

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

VOLUME 15

SAN FRANCISCO, JANUARY 1983

NUMBER 1

***** **ELECTION SPECIAL** *****

**SFPOA ELECTION WEEK IS
JAN. 24 — READ ABOUT THE
CANDIDATES PAGES 7 THRU 17**

**UNRESOLVED
GRIEVANCES**

Cornelius P. Murphy
Chief of Police

Dear Chief Murphy:

It has been brought to my attention that there are numerous grievances pending at your level awaiting hearings but that you have directed your staff and/or Mr. Jerry Aikens that it is your intention not to schedule these personnel matters.

If that is in fact your desire, I urgently request an explanation as to your rationale for such a decision, as the grievance procedures that we are presently following, Civil Service Rule 34 requires the Appointing Officer to hear each matter when the grievances cannot be resolved at lower levels. Rule 34 does not allow appointing officers to delegate personnel grievances. I have enclosed a copy of Civil Service rule 34 for your review.

As you know, grievances are not filed haphazardly by the POA, and the many concerns that are brought forth through the grievance procedure are very serious issues for our members and this organization, and not being able to resolve these matters in a timely manner are causing our members and the POA a great deal of concern.

Should this information be in error, then I would certainly appreciate your cooperation in scheduling these matters as quickly as possible.

Thank you for your prompt attention to this matter.

Sincerely,
Robert F. Barry, President
By Paul C. Chignell
Vice-President

The following is the status of all grievances filed with the San Francisco Police Officers' Association during the calendar year 1982. I wish to compliment the members of the Grievance Committee: Dan Linehan, Gerry Schmidt, Ron Parenti, Rick Bruce, Woody Tennant, Pete Maloney, Duane Collins, Ted Schlink III,

continued on back page



Cardiac Mobilizer Chair

Thank You

The staff of the Burn Unit at San Francisco General Hospital wish to thank you all for your generous donation which has enabled us to purchase a "mobilizer chair." This special chair will help the staff get up very heavy or even comatose patients with greater ease. It is something that will benefit all our patients.

We are extremely grateful. Merry Christmas and a happy, safe and healthy 1983 to you!

The Burn Unit Staff
of S. F. General Hospital

PS: Special love & thanks to Officer Mike Gannon

**YOUR VOTE
DOES COUNT!**

To All POA Members:

In the past years, POA members have been asked to vote on a variety of different ballot measures. The response from the membership has been very poor. Less than 25% of POA members have returned their ballots. But the first complaint you hear, is what is the POA doing or why are they doing that. If you want to be heard, either let your POA representative know what your feelings are or direct a letter to the President.

Other than that when it comes time to vote on an issue, instead of throwing your ballot in the round file, mail it back and have your vote count. For the last election, the POA mailed over 1800 pieces of mail to the membership at the cost of first class mail. The POA provides a return ballot with first class postage. The POA lost over \$250.00, because members did not vote. Who are we to blame, when the Board of Directors don't hear from the membership. In January 1983, the entire Executive Board and whole Board Of Directors are up for election.

Cast your vote for your candidates and give them your support for the forthcoming years.

Just don't throw away the ballots when they arrive, but take a few minutes to cast your vote and mail back your ballot.

Respectfully submitted
Henry Friedlander
and Ray Portue
Election committee
chairpersons

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Widows & Orphans

The regular monthly meeting was called to order by Pres. Barney Becker, Wednesday December 15, 1982 at 2:10 P.M. in the Traffic Bureau Assembly Room, Hall of Justice. Trustee Lennon excused. All other Officers and Trustees present. Among other members present P.PRES J. Sturken.

Minutes were approved as presented to the membership.

COMMUNICATIONS: Christmas card from Mr. B.A. BATSON wishing all members a pleasant Christmas. Donation from Members of Bureau of Personnel in memory of Frederick W. Barker, father of Jeffery Barker.

Treasurer Bill Parenti reported the following deaths:

HAROLD G. BROWN: Born in San Francisco in 1898, Harold, a former bookkeeper, became a member of the Department in 1924 at age 26. After being attached to Headquarters Company for several years, he was transferred to CO J. (The old Bayview Station located at 3rd & Newhall.) Harold performed the duties of a "Beat Man" for 12 years at this station, before being transferred to Northern where he worked until 1943 when he was granted Military Leave for one year, returning to Northern until 1957 when he retired on service at age 59. Harold was 84 at the time of his death.

RALPH J. McDONALD: Another San Franciscan, born in 1909. Joined the Department at age 25 in 1935. Worked Headquarters Company for 5 years, principally radio cars, until transferred to Traffic Bureau, Accident Investigation, from there to the Inspectors Bureau. Ralph was in charge of the Homicide Bureau until that position was abolished, but continued to work in the detail until his retirement for service in 1969 at age 60. He was promoted to Sergeant in 1950, Assistant Inspector in 1945, Inspector in 1948. Ralph received the following awards: In 1943 1st Grade for arrest of a suspect who had shot and wounded a fellow officer, in 1945 2nd Grade for investigation and arrest of an escaped convict, Capt's Commendation for investigation and arrest of a husband who had murdered his wife, in 1950 a Capt's Commendation for investigation and arrest of a murder suspect. Ralph was 73 when he passed away.

The regular bills were presented by the Treasurer and approved.

TRUSTEES REPORT: Sr. Trustees Jordan & Hurley reported that they had been contacted by Miss Minuth, Hibernia Bank regarding sales and purchases of varied stocks, for the purpose of taking a profit on the sales, reinvesting same in Gov't Bonds, and acquiring some active stocks for growth. The investment fund has increased \$80,000 this past year.

UNFINISHED BUSINESS: Secretary instructed the Secretary to cast an unanimous ballot for all nominated Officers and Trustees as there were no opposing candidates. The following are the newly elected: **PRESIDENT - WILLIAM HARDEMAN, VICE PRESIDENT - MICHAEL LENNON, TRUSTEES - GEORGE JEFFERY, MICHAEL KEMMITT, ROBERT KURPINSKY.**

GOOD OF THE ASSOCIATION: Members are advised that the next regular meeting will be held Wednesday January 19, 1983 at 2:00 P.M. in the usual meeting place. New Officers will be installed.

There being no further business to come before the Association, the meeting was adjourned at 3:00 P.M. in memory of our departed Brothers.

*Fraternally,
Bob McKee
Secretary*

All members paying dues by cash (\$36.00) should have received their dues notice from Hibernia Bank by the time this article is published. If you have not received same contact Bob McKee 587-4570 or Bill Parenti 681-6133.



POLICE POST #456 NEWS

It is the sincere hope of Police Post #456 that everyone survived the holidays in relatively good shape and everyone had their share of everything that was good. Now, it is time to get back to the old grind for another year. Thanks to all of you who responded with their dues for the coming year. This is what keeps us going. Like the man said, "Money, you can't do anything with it and you can't do anything without it."

On a more serious note I am again listing the things of importance that have to be done in the event of death. This list should be kept taped to the back of the medicine cabinet for easy access. During the time of grief we tend to overlook a lot of the things we should do and it is our genuine hope that this will be of invaluable help should the need ever arise. Since the last time I listed this in the column there have been some minor changes that the funeral director will have information on. One of the important changes is space for burial in any National Cemetery for those who are cremated. All of this information will be available should the need ever arise. Following is the list of things to do.

POST IN MEDICINE CABINET:

THINGS TO DO

- Call Chief's Office.
- Call Station or Detail.
- Call Funeral Director (Most have forms for Veteran Burial).
- Call Widows and Orphans Aid Association: (If needed, money is available from fund).
- Call Retirement Board: (Pension Benefits for Next of Kin).
- Call Health Service System: (Beneficiaries can remain in system).
- Call Credit Unions: SF Police Dept., Insurance on shares and loans.
- Call Police Officer's Association: Group Life Insurance Benefits.
- Check with Veteran's Administration: Insurance and other benefits.
- Check with Social Security Administration: Survivor Benefits.
- Check with Insurance Companies: Health, Life and Mortgage.
- Check with Fraternal Organizations.
- Check with Internal Revenue Service.
- Check with Assessor's Office.
- Check with Cal. Vet. Home Loans: Mortgage Insurance.
- Check with Department Motor Vehicles. Gift of Life Donor Program.
- Check with Banks, Savings and Loan Associations.
- Check with Department of Public Health: For Death Certificate. This is needed as proof in most of the foregoing checklist.

Some of the foregoing will require Death Certificate, Honorable Discharge, Marriage License or all of the above, to process claims for deceased.

Safe Deposit Boxes are closed immediately and are opened under only certain circumstances.

Joint Bank Deposits present no problem.

Keep Beneficiary up to date as the one on record is the one to be paid.

The list that I have compiled here is essentially complete and in the proper order in which things should be done. I have purposely omitted the telephone numbers and addresses of these organizations as they will change from time to time. However, the information I have listed is in the order of its importance.

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

*Your Scribe
John A. Russell*

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

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

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PRESIDENT'S REPORT

City and County of San Francisco Office of Controller

December 29, 1982

Mr. Robert Barry, President
San Francisco Police Officers Association

Dear Bob:

This has been a very successful year for the operation of the Controller's office and myself.

The cooperation of the Police Department and the Police Officers Association with this office particularly in the resolving of numerous payroll processing problems has played a major role in the Controller's office success and is sincerely appreciated.

I also want to thank you personally for keeping this office informed of impending situations and discussing and assisting me in attempting to find a solution to the problem before it became a crisis.

I believe the POA is very privileged to have you as their leader and I look forward to working with you on Police Department matters in the years ahead.

Sincerely,
John C. Farrell
Controller



by **BOB BARRY**

PHYSICAL AGILITY STANDARDS REVISED

In March 1970, the Police Commission by resolution adopted Rule 2.36 which set forth height, weight and physical agility standards (i.e., push-ups, leg lifts, etc.) that would apply to all police officers sworn in after March 16, 1970. Rule 2.36 applies to over 1,000 police officers.

At the urging of the POA, the Police Commission at its December 22nd meeting amended Rule 2.36 which eliminated compliance of the physical agility portion of the Order. The weight and blood pressure portion of the Order will remain to ensure that officers maintain good health.

The main purpose of this revision is that since 1970, no officer has failed to comply with the physical agility portion of the Order and that mere compliance with these standards does not necessarily indicate the fitness or unfitness of an officer.

Additionally, having to respond to the Hall of Justice to comply with Rule 2.36 is tremendously inconvenient for the vast majority of officers.

It is now the intent of the Administration, effective July 1983, to have a semi-annual training session at the Police Range (8 hour detail) for range qualification, baton training and compliance with weight and blood pressure for officers covered by Rule 2.36.

In the meantime (January-July), unless the Administration defers compliance until the training sessions commence at the Range, officers will still be required to report to the Hall for compliance with weight and blood pressure.

1977 WAGE SUIT CHECKS

The Fiscal Office is now in the process of compiling the time rolls for the issuance of retro checks. Upon submission to the Controller's Office, the City Controller, John Farrell advised me that his office will put a top priority on the time rolls so that checks could be issued by the end of January. Fourth (4th) year officers will receive back pay totalling approximately \$600.00 (Gross).



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TESTING

Ralph Saltsman, Esq., and Sgt. Al Casciato met on Monday 1-3-83 with the Federal Auditor Nate Trives and City Attorney Killeah in Judge Perkhams chambers, regarding Al's motion at the POA Board meeting that the Federal Consent Decree Unit (FCDU) will need more money and personnel in order to have the Assistant Inspectors and Sergeants examination on time.

August 1, 1983 is the deadline for appointments, therefore, even though 6-1-83 is the eligibility cutoff date, Ray Wong (FCDU) thinks the test(s) can be given in May 1983, so appointments can meet the deadline. The Judge authorized more money and personnel to accomplish the testing.

While the two written tests will overlap, the orals for each rank will be separate. Ray Wong will use in-house personnel where he can. "Take a lesson from the Lieutenant's exam, and get this testing done right," said the Judge.

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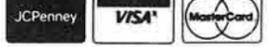
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AROUND THE DEPARTMENT

by Al Casciato

...On Dec. 3rd, 1982 Captain Richard Klapp, Lt. Jim Sturken, Sgt. George Kowalski, and I attended the funeral of Humboldt Sheriff Gene Cox, in Eureka, as Chief Murphy's representatives of the Department and City. This being my first experience representing the department away I was not prepared for the reception we received. The Humboldt Sheriff's office extended every courtesy as did the Eureka Police Department. At the church I was deeply moved as members of the public came up and thanked us for coming and paying our respects. When we marched past the casket there was an audible whisper through the crowd "San Francisco Police." Everyone who we encountered throughout the day treated us warmly and had nothing but fond comments about our department and City. The feelings of pride that we experienced were so tremendous that we wish all officers in San Francisco could also experience the same. Chief Murphy should be commended for his readiness to attend and/or send representatives to ease the grief of others in times of sorrow...

...Now that resident Aliens who have applied for citizenship may now become police officers, will we soon hear the radio broadcast "E.T. 901 your home, no emergency..."

...Word at Central Station is that Benny Parra is still

grinning about his new family member, Matthew Henry 7 lbs. 2 ozs. Mom, Barbara and Lil Matthew are doing fine after the family was in labor for 39 hours. Henry's labor pains have now subsided. Down Tac Way Randy Radosevich is busily helping wife Angela care for Lil Randy 7 lbs. 9 ozs. who has blessed their home. Congrats to all and many good wishes for the future...

...Supporting her own business is Ellen Hettrich wife of Sgt. Hettrich Co. D. Ellen is the proud, expectant, owner of "Room for one More" located at 1628 North Main St. in Walnut Creek. In November Ellen received word that her maternity store was the highest grossing in the U.S. for small business even with her substantial discounts to Police Officers. Keep up the success...

...Check your Insurance premiums. Several officers who purchased insurance policies and placed them on payroll deductions, under the pre 26 pay period system, have discovered recently that they are being over charged \$20 to \$40 per year. For refunds contact your individual carriers. Note, most of the errors have been discovered by those holding New York Life Disability Insurance...

...The article by Ed Collin's titled "In My Opinion" is very touching this month. I watched Ed pour his feelings on to paper after the senseless death of the 10 year old girl friend of his daughter. Please read it. Maybe a copy should be handed to every driver that is cited...

IN MY OPINION

by Ed Collins

I've just learned that over the weekend a friend of mine, all of ten years old, was fatally injured as she was crossing Sloat Blvd. She was in the crosswalk proceeding just as Police Officers have instructed children to do for fifty years.

Her killer wasn't drunk nor was he a John Dillinger career criminal. He was simply a man exercising his privilege to drive, doing so in a wantonly negligent manner. In short — he was inattentive and his lack of attention caused a little girl's death.

The passing of this wonderful child hit me hard and made me think of all the absent minded motorists I've stopped and let go just because I heard, "Gee, Officer I guess I just wasn't thinking. Could ya gimme a break?"

In this case the horse is out of the barn but it may not be too late to close other barn doors. The next time you issue a citation and the driver says, "Haven't you got anything better to do?" You might think of the friend I no longer have and reply, "No, as a matter of fact I don't."

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Kevin Starr / Police department: no time for sergeants



As you may already know, a group of San Francisco police sergeants — a multiracial group, mind you — has organized itself as the Sergeants' Committee for a Valid Lieutenants' Examination and retained lawyer Sanford Jay Rosen to file a lawsuit asking that the examination for lieutenant administered last July 31 be declared invalid.

There has not been an SFPD lieutenants' examination since 1972. Astonishingly, there have been no promotions to lieutenant in the SFPD for more than a decade. The contested July 31 exam, therefore, is of crucial importance. It will be used in the next two years to fill approximately 75 to 100 lieutenant vacancies in the SFPD.

For the layman, the very situation is absurd. Imagine: a major metropolitan police force prevented from filling crucial middle management positions strictly because the examination process became stymied in suits and countersuits concerning affirmative action. Fortunately, this current controversy does not divide itself along racial lines. It involves what I consider an even more searching question — the validity of Civil Service examinations in general as they are presently administered.

Arguing through their attorney Rosen, whose most famous case was on behalf of the

parents of those students killed at Kent State, the plaintiff sergeants will contend that the examination they took in July was irrelevant and sloppily administered. They therefore are seeking to persuade the Superior Court of San Francisco to order the Civil Service Commission not to go ahead with the second half of the examination procedure.

I am obviously neither an attorney, a policeman or a Civil Service Commissioner; but I must say that the protesting sergeants are making a point that does not even depend upon the technicalities of the examination process. As a taxpaying San Franciscan, I find it absurd that police officers of the quality of these plaintiff sergeants should be excluded from promotion on the basis of a written examination that is at best ambiguous in its abilities to determine what sort of police officer can best function as a police lieutenant in the field.

Any police force in the country would be lucky to have many of these plaintiff sergeants as lieutenants. Many of them, for instance, have been acting as lieutenants at one time or another in the past decade, given the shortage of officers in this rank. Sgt. Prentice E. Sanders, for instance, has successfully held down an acting lieutenancy in homicide on three occasions. The same is true for Sgt. Willie E. Frazier.

Academically, some of these men would seem almost over-qualified for a lieutenancy, rather than the opposite. Sgt. Mark E. Swendsen, for instance, is a lawyer and a member of the Bar, having graduated from the Law School at USF. Sgt. Robert J. Bronson has graduated from the Economic Crime School and the Computer Crime School of the Department of Justice and has studied criminology at the University of California, Berkeley. Sgt. James J. Crowley holds a degree in the administration of justice from Golden Gate University. Sgt. Prentice E. Sanders,

another rejected candidate, has two masters' degrees, one in public administration and the other in the administration of justice. Sanders is also a part-time faculty member at San Jose State University, where he teaches police procedures. Sanders has also been chosen as part of a team charged with revising the Standards Manual for Death Investigations and Police Officer Shooting.

These men, together with many of the other sergeants who were rejected, are no dummies. Nor are they lacking in experience. What we have here is a controversy that goes to the core of contemporary public administration, in my opinion; and that is the question of standards and evaluation. The Civil Service system was created approximately a century ago in order to forestall political interference in the appointment of public employees. Well and good. But as it has evolved in San Francisco, Civil Service is often little more than a testing service — and a shaky one at that. There is no way in the world, I believe, that one can offset the academic background and field experience of so many of these SFPD plaintiff sergeants with a series of Civil Service examination questions, so many of which are of doubtful relevance to the real business of being a lieutenant in the field.

Higher education, indeed secondary education as well, is experiencing the same crisis in the matter of SAT scores. Very soon, if we are not careful, our society — previously so flexible, so open to talent — will standardize itself through prosaic testing into utter mediocrity. Personally, I am more impressed by Sgt. David J. Bowman's Silver Medal of Valor, Bronze Medal of Valor, Police Commission commendations, and 23 complimentary reports than I am by his ability to answer true or false questions. Sgt. Bowman, incidentally, has taught at the San Francisco Police Academy since 1973. He is also protesting the lieutenants' test.

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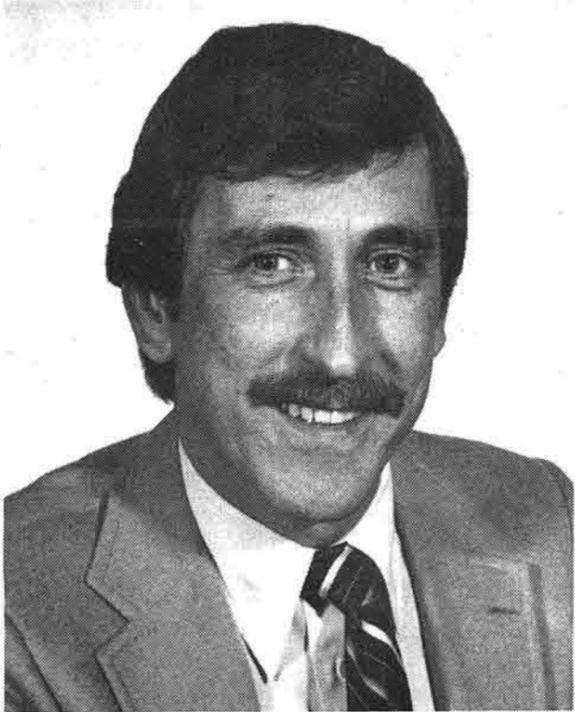
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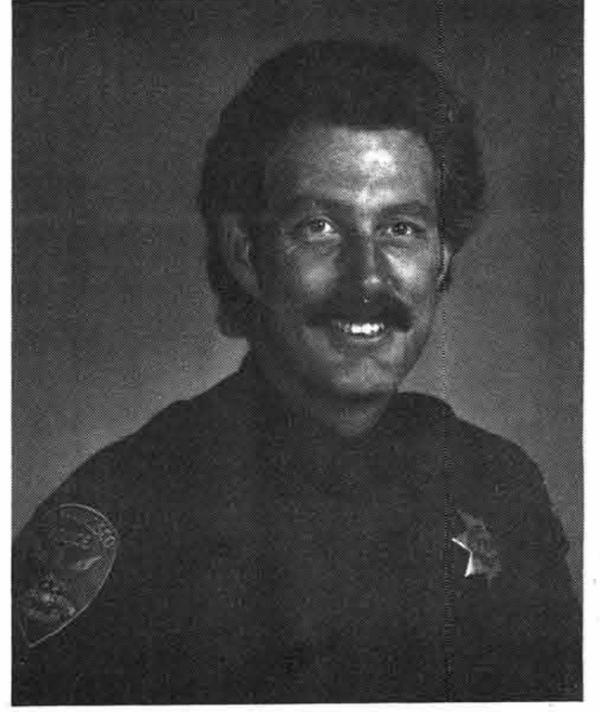
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JOE TOOMEY



JOE PATTERSON

INDEPENDENTS

(not running as a slate)



AL CASCIATO



DAVE HERMAN



GERRY SCHMIDT

Just A Job

By Dan Linehan, Director Southern Station

This edition of our newspaper will be full of political view points of how our Association is or should be run. This article will not be of that mold, rather it will tell a story of hard working officers performing a job that few would dare to attempt. It is just one incident that personifies what police work is all about and the type of individual it requires to do it well.

On Friday December 17, officers Terry Esget and Jerry Neybert began a normal day shift at Southern Station. Upon informing themselves of recent crimes committed in San Francisco and descriptions of those committing the crimes, they began their usual assignment of walking their beat on Market Street. For the next few hours they did their usual things, giving directions to lost tourists, contacting small merchants in the area to offer assistance in any form, in sum just being a contact point to the community from the local police department. As it is the custom at Southern Station, Esget and Neybert relieve the station crew for lunch. At the end of that period is when this incident unraveled. As these officers began returning to their beat, Officer Esget observed a visibly shaken woman crying with her five year old son near by. Esget approached her to offer help and to investigate the reasons for her trouble. The woman thru her tears, informed Esget that she had been raped at gunpoint by two men in a South of Market gas station bathroom. After gaining the woman's confidence, thru methods that a professor in human relations would be proud of, Esget was able to have the violated victim repeat her horror story. She replayed a scene of the two men that produced a small

handgun, forcing her to re-enter the bathroom that she had exited as they as they threatened, "Do as we tell you or else we'll hurt the bambino" referring to her son waiting outside for his mother's return. Fearing for the safety of her son, she stepped back inside where one of society's lowest forms made good his evil desire. I'm sure the minutes ticked away like hours to this woman, but in a few never to be forgotten minutes this vial act was complete. Once the serpents slithered away, the woman with son in tow found her way to the Hall of Justice where she happened upon Esget and Neybert.

As in cases of this nature a follow up investigation is started immediately. The first step is to locate the scene of the crime. This is done as quickly as possible to preserve the integrity of any physical evidence that may have been left behind. While at the scene the victim remembered a "clunk" sound somewhat like glass hitting metal. With this in mind, Esget located a wine bottle in a waste paper basket. This may prove to be the final knot towards the legal rope to tie this case to the suspects. At this time, the wine bottle is being processed for fingerprints. After searching the crime scene slowly, methodically and totally professionally the woman was taken to a hospital for an examination and medical treatment. The five year old boy, though present throughout the entire investigation, does not know of his mother's ordeal due to the professional ability of Esget and Neybert in interviewing victims of violent crimes. To even further showcase these officers' dedication to public service, when the woman expressed fears of her husband's reaction to this incident Esget and Neybert made arrangements to talk to her husband. All this beyond their normal working hours.

I know this may seem to many just a part of our job but it was the way this case was handled that makes it so different. The caring for a victim of a crime, the compassion for another human being, the professional manner of the investigation and the dedication to others is what makes the incident stand out.

I do not know the Esget or Neybert families but I do know that they must be as proud of their fathers and husbands as I am to say that I work with them. They are what the San Francisco Police is all about. In these times when the media is all too willing to flash the bad things about a few cops all over the front page in an effort to cast a shadow on us, it's the efforts of the Esgets and Neyberts of our department that will shine favor upon us. May we shine forever.

CANDIDATES

Names of Nominations for office in the POA for January 1983 elections.

- PRESIDENT:** Bob Barry
Gerald A. Crowley
Croce A. Casciato
- VICE PRESIDENT:** Dave Herman
Theodore A. Schlink III
Paul Chignell
Joseph J. Toomey
- SECRETARY:** Gerald J. Schmidt
- TREASURER:** Duane Collins
Joe Patterson
- Co. A (Central):** Sherman L. Ackerson
Nelson C. Lum
- Co. B (Southern):** Daniel J. Linehan
Fleix J. Bilbao
- Co. C (Potrero):** Michael A. Keys
- Co. D (Mission):** Mike Dempsey
Burt Gutierrez
- Co. E (Northern):** Ron Parenti
James T. Spillane
- Co. F (Park):** Mark McDonough
Holly Pera
- Co. G (Richmond):** Jill Connolly
- Co. H (Ingleside):** Pete Maloney
Bruce MacDonald
- Co. I (Taraval):** Terry Collins
- Co. K (Traffic):** Jerry Doherty
Ben McAlister
- HQ's Company:** Mike Hebel
Jack Ballentine
Henry Fickers
Ed McDonough
- Tactical Division:** Reno Rapagnani
- Investigations:** Phil Dito
Bob Huegle
- Retired:** Nick Marota
Tony Bell
Sol Weiner

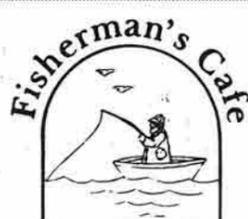
Respectfully submitted by the nominating committee:
Henry Friedlander
Dan Hallisy
Ray Portue
12/22/82



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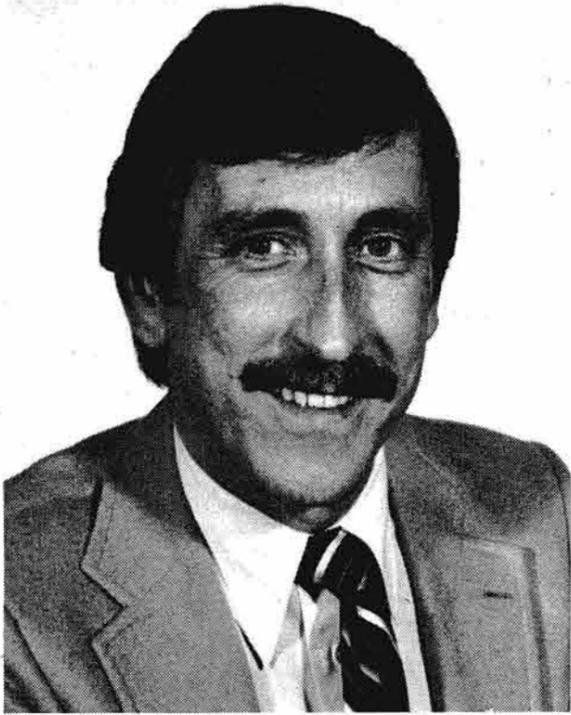
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COMPLIMENTS OF A FRIEND

ELECTION SPECIAL — PRESIDENT



RE-ELECT BOB BARRY PRESIDENT

Once again, during the month of January, our membership will have the opportunity of choosing the leadership of the POA for the next two (2) years, and I am once again asking for your support and vote of confidence for re-election as President.

I am a patrolman, having entered the Department in 1971 with assignments to Northern and Central Station and I have been on a leave of absence for the last four (4) years serving as POA President.

My involvement in the POA and my strong commitment to providing our membership with the best possible representation began in 1976, and if re-elected, I, along with the other dedicated individuals that are running with me will continue to provide you with the strongest possible advocacy toward furthering your rights, benefits and enhancement of your working conditions.

That is a pledge that I gave to you in 1979 and I will not vary from that philosophy during the next two (2) years.

During the course of this election period, you will be hearing from a number of candidates seeking positions on the Executive Board that will profess to have the immediate solutions to our continuing struggles. Such statements, built upon pure rhetoric and emotionalism are easy to make during an election, but the real test in providing quality leadership lies in the accomplishments that have been made as well as the continuing ability to carry out the objectives that best serve our membership.

During the last two (2) years, many major accomplishments have been achieved and with the dedication of individuals like Paul Chignell, POA Vice-President, Duane Collins, Treasurer and Gerry Schmidt as Secretary, I firmly believe that we will achieve much more, and that our membership will continue to receive the best possible representation.

Listed below are some of the major accomplishments during the last two years.

F.T.O. Compensation Increases:

In February, 1982, the Administration and the Board of Supervisors approved a POA sponsored proposal to increase the department training fund by \$300,000 in order to provide all FTO's with an additional three (3) hours of compensation per week. FTO's are currently receiving eleven (11) hours of additional compensation.

Time And One-Half For Holidays And Overtime:

For the first time in the history of our department, the voters approved a Charter Amendment (Proposition "J" 1982) that grants additional compensation to police officers beyond basic salary and retirement benefits. This Charter Amendment passed in every neighborhood in San Francisco.

Sponsored Retirement Charter Amendment:

Although not successful during the November Election, Proposition "I", a major revision in the Retirement System was sponsored by the POA. This amendment would have corrected the terrible inequities in the

continued on page 8



AL CASCIATO FOR PRESIDENT

I am running for president because, as an Association, we are in need of change. We need positive change to make our Association move forward. Confrontation at every turn is not acceptable, nor is negativism. Our history has taught us that we gain nothing from striking, that we gain little from being at war with the public, and that the membership realizes little benefit from its leadership aligning themselves with only one set of politicians, while closing the door on others. Unfortunately we had to learn these lessons by trial and error, and now is the time to take a lesson from history. As an organization, we must re-evaluate our priorities, policies, direction, and structure.

Having participated in our organization over the last nine years as a member of the Board of Directors, I feel qualified to help direct the implementation of these changes. I present myself to you as the candidate for president who will lead our Association in a new positive and professional direction.

THE ISSUES/THE CASCIATO PLAN

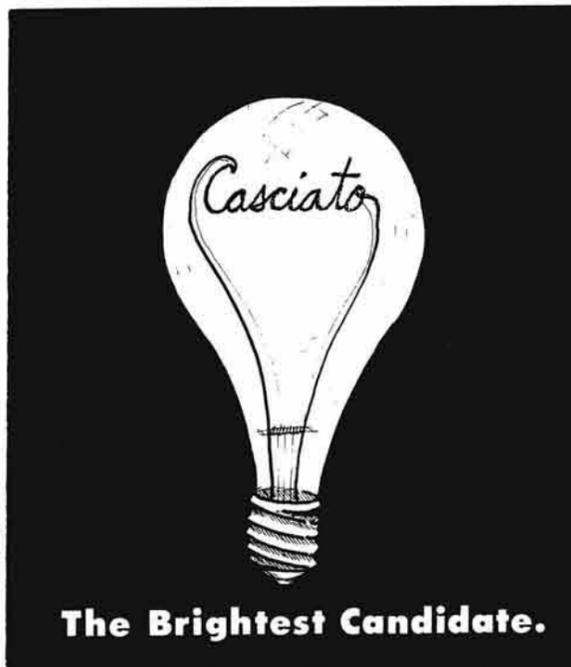
Political Contributions:

To establish in the constitution and by-laws a policy for political contributions which mandates A) that political contributions will be made only to elections that directly affect us; B) that all requests for contributions be in writing with justifications describing the impact upon P.O.A. members; C) that all requests be presented to the Board of Directors one (1) month prior to being voted upon, and be circulated to the membership during that month to allow the maximum possible input by the members.

Surplus Dues:

To establish in the constitution and by-laws a provi-

continued on page 8



The Brightest Candidate.



JERRY CROWLEY President

POA EXPERIENCE

Grievance & Labor Relations	1969-1971
Secretary	1971-1972
President	1972-1979

Let's Rebuild Our Association

Bob Barry has attempted to divert attention away from his four year record of failure as President and has attempted to focus attention on one incident of my administration as President from 1972-1979 — the police strike of 1975. The membership must not be fooled by his tactic or diverted away from the real issues. This election is a referendum on the four years of incumbent leadership from 1979-1983. Highlights of Bob Barry's record is as follows:

PARTIAL LIST

1. Bob Barry set no goals and established no priorities during his administration.
2. He failed to sign a memorandum of understanding.
3. He failed to enforce the Consent Decree and Fair Testing.
4. He supported the Civilian Review Board.
5. He failed to fight for 60 sergeants positions cut from the budget.
6. Bob Barry allowed police officers to be constantly harassed by the politicians and the press and physically assaulted by the public without any response in their defense.
7. He has ignored the petitions of the membership.
8. Enhanced the prestige and influence of Harry Britt thus aiding his police baiting progress.
9. He has poured money into and endorsed the political campaigns of politicians who still do not support us.
10. He was willing to give up sick leave benefits for a cost of living increase.
11. Using P.O.A. leadership and money as stepping stones to political office.
12. Frightened members of the Tier I Retirement System by making it a subject of collective bargaining.
13. Accepted Assessment Center Testing as part of the promotional testing system.

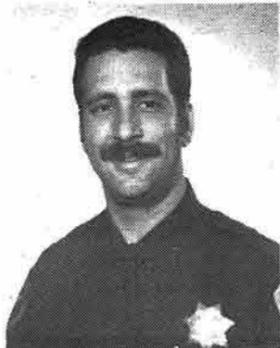
Bob Barry has lost touch with the membership. There has been no personal contact or communication with a membership that cries out for information and

continued on page 8



Bob Barry

continued from page 7



Al Casciato

continued from page 7



Jerry Crowley

continued from page 7

"Tier II" Retirement System that was enacted in 1975 as a direct result of the Police Strike. The small margin of defeat (54%-46%) indicates that a revised amendment could very well be successful in 1983 or 1984.

1978-79 Back Pay Suit Victory:

Although not scheduled for hearing until 1983, the POA, in conjunction with three (3) other unions was successful in petitioning the Court of Appeal to schedule the case in July 1982 which forced the Mayor and the City Attorney to recognize (nine (9) months earlier) that the City had a bad case and that payment with interest was beneficial to all concerned. Hence, we received our retro checks several months earlier without losing one cent.

Secondary Employment Saved:

A Department/City Attorney sponsored General Order that would have required all members working secondary employment to enter into liability contracts with their employers was defeated by the POA at the Police Commission. Had this proposal passed, the majority of members working secondary employment, particularly security related jobs, would have been out of work. Seven hundred (700) officers presently work secondary employment.

Restrictive Gun Ordinance Defeated:

Sponsored by Supervisor Carol Ruth Silver, an Ordinance that would have prohibited police officers from possessing their weapons, while off-duty, in any establishment that serves and/or sells alcoholic beverages was defeated at the Board of Supervisors.

Cost Of Living Adjustments:

Successful in having the Board of Supervisors grant police and fire an additional 3.5% in salary (without give ups) during the last two (2) fiscal years. These COLA increases are not mandatory by the Board and were granted on top of 16.85% in salary, totalling 20.35% for two (2) years.

Physical Agility Standards Eliminated:

Officers that entered the department after March 16, 1970 who are presently required to comply with General Order B-I are *no longer* required to participate in the Physical Agility portion of the Order. However, in order to ensure good health, the weight and blood pressure portion of the Order will remain in effect. The elimination of the Physical Agility Standards was jointly pursued by the POA and FOB Commander Canepa. Over 1,000 officers are affected by this change. This proposal met with Police Commission approval in December, 1982. The POA was also successful in totally eliminating the 114th Recruit Class from the Order.

1977 Wage Suit Victory:

In September 1982, the POA received its final Court victory in the Supreme Court granting police and fire 2.3% in wages that were denied us in 1977. The case was won in Superior Court in 1979. Back wage pay warrants are now being processed and should be distributed in January.

Stress Unit:

The POA was successful in convincing the Chief and the Commission to establish a Stress Unit (outside the department) staffed with police officers and partially funded by the POA in order to assist our members on a confidential basis that have alcohol and/or stress problems that may be affecting their job performance.

EWV Continues:

Despite our full compliment of officers in the department, EWV appropriations have remained within the department budget during the last two (2) fiscal years. Despite some efforts to reduce or eliminate these funds, the POA in conjunction with the department has been successful in convincing the Board of Supervisors that these funds are essential.

Disciplinary Procedure Amendment Defeated:

The Police and Fire Administrations sponsored a Charter Amendment at the Board of Supervisors that would have doubled the existing 90 day maximum suspension and would have made an appeal of any suspension to the Police or Fire Commissions (now mandatory if requested) optional on the part of either Commission. This Charter Amendment, opposed only by the POA was defeated at the Police Commission level and at the Board of Supervisors.

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sion that requires the entire Board of Directors to meet on the 2nd Thursday in November to determine whether a surplus of dues exists for the current year. If a surplus does exist, the Board will then vote on whether or not the payroll deduction of dues for the first pay period in December should be cancelled, thus allowing the membership a dues reduction for the year.

I do believe that our current method of collecting dues is fair and equitable, but I feel very strongly that there are times when a surplus of monies should be returned to the membership if not needed by the organization for the good of all.

My reason for selecting the 2nd Thursday in November as the date of the Board's evaluation is that on that Thursday, all P.O.A. political campaigns for the year are over. We are within two (2) months of ending our fiscal year, and the new budget is already being planned for the next fiscal year.

As an example, this past year, on the 2nd Thursday in November, we knew the outcome of the Props I & J campaign: we had come in under budget in the campaign, all expenses to the end of the year were fixed, we had a surplus on hand, and a fairly accurate projection of next year's budget. Factoring in an emergency reserve with the previous conditions could have resulted in some monies being returned to each one of you in December.

Executive Officers:

To limit within the constitution and by-laws the terms of executive officers (President, Vice-president, Secretary, and Treasurer) to a maximum of two (2) consecutive terms of two years each. I believe this action will keep our organization from becoming stale and the domain of any one individual or group. The structured turn over will keep our organization open to new ideas and new people on a planned basis.

Continuity for the organization's policies, public contacts, and stability will be provided by the remainder of the Board of Directors representing the Bureaus and Stations, the backbone of the P.O.A.

Our Image:

To establish a professional In-house public relations program to produce T.V., Radio, and Newspaper spots that depict the positive aspects of our profession and our membership. I propose to get the message across to San Francisco's citizens that we, as an organization, want to help the city.

Overtime Employment:

Over the last nine years, I've received hundreds of calls at the P.O.A. Office requesting off-duty officers for overtime work, primarily in security positions, in uniform. I will propose to the Police Commission that the P.O.A. and the department enter into a structured agreement by which uniformed overtime employment requests will be jointly coordinated and administered. I feel that the benefits and protections to employers, officers, and taxpayers will be positive, as well as profitable.

Other agreements between police organizations and cities now exist that provide uniformed overtime employment plans; as an example, the cities of Seattle, Daly City and South San Francisco have plans that provide city backed secondary employment paid at time-and-a-half etc. These plans, if used here as models, could be tailored and improved to benefit our members. Already a foundation for such a plan exists with the movie, S.F.G.H., and Candlestick Park details.

Benefits:

Benefits must be fought for at the ballot box on an individual item-by-item basis, and presented to the voters clearly and simply as was done by our Legislative Committee with Props I & J. Benefits must be placed on the ballot by initiative to avoid changes and tampering by individual politicians.

History has shown us that the Supervisors are reluctant to place benefit measures on the ballot for us, and even when they do, the measures are diluted in committee.

Politicians have also shown us, however, that when we use the petition process, they are willing to support our measures as individuals. Finally, our primary concern must be to avoid being taken advantage of by special interest groups or individuals who try to use our measures for their own self-interest.

Future Promotional Testing:

I propose to appoint a Federal Litigation Committee

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justification for the direction this association is taking. Because of this lack of communication, the membership has become embittered, frustrated and angry at the political decisions that have been made over the past four years.

Leadership can no longer isolate themselves from the membership.

Leadership can no longer insulate themselves from the heat of decision making.

Leadership can no longer ask the membership to blindly follow policies which cause deep divisions in our ranks.

Leadership can no longer make political deals with radical groups that will destroy the legal defense rights of San Francisco Police Officers.

This association can no longer be run only from an office on 7th St. by part time leadership. The leadership of this association must be physically present in the Stations Bureaus and units of this Department in order to bring the membership together and communicate their policies directly to that membership. Leadership must do these things in order to create that lost spirit of purpose designed to win back our self respect as individuals and as an organization. When elected your President I shall do this with all the energy that I possess.

**BLUE EAGLE
PLATFORM
1982**

A platform is not a dream list. A platform should be an agenda of realizable and reachable goals. That is why our platform is a list of priorities that can and will be accomplished during our term in office. The main reason we believe that these priorities we present below are realizable and reachable goals is simply because we have accomplished them before.

1. NIGHT DIFFERENTIAL PAY
2. RAISE RETIREMENT BENEFITS OF POST 1976 POLICE OFFICERS TO THE LEVEL OF TIER I EMPLOYEES BY THREE STEP APPROACH.
3. SIGN A MEMORANDUM OF UNDERSTANDING.
4. A CHARTER AMENDMENT MANDATING THAT THE PAY SURVEY OF THE CITIES ON WHICH OUR SALARIES ARE BASED BE SUBJECT TO REVIEW THROUGHOUT THE YEAR (THIS IS NECESSARY TO STOP COLLUSION OF CITIES WHO ARE TOLD TO PROLONG THEIR NEGOTIATIONS BY SAN FRANCISCO POLITICIANS).
5. END TO ASSESSMENT CENTER TESTING AND QUESTIONABLE ORAL BOARD PRACTICES.

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VICE PRESIDENT



RE-ELECT PAUL CHIGNELL VICE-PRESIDENT

January 1983 marks the tenth time that I have come before the membership seeking support as your elected representative.

In 1972 and 1973 I was privileged to serve as the elected director of the Taraval Station. In 1974, 1975, 1976, 1977 and 1978 I was elected each year to represent the members of the Northern Station. In 1979 I was elected Vice-President for a two year term without opposition. In 1981 I was re-elected with 76% of the vote for another two year term.

I ask for another two year term as your Vice-President so that the service that I provide to the membership will continue.

I truly enjoy the hundreds of hours each year representing and assisting police officers in need.

The task of serving the membership should not be taken lightly because with the political and social complexities in a city like San Francisco, police officers are too often bouncing balls between self-serving interests and no one will stand up for the rights of police officers except your Association representatives.

The office of Vice-President must be held by a person with total dedication and exhaustive experience. In all humility, I believe I fit those two traits and have for many years.

Not too long ago, a Captain approached me and said, "Chignell, I don't agree with all your political views and probably won't need your help, but if I ever get in trouble you're the first person I'd turn to for help."

That has been the embodiment of my continued service to the membership over the past four thousand days spanning eleven years on the Board of Directors.

Every unit that I've worked in has been filled with a steady stream of officers of all ranks who needed help on an IAB complaint, a grievance, a disability problem, a lawsuit or a personal problem. Every year I represent, refer or assist hundreds of police officers.

No one in the history of this Association has assisted more officers in trouble. That is the job of your Vice-President.

I am respected throughout the State of California as an expert in police disciplinary and grievance cases and have schooled other Associations in setting up their representation systems.

Through my political involvement at the Board of Supervisors and in the State Legislature, which will continue, I have been successful in passing landmark legislation and thwarting legislation that was inimical to our interests.

In my recent run for the California legislature, which will be done again in 1984, police officers and police organizations throughout the State assisted my candidacy financially and otherwise. My overriding desire to have a rank & file police officer in the State Assembly was a prime motivation for that candidacy so that we can in some way control the legislation that affects our lives as police officers. Through my political contacts many of my friends in the Assembly see police officers in a different light and that has been reflected in their voting patterns on issues that affect us.

I am proud of many accomplishments over the years but I would like to list a few for your consideration.

• Representation

I have represented over 800 officers in grievances and disciplinary cases and continue to do so every day.

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Dave Herman Candidate For Vice President

ON A QUESTION OF EFFECTIVENESS

It is the nature of any common interests in our society to associate into groups for the attainment of a particular set of goals or needs thru the political process. Any association of individuals who come together must determine how their goals can be accomplished, and transmit that message to their respective leadership.

However, leadership must be responsive to the group it represents, and be effective in communicating the group's goals in the political environment. An association can only be as successful as its leadership's ability to function on a consistent level.

Moderation and leadership responsibility are basic premises for effective leadership. Extremes or deviation from these themes tend to render leadership ineffective, and the association stagnant. Any attempt to dictate the needs of the group has a tendency to alienate parties involved with that group, and as a result shuts off the ability of the leader to function effectively. Likewise a weak or permissive posture by any leader of a group will display an ineffective nature when attempting to attain goal needs.

The recent experiences of this particular association have given us political extremes in the approach to leadership, both at opposite ends of the leadership scale. As the Crowley regime was dictatorial in nature, and functioned around confrontation, the Barry leadership never attained any real strength in leadership.

It has been this swing from one extreme to the other in our executive leadership that has caused a void in the ability of this association to move in a positive manner. It is essential that we recognize this deficiency, and attain leadership that can strike an even balance in pursuing the goals of this association.

"...The management of leadership and its effectiveness is incumbent upon the leaders' ability to stand firm in conviction, and have the capacity to negotiate from strength in an honest environment. Moderation and the blending of leadership qualities is the key to effective leadership..."

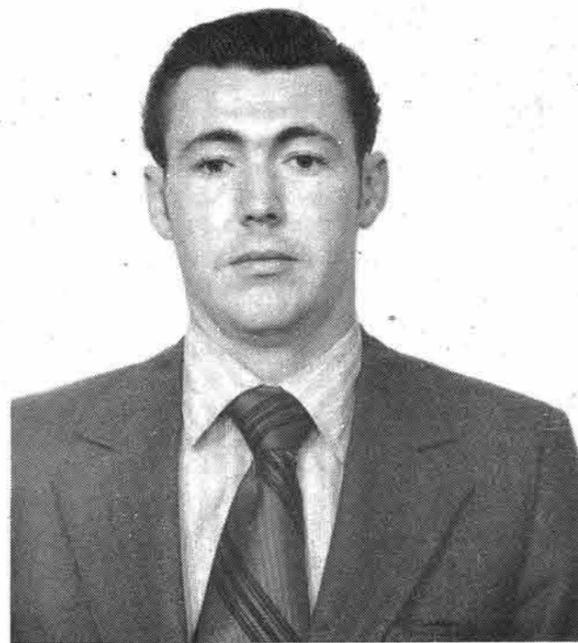
I have decided to participate in the political process, I do so as an independent candidate. The recent history of the two factions running in this campaign are well documented, and if you examine their respective track records, you as an association member will be as disappointed as I am, as to your choices of representation.

As a working patrolman I can identify with the day to day situations that we encounter that effect our lives on and off the job.

As a career officer, I find it absolutely essential that the decisions made by our association representatives reflect the well being of all police officers past, present, and future. The decisions I make will reflect this attitude, and I will never allow this association and its membership to be compromised by outside influence, political self indulgence, or political social climbing.

I fell the autonomy of this association is paramount, and I pledge a commitment to its strength and independence void of internal or external manipulation.

DAVE HERMAN #1145
CANDIDATE FOR VICE PRESIDENT



JOE TOOMEY Vice President

P.O.A. EXPERIENCE

Co B. Director	1976—1981
C.O.P.S. Committee	1976—1981
Grievance Committee	1976—1981
Delegate Labor Council	1979—1980
Labor Relations	1977—1979

I am running for the office of Vice President because this office is one of the most important full time offices of this association. I believe deeply in the independence of the San Francisco Police Officers Association and am deeply disturbed by the events of the past several years during which we have sacrificed this political independence for political expediency.

The present Vice President of this association, Paul Chignell was a candidate for the California State Assembly from Marin County and will be a candidate for that same office in 1984. The following quote from the San Rafael Independent Journal of Wed., Nov. 3, 1982 clearly states that intention. This report appears under the heading "Chignell Eyes 1984."

By Paul Peterzell
Of the IJ staff

Republican Assemblyman Bill Filante beat back a strong challenge Tuesday by a Democratic opponent making his first run for elective office.

The challenger, Paul Chignell of San Anselmo, immediately announced he will run again in 1984 in the 9th Assembly District in Marin and Southern Sonoma and may resign as a San Francisco police inspector to take a job in Marin.

"I am not leaving the political scene," Chignell said. "I am running in 1984. Starting tomorrow morning, I am going to make calls to supporters. I will be walking precincts at some point pretty soon and will be very active in this community which I love. He is going to have an opponent in '84. That's going to be me."

"I have very many friends in the Legislature who lost their first time out who won two years later."

This article shows that my opponent will not, and can not be a full time Vice President of this association. What further disturbs me is the fact that if he is elected Vice President, the whole decision making process of this association will be subject to question as to the political motives, of our leadership. Our credibility will suffer and our policies and direction will be suspect.

I must bring these facts forward because the membership has a right to know whether the decisions made on their behalf are made in their best interest or in the best interests of the Progressive Wing of the Democratic Party. I believe the membership has a right to know whether association policies will be shaped with the membership in mind or whether these policies will be shaped and fashioned so as to impact on the voters of Marin County.

My record as a member of the Board of Directors of

continued on page 10



Paul Chignell

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• **Respect For Peers**

Every member of the Board and even my opponents have sought me out for advice on how to handle personnel problems.

• **Police Bill Of Rights**

The legislation that gives us all the rights we have at Internal Affairs was written in part by me and lobbied to passage including the Governor's signature by me.

• **AB 10 25**

I have consistently been a catalyst for legislation that allows a police officer to sue a citizen who makes a false complaint against an officer. The last session of the legislature passed such a law with my help.

• **Heart, Hernia, Pneumonia Protection**

For years police officers have had a special status in the law so that when heart, hernia or pneumonia problems occur, it is presumed that the problem was caused by the job. Each session the insurance industry has attempted to take that benefit away. I have successfully helped lead the fight in the legislature to continue these benefits.

• **Successful Ballot Measures**

Each ballot measure that we have passed including the time and a half for overtime measure passed in November has been with my active participation.

• **Chignell vs. City & County Of SF**

My lawsuit which was joined with the firefighters suit was successful in bringing the 1978 back pay monies to the membership.

• **Residency**

As a charter member of the 1971 residency commit-

tee I have consistently opposed residency restrictions for police officers which culminated in the 1974 ballot measure and 1979 court case which were both successful so that today there is no residency restriction on mileage at all for police officers.

• **Health Care Change**

I was a leader in the change of medical care from SFGH to St. Francis and have been vociferous in criticizing any abuse of officers at St. Francis.

• **Political Power**

Since my ascension to Vice-President in 1979, our organization and its leaders are no longer laughed at or dismissed as was the case after the strike. Newspapers refer to our organization as "the powerful POA" and when we talk City Hall listens. We don't kow-tow to the Mayor or anyone else. When they both refused to support our recent ballot measures, we put together a first class campaign and won one of the issues.

The road to success for our organization is a rocky one in such a politically charged city with strong competing interests. But under our present leadership of Bob Barry we are making giant strides to overcome the devastation of the 1975 strike. We must not turn back to a politics of brute force without substance, unsophisticated posturing and incompetent, debt-ridden leadership.

Bob Barry is a respected, dedicated and mature police leader who deserves his third two-year term to continue our path to recovery and service for the membership.

The fine officers running for the Executive Board who support Bob and myself and who we support, Jerry Schmidt and Duane Collins are excellent, dedicated performers who do not engage in rhetoric but produce every day for the membership.

The incumbent Board members and new faces who deserve election to continue the fine work of the Association Nelson Lum (A) Dan Linehan (B) Robert Springer (C), Mike Dempsey (D) Ron Parenti (E) Holly Peca (F) Jill Connolly (G) Pete Mahoney (H) Terry Collins (I), Reno Rapagnani (TAC) Jerry Doherty and Ben McAllister (K), Jack Ballentine and Mike Hebel (HDQ), Phil Dito and Bob Huegle (Insp.) and Tony Bell (Retiree) all meet your serious consideration.

I would be privileged to have your continued vote of confidence.



Joe Toomey

continued from page 9

this association for five years has been one of involvement with the day to day defense needs of our membership and it will continue to be of the highest priority during my term as Vice President.

OUR ASSOCIATION NEEDS LEADERSHIP AND NOT POLITICAL DEALS THAT TRANSFORM SUPERVISOR HARRY BRITT FROM A HARMLESS SMALL TIME POLITICIAN INTO A TREMENDOUSLY DANGEROUS AUTHORITY IN THE LIVES AND CAREERS OF SAN FRANCISCO POLICE OFFICERS.

This is only one glaring example of the deterioration in the thinking of our leadership. You can avoid this pattern of political dealing by voting for a change in leadership. I ask you to help me rebuild our association and regain our self respect as individuals and as an Organization committed to the real needs of San Francisco Police Officers.

Cigarette Safety Act...

To require persons who manufacture cigarettes or little cigars for sale or distribution in commerce to meet performance standards prescribed by the Consumer Product Safety Commission, and for other purposes.

IN THE SENATE OF THE UNITED STATES
JANUARY 6 (legislative day, JANUARY 5), 1982
Mr. CRANSTON introduced the following bill; which was read twice and referred to the Committee on Commerce, Science, and Transportation

To require persons who manufacture cigarettes or little cigars for sale or distribution in commerce to meet performance standards prescribed by the Consumer Product Safety Commission, and for other purposes. The Congress finds that—

(1) the United States Fire Administration has determined that the careless use of smoking materials is the leading cause of fire-related death and injury in residences in the United States;

(2) fire caused by cigarettes and the careless use of smoking materials in the United States annually—

(A) kill approximately two thousand three hundred people,

(B) injure approximately five thousand eight hundred people, and

(C) result in property damage amounting to approximately \$210,000,000;

(3) laboratory experiments have shown that a cigarette will burn continuously for approximately twenty to forty-five minutes when placed on a flat surface and that there is a reasonable period of time for which a burning cigarette must remain in contact with fabrics before a fire will result;

(4) as presently marked, cigarettes and little cigars are a dangerous ignition source which present an unreasonable risk of injury; and

(5) it is feasible and practical to produce cigarettes and little cigars which do not present an unreasonable risk of injury.

(b) The Congress declares it to be the policy of the United States—

(1) to reduce the loss of life and property in the United States by requiring that cigarettes and little cigars manufactured for sale or distribution in commerce be processed to ensure that such cigarettes or little cigars—

(A) if ignited, will stop burning within a time period designated by the Commission, if such cigarettes or little cigars are not smoked during such period, or

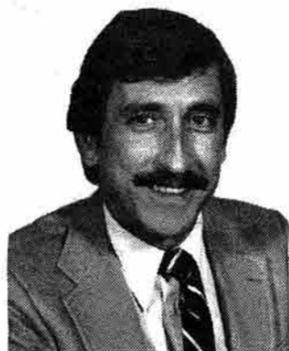
(B) meet some other performance standard promulgated by the Commission to ensure that such cigarettes or cigars do not ignite smoldering upholstered furniture and mattress fires; and

(2) that such processing be accomplished without the addition of any toxic elements to a cigarette or little cigar.

AUTHORIZATION OF APPROPRIATIONS

SEC. 8. For each of the first three fiscal years beginning after the date of enactment of this Act, there are authorized to be appropriated such sums as may be necessary to carry out the provisions of this Act.

Support this bill S.51.
Write to Senator Alan Cranston
45 Polk Street
San Francisco 94102



Bob Barry

continued from page 8

Like Work/Like Pay Compensation Victory:

Members retiring in a Like Work/Like Pay higher rank were being denied the higher rate of pay for vacation, sick leave and accumulated compensatory time was resolved to the benefit of our members. The POA was directly responsible for rectifying this long standing problem.

Light Duty Policy:

After nearly one year of negotiating with the Administration, the Police Commission adopted a new

Light Duty Policy that will now allow our members with disability problems the option of requesting the Police Commission retire such members when the department is within 97% of its authorized strength. Members with permanent disability problems that do not wish to retire and are able to work will not be forced into retirement.

Examination Law Suit Victory:

POA sponsored law suit on behalf of Roger Maloney and Bill Scheffler which will add them to the existing Captains list was successful in Superior Court.

POA Family Picnic:

Sponsored the first POA Family Picnic and continued the yearly event for the 3rd consecutive year. The number of participants at the last event numbered approximately 2,400.

Sports Funding:

For the first time in the history of the POA the Board has participated in assisting some 500 members involved in all sporting activity within the police department. The Board, at its December meeting again appropriated \$15,000 to help defray expenses to our members.



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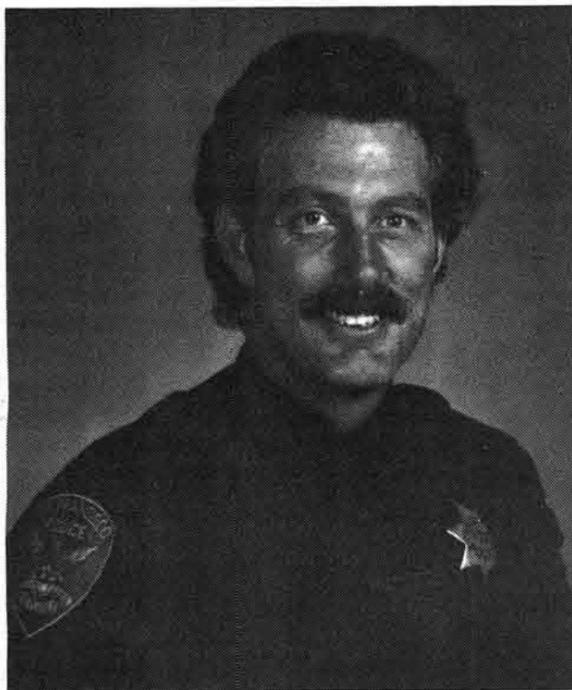


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TREASURER



Elect Duane Collins

My name is Duane Collins. I am the incumbent Treasurer of the P.O.A. and am very proud to be a member of the executive board of the S.F.P.O.A. Before becoming Treasurer I served two terms on the board of directors as the representative of the Tactical Division. I am equally proud to be a member of the patrol division for the past 12 years. Before coming to Tactical in 1979, I served 8 years at Park Station and broke in at Richmond Station in 1971. I intend to spend my entire career in patrol if I can. Working at the Hall of Justice on a day watch has many advantages, the most significant being my easy accessibility to members who need representation at I.A.B. and various hearings. Working these hours also affords me access to the Chief, Deputy Chiefs, and Commanders, often allowing me to head off problems before they reach the disciplinary or grievance stage.

I have three main goals I hope to achieve during the next two years if I am reelected.

First: To continue with the best representation possible for our membership at I.A.B. before the Chief, the commission and court when necessary. Legal expenses are the single largest ongoing expense in the P.O.A. budget, and I will look into ways of cutting these costs, including the possibility of a fulltime paralegal in our office or possibly a full time staff attorney. There are many benefits to this approach. I feel by making these changes we could cut our costs considerably and increase our effectiveness.

Second: To continue the modernization program we have started in our office. We have cut our office costs by the implementation of the WANG word processing system. There are other areas of our organization that could likewise be modernized at a tremendous saving of our resources. Our printing and mail room is operating with equipment that is obsolete and inefficient. This adds to the cost of producing bulletins, ballots and any correspondence with the members. By modernizing this area, we can make our organization the example of what an active labor organization should be in the 1980's.

Third: To keep politically active at the local and state level. This is viewed by some members as an evil thing, but we would not have many of our benefits if not for our activism. Time and a half overtime could not have come about if it were not for our active approach. There are many benefits that need to be won for our members. The travesty of Tier II Retirement needs correcting. We need to lay the foundations for these now, not next November. We need to stay active all year long so when the ballots are counted in November we will again be

victorious. As exposed in my report last month, political spending is one of the smallest items in our annual budget.

I am a fiscal conservative and have had many victories over the past two years. Some of the major ones include:

WAGE SUIT VICTORIES: I was part of the negotiating team that met with the various unions involved in the final settlement of these suits. These were long drawn out legal battles with the City over monies owed to us. The City tried every trick and stall tactic in the book to beat us, but in the end we were victorious.

I.U.P.A. WITHDRAWAL: I was very much involved in this ongoing battle. As a conservative, I could not see where our members were getting much benefit from the money we were sending to Washington (over \$35,000 a year in costs). By the overwhelming vote to withdraw, I know that most of the members agreed with my position on the hotly debated issue.

POLICEMAN NEWSPAPER: As a member of the publications committee, I helped with the transition of the P.O.A. newspaper from our office to a private contractor while retaining absolute control over the content and advertisers. We gained one staff member back in our office. Before the transition, she would have to go to the printers and work on the paper about 20 hours a week. Now she is back full time in our office where we can utilize her expertise with our new computer system. This translates to a Savings of over \$10,000 a year in salaries and the paper is showing profit.

MODERNIZATION OF THE OFFICE: We recently purchased a word processing system for our office, as previously mentioned, and it has increased our capabilities dramatically. This with the arrival of the additional full time staff member we've eliminated the need for additional staff. Many time consuming tasks have been reduced to a few key strokes on the computer now. Many important documents and records are now stored in the computer and can be easily retrieved and updated as needed. Membership lists are easily updated and utilized effectively. All insurance records and the P.O.A. books will soon be totally automated. This was done with the monies saved from other areas and the future savings will be tremendous.

PROPOSITION I & J: I'm proud to have been a part of our November election victory. I worked very close with the Legislative Committee when we were discussing strategies and costs. By keeping a close eye on the spending of the campaign and by demanding budgets for the proposed plan of attack, we were not only victorious with our overtime initiative, but we did it more than \$10,000 UNDER budget!

Once again the election for the P.O.A. leadership is being hotly contested and many familiar faces to the older members are surfacing at the stations. These Blue Eagles are promising change. Well there was a change four years ago when they were voted out of office. My opponent is one of these Eagles, some background on him: to my knowledge he has never handled a grievance for a member, he has not bothered to show his face at a board meeting, just what has he done for the membership in the past two years? This same man was a Vice President in the I.U.P.A. and spent a lot of your money and time junketting around the country unnecessarily. Is this the man you want responsible for your DUES MONEY? He was part of the leadership that helped sell the members a bill of goods in 1975, by leading us on a totally unnecessary POLICE STRIKE. The central issue in the strike was a pay dispute. We won part of the pay, but we LOST our old pay formula. Since then we have been \$400 a month BEHIND Los Angeles in pay, before the strike we were EQUAL. All the young members of the department who are in Tier II retirement have him and his friends to thank; this was done to punish us, unfortunately, not one member who went out on strike is in Tier II, only those who joined after were affected. Since their leadership of the P.O.A. we have not won a single issue at the ballot box in the city, that is, until this last election. Six years of defeat because of their irresponsible, self-serving leadership. Don't be fooled by their rhetoric. Keep the responsible leadership you have and deserve. I urge you to help in our uphill battle to secure better benefits for ourselves.



JOE PATTERSON Treasurer

P.O.A. EXPERIENCE

Sgt. at Arms	1969-1970
Treasurer	1970-1972
Secretary	1972-1974
Secretary	1976-1979
Treasurer	1979-1981

As a former Treasurer of the San Francisco Police Officers Association, I can remember the struggle to create a strong and independent police union. We struggled for dignity. We struggled for recognition. We struggled and fought for the power to represent our members.

I am proud of those achievements that established our association as an independent political force in San Francisco and as a much respected and admired Organization in the eyes of other Police Associations throughout the United States from 1969 to 1979. But I am saddened by the last four years of decline in self respect and power our Association has suffered at the hands of our present association leadership.

I will not at this time criticize that leadership because as a candidate for the office of Treasurer, I must devote all my energies to the positive goal of restoring a lost sense of unity and pride to the membership of this association.

Jerry Crowley, Joe Toomey and myself are totally committed to the concept that we are our brothers keeper and that we can never negotiate away our legal defense rights to those radical groups who would like to see those rights abolished. We can never allow these groups to intimidate Police Officers from doing their job in a professional manner.

The office of Treasurer is one of four department wide elected officers. The office of Treasurer entails more than reporting on the dues money and its allocation. The office of Treasurer is a policy making position that requires that the office holder possess broad experience in labor management techniques, legal defense experience, as well as legislative insight. When you vote for the office of Treasurer it is essential that all these considerations be taken into account.

As an elected officer of this association over the past 13 years and serving as S.F.P.O.A. Vice President, Secretary & Treasurer I have been involved in all phases of labor relations, legislation, and legal defense. At this critical time in our association history it is essential that we elect police officers with broad experience and leadership qualities.

We can not sacrifice legal defense for a savings account and we can not sell out promotional opportunities for the ability to show huge cash balances on the ledger. I have worked hard during the past years to create an association that provided a fair, equal, and non discriminatory system of testing, transfer, and defense for our members. On the basis of that record I solicit your vote for treasurer of the S.F.P.O.A.



SECRETARY

Gerald Schmidt

Congratulations are in order for outgoing P.O.A. Secretary Michael Hebel. Mike has done an outstanding job over the past two years in behalf of the entire membership. As the uncontested candidate for Mike's position in the upcoming election, I would do well to aspire to the standard of excellence he has established while in office. This is my pledge to you for the next two years.

Open Letter

Board of Directors
San Francisco Police Officers Assn.
510-7th St.
San Francisco, Ca. 94103

Brother Officers:

I am writing this letter as a concerned brother officer and Association Member.

You may, in recent months, have received inquiries from the members of your respective units regarding the expenditure of dues monies for political purposes. In fact, some one-hundred-fifty (150) have connected their questioning into action by way of referendum. Which is, of course, their right.

The most civil response I have heard is "We know what's best and politics is the way to get it for us." The major proponent of the referendum has been threatened with physical violence for being so audacious and ungrateful as to question the motives and means of the Board.

The question begs, then, what are we? Are we longshoremens willing and ready to commit violence upon our own members for "stepping out of line." Are we an auxiliary arm of the Democratic Central Committee pledged to do leg work for crumbs. I pray not.

Most of our membership, I believe, is committed to a position of moderation in which partisan politics is not the means, above all others, to accomplish our goals.

The membership, I believe, values its individual and collective integrity. I do not believe the membership would besmirch that integrity by contributing to politi-

cians who would deprive our profession of its civil rights, its mission and its safety.

There are those among you that will reply in the vein of: "You don't understand the politics of this town. The Browns and the Burtons and their types are the only ones who will help us on labor issues, money issues, collective bargaining. Those other people will never get elected in this town. Besides, they never do anything for us."

I beg to differ. Those "other people" may never get elected in this town as long as we support, tolerate, and remain silent about the current Chicago-style Ward Politics practiced by the local "ins." Secondly, why should those "other people" help us. All we've done for them is vote for them in the privacy of our voting booths after plastering the town with the ward-healers signs and lending them our quarters.

Something like twenty-three dollars of each member's hard-earned money flows to you each month. Several of the members you represent wonder what benefit accrues to them from these dues?

Do we have an affordable and effective dental plan? Do we have a voice in the selection of health plans foisted on us by the Health Service System?

Could we do better on our own? Do we have effective representation for our members when they run afoul of the Administration?

Do we have a plan to take care of our brothers and sisters who fall victim to that daily companion, stress?

Are we ready, willing and able to help our brothers and sisters through the crises encountered in and as a result of the job they perform, such as post-shooting

trauma and divorce?

It seems that every other employee organization worthy of the title is doing all of the above for its members. Do we? I think not.

Yet, our dues monies are spent, and spent, and spent. Can you honestly say that the conduct of the Association has been in the best interest of the members? Could our money have been better spent internally for our welfare and benefit? Do we belong in the partisan political arena? The members you serve and represent are asking these questions of each other. Have you faced them?

The time has come for you to step back from political pragmatism and to approach more closely the reality of your constituents.

I personally support neither candidate for the Presidency as both men, and those associated with them, appear to promise nothing but the continuation of the political prostitution that has moved me to write this plea.

Fraternally yours,
Gregory W. Winters

CC:SF Police Officer

R. Darcy
G. Crowley

At the General Membership meeting of December 21, 1982, the Dues Reduction petition was discussed as a regular item of business. All members present voted unanimously to not place this item on the January 1983 ballot. Editor.

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An Interview with Al Casciato

Don Carlson interviewed POA Presidential candidate Al Casciato to learn what his views of leadership are.

Q: Al, why are you running for president of the P.O.A.?

A: I think it's become obvious that the philosophies and programs of the current administration aren't directed toward the needs of our members. It's time for a change, and I feel confident that the projects I've developed WILL meet those needs.

Q: What specific needs are you referring to?

A: I know that the average member — that's the person who may not attend many meetings, but who's concerned about where the dues money is going — is unhappy with how and where our political contributions are disbursed. It's like anything else today: people ask, "What am I getting for my money?"

Our members aren't happy with the answers and the President has a significant influence on that process.

Q: What are some of your other concerns?

A: There's a definite feeling among our members that our image — and that includes our own image of ourselves has been tarnished. We need to build our image by educating the public about ourselves. Just look at the Nov. '82 election for time-and-a-half for overtime — almost everyone you talked to outside the Department thought that we already had it! They were surprised when told otherwise.

Can you imagine how much more the public doesn't know about the San Francisco Police Department? It's the job of the P.O.A. to inform the public of the positive aspects of the Department and its membership, who is the P.O.A. The press will and always has taken care of reporting the negatives. The Association must report the positives.

Q: You've passed the written phase of the Lieutenants exam; won't it be difficult to be an effective P.O.A. president as a Lieutenant?

A: First, there's precedent for a Lieutenant holding the president's job — Commander Terry D'Arcy was a Lieutenant when he was P.O.A. president.

Secondly, isn't any P.O.A. member allowed to run for office if he or she chooses to and is eligible? If that isn't an acceptable premise, maybe we'd be better off with a Patrolman's Association, and a Sergeant's Association, and a Lieutenant's Association ad infinitum. I don't think anyone wants THAT! And I don't think we'd ever be as effective as we are NOW!

Finally, if I'm fortunate enough to pass the next series of tests, and be appointed a lieutenant, I think I'll be even more effective in representing the concerns of the total membership. I'm looking forward to that.

Q: Where do you see your support among the members?

A: My campaign will address that specific question. It will be a "grassroots" campaign, minimally financed, and certainly, without the acceptance of any contributions from sources outside of the membership. From conversations I've had with various members, it's apparent that my support is widespread — I think that's a testimony to my involvement in the P.O.A. over the past years, and I'm thankful for that.

Q: Al, you're running as an Independent against two self-proclaimed slates. Do you think that you will be able to work effectively with any of these potential Executive Officers?

A: I believe that the membership is best served by an independent Board. My major concern with slates is the relationship between the president and treasurer. If that relationship is too close, (ie. slatemates) then the protection of our money may be less than ideal. Our system calls for two signatures on every check, the President's and Treasurer's. The present practice in the office is for checks to be pre-signed or stamped with signature stamps. I am uncomfortable with these practices and do not intend to use either one. However, as president, I feel I could have an effective working rela-

tionship with a treasurer who comes from a slate. I think that our non-affiliated relationship will protect our money to a great extent.

Q: Some members complain that they never hear from their representatives and therefore know little about what's going on within the P.O.A. How do you plan to address this problem?

A: Sadly, a major problem within the P.O.A. is the definite lack of communication that exists between the Board and the Membership. Some Board members represent and work for their members very diligently. While others put forth less than their best effort. But that has to be expected with a totally volunteer Board. I'd like to see the representatives made more accountable to those who elected them.

Q: How would you accomplish that?

A: Maybe the unit representatives should be paid a salary in line with those now paid to the four executive officers. I think the equivalent of at least one day's pay per month could be justified for the effort required of an active Board Member. Then a unit rep would be sure to attend the meetings and report back to the members of the unit. I'd like to have them write a small column each month in our paper, telling what they've done to keep their members advised of P.O.A. happenings. If they don't comply with their duties, their salary would be withheld, and their members notified of that fact. I think this would attract an abundance of hard-working involved members to seek election to the Board at a time when we're facing a critical need for increased member involvement.

Q: Al, you've told people that you'll wear your uniform while in office. In view of the P.O.A.'s long and costly battle a few years ago over the Police Commission's right to require then-President Jerry Crowley to appear before them in uniform, don't you think that by wearing your uniform, you're taking a step backward?

A: Absolutely not! I'm proud to be a San Francisco police officer and the best way to prove that to our membership and the public is by wearing my uniform. If the P.O.A. truly represents its members, the best way for me to make that clear to the public and politicians is by wearing my uniform when representing the membership. Certainly, each situation should be viewed individually, taking into account the parties and issues involved, as well as the "arena" in which the exchange of ideas is being conducted. But, in general, I'll wear my uniform at every opportunity as P.O.A. President.

Q: One final Question, Al: Why should someone vote for Al Casciato rather than for either of the two other candidates?

A: That's a difficult one, but it comes down to this: it's time for a change. The actions of the current President have diluted the early confidence the membership had in him when he began 4 years ago. And how can we vote for someone like Jerry Crowley who is so directly tied to the mistakes of the past? We're still paying for the results of the strike. I hope the members' memories aren't so short that they're willing to take a disastrous step backward! But most importantly, I don't believe this or any other P.O.A. office should be used as a springboard. That's why I'm going to propose a limitation on the terms of the executive officers, so there's a structured influx of new ideas, and to prohibit any person from exerting too much influence. There's a distinct difference between "domination" and "leadership"; I plan to provide Leadership!

Q: If you could ask the members to do one thing in this election, what would that be?

A: In order to address everyone in the membership, I would have to attend over 100 line-ups, an impossible task in a three-week period. I would ask the members to read my materials carefully and vote in January.

"QUESTION OF THE MONTH"

by Ed Collins

Bob Barry? Jerry Crowley? Al Casciato? Who will be the next President of the S.F.P.O.A.? Right now it appears to be a jump ball with your guess as good as mine. I have my own thoughts on the candidates and I'd like to take this opportunity to share them with you.

Jerry Crowley. I remember him. He was an adamant (Bullheaded) unionist who placed more value on militance than unity and led a gullible P.O.A. in 1975. The ominous echos of the Police Strike still resound bitterly — no matter how old.

Bob Barry. I happen to like Bob Barry alot more than Jerry Crowley. He was a good Police Officer in the Central and, all things considered, he's been a good P.O.A. President. He is polished and gives a good appearance. To his credit he has utilized, to the fullest, people of intelligence and unequalled dedication. Here I refer to Hebel, Chignell, Rapagnani, et al. Bob has completed the metamorphosis from Patrolman to Classic Politician — with a sad lack of visible pain.

Al Casciato. More than Bob Barry I like Al Casciato, and not just because he's taller. Al has been active in the P.O.A. since 1975 and he's just as qualified, if not more so, than Bob was when he ran for President four years ago. Why favor Al over Bob? Basically because Casciato is a career Police Officer and Barry has given me the impression that he isn't. I feel more confident under the leadership of a man who has something at stake in the long run. Therefore, the faith I had in Bob four years ago I now place in Casciato.

At any rate all three are now seeking the Office of President and what with politicians being like noses I should know better than to get caught picking one.

Casciato For President

by Jim Strange,
Southern Station

The Future president of our association needs your support to win this office. That's why I'm asking each member to vote for Al Casciato to lead us through the next two years.

Al is one of the most dedicated members of the Association and is no novice to politics. Since 1975 he has worked hard for both past administrations. He was elected Station rep from Central Station and worked alongside Jerry Crowley.

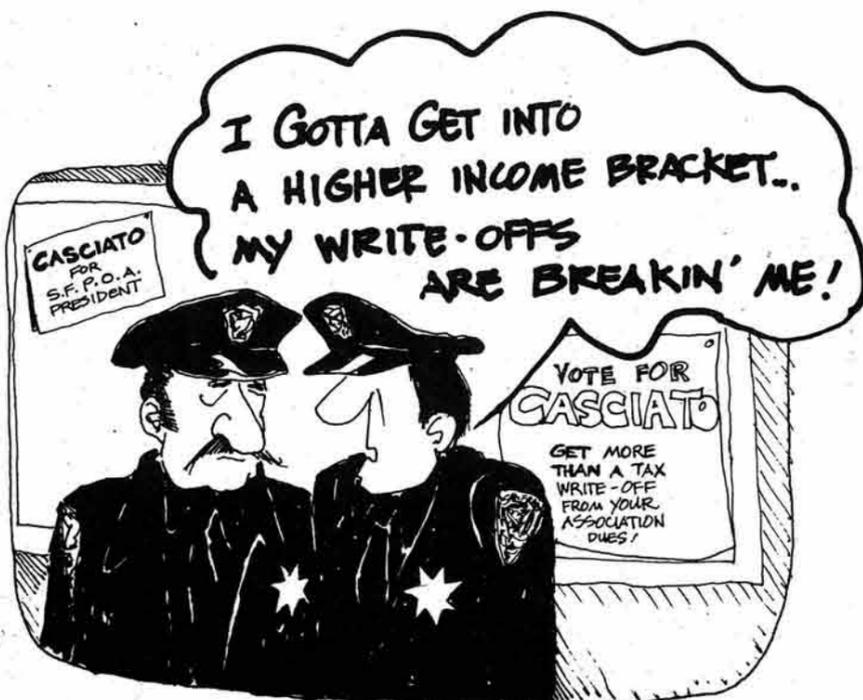
He was then elected Secretary and helped Bob Barry. Presently he is the Headquarters Representative. He's gained valuable experience on the grievance, Federal Litigation, Screening, Legislative, Insurance, and Newspaper Committees.

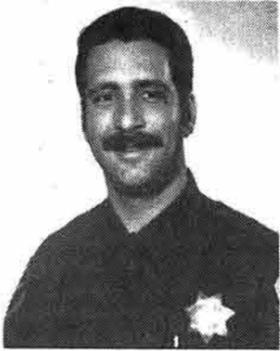
Al has always been available to confer with all

members about any matter at any time. This includes phone calls during all hours of the day or night to counsel members with problems. Al is a serious candidate for the office of president and needs your vote. I don't have to tell you that Al has many friends throughout the department and San Francisco.

Watching Al in action over the years I can see that he has a good rapport with our current administration. He's not the type of politician that you only see around election time asking for votes. He's also outspoken but not abrasive. If you ask Al what he's going to do about getting better benefits for us be prepared to spend part of your day listening to some very solid plans.

Tell your friends that you're voting for strong P.O.A. leadership and join me in voting for Al Casciato.





Al Casciato

continued from page 8

that will have the responsibility for assuring that promotional exams are fair and have been reviewed for problems before being administered.

In October 1982, I started this process by authoring specific motions at the Board that instructed our attorneys to follow this course for the upcoming Q35/Q50 exams. We can not afford to be uninvolved before the fact when so many of our members are so significantly affected. We must take a lesson from the Administration of the Lt's Exam.



VOTE
for a New Look
in your Association.

AL CASCIATO FOR PRESIDENT

by Victor M. Wode
Pistol Range

POA elections are once again upon us. The persons elected will basically decide the direction of the Association for the near future. Three candidates are running for the office of president. Bob Barry, the incumbent, Jerry Crowley and Al Casciato. Bob Barry has brought the Association back from a disastrous period immediately following the strike and he should be commended. However, his is an administration by reaction. As of this writing the City and the POA have not reached a Memorandum of Understanding or conduct if you will. One of the problems surfacing again and again is the disparity in punishment given by the Commission. Bob has basically worked very hard but has he really moved the Association as far as it could or should have been? I think not.

Jerry Crowley, during his term as POA president had brought the then country club type association forward to the point where it became a voice for police officers in contact with both the administration and the city. However, with the advent of the strike, most of the gains realized before were lost. That is the reason why the members of the association are presently divided into two unequal retirement systems.

Al Casciato has served as an officer of the Association in various capacities for many years. He has given his best in each position he has held and will bring the same dedication and innovation to the presidency. Two of the goals of Al's are the reduction in dues monies the association collects and the close scrutiny of contributions to political candidates.

Viewing the candidates from my perspective I find that Crowley had a chance, started out fine but blew it. Barry picked up and brought the association forward but now seems mired down in internal bickering and indecision. Al Casciato will, I think, bring new ideas and enthusiasm to this vital position.

HE DESERVES OUR VOTE

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MIKE DEMPSEY

Having been the Mission Station Representative for the past four (4) years, I have grown with the job. The days of the fraternal, non-aggressive organization are over. What's needed is a representative that is up to the challenge, one who is not afraid to stand up for the rights of those he/she represents. I believe that I have been that type of representative.

I am soliciting your vote to remain on the Board of Directors as I have been there when the members have needed me and will continue to do so.

I urge you to also vote for the Bob Barry, Paul Chignell, Duane Collins and Gerry Schmidt team. I have worked closely with each of them and I am impressed with how they have done the job — both individually and collectively. I think we have turned the corner because of their leadership and I am looking forward to the next two (2) years.

Thanks,
Mike Dempsey

Stress Management Program

District Health Center #1 is holding a six-week stress management program beginning January 25, 1983. All six sessions will be held at the Center, located at 3850 - 17th Street, on Tuesday evening, 7:30 P.M. to 9:00 P.M. The last session will be March 1, 1983.

Sessions will cover: recognition of stressors, definition of the stress response, deep muscle relaxation, meditation, visualization, use of affirmations, communication exercises, and discussion of nutrition and exercise.

The fee for the six-session program is \$11.00, which includes materials, and is payable by exact change or by check at the end of the first session. For more information and/or to register, please call 558-3905, Monday thru Friday, 9:00 A.M. to 4:00 P.M.

For information concerning other health services offered at Health Center #1, please call 558-3905, 8:00 A.M. to 4:30 P.M., Monday thru Friday.

Open letter

In January 1983, POA members will be asked to vote for their POA representative and also for the Executive Board. In the past few years the POA has been trying to rebuild. One, to get a better political base within City Hall. But also to make a better representation within the Police Administration. The battle is far from over, but I believe the current President Bob Barry and Vice President Paul Chignell have been doing an excellent job. It hasn't always been painted roses, but they have been there when it counted. I hope when everyone gets their ballots, they will review their choices and concern themselves with the POA's future. Let's continue to support Bob Barry and Paul Chignell and vote for the representative that will work for you and make future improvements.

TIME AND HALF STARTS IN JULY 1983, lets see if we can get a dental plan or full medical pay.

Sincerely,
Henry Friedlander
Community Services
Committee Chairman

DAN LINEHAN

As your station representative for the past two years, I have been proud to serve you to the best of my abilities. I have protected your rights, given to you through the Police Officer Bill of Rights at Internal Affairs hundreds of times, at all different times of the day. I have made numerous appearances before the Chief, the Accident Review Board and The Police Commission resulting in a very high success rate of favorable decisions for the members I defended.

I have a proven record of protecting you at all levels of the department. I have the knowledge, the experience and the desire to continue. It is for these reasons I ask for your vote to continue to serve you in the finest tradition of the San Francisco Police Officers Association.

Fraternally
Dan Linehan
Director-Southern Station

Endorsements

Phil Dito and I are running unopposed for the Board of Directors of the POA from the Bureau of Investigations. Inspector Dito has been working in the burglary detail for the past several years.

I want to take this opportunity to give my endorsements in the upcoming election for executive officers of the POA. I have been on the board for the past seven years and have worked with most of the people seeking office.

I feel that the leadership in the past several years has been very positive and progressive. As most people know I have often disagreed and voted against certain issues from the POA, but still feel that President Bob Barry is the man for the job. Bob Barry will provide the leadership the POA and its members need.

I would also like to endorse Paul Chignell for Vice-President. Paul is a tireless worker for the POA and all of its members. Also running are Duane Collins for treasurer and Gerry Schmidt for secretary. Both of these people are dedicated workers and have my endorsement and deserve your votes.

Bob Huegle
Bureau Of Investigations

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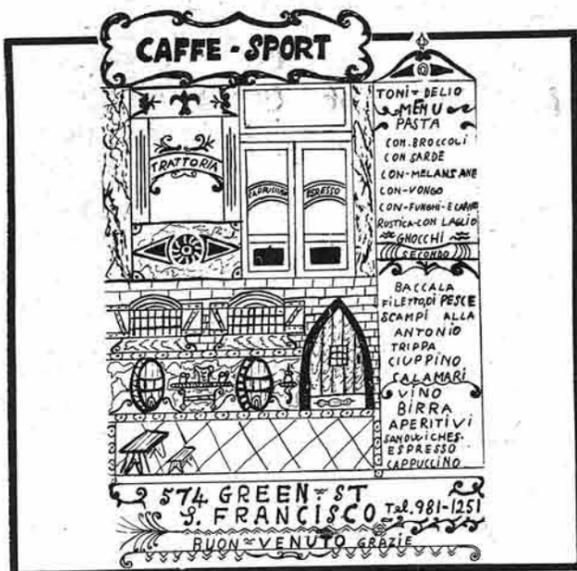
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**ELECT MIKE HEBEL -
HEADQUARTERS REPRESENTATIVE**

As an active and working member of this Association's Board of Directors since 1969, I solicit and request your support and vote for my candidacy as representative from Headquarters Company.

KEY ISSUES

The 1980's present new challenges to the Police Labor Movement at all levels of government, but emphasis must be placed on Association activity right here in San Francisco. In my judgement the key issues for the next two (2) years will concern:

- (1) Improved retirement/disability benefits for police officers employed after November 1976;
- (2) Sergeant/Assistant Inspector examinations and appointments to these ranks;
- (3) Protecting police officers from false complaints by seeking legal redress (AB 1025, recently enacted);
- (4) Improving the quality of medical care now being received by occupationally injured police officers; and

- (5) Improve working conditions/benefits needed to retain experienced officers.

PAST EXPERIENCE

For the last twelve (12) years I have been actively and vigorously serving and advancing the needs of the Association's membership.

I began as chairman of the 1968/70 Constitution and By-Laws Revision Committee which completely re-wrote these documents so as to restructure the Association and set the foundation for effective advocacy and representation for the 1970's-a period which saw much growth for the Association and vast improvements in working conditions and pension benefits.

My services and member of the Board of Directors began in 1969 and included the writing of Charter Amendments on such diverse topics as: salary and salary protection, collective bargaining, retirement and pensions, disability benefits, promotional opportunities and police department re-organization. It included successfully backing lawsuits on back pay and the elimination of the residency limitation.

As a member and former chairman of the Labor Relations Committee, I assisted in both writing and negotiating the Association's first (1971) Memorandum of Understanding. I have actively participated in each succeeding Memorandum in both the writing and negotiating process.

As a member of the Grievance Committee, I have represented members in nearly 120 grievances dealing with: punitive personnel action, secondary employment, rates of pay, seniority, transfer lists, personnel files, annual leave and duty assignments. I processed the million dollar Bureau of Inspectors grievance for back wages, the grievance which eliminated the uncompensated 15 minute early reporting time, and the grievance which resulted in allowing members to hold dual ranks.

REPRESENTING MEMBERS

For over twelve (12) years I have represented scores of police officers before various City boards and commissions including the Police Commission and the Civil Service Commission on such matters as: disciplinary hearings, Chief's suspensions, seniority rights, duty assignments, promotional opportunities, and the examination process.

I have represented hundreds of members at Internal Affairs Investigations and other agency investigations.

In my capacity as an attorney I have served as the Association's Welfare Officer since 1974 representing members, their spouses, and beneficiaries before the Retirement Board and now the hearing officers on the issues of: ordinary and industrial disability retirement, disability leave, reimbursement for medical expenses, securing medical treatment, and obtaining benefits for police officers, widows and dependent children.

I am presently a member of the California State Bar,

the California Applicants Attorneys Association, and the San Francisco Bar Association.

PUBLICATIONS

I have written and edited comprehensive brochures on the City's complex Retirement Benefit System and on the Workers' Compensation System in order to fully educate members on all their rights and benefits under these Systems. I've prepared a brochure which was very useful to members concerning the Retirement Buy-Out and Vesting Propositions and the election thereto of 1981.

I have written articles for the *Policeman* for over twelve (12) years on all issues affecting police officers including detailed articles on: salary issues, charter amendments, pension issues, medical care, tax matters, secondary employment, career development, promotional opportunities, occupational health and safety standards, collective bargaining, trends in public sector labor movement, and political action. Additionally, I have prepared feature articles for the COPS Publication on salary issues.

CONSULTANT/SEMINARS

I have served as a consultant to the California Organization of Police and Sheriffs and numerous other Northern and Central police unions and associations. I have conducted and participated in various seminars and workshops for national, state and local police associations and law enforcement organizations on: police officers' bill of rights, grievance processing, collective bargaining, contract writing, negotiation skills, and political action. I presently lecture on the California Peace Officers' Procedural Bill of Rights at the San Jose State University.

CHALLENGE AHEAD

The San Francisco Police Department has become a training agency for police jurisdictions throughout Northern California. Police officers come into this Department only to leave, in large numbers, as experienced, productive officers after comparing wages, benefits, working conditions and pension benefits with that provided by other agencies. In most of these, San Francisco compares most unfavorably. The challenge of the 1980's lies with:

- (1) Structuring the salary process so that we do not always play catch-up;
- (2) Passing a local or state collective bargaining mechanism so that improved working benefits and conditions may be acquired forthwith; and
- (3) Advancing promotional opportunities and appointments to higher ranks so that motivation to achieve is fostered.

I urge your help and support in meeting these challenges. Mike Hebel for Headquarters Representative!

Pride

Leadership

Unity



**Vice
President
Joe
Toomey**

**President
Jerry
Crowley**



**Treasurer
Joe
Patterson**

ELECTION FORECAST

by Theodore A. Schlink III

Two years ago, there was an election for positions on the executive board of the POA. The executive board consists of the President, Vice-President, Treasurer and Secretary. Their term of office is for two years, with a monthly salary of \$100.00, with the exception of the President, who is paid Sergeants salary. In the last election for executive positions, many friendships were needlessly destroyed by Association politics, and it is my hope, that this year, the same mistakes are not repeated.

Bob Barry, the incumbent, is being challenged by ex-President Gerald Crowley, and Croce 'Al' Casciato. Over the past 4 years, Bob Barry has taken our association a long way, over a very hard road. There has been everything from Chief Charles R. Gain, to time and one-half for overtime. There has been a Captain's examination, and a Lieutenant's Examination, in addition to now being at full departmental strength. Barry initiated the Annual POA summer picnic, in addition to opening up lines of political communication with Sacramento and City Hall. Overtime is now being paid in a timely manner, compared to the 4 to 6 month wait we used to experience. We still don't have the choice of wearing beards in uniform, however, the stations have been cleaned up by the Board of Health. All in all, Barry has been able to accomplish all but the impossible. The question arises however, as to what is impossible? Gerald Crowley, once a Blue Coat, now a Blue Eagle, was ousted from office 4 years ago by Bob Barry. Crowley now sees his chance to return to office, due to the dissatisfaction with current POA politics. Gerry will take on the POA's position on the Civilian Review Board, in addition to the monies that have been directed to unpopular politicians. Crowley, who initiated our brief encounter with the AFL-CIO, may or may not make issue of the fact that we are no longer affiliated with them, however, I doubt that any mention of the AFL-CIO will come up. When Crowley was in office, he lead us through the strike of 1975, which resulted in the City giving us a formula for pay raises that has done us more good than bad. Crowley will also make mention of the fact, that it was he who was able to negotiate a viable Memorandum of Understanding, in addition to being an engineer of the Police Officers Bill of rights. When Crowley was in his glory, all was well, however, is his brand of politics dead? While Barry and Crowley are debating back and forth, I believe Croce Casciato will identify what was before believed to be impossible, and he will identify those issues with a rather quiet and analytical approach. Casciato will be in a position that will allow him the flexibility of open and direct conversation, due to the fact that he does not have to defend the past or current politics of the POA. He has been on the sidelines for the past two years, which will give him the ability to separate himself from his opponents. Casciato has also chosen to run as an independent, without a slate of candidates.

It looks as if this election will offer us a well rounded choice of candidates. My forecast is that Barry and Casciato will be the top vote getters, however Crowley, who has a strong and vocal following will run a close third. If my forecast is correct, there will be a run off election, due to the fact that none of the candidates will receive the requisite amount of votes to secure the office. If a run-off occurs, it will be either Barry or Crowley versus Casciato. In any event, I sincerely hope that all the aforementioned candidates pledge their support to the victor, so that after the smoke has cleared, they all can lend their talents to keeping our Association strong and effective.

The Vice-Presidential race promises to be a fight to the finish. Paul Chignell, the incumbent, may have a

hard time convincing the membership that the campaign contribution he received from this Association in his Assembly race was proper, although, I personally believe that Chignell should have been given 10 times the amount he was awarded. Chignell has given up more than anyone around the POA, in the way of donated time spent representing the membership. If there is anyone who knows the ins and outs of this association, it is Chignell. On the other hand, Joe Toomey, who is on Crowley's slate, has the support of the previously mentioned strong and vocal following of Crowley. Joe will be sure to make mention of the campaign contribution that Chignell received, in addition to the fact that if Paul had won an Assembly seat, he would not be here now. Dave Herman, a political unknown, is a very articulate individual, who may surprise everyone. He seems to have an insider's view of the political situation, and I am sure that he will capitalize upon the foopahs of the current administration of the POA, as well as the blunders of Crowley's past administration. One of the things that I find most curious in elections is the emphasis that candidates make upon the mistakes of their opponents. In this election, I think that the winner will be the one who is able to exhibit strong leadership qualities, due to the uncertainty of the Presidential race. If slate cards are followed, Herman doesn't have a chance, but if they are not followed, Herman's chances of success are greatly increased. All in all, I forecast that Chignell will be the winner, and that there will not be a run-off in this category.

The office of Treasurer has Duane Collins, the incumbent, pitted against Joe Patterson, an ex-treasurer of this Association. Collins, who is in Barry's camp, has not allowed this organization to go bankrupt, however, neither did Patterson. Patterson, a Blue Eagle, will probably have the support of deeply entrenched Blue Coats, due to his non-controversial positions of years past. If he does capture the Blue Coat vote, he may knock Collins out of office. Collins, on the other hand, is a down to earth type of guy, who is sure to win the support of those he is able to talk to during the campaign. This is one campaign where there is only one bite at the apple, because the top vote getter is in. Since Collins has only been Treasurer since September 1982, it appears to me that his performance thus far would be hard to attack, however, his position on campaign contributions to political hopefuls and incumbents alike, may prove to be the one factor that will sway votes one way or the other. Remember, if the Treasurer doesn't sign the checks, the money stays with us. I predict a close race, and I forecast that Collins will remain as treasurer by a margin of 55%.

Gerry Schmidt has it made. No one is running against him for Secretary provided of course, that some write in doesn't steal the show. If there is to be a write in candidate, I predict that the Blue Eagles will come up with one, however, I don't see the chance of success very probable. In the first place, if the Crowley camp was unable to come up with a candidate at the appropriate time, their candidate may lack the credibility that a bona fide candidate would have. However, this has been a very controversial year, which has seen Schmidt involved directly with our past ballot issues, that resulted in some thought provoking endorsements from some rather interesting groups. Schmidt did a remarkable job during the ballot campaign during the fall, and I predict that he will win the overwhelming

support of the membership.

I further predict that Dan Linehan will handily defeat his opponent at Southern Station due to the tremendous job he has done thus far. I don't know his opponent at the Southern, but the residents at Co. B tell me that Linehan is a shoe in. Swall, along with Dempsey, Parenti, Bruce, Rapaganani, Bell, Doherty, Collins and Maloney will retain their seats, and Ben McAllister in Traffic will be a new member to the Board of Directors. Ballentine and Hebel will be in at Headquarters, however, I do not have a prediction regarding the Bureau.

I hope that each and every one of us will take the time to listen to the candidates, and I suggest that a critical analysis be made of what they say. Rather than voice criticism, I would suggest that the candidates should be asked for their solutions to those problems that plague our department. I would further caution you concerning a vote for change, just for the sake of change. If there is to be a change, it should not be based upon personalities, but rather upon an accurate analysis of the candidates and their views. It is our vote that puts them in office, and you can bet that your thoughts, ideas, and visions for the future will be listened to by them, but listening is not enough. Vote for the candidate that not only listens, but will act on what he is told.

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Office Modernization, Word Processor

015-115-2. What is it? This is the WANG Office Information System Model 115-2. Many members who have stopped by the office to pick up their yearbooks have commented on the new piece of equipment and said that they would like to know more about it. The System is a word processor with computing capabilities. It has an 8.4 mega byte memory which translates to 8,400,000 pieces of information or 3500 pages. That would be enough space to store 5 S.F. phonebooks yet be able to pull any name, address or phone number by the push of a button. That's a lot of power: When we purchased the machine we knew it was a very powerful system but you really don't know how much of a labor saver it will be until you put it to work; then you will see what it can do.

The machine itself is made up of a CPU (Central Processing Unit) 2 work stations, and a printer. The CPU

can support another 5 work stations, other printers or a combination of both. Each station can operate independent of each other and each station has its own 64,000 byte memory. With the recent change in the Policeman Newspaper, we have Louise full time in the office. She has had extensive exposure to the Computer and is a fast learner. She handles our list processing function of the computer. This function maintains the membership list. We will be able to retrieve any information on any member by a few simple key strokes; no longer will we have to thumb through file cabinets or card files. It is a simple process where you can ask the machine to search a given file. You have members names, addresses, zip codes, phone numbers, rank, appointment dates, assignments, whether in the Life Insurance or Dental Insurance program. So if you need to contact a specific group just tell the computer which group or combination of groups and it will search for you. If you want to know how many policemen are living in Novato, just ask for a list of names with the Novato zip code; within a few seconds the list is there in front of you, a task that would take hours normally.

You can apply this to any category of information in the machine. One area where this can be applied is the recruit letter sent out to the various academy classes welcoming them to the department and the P.O.A. Prior to the computer, a class of 40 recruits would require our staff to type 40 individual letters. Now a standard letter is stored in the memory and all we do is add the 40 names to our membership list, then request the computer to merge the members with a given appointment date with the recruit letter and Presto!! 40 individualized letters are produced in a matter of minutes

not hours or days as in the past. As you can see, this technique applies to anything. We can maintain a list of the Board of Supervisors, Judges, State Assemblymen and Senators. It becomes mind boggling how easy it will be to communicate our views to the lawmakers and various groups in the future.

Yvonne who handles the insurance for the P.O.A. has experience using the Police Department's WANG. She was loaned to them in the past to input information into their system. She is becoming very proficient in producing letters on the Wang and the dust increases daily on her old Electric typewriter. She is currently working with C & W Consultants and automating our insurance files and insurance billing procedures. Once completed this will save untold hours of work.

Laverne, our bookkeeper, whom I work closely with as Treasurer, is currently involved in the automation of our financial records. She is working with our accountant and C & W Consultants to design a program to fill our bookkeeping needs. When completed, we will no longer have to make entries in a book; all our records will be in the computer. These records will be Passwork Protected. This means you need to know a specific code to gain access to the information. Only key personnel will have access to these important records. The advantages of having automated books are numerous.

Last month when I did my P.O.A. Pie article, I broke down the various accounts, getting year-to-date totals, then converting them to percentages, then projecting them to the end of the year for the upcoming '83 budget. I spent many evenings with my 10 key hand calculator going over each account. With the computer I could retrieve that information in a matter of minutes, not days. The monthly statements for my report to the Board of Directors now takes a day to prepare. This would be done automatically in a few seconds and be up to the minute in accuracy. You could get the status of any account, how much money is left in the account, a list of each check in each account and to whom and when it was paid. The possibilities of this machine are limitless.

I've mentioned C & W Consultants. This company consists of Sgt. Harlan Wilson and Richard Curtis, the Police Department's resident WANG wizards from Planning and Research. Thanks to the help of these two men and dozens of donated hours, we have made our computer a reality and done it at minimal costs.

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INVOLVEMENT

On 12/6/82, I was investigating a brutal robbery-beating of 2 SF "very old" citizens, William and Herman Konig, Wm is 95 yr. and Herman is 85 yrs. old. They had been robbed-attacked in their Oakdale Ave. home and because of much responsible news media coverage, checks were being delivered to me in Robbery. I felt we should initiate a special fund. I started by calling Lt. Frank Jordan, Head of Community Services, he was very receptive and immediately sent Lt. Tim Thorsen to see me in my office. The situation was explained and in 24 hrs. Tim Thorsen had a trust account set up with a branch Bank of America bank. The story started sad but ended happily as we were able to let the public know how badly, very badly, "our old timers" victims needed money, as the "rotten hood bandits" had robbed them of all their life savings, \$800.00. As of 12/21/82, the Konig fund had over \$32,000.00 available for the Konigs plus arrangements were made to send the 2 old victims to the Soldiers home in Yountville, Cal. I thank Lt. Tim Thorsen from my heart.

Dave Toschi

The Konig Brothers

Police Inspector David Toschi
San Francisco Police Dept.
SAN FRANCISCO, Ca.

re: HERMAN KONIG age 85 & WILLIAM KONIG age 95

Dear Inspector Toschi:

Enclosing newspaper story I read this a.m. in the L.A. Herald-Examiner re the two Messrs. Konig: Enclosing a carbon copy you can give to these two brave wonderful elderly men — that had the "GUTS" to fight those alley rats down to the last ditch.

We are enclosing TWO BUCKS to get a ROLLING FUND started for these brave men — if only half the people that read this story or heard it on radio or TV — we could set a fund to more than replace their "NEST EGG".

My husband is 84½ & was also a WW I fighting man — a MARINE & has just recovered from triple by-pass surgery — so we are thanking God by opening a fund for Herman & Bill Konig.

Feel free to publish this letter in your local Hearst paper to show that we senior citizens should stick together & get behind these brave men.

Let me also say: Don't write off the senior citizens — we feel just like young or middle-aged people. We love to eat, laugh, dance, have an occasional cocktail & above all enjoy LIFE.

We lived in Los Angeles for 40 years & ten years ago retired to beautiful OCEANSIDE — we have the highest respect for all branches of police enforcement (GOD BLESS YOU ALL THAT PUT YOUR LIFE ON THE LINE EVERYDAY FOR WE CITIZENS) also so much respect the armed services & our swell MARINES here at Camp Pendleton.

We hope everyone that learns the plight of Herman & Bill Konig will send in at least one dollar to give them back their "nest egg" & peace of mind, & respect.

Lots of love,

MR. & MRS. BILL HUBER
OCEANSIDE, California

First to Be Called

How the Police Try to Cope

By Erica Goode

The dispatcher's voice barks over the airwaves: "Complainant reports a white male, 160 pounds, believed to be 800, smashing car windows and yelling on Haight Street."

More often than not, police officers are the first to be called when someone, cracking under pressure, jumps over the line that separates private misery from public concern.

They are called by frightened neighbors, by worried relatives, by shopkeepers, hotel managers and doctors. They respond when a 23-year-old woman, lodged precariously on a window ledge five stories up, is threatening to jump, or when a 65-year-old man takes after his son-in-law with a knife.

Of the more than 5000 people who were involuntarily taken to psychiatric hospitals in San Francisco last year, 91 percent were brought there by the police.

Inspector Jack Ballentine, director of the Police Department's Mental Health Unit, sat in an armchair recently and gazed at the white Pacific surf frothing across a poster on his office wall. The unit, formed 20 years ago, exists in a netherland between the world of cops and the world of psychiatrists and social workers.

After more than seven years serving as half-shrink/half-cop, Ballentine said he sees the worsening economy creating tougher pressures on the street.

"One of the reasons we're seeing more violence now," Ballentine said, "is that the people who were just making it before are not making it now. They're pushing out the ones just below them who used to fill places like Hospitality House and St. Anthony's dining room."

"San Francisco can tolerate a huge number of Emperor Norton types," he said. "The bag lady types are not pleasant to look at but they're not harmful, and we don't become involved with them unless they decide to live in the parking lot of a television station."

"The people we do get involved with are those who go to Hospitality House and get kicked out, who break a window or otherwise come to the attention of the police. If somebody comes voluntarily to mental health, we're not interested. We're only interested in the involuntary."

"The police don't want to deal with mentally ill people," said Ballentine. "They hate 800 (mentally disturbed) calls and calls about domestic beefs with weapons involved. They don't get much training in it. But every year in refresher courses at the Police Academy, I ask how many of them have handled a murder and maybe one person raises a hand. Then I ask how many involuntary psychiatric patients they've had to deal with, and nearly everyone sticks their hand up."

Part of the problem, said Woody Tennant, Ballentine's assistant, is that "crazy" behavior scares many officers.

"The hardest thing with unstable people is to slow

everything down," Tennant said.

"Everything has to go into slow motion and the police usually don't do this well, out of legitimate concerns for their own safety. They try to rush through with the encounter and that's the very thing that makes it worse. It's like being in a foreign country and trying to talk louder and slower so people understand. You have to establish some kind of rapport."

As the economy worsens and the police are summoned more frequently, there are new problems. Once they pick people up, where do they take them?

"In the early '70's," Ballentine said, "we used to go to the hospital with somebody...and they'd say well, we're a little full right now. But our ultimate threat was to say, 'If you don't take him, we'll take him to jail and press charges.'"

"Today if you use that threat, the doctors and nurses will help you handcuff the patient and drag him to the radio car, saying that he's been to the hospital 27 times and they don't think he'll benefit from hospitalization."

Reprinted from S.F. Examiner Mon. Jan. 3, 1983

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December 21, 1982

Board of Directors Meeting

Meeting was called to order at 3:50 p.m. by Vice-President Paul Chignell with the Pledge of Allegiance.

The first order of business was the administering of the Oath of Office to Jill Connelly from Richmond Station. Jill was sworn in, in that Woody Tennant had resigned approximately one month ago.

ROLL CALL: Seventeen (17) present (Linehan, Schmidt, Dempsey, Parenti, Bruce, Connelly, Maloney, Doherty, Wright, Rapagnani, Ballentine, Casciato, Huegle, Nevin, Hebel, D. Collins, Chignell); two (2) absent (Swall, T. Collins); and two (2) excused (Bell, Barry).

Acting President Chignell indicated that he had no President's report no Vice-President's report.

SECRETARY'S REPORT: Mike Hebel indicated that the minutes for the November Board of Directors Meeting were printed in the December issue of the Policeman. M/Schmidt S/Rapagnani that the minutes be approved. They were approved on voice vote.

TREASURER'S REPORT: Treasurer Duane Collins presented the Monthly Financial Statement for November 1982. The present balance on-hand showed as \$91,244.92. M/Hebel S/Maloney that the Treasurer's report be approved. Approved on voice vote.

FEDERAL LITIGATION COMMITTEE: Mike Hebel gave the Federal Litigation Report and stated as follows:

- (1) On December 22, 1982 a court hearing, seeking injunctive relief, would be held concerning the Q-60 Lieutenants' Examination. This litigation was brought by the unsuccessful Q-60 candidates challenging the job relatedness of the written part of that examination.
- (2) A Information Bulletin had just been released establishing June 1, 1983 as the cut-off for eligibility to compete in the upcoming Q-50/Q-35 Exam. No firm date has been set for this exam nor has a bibliography been released. The POA has urged a timely release of the exam date and of a bibliography in order that the candidates can put in

the proper study time.

- (3) A meeting will be held in Judge Peckham's Chambers on January 3, 1983 regarding the Promotional Examinations and the staffing in the Consent Decree.

INSURANCE/PUBLICATIONS COMMITTEE: Gale Wright gave a report for both of these committees emphasizing that the ad revenue on the newspaper had proved to be very successful. He indicated that California Life Insurance Company had just put together a new disability policy for police officers and that a mail-out on this new policy would soon be distributed to all members.

GRIEVANCE COMMITTEE: Paul Chignell gave the Grievance Committee report. He stated that a written record for all pending grievances has been sent out to all Board members. He indicated that he was awaiting a reply from Chief Murphy concerning the scheduling of further grievances. Chief Murphy apparently wishes to delegate these matters; the Association properly believes that this is the Chief's responsibility and is not delegable. Paul urged all members to be very aware that there is presently a requirement that a grievance, in order to be processed, must be presented within 30 days of the occurrence of the grievance or the member's reasonable awareness that the grievance occurred.

WELFARE OFFICER'S REPORT: Mike Hebel made the following report:

- (1) Billings from the City & County of San Francisco - Franciscan Treatment Room - for occupational injuries has become very much of a sore point since due to the City's lateness in paying these bills members are receiving the bills at a great inconvenience and burden to them. In some cases these billings have gone to Collection Agencies. Mike Hebel urged all members with these problems to promptly report it to him since he worked out a very satisfactory procedure for immediate and prompt payment of these billings and an immediate cessation of further harassment by the St. Francis Hospital.
- (2) The Russ Dickey case which is presently in Superior Court. In this case the City Attorney is arguing that if an individual holds a like work/like pay position for more than a year immediately prior to his retirement that he is entitled to a retirement allowance based not on this like work/like pay position but rather on his permanent civil service classification. If this interpretation of the Charter is upheld, it will have drastic ramifications for present members and for members who have just retired. It means that like work/like pay positions, now being commonly held in order to increase retirement benefits, will in fact no longer increase retirement benefits. This case is being actively and vigorously fought by the Association in that it is the Association's position that the holding of a like

work/like pay position for one year immediately preceding retirement results in retirement benefits being based on the amount of monthly pay granted to the like work/like pay position, and not to the lower civil service classification.

SCREENING COMMITTEE: A report was made by Paul Chignell and Duane Collins on the activities of the Screening Committee. It is noted that presently the POA owes \$60,000.00 to the firm of Bley & Bley which is currently billing at the rate of \$50/hour. Reno Rapagnani indicated that there is a need for a full time attorney, to be hired by the POA, in order to keep legal expenses at a reasonable rate. Committee will be set up after current POA elections to explore this.

LEGISLATIVE COMMITTEE: A report was given by Dan Linehan regarding Propositions "I" and "J". He noted that Proposition "I" (Tier III Retirement System) lost by 4% of the votes. He distributed a comprehensive breakdown of voting patterns in the City on both Propositions "I" and "J". He pointed out where the geographical areas of the City in which emphasis would have to be placed on future retirement issue campaigns.

PICNIC COMMITTEE: Ted Schlink gave a report on the 1982 Picnic held at MarineWorld. He indicated that 2,946 people attended and that the POA spent \$14,000 as a subsidy to these attendees. Ted indicated that it is his recommendation that the 1983 Picnic again be held in MarineWorld where it can be held at night from 6:00 p.m. to 12:00 a.m. in September of 1983. During that period of time the park would be used exclusively by POA members. He thought that this Picnic would cost approximately \$25,000 in POA subsidy.

M/Hebel S/Parenti that the Board authorize a \$1,000 expenditure to reserve a night in September 1983 for the POA Picnic in MarineWorld with further details (prices to members, size of subsidy, etc.) to be brought to the Board by the Picnic Committee at a later time. The \$1,000 is to be a refundable deposit. Motion passed on a vote of 12-yes (Linehan, Schmidt, Dempsey, Parenti, Bruce, Connelly, Maloney, Wright, Casciato, Huegle, Hebel, D. Collins, Chignell) and 2-no (Doherty, Rapagnani).

NEW BUSINESS

BUDGET COMMITTEE: Duane Collins set forth a written budget proposal, as required by the Constitution and By-Laws, for fiscal year 1983. The POA's fiscal year is February 1st to January 31st of the following year. Collins set forth the 1981 and 1982 expenditures in all of our accounts and also the 1983 budget proposal.

M/Wright S/Doherty that account #895-Sports be set at an amount of \$15,000. This motion was defeated on a vote of 3-yes (Bruce, Doherty, Wright) and 12-no (Linehan, Schmidt, Dempsey, Parenti, Connelly, Maloney, Rapagnani, Casciato, Huegle, Hebel, Collins, Chignell).

M/Huegle S/Linehan that the Board of Directors approve the 1983 as presented by Treasurer Duane Collins. Motion passed on a vote of 15-yes (Linehan, Schmidt, Dempsey, Parenti, Bruce, Connelly, Maloney, Doherty, Wright, Rapagnani, Casciato, Huegle, Hebel, D. Collins, Chignell).

OLD BUSINESS

Pete Maloney spoke on the Memorandum of Understanding. He indicated that it is presently in the hands of the Police Commission with the troublesome issue being binding arbitration. He indicated that during the period that it was being presented to the Police Commission it would be presented to the Board for their ratification and then eventually to the membership for its collective approval.

M/Chignell S/Maloney that the Association expend for Christmas gifts the sum of \$100 and one dozen roses for each of our three (3) office staff members. Motion passed on a vote of 16-yes (Linehan, Schmidt, Dempsey, Parenti, Bruce, Connelly, Maloney, Doherty, Wright, Rapagnani, Ballentine, Casciato, Huegle, Hebel, D.

continued on page 21

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Board Meeting

continued from page 20

Collins, Chignell).
 Ron Parenti spoke on the issue of working holidays and overtime and indicated that he would have further report on this.
 Mike Dempsey spoke on the issue of non-voluntary transfers, the Chief's right to transfer under P-1, and watches, transfer, seniority issues for these transfers.
 Meeting adjourned at 5:20 p.m.

MICHAEL S. HEBEL
 SECRETARY

Attached: Adopted budget for 1983 along with disbursements for 1981 and 1982 in our accounts.

CASH DISBURSEMENT ACCOUNTS

	1981	1982	1983
701 Accountant	\$ 9,890	\$10,000	\$10,000
703 Annual Election	1,500	1,650	1,800
705 Awards & Donations	0	350	0
707 Bank Charges	50	50	50
709 Board of Directors	500	500	2,000
723 Dues Collections	2,000	2,000	2,500
725 Equipment Purchase	0	35,000	20,000
728 Equipment Rental	500	750	900
730 Pres. Expense Acc.			4,800
740 Gen. Mem. Meetings	400	750	1,000
744 Ins. & Bonding	2,700	6,500	5,000
753 Janitorial	2,500	3,000	2,500
761 Equip. Maintenance	600	700	1,200
771 Mailing	2,000	3,500	6,000
772 Public Relations	1,500	3,000	3,000
772a Picnic* (provisional)	0	7,500	
773 Rent	12,000	9,500	13,000
776 Salaries (Office)		38,400	38,400
777 Salaries (Executive)		33,100	33,100
779 Special Elections	0	1,100	3,000
781 Supplies (Office)	3,000	3,000	7,000
782 Supplies (Admin)	1,500	600	1,200
782a Expense (Admin.)	1,500	2,000	5,000
783 Tax (Payroll Tax)	0	10,000	11,200
784 Tax (Personal Property)	150	150	150
785 Tax (Fed. Payroll)	8,000		32,600
787 Tax (State Payroll)	3,680	8,000	5,000
786 Tax	0	0	
789 Tax Franchise	0	0	
790 Tax Unemployment	0	0	
792 Utilities	8,500	9,000	11,300
794 Building Maintenance	4,000	4,000	4,000
795 Employee Benefits			6,000
805 Blood Bank	300	600	600
810 Board of Supervisors	500	2,000	2,000
815 Civil Service	200	300	300
825 Grievance	100	300	300
830 Health & Retirement	12,385	15,500	18,500
835 Insurance			1,500
839 Labor Council	6,220	5,200	0
840 I.U.P.A.	22,158	29,000	0
842 Installation Dinner			
845 Legislative	10,000	5,000	5,000
850 Labor Relations	4,000	1,800	1,800
850a Civilian Review	0	17,000	1,000
855 Political Contrib.	5,000	15,000	15,000
860 Screening	36,000	50,000	75,000
860 Screening Retain.	24,000	24,000	24,000
863 Publications	11,800	35,000	5,000
867 Uniform & Safety	200	200	200
870 C.O.P.S.	18,600	16,000	20,000
872a Life Insurance	10,000	12,000	15,000
875 Federal Lit.	3,500	30,000	55,000
880 Stress Program	0	1,000	1,650
883 Overtime	100	0	1,000
895 Sports	1,500	15,500	24,600
895a Centurion Football			10,200
896 Backpacking	0	15,000	15,000
897 Run for Youth			

December 21, 1982

General Membership Meeting

Meeting was called to order by Vice-President Paul Chignell with the Pledge of Allegiance at 5:40 p.m. A Quorum was present.

M/Wright S/Schmidt that the matter of the nominations for the upcoming election to be taken out of order. Motion passed on a voice vote.

REPORT OF THE NOMINATING COMMITTEE:
 Henry Friedlander indicated that the following nominations had been submitted to him for the various offices:

- (1) President - Al Casciato;
- (2) Vice-President - Dave Herman and Ted Schlink;
- (3) Treasurer - Roy Sullivan and Duane Collins;
- (4) Secretary - Gerry Schmidt;
- (5) Company A - Nelson Lum;
- (6) Company B - Dan Linehan;
- (7) Company C - Mike Keays;
- (8) Company D - Mike Dempsey;
- (9) Company E - None submitted;
- (10) Company F - None submitted;
- (11) Company G - None submitted;
- (12) Company H - Pete Maloney;
- (13) Company I - None submitted;
- (14) Investigations Bureau - Bob Huegle;
- (15) Traffic Bureau - None submitted;
- (16) Retirement - None submitted;
- (17) Tactical Division - None submitted;
- (18) Headquarters - Lynn Torres, Mike Hebel.

The following nominations were made from the floor for the below listed offices:

- (1) President - Gerry Crowley, Bob Barry;

- (2) Vice-President - Paul Chignell, Joe Toomey;
- (3) Treasurer - Joe Patterson;
- (4) Secretary - Jim Pera;
- (5) Company A - Sherman Ackerson;
- (6) Company B - Felix Bilbao;
- (7) Company C - Chris Springer;
- (8) Company D - Bert Gutierrez;
- (9) Company E - Jim Spillane, Ron Parenti;
- (10) Company F - Mark McDonough, Holly Pera;
- (11) Company G - Jill Connelly;
- (12) Company H - Bruce McDonald;
- (13) Company I - Terry Collins;
- (14) Investigations - Phil Dito
- (15) Traffic - Gerry Doherty, Ben McAllister;
- (16) Retired - Nick Marota, Sol Weiner, Tony Bell;
- (17) Tactical - Reno Rapagnani;
- (18) Headquarters - Jack Ballentine, Ed McDonough, Henry Fickers.

The proposed Constitution Amendment was presented. It was read by Mike Hebel from Page 9 of the December issue of the *Policeman*. This petition had been presented by 153 members. It was then presented to the membership in attendance for their approval or rejection. M/Hampton S/Collins that this petition not go forward to the General Membership. Motion was unanimously passed.

There being no new business the Meeting was adjourned at 6:10 p.m.

Submitted by:
 MICHAEL S. HEBEL
 SECRETARY

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MEDAL OF VALOR

OCTOBER 1982

The Awards Committee met in Room 551, Hall of Justice, on Friday, October 29, 1982, at 0930 hours, in regular session.

SILVER

POLICE OFFICERS LEROY HENRY, JR. AND TYREE E. BANKS

For services rendered on Sunday, August 9, 1981, at 1850 hours, while working in uniform and on patrol in the area of Ocean Avenue and Plymouth Street, they were hailed by several people and informed that a man with a gun was robbing the McDonald's Restaurant at 1301 Ocean Avenue. The officers immediately responded and observed one of two suspects waving a gun at several people inside the restaurant. Fearing serious or fatal injuries to employees and patrons, the officers prudently elected to confront the armed suspects outside the premises where the danger to innocent persons was substantially lessened. The officers' subsequent attempt to prevent the suspects' escape exposed them to gunfire at close range. They displayed courage in standing their ground and returning fire in the face of an assault calculated to result in their death or serious injury. The suspects temporarily escaped but were captured a short time later. For their heroism in the line of duty, Officers Banks and Henry were awarded Silver Medals of Valor.

POLICE OFFICER DANIEL P. GARDNER

On Tuesday, March 30, 1982, at 1845 hours, while off duty and driving home in his personal vehicle, he observed a citizen chasing another person on Allison Street. The citizen yelled "help me, he just stole a lady's purse." Officer Gardner stopped his car and identified himself to the suspect. The suspect dropped the purse, brandished a 12" butcher knife and continued running. Officer Gardner then continued the chase on foot. The suspect ran toward a second citizen who had taken up a position to block the suspect's path. Officer Gardner yelled to the suspect to freeze and drop the knife but the suspect did not comply. Officer Gardner fearing the citizen's life was in danger fired at but missed the suspect. The citizen grabbed the suspect and Officer Gardner joined the fray. A brief and violent struggle ensued and the knife was forcibly removed from the suspect's hand. The suspect was then taken into custody. Officer Gardner manifested outstanding bravery with full knowledge of the danger involved. Because his objective was of sufficient importance to justify the risk, he was therefore granted a Silver Medal of Valor.

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SERGEANT RONALD J. VERNALI

In the 1000 block of Market Street, on September 3, 1981 (5 p.m.) he on-viewed an aggravated assault-in-progress on the heavily crowded block. The suspect, without provocation, pulled a revolver out of his pocket and shoved the barrel into the stomach of the victim threatening to pull the trigger. Sergeant Vernali, realizing the danger to the numerous pedestrians in the area and the immediate and certain danger to the victim, quickly concluded that the only course of action was to immediately advance on the suspect. Sergeant Vernali, signaling the bystanders to move away, grabbed the suspect and a violent struggle ensued. The Sergeant wrestled the gun away from the suspect negating the suspect's furious efforts to pull the trigger. He was then taken into custody. The quick decisive action by Sergeant Vernali probably saved the life of the victim. For heroism above and beyond the line of duty, Sergeant Vernali was granted a Bronze Medal of Valor.

**SERGEANT GARY A. ELSENBROICH
POLICE OFFICERS KENNETH P. STOCKER
AND WESLEY M. YEE**

For services rendered on Wednesday, February 3, 1982, at 1650 hours, when they responded to 10 Arbor Street on a complaint of a woman with a gun. The woman had barricaded herself inside and refused to let her husband in. The officers attempted to persuade the subject to open the door but she refused and stated she was going to the roof. Fearing that the woman intended to jump, they forced their way into the house and proceeded to the roof. Suddenly they were confronted by the woman holding an archery bow with arrow in place fully drawn back and aimed directly at them. The officers separated and attempted to persuade her to put the weapon down, but she refused. As the conversation continued she became tired of holding the weapon in this position and put it down. She then grabbed a large hunting spear from the roof deck and lunged at the officers narrowly missing Officer Stocker. The officers continued to talk to the woman and when she allowed the point of the spear to dip down toward the roof the officers rushed her and took her into custody. In the face of grave personal danger these officers were able to disarm and neutralize a dangerous mentally ill subject without injury to themselves, the subject or others. For these heroic actions they were granted Bronze Medals of Valor.

INSPECTOR DENNIS P. MARTEL

For services rendered on Wednesday, December 30, 1981 at 1500 hours, when he and his partner responded to an assault and battery at 1050 McAllister Street and observed numerous persons in front of the Ella Hill Hutch Community Center. They were told by a recreational director that one of the people involved had brandished a knife. Suddenly some of the people in the crowd started screaming as one of the combatants came running in their direction carrying a rifle and a large knife. He came face to face with the officers who identified themselves, drew their weapons, and ordered him to drop the rifle. The suspect ignored them and ran into the gymnasium. Inspector Martel entered the gym while his partner went to call for assistance. Inspector Martel observed the suspect standing in the center of the room. Realizing that any exchange of gunfire could result in serious injury or death to fifty or more young people, the Inspector bravely charged toward the rifle

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wielding suspect and took him into custody without further incident. This outstanding display of bravery by Inspector Dennis Martel earned him the Department's Bronze Medal of Valor.

**INSPECTORS THOMAS F. TYRELL,
DENNIS J. SCHARDT, JAMES M. CHASE
AND ROBERT W. DONSBACH
POLICE OFFICERS JOSEPH L.
WEATHERMAN, MICHAEL C. NORMAN,
CHARLES W. LOFGREN, JAMES A.
COLONICO, ROBERT L. ARMANINO,
AND MARK C. DONZELLI**

These police officers responded to 381 Turk Street on February 8, 1982 at 2330 hours on a call of an arson in progress. They were met in front of that address by a hysterical female who stated that her boyfriend was inside threatening to set their apartment on fire. When the officers opened the apartment door they found the suspect on the floor attempting to start additional fires. They handcuffed him and took him to the radio car. The officers then re-entered to evacuate other residents. During the rescue operation all of the lights in the building went out and the first three floors were completely engulfed in smoke cutting the officers' vision to almost nothing. With total disregard for their own safety, almost to the point of being overcome or being trapped, the officers continued to lead the tenants out of the building rescuing approximately some 80 persons, most of whom did not speak English. Braving the hazards of fire and smoke is beyond that which is expected in the line of duty. Because of this outstanding display of bravery and saving numerous lives in the process, these officers were awarded Bronze Medals of Valor.

**POLICE OFFICERS LUIS A. SCHONBORN
AND DOUGLAS D. HANSEN**

For services rendered on Sunday, January 31, 1982, at approximately 0200 hours, while on patrol at the corner of 20th and Valencia Streets, they heard and observed two adult males in a very heated argument. Upon closer observation they saw one of the subjects holding a revolver pointing it directly at the other subject and stating that he was going to kill him. The officers recognizing the seriousness of the situation took immediate action. Officer Schonborn approached the suspect directly and Officer Hansen circled around behind the suspect and approached him from the rear. The suspect seeing the officer approaching him from the front immediately placed the weapon and his hand under his coat, turned and started walking rapidly away. He then saw Officer Hansen approaching from the opposite direction. Officer Schonborn then ordered the suspect to stop and place his hands in the air but the suspect refused. The suspect then attempted to pull the weapon from under his coat but by this time the officers were upon him pinning his arms to his side. He continued to attempt to draw the weapon but with a combined effort the officers subdued him and took him into custody. The immediate action taken by these officers probably prevented serious or fatal injury from occurring. Because of this exemplary heroism displayed in the line of duty, they were awarded Bronze Medals of Valor.

**POLICE OFFICERS MICHAEL W. CONWAY
AND JOHN M. FARNHAM**

For services rendered on Friday, February 26, 1982, at 2350 hours, while on patrol in the 500 block of Eddy Street, they observed flames shooting from the 2nd floor of 555 Eddy Street, and immediately called the Fire Department. They then ran into the building and observed the manager clearing the 1st floor of elderly people. They were told that someone was still in the room where the fire began. The officers checked the door for heat and then elected to kick it in. They were met by thick, dense smoke. Crawling into the room they checked for victims until they were driven back into the hallway by the flames. They then ran to the 3rd floor where the smoke was thicker and more intense and located two elderly women. The women, almost too frightened to move, were picked up bodily by the officers and carried to safety. The officers then entered the building again and assisted more tenants to safety subsequently resulting in Officer Farnham having to be treated for smoke inhalation. Because these officers elected to expose themselves to great personal harm in order to save numerous people from serious injury or death by fire, they were awarded Bronze Medals of Valor.

**POLICE OFFICERS RANDALL P. KOCHER
AND JAMES M. STRANGE**

On a call from communications stating that a man had stabbed a fireman with a knife, these officers responded to 3rd and Berry Streets on February 5, 1982 (11 a.m.). Upon arrival they were informed that the suspect was nude and armed with a 4 1/2" fixed blade knife and had viciously stabbed one of the firemen who had responded to that location to put out a fire in a

continued on page 23

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LETTERS

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In a world that is often filled with indifference, you took the time to remember the animals.

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The San Francisco Society For The Prevention of Cruelty To Animals

Saigon Beat

Dear Mr. Wright, Imagine my surprise at seeing the generous space you allowed me on page 10 of your December 1982 issue, regarding my SAIGON BEAT column and my search for potential sources!

I hardly expected such a widespread vehicle to assist me as the official publication of a major police department — in fact, the best I had hoped for was one of my bulletins tacked upon a squadroom board for a couple days.

Remember Viet-Nam, Nicholas Cain Box 12476 Denver, Colorado, 80212

Cartoon

To the Editor: In reference to Officer Tom Flippin's cartoon drawing placed in the December 1982 issue, page 28, in my opinion criticizing selection of police minorities applicants.

I asked him the following questions during a telephone conversation. What is meant by his statement, Two Chimps, An Ox

and a Venus Fly Trap? at the time Officer Flippin could only tell me that he was not referring to minorities. I then asked him what is the significance of including the Venus fly trap, (A PLANT WHICH HAS A FEMININE NAME). He was unable to answer me, other than saying again that he was not referring to minorities.

Well let those POA members who care, such as myself decide. I remember not too long ago that it was quite common to walk into several mens' restrooms and find written on the wall statements referring to Blacks as monkeys, (two Chimps?) If you research Asian cultural history you will find that they relied heavily on the use of the OX as a beast of burden. Finally, Venus is a Roman Goddess of Love. I say again goddess. Goddess is referred to as a female.

Well it seems like I have adequately proved my point. For those who care we must remember one thing, that is, we pay for the printing of this paper therefore we should not permit things of such nature to be printed. Regardless of what-ever test is used as a selection process those members who have made it are police officers that were capable of cutting the mustard.

Henry L. Kirk #1160 Police Academy

Public Relations

Mr. Al Casciato Police Academy 2055 Silver Ave. S.F. 94124

Dear Al:

It was very nice speaking to you at Jaime Estrada's party last night. There is a

very good contact at Channel 20, 2500 Marin St., 821-2020 who would be happy to discuss your ideas for television public service announcements. Her name is Annie Block and she can direct you to the head of their production department. If the POA is prepared to have the spots produced Channel 20 has recently purchased millions of dollars of equipment and their work is very good.

Good luck on your ambitious move. Using POA funds for practical endeavors and not political donations is a terrific platform. One of the labor leaders once said, "All those politicians want to eat at labor's table and not once have any of them offered to pick-up the check." That probably is a clear description of the new political attitude that everybody owes them they owe nobody.

Have a great Christmas.

Sincerely, Carolyn Reilly

Lieutenants Pay

Dear Pat:

I wish to convey my appreciation for the very nice letter that was recently published in the Policeman Newspaper.

I am very happy that you are pleased with our representation with regard to this matter, and I hope that you as well as the other lieutenants are equally happy with the final outcome of our negotiations.

I would like you to know that it was a pleasure communicating with you regarding this problem, and it was equally a pleasure representing the many lieutenants who were equally affected by what appears to have been a

mistake in the application of the Civil Service rules, as well as the provisions of the Charter with regard to lieutenants pay.

Once again, thank you for your courtesy in writing such a nice letter. Rest assured that all representatives of this firm will be available to answer any question you might have in the future.

Very truly yours, John F. Prentice

Promotion Testing

To Whom It May Concern:

I am a deputy sheriff for Sacramento County. Recently, I had the opportunity to read the September 1982 issue of your paper. What caught my eye was an article entitled, "Practice Promotion Test for Sergeant." Our department will probably be testing for sergeant sometime shortly after the first of the year. I was wondering if you could send me a copy of the practice tests mentioned in the above article. I would be most appreciative!

Sincerely yours, Merle Switzer

PIG GROUP — Your sincere efforts are appreciated by outsiders too. Can you send copies upon request? Editor

Senior Escort-Outreach Program

Dear Officer Barry:

This is to express our sincere thanks for the Christmas trees that have been furnished to the Escort Program so that each office may distribute some to the people who need them most.

The ones here (for the North of Market office) are filling up the big room with a delightful piney fragrance.

They represent a lot of money, I know; more than that, they represent a lot of caring and, on the part of some people, considerable work.

I assure you that all of it is appreciated. Thanks to all of you!

Sincerely, Thelma Kavanagh

Widows & Orphans

Robert McKee, Secretary Widow and Orphans Fund

Dear Officer McKee: On October 23, 1982 the Abraham Lincoln High School Class of 66 and 67 met to celebrate their fifteen year reunion.

The Committee (those signed below) who organized and put on this event elected to contribute the proceeds to your organization.

Enclosed please find a check for \$482.58 which is to be donated and used as your organization sees fit. We of Lincoln High appreciate the Police Officers of our city and hope that you will continue to serve the community well.

Merry Christmas and Happy Holidays from the Lincoln High Class of 66 & 67.

Sincerely, Steve Salisbury Larry Gelber Jackie Donovan Bonnie Jones Colleen Wolff

Many Thanks

Insp./Sgt. Ron Kern Bureau of Investigations Room 401 Operation "S" Division

Dear Ron,

Thank you very much for your generous offer of employment during my recent difficulties with the police department. As soon as my suspension was effective you were right there with help when I needed it. This is perhaps the first time in quite awhile that I have felt the term "brother officer" to have some real meaning to it. I will never forget this favor, and I would like everyone to know that in my book Ron Kern is a great guy.

Thanks also to my friends who expressed concern and outrage over the suspension. The support means a great deal to me. God bless you all.

Sincerely, Michael N. Maloney

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Medal of Valor

continued from page 23

POLICE OFFICERS WILLIAM D. CANNING AND JULIE A. YEE

For services rendered on Monday, March 15, 1982, at 2106 hours, when they responded to 1743 11th Avenue on a report of a man high on drugs and armed with a gun. The officers found the front door of the premises ajar, lights on, and no signs of life. Announcing their presence they searched and found the suspect sitting in a rear room armed with a .30-.30 rifle pointed directly at them and his finger on the trigger. They asked him to put the rifle down but he did not respond. They then started talking to him and shined a bright flashlight into his eyes. The suspect was taken off guard long enough for the officers to disarm him. He was then taken to U.C. Hospital where it was subsequently learned that he would have eventually died from an overdose of the drugs he had just injected.

POLICE OFFICERS DAVID R. ROSARIO, STEPHEN D. RIST, RICHARD DEL AGOSTINO, AND ROBERT L. VITALI

For services rendered on Friday, February 5, 1982, at 2000 hours when they responded to a call from Police Communications of shots fired in the area of Great Highway and Sloat, and discovered a male suspect had killed a security guard and was attempting to throw the body into the ocean. Both officers lunged into the suspect who put up a terrific struggle nearly throwing one of the officers into the ocean before finally being subdued and taken into custody.

POLICE OFFICERS KENNETH T. SUGRUE AND JOHN S. EHRlich, JR.

For services rendered on Wednesday, March 3, 1982, at approximately 2045 hours while on patrol in the Ingleside District, copied a broadcast of a youth gang confrontation involving a shooting of a youth with a shotgun from a vehicle. The officers observed the vehicle containing four suspects proceeding south on Mission Street and as the officers approached, the suspect vehicle stopped in the traffic lane and the driver and passenger started to get out. The officers, armed with the knowledge that a wanton, mindless attempted murder had just taken place involving a shotgun nonetheless approached the suspects, ordered them to stand fast, and took the four suspects into custody.

POLICE OFFICER KIRK B. BROOKBUSH

For services rendered on Saturday, May 1, 1982, at 0908 hours when he was called to 711 Post Street and interviewed a female victim who related a harrowing experience of being sexually assaulted by a Muni bus driver while she was a passenger on his bus. Officer Brookbush conducted an investigation and correctly and logically assessed the facts. With the cooperation of a Muni Inspector the possible bus and route were determined, and the victim positively identified her attacker. The bus driver was arrested and taken into custody.

POLICE OFFICERS JAMES P. GAAN AND ALLYN T. LUENOW

For services rendered on Saturday, May 15, 1982, at approximately 2230 hours, when they responded to the scene of a stabbing where two men had died as a result of their wounds and learned that the suspect possibly lived in Oakland and was without transportation. Theorizing that the suspect would flee to the East Bay Terminal, they responded to that location and commenced searching. They observed a subject who fit the description of the suspect and subsequent investigation revealed he was in fact the person who had committed the multiple murders. The quick thinking and heads-up police work by these officers resulted in the immediate apprehension of a a brutal and vicious murder suspect.

POLICE OFFICER STEPHEN A. ZIMMERMAN

For services rendered on Sunday, May 23, 1982, at approximately 1540 hours, when he and his partner responded to a report of a man having fallen in the precarious cliff area in the vicinity of the Legion of Honor. Officer Zimmerman rendered valuable assistance to the successful emergency rescue of the victim.

NOTE: Police Officer Timothy Flaherty received a Bronze Medal of Valor for his efforts in this successful emergency rescue of the victim.

THE MEETING WAS THEN ADJOURNED.

Tighten the brakes on the local sport

Those of us who learned how to drive in San Francisco by plowing round and round the deserted streets that bind the old warehouses at the foot of Potrero Hill, or by cutting furrows on those straight, stark stretches of Sunset Boulevard on quiet Sundays, remember well the two great admonitions that our pale, sweaty-palmed parents bestowed upon us when they weren't gasping in fright:

Don't ride the clutch, and never, never take off as soon as the light turns green. Count to three, look both ways twice and be prepared to slam on the brakes. Newcomers learn fast — or else.

Alas, clutches are a rarity, but red-light running is, was and always has been the local sport.

No doubt the dense traffic and frustrating signals lead some drivers to play shoot-the-light. A couple of martinis, another popular sport, only warm them to the game.

Hence Supervisors Quentin Kopp and Louise Renne want the fine for running red lights increased from \$29 to \$50, the maximum allowed by the state. Kopp also wants the state cap raised to \$100 for first-time offenders, \$200 for those who believe that lightning doesn't strike twice, and \$500 for slow learners who test

their timing a third time. The extra money would be used to hire more traffic cops.

San Francisco police have concentrated their efforts on speeding in the past two years and, in the sweep, nearly doubled the number of citations and cut by 20 percent the accidents caused by running red lights. Given the nature of the accidents — broadside collisions by accelerating cars and trucks — fatalities and crippling injuries are not uncommon.

Yet only about 60 officers out of a force of some 1,800 are assigned to moving traffic violations, including investigators. Stiffer fines and more traffic officers would go a long way to further lowering the traffic toll.

To date, efforts to raise the fine have been fended off by Municipal Court officials who fear that they can't justify the stiffer penalties to the state Judicial Council. Council members, according to this line of thinking, would want to know why San Francisco should impose extraordinary fines.

Obviously, none of its members ever learned how to drive in The City.

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POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



PAL LAW ENFORCEMENT CADETS

Something new and wonderful has been happening to the PAL Cadet Program. The Program is a veritable beehive of activity since the new semester began in October of 1982. The Cadets have involved themselves with many SFPD, PAL, and civic related functions. The following named activities were handled by volunteer PAL Cadets between November 12 through December 22, 1982:

- Nov 12 Firearms Safety - Presidio of S.F. 12 Cadets
 - Nov 13 PAL Cadet Picnic - Marina Green 20 Cadets
 - Nov 19 SFPD Community Services Dinner for Senior Citizens-Sigmund Stern 6 Cadets
 - Nov 20 NORCALFED Football Championship 8 Cadets
 - Dec 2 SFPD Shriner's Children's Christmas Party 29 Cadets
 - Dec 3 Firearms Safety - Presidio of S.F. 20 Cadets
 - Dec 7 PAL Cadet Tour of Coroner's Office 70 Cadets
 - Dec 17 PAL Christmas Office Party 5 Cadets
 - Dec 21 SFPD Community Services Dinner for Senior Citizens - 25 Sanchez 8 Cadets
 - Dec 22 PAL Cadet Christmas Party 25 Cadets
- Total Cadet voluntary hours for this period 1,218 manhours

At the request of the Chief's Office, 29 Cadets responded to the SFPD Shriner's Children's Christmas Party held on December 2 at the Shriner's Hospital on 19th Avenue. The Cadets assisted in passing out gifts, served lunch, and helped clean up. This is one of the most popular voluntary assignments for the Cadets because they feel such a sense of accomplishment and good will in helping the crippled children of the hospital. A hearty thank you to all the Cadets in taking time to help others.

In addition, the PAL Cadets planned a Christmas Party - Dance for themselves to be held on December 22, 1982 at the Wawona Clubhouse. As a sad note, the Sigmund Stern City Gardener Mr. Al O'Brien who was to open the clubhouse, was killed at the height of a freakish windstorm in the line of duty. The PAL Cadets extends our deepest sympathy to the family of Mr. O'Brien. Although the Cadets were unable to use the clubhouse, the party was held anyway, thanks to the generosity of Mr. Con Keighran and his family. They took all the Cadets into their home and a good time was had by all. Many thanks to Con, Cathy, Sean, Jimmy and Kevin for their wonderful hospitality.

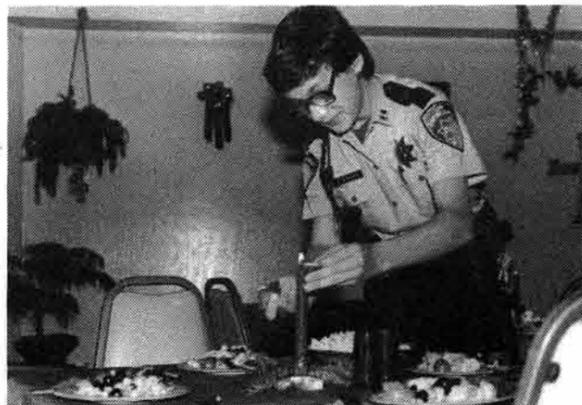
Upcoming events for the PAL Cadets include ushers at police recruit graduations, marathons, parades, tours, snow trips, assignments, and other related events. The upcoming months should prove very busy for the Cadets.



PAL Cadet Sgt. Major Mike Connolly and Lt. Darren Jackson enjoying the Cadet Christmas Party thanks to the Keighrans.



The PAL Cadets are shown here with Con and Cathy Keighran enjoying the party. The Keighrans not only opened their house to the Cadets but also their hearts.



PAL Cadet Captain Gavin McEacheran helping out at the SFPD Community Services Dinner for senior citizens.



PAL Cadet Lt. Darren Jackson, who was the life of the party, gets Cadet Eileen Moyley into the spirit of things.



Some PAL Cadets preparing the salad that fed over 100 senior citizens.



Shown here is Assistant Director Lorraine Perez who won the food eating contest held at the Christmas party. Her competitors included Cadets Rolando Garcia and Carlos Cordova.



PAL Cadet Gavin McEacheran looking very proud of the salad the Cadets prepared for the dinner.

Photos by Lynn Tracey
and Herb Lee

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PAL POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities

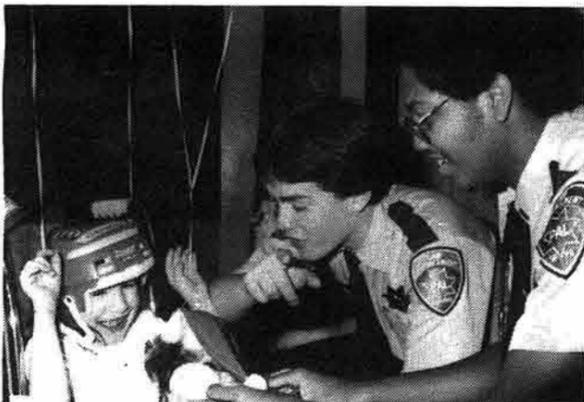




PAL Cadets, Arun Reddy and Ken Ferrari entertaining a young Giants fan at the SFPD Shriners Childrens Christmas Party.



Shown here with Bugs Bunny is his new buddy Cadet Isiah Fields at the Shriners Christmas Party.



Cadet Sean Divarco and Cadet Lt. Darren Jackson made this little girl's Christmas very special for her.



Shown here is Cadet Monica Browning helping a little girl enjoy the party. The children and the Cadets all had a great time.



PAL Cadet Eileen Moylen lending a helping hand to help this young man enjoy the party. The Cadets all made the children feel very special to them.



PAL Cadet Gina Hess helped make this little girl's Christmas very special.

PAL BOXING

PAL Boxing continues to be offered at the old National Guard Armory located at 14th and Mission Streets. The classes meet Mondays through Thursdays 3:30 pm to 7 PM. All interested boys between the ages of 10 through 18 years of age are to call PAL Headquarters (567-3215) for signups. Head Coach Bill Mateo plans to put on more in-house boxing shows in 1983.

PAL JUDO

Although closed for the holidays, PAL Judo classes for beginners and advanced students begin again on Saturday January 8, 1983, for signups. All interested students may simply sign up by showing up at the 5th floor Auditorium at the Hall of Justice Sat 1/8/83 at 10:30 a.m.

PAL RUGBY

PAL Rugby Commissioner Off. Dale Allen (Dog Unit), reports that the Rugby Program will begin in January. Any boy interested in participation is to call PAL Headquarters for signups. Allen states he can use a few more players.

PAL RIFLE

Although too late for the December issue, PAL Rifle Commissioner Tom Morris (Sgt-Ret.) reports the winners of the PAL 4th annual turkey shoot held at the Presidio Indoor Range. Timothy C. Woo and Mike Joy both won their divisions and each received ten dollars donated by Tom Morris. Congratulations.

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Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



PEE WEE BASEBALL TRAINING LEAGUE MEETING

A tentative date of January 19 has been set for a meeting of Pee Wee Managers and coaches, to discuss signups for the 1983 Pee Wee season. Any adult who is interested in coaching or assisting coaches in PAL Pee Wee Baseball is invited to attend the meeting. This is a very popular league for youngsters 7 through 10 years of age, where they learn to play baseball by participation in league games. Twenty-two teams were signed up in 1981 and 1982, and it looks as though 1983 will have a full quota.

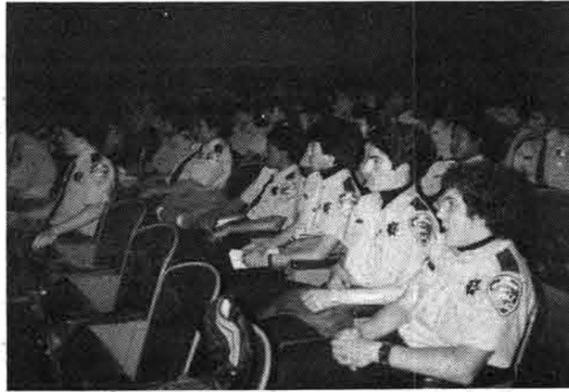
This is a low key league, where sportsmanship and good team spirit is taught, and the players have fun while learning. A coach pitches to his own team, (a sort of pitching machine, as he can not field any ball), and players must hit the ball to get on base.

The game is fast, and in early season scores run high. But as the players learn good fielding, a 5 to 4 game is possible, and the improvement in all skills is surprising. Players from this league advance to Bantam League when they are eleven (11) years old, and find that their early training in fielding and hitting is most valuable.

Further information can be had. Call - PAL 567-3215 or Mrs. Williams; 585-2570.



Inspection and close order drill is the order of the day. All PAL Cadets must be neat, sharp, and in uniform at all times while at classes or assignments. We demand discipline!



A typical PAL Cadet meeting held each Tuesday night in the 6th floor Auditorium. Usual attendance is 70 PAL Cadets and an active roster of 100. For signups call PAL headquarters 567-3215.



Officer Ed Collins (Academy) is shown demonstrating CPR to Cadet Lt. Lynn Tracey. The volunteer victim is Cadet Cornell Doss.

BASEBALL CLINIC TO RESUME SCHEDULE IN MID JANUARY

The San Francisco Police Activities League is continuing to sponsor a Baseball Clinic for 11 through 14 year old players who want to improve their skills this year. Clinic Director, Jim Griffin and his assistant Chuck Brady, along with Baseball Director, Pete Franceschi, and Mrs. Thelma Williams and other volunteers, will meet each Saturday morning at several different baseball diamonds. All youngsters, boys and girls are invited to attend these sessions.

A schedule is being made up by Doug Lee of the Recreation and Park Department with the hope that fields will be dry enough by early February. Call Pete Franceschi, at the PAL office, 567-3215, for information.

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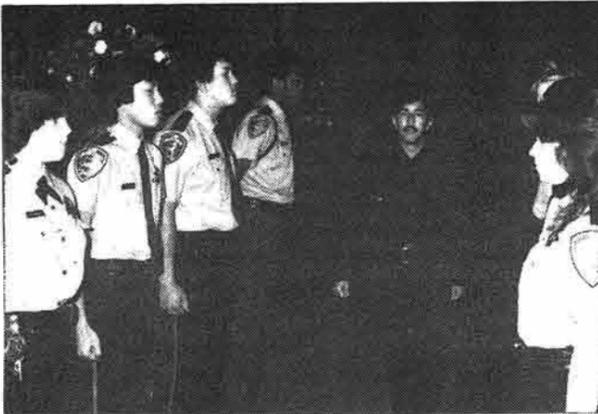
3038 Clement
 San Francisco, Ca



For additional information
Phone PAL: 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Director of Activities



Officer John Lee is shown marching through a PAL Cadet Honor Guard at the 152nd Recruit Class Graduation recently. Lee was a head coach for a PAL Gal Softball Team this year, and is undergoing FTO Training at Mission. Lee also is the son of Sgt. Herb Lee.



Officer Mike Hamilton, whose Dad was killed in the line of duty, is shown above. Mike's uncle Sam Hamilton, is in the Bureau of Inspectors.



Henry Martinez (right), is shown embracing his opponent after winning one of his 16 fights in the last year while losing only 4. Martinez, 11, came to the PAL Boxing Program, unable to speak English at age 9. Under the direction of Coaches Bill Mateo and Rio Rosa, Martinez has emerged as one of the bright stars of the PAL Boxing Program.



Dr. Boyd G. Stephens, S.F. Coroner, has an attentive audience of PAL Cadets on a recent tour of the Coroner's Office. The Cadets are deeply grateful to Dr. Stephens and his staff for taking time out to explain the duties and functions of his office.



Asst. Boxing Coach Irwin Bunge acting as a second in tending to little Henry Martinez in a recent bout. Henry fights in the 65 lb. class.

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SPORTS

GOLF CLUB NEWS

Happy New Year! Well another year has come to an end for the San Francisco Police Golf Club. I might add it was a very successful year. We finished with one-hundred and sixty-four members averaging seventy-four players at every tournament.

We played courses as far north as Santa Rosa and as far south as San Jose. We had a very successful (fun) trip to Reno and our annual bar-be-cue tournament against the Oakland Police Officers Golfing Association was very enjoyable even though we lost the perpetual trophy again.

The 1983 schedule is now nearing completion. We play San Jose Muni in January followed by Franklin Canyon, Skywest and Napa Muni. In May there is going to be an overnighter to the Sacramento Valley to play Plumas Lake in Marysville and Dry Creek in Galt. These are supposed to be in the top one hundred

CENTURIONS PREPARE FOR SAN JOSE

by Don Carlson

Fifty-seven players began practice on December 18 on the CCSF practice field, as the San Francisco Centurions were put through their paces by a new coaching staff in preparation for next month's home opener against San Jose PD.

Head Coach George Rush, and his staff Dan Hayes, Mike Parodi, Dan Parrish, and Dan Boyette, will institute entirely new offensive and defensive systems in time for that February 5th contest at Kezar Stadium. The game itself, which will benefit the San Francisco Special Olympics, promises to be as entertaining as last year's match-up between the two teams, which resulted in a 17-13 San Jose victory. Following the San Jose game, the Centurions will play every two weeks: February 19 vs. Santa Cruz County Law Enforcement at Cabrillo College in Aptos; March 5 vs. Alameda County Sheriffs at Kezar; and March 19 vs. LAPD at LA Valley College.

Here is a roster of the 1983 San Francisco Centurions:

Steve Balma, Bob Barbero, Bob Barnes, Danny Bell, Mike Biel, John Blessing, Kirk Brookbush, Don Carlson, Edward Cota, Kitt Crenshaw John Currie, Joe Currie, Jerry D'Arcy, Bill Darr, Jim Deely, Bob Del Torre, Gary Delagnes, Ed Dullea, Mike Evanson, David Faingold, Mike Favetti, Cliff Fogarty, Ken Foster, Bill Garcia, Mike Garner, Joe Garrity, John Haverkamp.

Tony Hicks, Eric Hipp, Tony Larocca, Mike Lawson, Frank Lee, Leroy Lindo, Ken Mathis, Michael Maxwell, Dan May, Jim Miller, Jack Minkel, Mark Mino, Joe McKenna, Craig Neufeld, John Nevin, Andy O'Mahoney, Harry Pearson, Corrado Petruzzella, Vince Profaca, Mike Puccinelli, Bob Rasmussen, Robert Red, David Robinson, John Shine, Michael Slade, Greg Suhr, Bill Sweeney, Mike Travis, Frank Walker, Mike Williams.

courses in the United States and the top ten public courses in California. In June we play Tilden Park and in July we have our annual bar-be-cue tournament against the Oakland Police at Richmond Country Club. Also in July the club is returning to the Peppermill in Reno. We were treated so well last year that I thought they should get at least one more chance. In August we play Santa Rosa Country Club followed by Sonoma, Sunnyvale, Bennett Valley and Las Positas in December to round out the year.

Any member of the San Francisco Police Department either active or retired who is interested is eligible to belong. Give me a call as below or send me a \$10. check made out to The San Francisco Police Golf Club and I will send you a schedule and all pertinent information.

As for the December tournament which was held at the Sunnyvale Muni Golf Course on Monday, December 13, 1982 the results were: Low gross winner was Con Nichols with a fine seventy-five. The low net winner was John DuBose who shot eighty-four and with his twenty-three handicap had a net sixty-one. The flight winners were: first, Homer Hudelson, Ed Garcia and Pete Alarcon; second, Jim Skinner, Nick Eterovich Sr. and George Gamble; third, Bob Cirimele, Joe Allegro Jr. and Jerry D'Arcy; fourth, George Heeg, Dan Mahoney and Jack Daly.

The guest flight was won by Joe Ancona followed by Bill Lee Jr., Ray Gomez and Don Ritchey.

The Hole-in One winners were Dick McKevitt with a shot 14' even from the seventh hole. Pete Alarcon was second at 15'6" away.

The two man team competition finally resumed play with three matches being held. In the feature match of the day Homer Hudelson and Mike Brady defeated Tom O'Connor and Ed Garcia in what was touted to be a 'grudge' match. Ed played one of the best rounds he has ever played with the club but it was no match for Homer who was only seven over par. Not bad for a fourteen handicapper.

In the other matches Bill Grosward and Nick Eterovich Sr. defeated Dave Kranci and John McClelland and Al Sonoda and Jim Curran took advantage of Jim's son Mike whose partner had to withdraw by defeating him eight and seven.

Next month's matches will pit Jerry Cassidy and Harvey Harrison against their old golfing buddy Homer Hudelson and Mike Brady. The other match will see Bill Grosward and Nick Eterovich Sr. against Al Sonoda and Jim Curran. The winners of these matches will play for the two-man team championship the following month.

Jerry Cassidy, Secretary
San Francisco Police Golf Club
Rm 150, Hall of Justice
553-1245
or 237 San Marin Dr.
Novato, Ca. 94947
897-0226

Relays

by Pat White

153rd Blitzes Lake.

The 153rd recruit class sent a contingent to the Christmas relays at Lake Merced, this year. The team which had never run a relay before averaged less than 30 minutes (per man) for the 5 mile course.

The team was led by Don Kupperman & Joe Finnigan who averaged less than 28 minutes. Most of the team had never run the lake prior to the race and made a fine showing.



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This plan will allow employees to contribute up to 25% of their gross income or \$7,500 per year, whichever is less.

Although Deferred Compensation will greatly reduce an employee's taxable income, it will not affect or reduce retirement benefits.

Individuals who fall in the following categories would greatly benefit from the Plan: Generally, 1) those who are paying substantial amounts of Federal and State income taxes; 2) families with dual incomes; 3) single individual's with no dependents; 4) those approaching retirement; and 5) those currently saving on an after-tax basis.

Several changes have been made in the Plan which include: 1) no fee on the Stock and Bond Accounts; 2) now offering a Money Market Account; and 3) the only cost is a \$10.00 per year, per participant, policy fee — regardless of the number of accounts selected.

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Interest	x12.50%	x12.50%
Earned Per Year	\$ 14.25	\$ 18.75
Minus Income Tax (24%)	-3.42	\$ 0
Net Dollar Result	\$ 10.83	\$ 18.75
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Total Net Dollar Result	\$124.83¹	\$168.75²

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¹ After Taxes
² Subject to tax as withdrawn.



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GRIEVANCES

continued from page 1

and Al Casciato for their excellent efforts during the year.

01-82 KEYS, Michael/HOWE, Reagan IBA Reprimand	WON
02-82 GAY, William Transfer	WON
03-82 TAYLOR, James IAB Reprimand	WON
04-82 CASILLAS, Antonio IAB Reprimand	WON
05-82 READ, Donald IAB Reprimand	WON
06-82 BROOKBUSH, Kirk IAB Reprimand	WON
07-82 MCDONALD, George IAB Reprimand	LOST
08-82 MINASIAN, Larry IAB Reprimand	WON
09-82 WINTERS, Gregory Transfer	WON
10-82 BOHANAH, Robert/DOWNS, Philip IAB Reprimand	WON
11-82 GEARY, Robert IAB Reprimand	WON
12-82 TOY, George Transfer	WON
13-82 MARWEG, William Internal Reprimand	WON
14-82 BREWER, Donald IAB Reprimand	NOT FILED
15-82 BREWER, Donald IAB Reprimand	WON
16-82 JAVA, Clifford IAB Reprimand	WON
17-82 FARRELL, Roger Holiday Pay	LOST
18-82 WYMAN, John IAB Reprimand	WON
19-82 DONZELLI, Mark Vacation Pay	WON
20-82 MAY, Daniel Medical Exclusion Pending Before D/C Shannon	
21-82 HERNDON, William IAB Reprimand Pending Before D/C Shannon	
22-82 FROST, Larry Transfer	COMPROMISE
23-82 QUEMA, Eric/ESPINDA, Louis IAB Reprimand	WON
24-82 MAGGIO, Ernie Transfer	WON
25-82 FOTINOS, Anthony IAB Reprimand	Pending Before Chief
26-82 BATCHELOR, James IAB Reprimand	WON
27-82 ALLEGRO, Joseph IAB Reprimand	WON
28-82 CHIN, Kaan IAB Reprimand	Pending Before D/C Shannon
29-82 MAY, Daniel IAB Reprimand	Pending Before D/C Shannon
30-82 PALMA, Frank Station Discipline	NOT FILED
31-82 CASILLAS, Antonio IAB Reprimand	WON
32-82 TSANG, Victor/SWENDSEN, Neil IAB Reprimand	Pending Before Chief
33-82 KWAN-LEONG, Lois IAB Counseling	WON
34-82 ARTALE/PANIAGUA/MILITELLO Chief's Counseling	Pending Before Chief
35-82 WONG, Sam SUBPOENA	Pending Before Chief
36-82 GARCIA, Edmund IAB Reprimand	WON
37-82 SANTANA, Anthony IAB Reprimand	Pending Before Chief
38-82 JACKSON, Patricia IAB Reprimand	Pending Before Chief
39-82 FARRELL, Michael IAB Reprimand	Pending Before Chief
40-82 SMITH, Jeffrey Seniority	LOST
41-82 SMITH, Wayne IAB Reprimand	Pending Before D/C Shannon
42-82 DULLEA, Edward IAB Reprimand	Pending Before D/C Shannon
43-82 WARNKE, William Transfer	LOST
44-82 TONG, Richard IAB Reprimand	WON
45-82 TSANG/SWENDSEN/MARTIN IAB Reprimand	Pending Before Chief
46-82 BYRNE, Michael Internal Memo	NOT FILED

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YOUR POLICE OFFICER DEDUCTIONS

By Mike Hebel
Welfare Officer
Attorney At Law

The Internal Revenue Code provides that all income must be reported to the Internal Revenue Service. It does not compel or command taxpayers to report all their deductions in ascertaining the tax that is due to the United States Government. Police officers, due to the nature of their work, are entitled to particular deductions which are incurred necessarily in the course of their employment. Additionally, police officers who are members of this Association are entitled to other deductions which they should not overlook.

Union Dues

Section 62 of the Internal Revenue Code provides that an employee may deduct from adjusted gross income when determining taxable income, labor union dues and initiation fees and out of work benefit assessments. Labor union assessments for sickness, accident and death benefits are not deductible as business expenses. Last year (1982) all members of this Association paid \$272.61. These are properly deductible on Schedule A under miscellaneous deductions.

Charitable Contributions

Section 170 (c) of the Internal Revenue Code provides that contributions made to a foundation, fund, committee, trust or corporation which is organized and operated exclusively for religious, charitable, scientific, literary or educational purposes are properly deductible from gross income. In 1982 members of the Association who contributed to the Community Service Committee of the Association paid an annual fee of \$12.00. This is properly deductible since the Committee is organized and operated exclusively for charitable purposes.

Miscellaneous Deductions

Section 62 of the Internal Revenue Code in Regulations 1.162-1 provide that an employee, in this case a police officer, may deduct certain expenditures if they are ordinary and necessary expenses paid or incurred during the taxable year in carrying on a trade or business, or profession. To be deductible, the police officer's expenses must be ordinary and necessary in car-

rying on his employment in law enforcement. The determination of what is ordinary and what is necessary is based on a factual examination of the particular expense. Expenses are ordinary if it can be expected to arise with some degree of consistency in the particular business or profession; an expenditure is necessary if it is appropriate and helpful to the development or conduct of the trade, business or profession.

Certain expenditures by police officers would qualify for deductions in that: (1) They are incurred in the law enforcement profession of the officer; (2) the expenditure is not for long-term items; and (3) The expense is ordinary and necessary to the law enforcement business.

The following types of expenditures would be considered as ordinary and necessary for the law enforcement profession. If they were made by a police officer in 1982 they are lawfully deductible as miscellaneous deductions on Schedule A. The sample expenditures would include: baton, briefcase, bullet proof vest, clip board, flashlights and batteries, gloves, gun reloaders, ammunitions, handcuffs, helmet, holsters, handcuff case, baton ring, ammo pouch, ear protectors, maps, ties, notebooks, penal codes, police codes, pencils, pens, safety glasses, tape recorders, uniforms, thermal underwear, laundering fees, whistles and any necessary repairs or alterations to the above mentioned items. It should also be noted that ordinary and necessary expenses made in preparation for promotional examinations are also deductible under Section 62 of the Internal Revenue Code; these would include textbooks, study guides, courses, notebooks and other related items.

If you have made such an expenditure in 1982 you should properly deduct it since it is lawful. If you failed to make such deductions and the expenditure is more than minimal, you should consider filing an amended Form 1040X in order to properly include this in your 1982 return. However, proper planning should result in your including all these items on your 1982 return.

Planning

If you have not thought about these deductible items, perhaps you should save this article and make notations during the year of any ordinary law enforcement expenditures that you make in order that you may deduct them when filling out your 1982 return and also in preparing for your 1983 and subsequent tax years.

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