan was decorated for dragging Ichiro Yamasaki from his burning car moments before the vehicle's gas tank exploded on Dec. 21, 1983, on Park Presidio Boulevard.

He smashed out a window and sprayed Yamasaki's burning hair and clothing with his fire extinguisher, then wrenched a door open and dragged the injured 200-pound motorist 200 feet to safety.

Sheehan "displayed outstanding courage and superhuman efforts in saving the victim from a horrible death," Lieutenant Frazier said.

Officers Robert DelTorre and Ronald Roth and Inspector Robert L. Peterson were given meritorious conduct awards during the brief police commission ceremony.

Reprinted from
S.F. Chronicle, October 13, 1983

Kicking the Salt Habit

Most people in the United States consume more salt than they need for good health, and their intake can be safely reduced, says the American Heart Association. Too much salt in the diet may lead to high blood pressure in some people. High blood pressure increases the risk of stroke, heart attack and kidney failure.

What is sodium?

Sodium is a mineral found in nature and in almost all the food we eat. Salt is the common name for sodium chloride, which is about half sodium. You need sodium to live. But you get enough in fresh foods. There's no need to add more. Learn to use pepper and other spices and herbs in place of salt, and to enjoy the natural flavor of food.

Most foods in their natural state contain only a small amount of sodium. On the other hand, food that has been processed is usually high in sodium. More than half of the sodium in the average diet comes from the salt and other sodium compounds that are added to food at home or by the food manufacturer. Table salt is the biggest source.

High-sodium foods

Canned soups, canned vegetables, many baked goods and convenience main dishes are usually high in sodium. However, an increasing number of manufacturers have developed low-sodium and no-sodium-added products. Buy them. Flavor enhancers, preservatives, baking powder, baking soda and monosodium glutamate also contain sodium. A surprising amount of sodium is processed into condiments such as catsup, relishes, pickles, mustard, horseradish, soy sauce, and flavored salts like garlic and onion salts. Avoid salted or smoked varieties of meat such as bacon, ham, sausages, luncheon meats, salt pork, corned beef and canned fish.

Low-sodium foods

Instead of pickles and catsup, try using lettuce, tomato and a slice of onion on sandwiches. Raw fruits and vegetables, unsalted nuts and popcorn, and unsalted crackers are great low-sodium snack foods. Choose low-sodium meats such as beef, chicken and fish and use less salt in cooking them.

Some labels on food containers state the amount of sodium in a serving. It's important to read labels carefully if you are on a low-sodium diet prescribed by a doctor. If you have high blood pressure, follow your doctor's advice about diet, weight control and medication. If you're taking pills to keep your blood pressure down, keep taking them. Cutting down on sodium or losing weight may help, but let your doctor help you decide what's best for you.

SAN FRANCISCO POLICE DEPARTMENT

INTRA-DEPARTMENTAL MEMORANDUM

DIST. BUR. DET. DAY & DATE
PERSONNEL Friday, October 28, 1983

CHIEF OF POLICE
DEPUTY CHIEF
DEPUTY CHIEF
DEPUTY CHIEF
DEPUTY CHIEF
CAPTAIN
LEGAL OFFICE
P.O.A.

ADMINISTRATION
SUPPORT SERVICES
INVESTIGATIONS
FIELD OPERATIONS
PERSONNEL

SUBJECT:

VACANCY REPORT — SWORN PERSONNEL
AS OF 10-28-83

CLASSIFICATION	BUDGET	FILLED POSITIONS		TXed	TOTAL	VACANT POSITIONS	
		PERM	TEMP			PERM	TOTAL
Q-2 POLICE OFFICER	1332	1326	0	0	1326	6	6
Q-20 POLICEMAN	4	4	0	0	0	4	0
Q-35/O380 Inspector	309	299	0	5	304	0	0
Q-50 Sergeant	214	193	0	12	205	9	9
Q-60 Lieutenant	77	10	19	23	52	25	25
Q-80 Captain	26	22	0	0	52	4	4
Exempt (inc. Q-63)	10	10	0	0	10	0	0
TOTAL	1972	1864	19	40*	1923	49	49

* 40 Q-2s taxed against 5 Q-35 vacancies, 12 Q-50 vacancies & 23 Q-60 vacancies.

signed by
Patricia A. McHugh
Sr. Personnel Clerk

Richard D. Klapp
Captain Star #791

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ON THE STREET / Tom Flippin

THE LAST WORD

by Pete Maloney Editor



continued from page 1

ty employees would have earned already the pay they would receive. Mr. Farrell retreated into another explanation of 'positive' as opposed to 'anticipated' payrolls and did not address the question.

The basic problem that a seven day lag in pay would address concerns almost exclusively temporary employees who terminate in the last days of a period but who are paid through the end of the pay period on their check. The city has then paid the employee on an 'anticipated' basis. This is not a problem for permanent employees such as Police and Fire Departments. President Al Casciato said that retirements are scheduled to avoid over payments by the city. He said that abrupt terminations could just as easily avoid over payment by putting a lien on pension contributions for any amount over paid on normal pay period checks. "Clearly this is the for the convenience of the Comptroller and unnecessarily penalizes the Police and Fire Departments."

Mr. John Hepburn, Secty. Treasurer of Local 250, Transit Workers Union, also expressed appreciation of the program's benefits but complete opposition eliminating a pay period before Christmas. In fact both the Transit Workers Union and the SEIU representatives both firmly stated that though they wouldn't see the program scuttled they would move to block or delay implementation until the problem it presented could be resolved.

Police and Fire Departments will face the same negative options next year that staff members at City Hall face now.

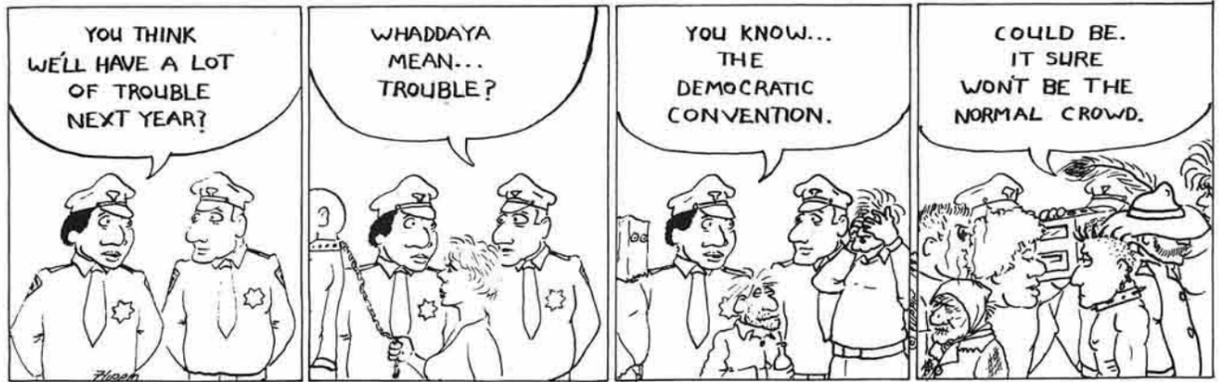
Something else that became abundantly clear during this hearing was to what extent City Attorney's opinion are sometimes manipulated to suit the interests of the city or one of its bureaucrats when dealing with employee groups. While this is not a blanket indictment, the problem is real enough.

On a recent news report I saw some graffiti that warmed my heart: GOD BLESS AMERICA. I have a problem: I'm a patriot. At the same time, even though I enlisted in the Army during the Vietnam era, gunboat diplomacy is frightening beyond my simple powers of expression to state. Grenada is a singular incident parented by its citizens gratitude for our rescue of their island and way of life.

I remember the bitterness I still feel toward the guys who took Canadian vacations while I watched my guys die in a dirty little country on the other side of the world. I watch with envy the reception of U.S. Rangers and Marines who participated in the most recent and laudably successful military venture.

In a very real way the role of U.S. servicemen in the Vietnam conflict is a pattern any radio car jockey should be able to identify with. Consider how the public places demands upon us and reviles us when a dirty job is done that none of them would have the stomach to attempt.

As much as I envy the reception of soldiers and marines from their Caribbean adventure, they must remember, as we already know, you're only as good as your last performance. And the next assignment might not be as popular with the critics.



COPS RECRUITMENT CONTINUES

by Paul Chignell Vice-President

The California Organization of Police and Sheriffs has been actively recruiting Bay Area police associations with continued success in the past three months.

The San Francisco District Attorney Investigators' Association, the Pacifica Police Officers' Association and the Woodlake Police Officers' Association have all recently joined COPS.

Recruitment will continue on the Peninsula with other organizations close to joining COPS before the end of the year. San Bruno POA, San Mateo POA, Half Moon Bay POA, Daly City POA and Pacifica POA form the strength of COPS' membership in San Mateo County.

There are many reasons for the move to COPS including lower dues than the other statewide organization, lower insurance rates, full-time lobbyist in Sacramento and a lower rate for full representation plans. In addition, COPS is the only statewide rank & file organization that restricts its membership to 830.1 PC peace officers. Security guards and other assort quasi-peace officers are not allowed to join the California Organization of Police & Sheriffs.

Also, the internal dissension that has wracked PORAC in recent months has tremendously benefited COPS. PORAC continues to raise their rates for legal defense and the complaints of their membership are reaching a high point as the service levels diminish.

Special attention and recognition should be given to COPS General Manager Al Angele, COPS committee member Peter Maloney and Mike Scott of the Daly City Police Officers' Association for their efforts in recruitment.

PENSION RIGHTS

continued from page 1

valid in that it was not offset by comparable new advantages. The Court dismissed the City's argument that the 1981 amendment modified only benefits not yet earned; the change was a substantial reduction in a pension which could have been earned.

LOS ANGELES

A Superior Court in Los Angeles recently dismissed a challenge to a similar Charter Amendment adopted by the voters of the City of Los Angeles in 1982.

The final outcome (if Pasadena petitions for hearing before the California State Supreme Court) is of crucial importance to police officers and firefighters in Los Angeles as well as public employees throughout California plagued with City Councils and Board of Supervisors anxious to reduce pension benefits.

SFPD/PEP proudly presents CLAYTON BARBEAU "WHERE AM I GOING? WHAT AM I GOING TO DO WITH THE REST OF MY LIFE?" Thursday, December 8, at 8 pm The Collins Center, 630 Vicente St. Bring your spouse or a friend. Admission and parking are free.

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